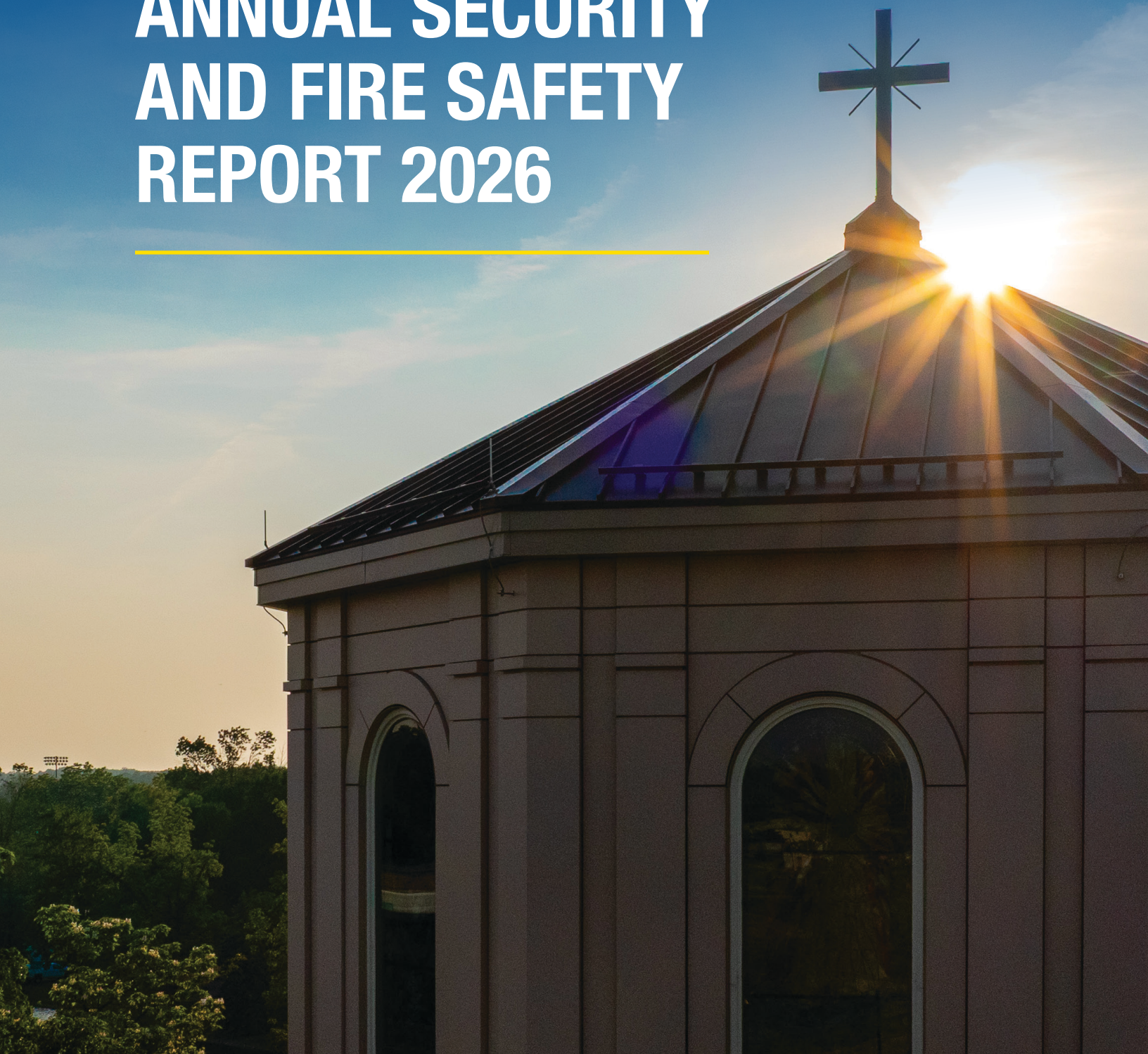


ANNUAL SECURITY AND FIRE SAFETY REPORT 2026



UNIVERSITY OF
SAINT FRANCIS
INDIANA



2026 ANNUAL SECURITY AND FIRE SAFETY REPORT

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Introduction

Our Catholic Identity

Founded by the Sisters of St. Francis of Perpetual Adoration in 1890, the University of Saint Francis has been formed and guided by its Catholic mission and Franciscan values.

Mission

The University of Saint Francis offers formation of the whole person by providing an encounter with the heart and mind of Jesus Christ so that God, who is Love, may be Loved. Through our Catholic identity, Franciscan charism, and liberal arts tradition, we prepare students for personal and professional lives of virtue, service and joy.

Core Values

- **Ceaseless adoration:** We adore God and interact with others in a way that honors His Presence.
- **Generous love:** We spend time in community, give of ourselves and accept help from others.
- **Franciscan joy:** We delight in the simple things and give thanks in all circumstances.

About Saint Francis

The University of Saint Francis (SF) is a private, nonprofit, coed Catholic university in Fort Wayne. The University promotes Catholic and Franciscan values and currently enrolls 2,168 students from 34 states and 18 countries.

The University of Saint Francis was founded by the Sisters of St. Francis of Perpetual Adoration in Lafayette, Indiana, in 1890. The campus moved to its current location at 2701 Spring Street in Fort Wayne, Indiana, in 1944 to the estate of the former industrialist John H. Bass. The school, originally known as Saint Francis College, has remained in Fort Wayne. It was renamed the University of Saint Francis in 1998.

Institutional Accreditation

The University of Saint Francis is accredited by the **Higher Learning Commission (HLC)**.

State Entities

The following State of Indiana entities work in tandem with accrediting agencies:

- **Indiana Department of Education**
- **Indiana State Board of Nursing**

Academic Program Accreditation

At the University of Saint Francis, academic programs are accredited by the following organizations:

- **Accreditation Commission for Education in Nursing, Inc. (ACEN)**
- **Accreditation Council for Education in Nutrition and Dietetics (ACEND)**
- **Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)**
- **Commission on Accreditation in Physical Therapy Education (CAPTE)**
- **Commission on Accreditation of Allied Health Education Programs (CAAHEP)** in collaboration with the **Accreditation Review Council on Education in Surgical Technology and Surgical Assisting (ARC/STSA)**
- **Commission on Collegiate Nursing Education (CCNE)**
- **Council for the Accreditation of Educator Preparation (CAEP)**
- **Council on Social Work Education (CSWE)**
- **Joint Review Committee on Education in Radiologic Technology (JRCERT)**
- **National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)**
- **National Association of Schools of Art & Design (NASAD)**

The Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the Clery Act) requires colleges and universities to comply with the following three broad categories:

1. Clery Act crime statistics and security-related policy requirements that must be met by every institution. These requirements include collecting, classifying and counting crime reports and statistics; issuing campus alerts which include “Timely Warnings” and “Emergency Notifications”; providing educational programs and campaigns that promote the awareness of dating violence, domestic violence, sexual assault and stalking; having procedures for institutional disciplinary action in cases of dating violence, domestic violence, sexual assault and stalking; publishing an Annual Security Report; and submitting crime statistics to the U.S. Department of Education.
2. If an institution maintains a campus police or security department, it must keep a daily crime log of alleged criminal incidents that is open to public inspection.
3. If an institution has any on-campus student housing facilities, it must disclose missing student notification procedures and disclose fire safety information related to those facilities.

Campus Security Authorities

Campus Security Authority (CSA) is a term used in the Clery Act to describe an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. **An official is defined by the Clery Act as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.**

The regulations that govern the Clery Act define a CSA as:

1. A campus police department or campus security department of an institution.
2. Any individual or individuals who have responsibility for campus security, but who do not constitute a campus police or security department, such as an individual who is responsible for monitoring entrance into institutional property.
3. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report offenses.
4. An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings.

Pastoral and professional counselors on campus are not considered to be CSAs when they are acting in the role of pastoral or professional counselors and are not required to report Clery reportable offenses. Professional counselors at the university are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis to a CSA or the Department of Public Safety.

Pastoral Counselor: An employee that is recognized by a particular religious order or denomination as someone who provides confidential counseling and who functions within the scope of that recognition as a pastoral counselor.

Professional Counselor: An employee whose official responsibilities include providing psychological counseling to members of the institution's community and who also functions within the scope of their license or certification.

Preparing the Annual Security and Fire Safety Report

The Director of Public Safety, the Vice President for Student Life and Athletics and the Dean of Students are responsible for compiling the statistical information and policy disclosures for the Annual Security Report in compliance with the requirements of the Clery Act. In preparing the University of Saint Francis's annual disclosure of crime statistics, the Dean of Students collects information reported directly to Public Safety, and formally requests information about crimes and disciplinary referrals from Campus Security Authorities, including representatives from the Residence Life Office, Judicial Affairs, Athletics, Title IX, etc. In addition, the Director of Public Safety collects statistics from local law enforcement agencies with jurisdiction for areas where the University of Saint Francis property is located, or areas frequented by students.

Local police departments are not required to provide statistics; however, documentation is required to show a good faith effort was made. All statistics are reviewed by the Director of Public Safety for accuracy and then forwarded to the Vice President for Student Life and Athletics and the Dean of Students for final review and approval. Once approved, statistics are submitted electronically to the U.S. Department of Education. By October 1 of each year, the Division of Student Life sends an email notification to the University of Saint Francis community of the report's availability. This email contains a brief description of the information contained in the report as well as a direct web link to the report. It is important to note that the Annual Security and Fire Safety Report incorporates the university's Fire Safety reporting requirements into this one document. A link to the Annual Security and Fire Safety Report is included in the email notification.

Reporting Crimes and Other Emergencies

Incident Reporting

Any cases of homicide, robbery, aggravated assault, burglary, arson, rape, vehicle theft, sexual misconduct, arrests or sanctions for liquor and drug law violations, as well as all hate-related crimes, must be reported to a Public Safety Officer, the Vice President for Student Life and Athletics, or any member of the Residential Life and Housing staff. If an incident is reported to others persons having significant responsibility for student activities, such as the Vice President Student Life and Athletics, the Dean of Students, the Assistant Athletic Director or a coach, this information must be forwarded to the Public Safety Office to be included in the crime report.

A daily written crime log is on file for these offenses, as part of the Campus Crime Act, and is available at the Public Safety Office.

Accidents involving physical injury, such as work-related accidents or possible hazardous exposures, should also be reported to Public Safety as soon as circumstances allow. Sports-related injuries should be reported to the appropriate coach or to the athletic trainer. To report an incident, injury or automobile accident, members of the campus community should call Public Safety at extension 7888 or 260-399-7888.

It is the approach of the Office of Residence Life and Public Safety to provide prompt, sensitive and private service to all members of the campus community who may require their assistance. Because of the nature of their duties, staff members treat all crimes reported to them as official matters and investigate them accordingly.

If the victim of a crime does not want to pursue action within the University of Saint Francis student code of conduct system or the criminal justice system, the victim may still want to make an anonymous report. The purpose of an anonymous report is to comply with the victim's wish to keep the matter confidential, while taking steps to ensure the future safety of the Saint Francis community. With this information, Saint Francis can keep an accurate record of the number of incidents involving students, determine if there is a method of operation or an assailant, and alert the university community to potentially hazardous conditions. Reports filed in this manner are counted and disclosed in the Annual Security Report crime statistics for the institution.

Emergency Phones

Blue light, direct-dial emergency assistance phones are strategically located throughout the campus grounds for accessibility in an emergency. These phones are available to call for help, report suspicious activity and/or call for an escort or other services. To facilitate contacting a Public Safety Officer, emergency call boxes are located at exterior entrance locations of Clare Hall, Bonzel Hall, Trinity Hall's main entrance and both Trinity south exits, all entrances of the Pope John Paul II Center, Achatz Hall main entrance, Hutzell Athletic Center main entrance, Doermer south and east entrances, the Doermer parking lot, south and north locations on the walkway to Rolland Art Center and

at the main and tower entrances of Rolland Art Center, both lower breezeways of Padua Hall, the south and north sides of North Campus, the Shields Field lot and the downtown campus parking lot.

Closed-Circuit Television Network

The university supports a Closed-Circuit Television (CCTV) network. Cameras have been placed in the Cougar Den, the Vann Library, Clare Hall interior and exterior entrances, Padua Hall parking lot and breezeways, and the entrances to Brookside, the Pope John Paul II Center and the Health Sciences buildings. Rolland and North Campus galleries, the animation lab, TV studio, music tech areas, cadaver lab, Fitness Center and Hutzell foyer have interior coverage.

Student Assistance Programs

A full range of personal counseling services is offered at no charge to students attending the University of Saint Francis. The intention in providing this opportunity is to offer guidance and support to students as they face a number of issues during their college careers. These can include, but are not limited to, academic or emotional stress, negative peer pressure, or drug and alcohol abuse.

Students may access counseling services by calling the Saint Francis Health and Wellness Center at 260-222-9269.

Department of Public Safety

As part of the commitment to a safe and secure environment, the University of Saint Francis has a Public Safety Department staffed 24 hours a day, 365 days a year, all breaks and holidays included. The primary responsibility of the security staff is to protect the persons and property of the campus community through vehicle and foot patrols of the buildings and grounds, monitoring safety systems and providing a timely response to requests for assistance such as medical emergencies, building access and escorts, and responding to reports of suspicious persons or unsafe conditions. The Public Safety Department officers do not have arrest powers and are not armed; they maintain a working relationship with the Fort Wayne Police Department and Allen County Sheriff's Department. In cases where a crime is reported, they will call the police or will facilitate contact for a student when electronic reporting is appropriate.

The Public Safety Office is located in St. Michael Hall at 3102 Spring St., across from Padua Hall. Public Safety may be contacted at 260-399-7888 with a mobile device.

Emergency Alerts

In emergencies, specific information of immediate concern to the security of the campus community is transmitted through the Regroup system utilizing telephones, email, voicemail and social networks, and will also be posted on the Saint Francis website. All students and staff also have access to the Regroup Panic Alert Button.

General information regarding non-emergency matters of campus safety and security will be published in the memo from the President's Office. A daily log of reported campus calls is kept in the Public Safety Office. For employees, mySF (my.sf.edu) also has an emergency information page under the Security header.

An emergency siren has been installed on campus as part of the countywide emergency notification network. The Allen County Emergency Management Agency or the Department of Homeland Security will activate the warning siren, not only if a tornado has been spotted, but also for severe storm activity, chemical spills and other local and national threats. When members of the campus community hear the siren, they should turn to a local radio or TV station or go to the Saint Francis home page and click on Severe Weather information under Resources. Public Safety monitors the National Weather Service bulletins during times of severe weather.

Emergency Response Procedures

Emergency Alert System

In 2025, the University of Saint Francis implemented Regroup, a mass notification system, to alert students, faculty and staff to school closings due to severe weather, power outages, emergency situations or other conditions that warrant cancellation of classes and/or events.

Through the emergency alert system, message alerts are sent by a university-appointed administrator to an individual's email, home phone and cell phone accounts. Information is also posted on Saint Francis's website (sf.edu) and shared through public service announcements via radio and television.

Procedures of Implementation

The University of Saint Francis is committed to the safety and well-being of the campus community and will take appropriate steps to alert constituents of closings and emergency situations via the broadcasting system, unless issuing such notifications would compromise safety.

Statement of Notification

The University of Saint Francis is committed to the safety and well-being of the campus community and will take appropriate steps to alert constituents of closings and emergency situations via the broadcasting system, unless issuing such notifications would compromise safety.

Emergency Contact Team

Craig Teetsel, Executive Vice President

Mike McCaffrey, Vice President for Student Life and Athletics

Tom Rhoades, Director of Public Safety

Missing Student Policy and Procedures

It is the policy of the University of Saint Francis to actively investigate any resident student who is reported to be missing. There will be no waiting period before the commencement of an investigation.

All students should register a contact person to be notified in the event that there is an emergency. The information will be confidential with only campus officials and law enforcement officers having access to aid the process of an investigation. If no contact information is provided, local law enforcement will be notified. Notification will be made to the parent or guardian of any student under the age of 18 and not legally emancipated.

If members of the campus community have reason to believe a student is missing for more than 24 hours, they should immediately contact the Public Safety Department. Public Safety will take the report and provide the information to the Vice President for Student Life and Athletics. If less than 24 hours, they should contact Public Security, the Dean of Students or a Resident Hall Director. The report will be made available to Public Safety and the Vice President for Student Life and Athletics.

Upon receiving a report of the possibility (less than 24 hours) of a student being missing, the Vice President for Student Life and Athletics will initiate an investigation utilizing the Campus Life staff. The investigation will involve contacting pertinent faculty and friends for last-known whereabouts and contacting the immediate family or guardian.

If a student is known to be missing for more than 24 hours, or less than 24 hours but with evidence of possible abduction, the Fort Wayne Police Department will be notified, and the university will cooperate with the investigation as requested. In cases where local law enforcement is notified, the Vice President for Student Life and Athletics will also notify the Provost and Academic Dean and the President of the University.

Security for Resident Students

The University of Saint Francis has four residence halls for the housing of students: Bonzel Hall, Clare Hall, Padua Hall and Trinity Hall. In Clare Hall, Bonzel Hall and Trinity Hall, each room exits to a common corridor and from there to the outside. Padua Hall features five- and six-bedroom suites, with 24-hour card access, each suite exiting to a common area and from there to the outside. Trinity Hall, Clare Hall, and Bonzel Hall are secured 24 hours a day and are accessed by the resident student's SF ID card; the fire exits have alarm contacts to help prevent non-emergency use. Emergency phones are located at the entrances to Clare Hall, Bonzel Hall, Trinity West, Trinity East and Padua Hall for emergency security contact and are equipped with keypads to facilitate visitor contact and identification.

Student and Employee Involvement in Safety

The involvement of all students, staff and faculty members is an essential part in maintaining a safe campus. Everyone must assume responsibility for the safety of their own persons and property.

Some commonsense precautions to observe are:

- Maintain an awareness of any people, activity and the physical features of your immediate environment
- Do not prop doors open. Propping doors open compromises the safety of all building residents.
- Do not lend your keys or ID card to others.
- Secure your room or office when leaving. If you are the last one to leave a building, call Public Safety and inform them of this.
- Always keep your vehicle locked and do not leave valuables where they can be easily seen.
- Any time you observe a person you believe to be suspicious-looking or acting, report this to Public Safety or to a member of the Residence Life Staff.
- Always walk with a companion after dark. If no one is available, please call the officer on duty at 260-399-7888 to request an escort.

Timely Warning

If a Clery Act crime has occurred on campus, on non-campus property or public property running through or immediately adjacent to the campus, a “Timely Warning Notification” (ALERT) will be issued without disclosing the names of the victims when it is determined by the Director of Public Safety that the incident may pose a serious or ongoing threat to the members of the University of Saint Francis community.

Timely Warning Notifications are typically issued for Clery Act reportable crimes and are considered on a case-by-case basis. Those factors include the nature of the crime and the continuing danger to the campus community. For example, whether the perpetrator has been apprehended or the threat has been otherwise mitigated would be included in the notification. Alerts will be issued by a designated university official via a campus-wide email and/or text as soon as pertinent information is received, and it is determined that the reported incident may pose a serious or ongoing threat to the University of Saint Francis community.

Weapons

The possession or keeping of any type of firearms, pellet or BB guns, fireworks, knives, swords, dangerous chemicals or explosive materials in university residence halls, classroom buildings, university-related premises or in a vehicle brought to campus is prohibited. Knives with blades over four inches in length, not purposely used for eating, are not permitted in the residence halls. Any decoration with a blade (i.e., sword, machete, saw) is also prohibited.

Hate Crimes

Any of the crime statistics, excluding liquor, drug and weapons law violations, and all reports of larceny-theft, simple assault, intimidation and vandalism/destruction of property where the victim was selected intentionally because of his or her actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity or disability is required by law to be reported as a hate crime.

Daily Crime Log

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (Clery Act) requires colleges and universities to have a Daily Crime Log. The purpose of this log is to record all criminal or alleged criminal incidents that are reported to campus police or the security department. This log includes incident classification, report number, reported date and time, occurrence date and time, location of incident and disposition; it does not include any identifying information about persons involved in an incident. Public Safety is responsible for maintaining this log for the university and for ensuring that it is updated within two business days of being notified of an incident.

To view the log for the most recent 60-day period, please visit Public Safety, located in St. Michael Hall at 3102 Spring St., across from Padua Hall (Monday through Friday 8:30 a.m. to 4:30 p.m.). Public Safety retains Daily Crime Logs for seven years. Requests for logs that are more than 60 days old will be fulfilled within two business days.

Campus Sex Crimes Prevention Act

The Federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where state law enforcement agency information concerning registered sex offenders may be obtained. The act also requires registered sex offenders to provide to the appropriate state official notice of each institution of higher education in the state at which the offender is employed, carries on a vocation or is a student.

In complying with the Federal Campus Sex Crimes Prevention Act, interested parties can obtain current Indiana sex offender registration information at **www.icrimewatch.net/indiana.php**.

Title IX Sexual Harassment and Sexual Misconduct Policy

Sex-Based Misconduct Policy Introduction

The University of Saint Francis (SF) is committed to fostering a safe and supportive environment conducive to academic achievements and healthy interpersonal interaction. Discrimination, harassment, and sexual misconduct on the part of a member of the SF community is clearly inconsistent with these purposes and can be a violation of state and federal law. Members of the SF community, guests, and visitors have the right to be free from sexual harassment. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. When an allegation of misconduct is brought to an appropriate administrator's attention, and a responding party is found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are never repeated. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. This policy is intended to define community expectations and to establish a mechanism for determining when those expectations have been violated.

As a recipient of federal funding, the University is required to comply with Title IX of the Higher Education Amendments of 1972, 10 U.S.C. § 1681 et seq. (Title IX). Title IX is a federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy discrimination and sexual harassment—in educational programs and activities.

Sexual harassment is defined broadly under this policy on Sex-Based Discrimination (Policy). Sexual Harassment includes sexual assault, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual misconduct with a minor, child molesting, and sex discrimination, as defined below. Sexual harassment is a violation of university policy, state and federal civil rights laws, and may violate state and federal criminal laws. When an allegation of sexual harassment is brought to an appropriate individual's attention, and a respondent is found to have violated this policy, the University will issue appropriate sanctions to prevent further misconduct.

The University reserves the right to take whatever measures it deems necessary in response to an allegation of sexual harassment in order to protect the rights and personal safety of students, employees, and other members of the University community. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to local police. Not all forms of sexual harassment will be deemed equally serious offense, and the University reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The University will consider the concerns and rights of both the complainant and the respondent.

Title IX Definitions

THE FOLLOWING TERMS AND DEFINITIONS APPLY TO THIS POLICY.

Actual Knowledge: Notice of sexual harassment or allegations of sexual harassment to the University's Title IX Coordinator. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the University with actual knowledge is the Respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University. "Notice" includes a report of sexual harassment to the Title IX Coordinator.

Appointee: An individual deemed to have an affiliation with the university in a non-compensatory capacity as designated in the applicable Human Resources Information System.

Child Molesting: A person of at least 18 years of age who, with a child under 14 years of age, performs or submits to sexual intercourse or sexual conduct, or performs or submits to any fondling or touching for the purpose of sexually gratifying either person.

Complainant: Any person who is reported to have experienced conduct prohibited by this policy, regardless of whether that individual makes a report or participates in the review of that report by the university, and regardless of whether that person is a member of the University Community.

Consent: Permission that is clear, knowing, voluntary, and expressed prior to engaging in and during an act. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.

- A. Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity.
- B. Consent may be withdrawn at any time.
- C. Previous relationships or prior consent cannot imply consent to future sexual acts; this includes "blanket" consent (i.e., permission in advance for any/all actions at a later time/place).
- D. Consent cannot be given by an individual who one knows to be—or based on the circumstances should reasonably have known to be—substantially impaired (e.g., by alcohol or other drug use, unconsciousness, etc.).
 - Substantial impairment is a state when an individual cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, where, when, why or how" of their sexual interaction).
 - This also covers individuals whose substantial impairment results from others physical or mental conditions including mental disability, sleep, or from involuntary physical restraint.

- Being impaired by alcohol or other drugs will never function as a defense for any behavior that violates this policy.

- It is the obligation of the person initiating the sexual activity to obtain consent.
- An individual cannot consent who has been coerced, including being compelled by force, threat of force, or deception; who is unaware that the act is being committed; or who is coerced by a supervisory or disciplinary authority.
 - **Force:** Violence, compulsion, or constraint; physically exerted by any means upon or against a person.
 - **Coercion:** The application of pressure by the Respondent that unreasonably interferes with the Complainant's ability to exercise free will. Factors to be considered include, but are not limited to, the intensity and duration of the conduct.
- A person who does not want to consent to sex is not required to resist or verbally object.
- Withdrawal of consent can be manifested through conduct and need not be a verbal withdrawal of consent (i.e., crying, pulling away, pushing away, not actively participating, laying there, uncomfortable or upset facial expression).
- Consent may not be given by an individual who has not reached the legal age of consent under applicable law.

Decision Maker: The adjudicator(s) who oversee(s) any hearing which takes place as part of the resolution process. The Complainant and accused individual will be asked if they have a preference for an administrative hearing with one (1) hearing officer trained to hear cases involving sexual harassment or a hearing by a University hearing panel of three (3) University employees trained to hear cases involving sexual harassment. The preferences of the parties will be taken into consideration; however, the Title IX Coordinator will make a final determination of the type of hearing conducted based on the preferences of the parties and the seriousness of the allegations.

Employee: An individual employed by the University of Saint Francis for compensation, paid through payroll and listed as a W-2 employee.

Formal Complaint: A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment.

Incapacitation: A state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction).

- This policy also covers a person whose incapacity results from a mental and/or a physical disability, sleep, involuntary physical restraint, or from the taking of rape drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Burundanga, etc. is prohibited, and administering one of these drugs to another student is a violation of this policy. More information on these drugs can be found at www.911rape.org.

- Use of alcohol or other drugs will never function as a defense for any behavior that violates this policy.

Investigator: An individual assigned by the Title IX Coordinator to investigate the alleged sexual harassment.

Non-Consensual Sexual Contact: Any intentional sexual touching, however slight, with any body part or object, by any individual upon another that is without consent and/or by force or coercion.

- Sexual contact includes: Intentional contact with the breasts, buttocks, groin or genitals, or touching another with any of these body parts or another object, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth, or other orifice.

Non-Consensual Sexual Penetration: Any sexual penetration, however slight, with any body part or object, by any individual upon another that is without consent and/or by force or coercion.

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

Relationship Violence: A broad term that encompasses Domestic Violence and Dating Violence.

Domestic Violence: Conduct that would meet the definition of a felony or misdemeanor crime of violence committed by the Complainant's current or former spouse or intimate partner, a person with whom the Complainant shares a child in common, a person who is or has cohabitated with the Complainant as a spouse or intimate partner, or individual similarly situated to a spouse under domestic or family violence law, or anyone else protected under the domestic or family violence law of the jurisdiction in which the offense occurred. An individual need not be charged with or convicted of a criminal offense to be found responsible for domestic violence pursuant to this policy.

Dating Violence: Violence committed by a person—

- A. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- B. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship
 - The type of relationship
 - The frequency of interaction between the persons involved in the relationship

Respondent: Any member of the university community who is reported to have engaged in conduct prohibited by its policy.

Retaliation: Any adverse employment or educational action taken against a person because of the person's participation in a complaint or investigation of discrimination or sexual harassment.

Sexual Harassment:

- A. 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
- B. Sexual assault, dating violence, domestic violence or stalking. All such acts constitute of sexual harassment under this policy; or
- C. An employee of the recipient conditioning the provision of an aid, benefit, or service to the recipient based on an individual's participation in unwelcome sexual conduct.

Sexual Violence: Sexual acts perpetrated without consent.

Sexual Assault: Non-consensual sexual contact and non-consensual sexual penetration.

Sexual Exploitation: Occurs when an individual takes non-consensual or abusive sexual advantage of another for that individual's own advantage or benefit, or to benefit or advantage anyone other than the individual being exploited. Examples of sexual exploitation include, but are not limited to:

- A. Engaging in voyeurism;
- B. Exposing one's genitals in non-consensual circumstances;
- C. Inducing another to expose their genitals;
- D. Going beyond the boundaries of consent (e.g., letting others hide in a closet to watch you having consensual sex);
- E. Invasion of sexual privacy;
- F. Knowingly transmitting a sexually transmitted infection (STI) to another;
- G. Non-consensual pictures, video- or audio-recording of sexual activity or sexually suggestive imagery, or the non-consensual distribution of such material, including through social media;
- H. Possession, use, and/or distribution of alcohol or other drugs (e.g., Xanax, Ambien, Benadryl, Rohypnol ("Roofies"), Ketamine, GHB, etc.) for the purpose of engaging in or facilitating any activity prohibited under this policy;
- I. Prostituting another.

Sexual Misconduct with a Minor: A person at least 18 years of age who, with a child at least 14 years of age but less than 16 years of age, performs or submits to sexual intercourse or sexual conduct, or performs or submits to any fondling or touching for the purpose of sexually gratifying either person.

Stalking: A course of conduct directed at a specific individual that would cause a reasonable person under similar circumstances and being similarly situated as the Complainant to fear for their own or another's safety, or to suffer substantial emotional distress. A course of conduct includes two or more acts, including but not limited to, those in which the alleged perpetrator directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about the Complainant, or interferes with the Complainant's property.

Student: An individual to whom an offer of admission has been extended, paid an acceptance fee, registered for classes, or otherwise entered into another agreement with the university to take instruction. Student status lasts until an individual graduates, is permanently dismissed, or is not in attendance for two complete, consecutive terms, and includes those with a continuing educational relationship with the university; “Student” also includes registered student organizations. A student organization remains a “Student” for purposes of this policy for one calendar year following the expiration of the organization’s most recent registration.

- The university reserves the right to administer this policy and proceed with any process provided by this policy even if the student withdraws from the university, is no longer enrolled in classes, or subsequently fails to meet the definition of a student while a disciplinary matter is pending.

Supportive Measures: Individualized services reasonably available that are non-punitive, non-disciplinary and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual harassment.

Title IX Coordinator: The designated university official with primary responsibility for coordinating the university’s compliance with Title IX. This individual provides leadership for Title IX activities, offers consultation, education and training, and helps to ensure that the university responds appropriately, effectively and equitably to all Title IX issues.

University Community: Faculty, staff, students, student employees, graduate assistants, appointees, volunteers, suppliers/contractors, and visitors.

Other Sex-Based Misconduct Offenses that Fall Under Title IX

- Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
- Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of sex;
- Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
- Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the university community, when related to the admission, initiation, pledging, joining or any other group-affiliation activity (as defined further in the Hazing Policy);
- Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally;
- Violence between those in an intimate relationship to each other;
- Stalking, defined as repetitive and/or menacing pursuit, following, harassment and/or interference with the peace and/or safety of a member of the community; or the safety of the immediate family members of the community.

Title IX Policy Details

Scope

Medium

- This policy applies to alleged sexual harassment in any medium. Sexual harassment may manifest in many evolving forms including, but not limited to, physical, verbal and visual, whether in person or online in any format.

Jurisdiction

- The University has a compelling obligation to address allegations and suspected instances of sexual harassment when it has actual knowledge that this policy has been violated. The University must inform the Respondent of the allegations and may take further action it deems appropriate, including pursuing an investigation even in cases when the Complainant is reluctant to proceed. The Complainant will be notified in advance when such action is necessary.
- The University's disciplinary response may be limited if the Respondent is a visitor or other third-party or is not subject to the University's jurisdiction.

Location

- This policy applies to alleged sexual harassment that takes place in a University's educational program or activity, against a person in the United States. This includes locations, events or circumstances over which the University exercised significant control over both the Respondent and the context in which the sexual harassment occurred.
- This policy also applies to alleged sexual harassment that occurs off-campus, including virtual spaces, in any building owned or controlled by a student organization that is officially recognized by the University.
- In situations not covered above, but where the sexual harassment undermines the security of the university community or the integrity of the educational process or poses a serious threat to self or others, other applicable University procedures for general misconduct may be applied.

This policy is not intended for, and will not be used to, infringe on academic freedom or to censor or punish members of the university community who exercise their legitimate First Amendment rights.

Policy Maintenance

This policy is managed and updated by the Vice President for Student Life and Athletics.

Receiving Supportive Measures

Members of the university community impacted by sexual harassment are encouraged to use counseling and support services listed in the resource section.

Employees with the Authority to Institute Corrective Measures

The University designates certain employees who have the authority to institute corrective measures on its behalf. Under this policy, their knowledge of sexual harassment conveys actual knowledge to the University.

The following employees have been designated by the University as having the authority to initiate corrective measure on its behalf:

- Title IX Coordinator
- Title IX Deputy Coordinators

When one of the above employees learns of alleged sexual harassment, that employee should contact the Title IX Coordinator as soon as possible.

Employees may have additional reporting obligations provided by law and/or other University policies.

Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies and procedures.

Employee Duty to Report

All University employees have reporting responsibilities to ensure the University can take appropriate action.

All University employees, except those exempted by legal privilege of confidentiality or expressly identified as a confidential reporter, have an obligation to report incidents of sexual harassment. Any employee who receives a disclosure of sexual harassment or becomes aware of information that reasonably may constitute sexual harassment involving anyone covered under this policy, must report the incident as soon as possible, and within five workdays of becoming aware of such information.

Contacting the Title IX Coordinator to share all known information will satisfy the employee duty to report.

Employees may have additional reporting obligations provided by law and/or other University policies.

The following categories of employees are exempt from the duty to report sexual harassment due to their legal or professional privilege of confidentiality or their designation by the University as a confidential reporter:

- Professional and pastoral counselors
 - A. A professional counselor is a person whose official responsibilities include providing mental health counseling to members of the university community and who is functioning within the scope of that license or certification and their university employment.

1. This definition applies even to professional counselors who are not employees of the university but are under contract to provide counseling at the university.
 2. This also includes an individual who is not yet licensed or certified as a counselor but is acting in that role under the supervision of an individual who is licensed or certified (e.g., a Ph.D. counselor-trainee acting under the supervision of a professional counselor at the university).
- B. A pastoral counselor is a person who is a priest or is associated with a religious order, is recognized by that religious order as someone who provides confidential counseling, and is functioning within the scope of that recognition and their role at the university.
- Other employees with a professional license requiring confidentiality who are functioning within the scope of that license or certification and their university employment.
 - A. For example, a physician with a dual appointment as a clinician and professor would be required to report instances of sexual harassment of which they become aware in the scope of their employment as a professor, but must keep such information confidential and privileged if learned in the scope of their duties as a physician unless there is a mandatory reporting requirement under state law.

Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies and procedures.

Reporting Allegations of Sexual Harassment

Any person may report sexual harassment. By way of example, this includes:

- Students
- Employees
- Parents/guardians
- Any University Community member or other individual who is directly involved in, observes, or reasonably believes that sexual harassment may have occurred.

Reports can be made to the Title IX Coordinator in the following ways:

- **In-Person:** Trinity Hall 129
- **Mail:** 2701 Spring Street, Fort Wayne, IN 46808
- **Phone:** 260-399-7999 ext. 6741
- **Email:** jsegal@sf.edu

Making a report to the University and to law enforcement are mutually exclusive events. Making a report to the University does not preclude the individual from filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes. Filing a report with law enforcement is not a prerequisite of making a report with the University. However, individuals may request assistance from the Title IX Coordinator or designee to notify law enforcement.

- **Fort Wayne Police Department:** 911 (emergency), 260-427-1222 (non-emergency)

Confidentiality and Privacy

The University recognizes the importance of confidentiality and privacy. See the resources section for a list of confidential support, non-confidential support, and medical resources. Information received in connection with the reporting, investigation and resolution of allegations will be treated as private and will only involve individuals whom the University determines are necessary to conduct an appropriate investigation, to provide assistance and resources to parties, to perform other appropriate University functions or when the University is required to provide information under the law.

If an incident is disclosed or reported to the University and the individual requests that no investigation be conducted or disciplinary action be taken, the Title IX Coordinator or designee will explain that the University prohibits retaliation and explain the steps the University will take to prevent and respond to retaliation if the individual participates in a resolution process. The Title IX Coordinator or designee will evaluate the request to determine whether the University can honor the request while still providing a safe and nondiscriminatory environment.

A decision to proceed despite an individual's request will be made on a case-by-case basis after an individualized review, and the Complainant will be notified if such a decision is made. If the University proceeds with an investigation, the Complainant is under no obligation to proceed as a part of the investigation.

All individuals involved in the process should observe the same standard of discretion and respect for everyone involved in the process.

Retaliation

Retaliation is prohibited by University policy and law. The University will not tolerate retaliation in any form against any individual who makes an allegation, files a report, serves as a witness, assists a Complainant or participates in an investigation of discrimination or harassment. Retaliation is a serious violation that can subject the offender to discipline, up to and including termination of employment and/or suspension or dismissal of a student, independent of the merits of the underlying allegation.

Allegations of retaliation should be reported to the Title IX Coordinator.

Investigation and Resolution Options

Initial Assessment

- The Title IX Coordinator or designee reviews all reports of sex-based discrimination under this policy for an initial assessment of the reported information. The available resolution options will be guided by the availability of information or evidence suggesting that a policy violation may reasonably have occurred; the University's obligation to investigate and provide appropriate remedies to eliminate, prevent and address the effects of the prohibited conduct; and the desire of the complainant to participate in an investigation or other resolution.
- Upon completion of an initial assessment, the Title IX Coordinator or designee will determine the available options for resolution and will communicate the options to the involved parties.

Informal Resolution

- Informal resolution may be utilized in some circumstances if the University deems appropriate and both parties agree to it.

Investigative Resolution

- The Title IX Coordinator may resolve a report of sexual harassment through investigative resolution when the alleged harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when the party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial and equitable process.

Remedies

When the University makes a finding of a policy violation, it will take steps, whether individual or systemic, to stop the alleged sexual harassment, prevent its recurrence and remedy the discriminatory effects on the Complainant and others, as appropriate.

Corrective Actions/Sanctions

- When the Respondent is a student, potential sanctions include formal reprimand, disciplinary probation, suspension, dismissal and other appropriate educational sanctions.
- When the Respondent is an employee, corrective actions may be taken pursuant to the Corrective Action/Termination Policy, Student Employment Policy, and/or Faculty Rules. Disciplinary corrective actions include coaching, development plans, reduction in supervisory duties and leadership responsibilities, changes in salary, termination and other appropriate corrective actions.
- Student employees may be subject to corrective action and sanctions under student and/or employee policies depending on the nature of the complaint. For instance, a student employee who is dismissed from the university may also be subject to termination or other corrective actions.

Any corrective actions or sanctions will not take effect until any appeals have been completed.

Interim Supportive Measures

- Supportive measures will be made available to both the Complainant and Respondent whether or not a formal complaint is filed to ensure equal access to the University's education and employment programs and activities. The Title IX Coordinator or designee will conduct an individualized assessment and will review requests from the Complainant and Respondent to determine supportive measures that are appropriate and reasonably available at no cost to the Complainant or Respondent. Supportive measures may include, but are not limited to:
 - A. No contact directives;
 - B. Referral to campus and community resources for victim advocacy, counseling, health services, legal assistance, immigration assistance, disability services;

- C. Academic support including extensions of time and other course-related adjustments;
 - D. Modification of work or class schedules;
 - E. Change in work or housing locations;
 - F. Change in reporting relationship;
 - G. Consideration of leave requests; and
 - H. Assistance with academic petitions.
- During the period of any investigation a Respondent can be put on administrative leave if they are an employee of the University. If the Respondent is a student of the University, they may be removed from educational activities following an individualized safety and risk analysis if it is determined that the Respondent poses an imminent threat to the physical health or safety of anyone due to the allegations made. If a student is removed from educational activities in this way, they have the right to challenge the determination of the safety and risk analysis.
 - The Title IX Coordinator or designee will coordinate the provision of interim supportive measures. Parties will not be required to arrange such measures by themselves but may need to participate in communication with supervisors, faculty and other University employees with a need to know.

Other Remedial Measures

- When the university is unable to proceed with investigative resolution, such as lack of information in the report or request by the Complainant that an investigation not move forward, the university may take other remedial measures as appropriate to remedy the effects of the alleged sexual harassment and/or prevent its recurrence. Remedial measures may also be implemented when it is determined that inappropriate behavior occurred, but that the behavior did not rise to the level of policy violation.
- Remedial measures may include, but are not limited to:
 - A. Providing training on sexual harassment;
 - B. Increasing security in a designated space;
 - C. Changing policy or procedure; and
 - D. Conducting climate checks.

False Allegations

It is a violation of this policy for anyone to make a false allegation of sexual harassment in bad faith. Corrective action/sanctions may be imposed on individuals who in bad faith make such false allegations.

The absence of finding a policy violation is not equivalent to finding that the Complainant acted in bad faith.

Process Abuse

No member of the university community may:

- Obstruct, prohibit, exert improper influence over or interfere with any individual making a report, participating in a process or carrying out a responsibility covered by this policy;
- Make, in bad faith, materially false statements in or related to a process covered by this policy;
- Disrupt or interfere with the orderly conduct of any proceeding conducted under this policy; or
- Fail to comply with any directive, sanction, or corrective action issued pursuant to this policy.

Training

All faculty, staff, student employees, graduate assistants and students are required to take annual training as directed by the university.

Title IX—Procedures

The process for handling allegations of sexual misconduct at the University of Saint Francis involves an immediate initial investigation to determine if there is reasonable cause to believe the policy has been violated. If so, the university will initiate a prompt, thorough and impartial investigation.

Initial Assessment

Upon receiving a complaint, the Title IX Coordinator will provide information to the Complainant on the availability of supportive measures, the right to file a formal complaint and how to file such a complaint.

The Title IX Coordinator or designee reviews all reports of sexual harassment under this policy for an initial assessment of the reported information. Available resolution options will be guided by the availability of information and evidence suggesting that a policy violation may have occurred, the University's obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct and the availability or desire of the Complainant to participate in an investigation or other resolution.

Upon completion of an initial assessment, the Title IX Coordinator or designee will determine the available options for resolution and will communicate these options to the parties.

If the reporting individual (or the University) elects to file a formal complaint, the Title IX Coordinator will provide written notice to the Respondent within ten (10) days including:

- The actual allegations of facts that constitute sexual harassment and any evidence that supports this;
- That there is a presumption of innocence in their favor;
- That all parties are entitled to an advisor of their choice;
- That all parties can inspect and review evidence; and,
- Information regarding any code of conduct provisions that prohibit false statements made in bad faith.

Dismissal of Complaint

In the event that prior to, or in the course of, an investigation, the University determined that the allegations fail to meet the definition of sexual harassment or did not occur while in the United States and under the University's educational program or activity, the investigation and formal complaint will be dismissed. Such complaints may still be resolved through an informal resolution process as outlined above or according to procedures set forth in the Student Code of Conduct.

The University reserves the right to dismiss the complaint and stop the investigation if:

- The Complainant notifies the Title IX Coordinator in writing that they wish to withdraw their complaint;
- The Respondent is no longer enrolled in or employed by the University; or

- Specific circumstances prevent the school from gathering sufficient evidence to reach a determination about allegations (e.g., lack of participation in the investigative procedures by parties or witnesses).

If the University dismisses the complaint for any reason, either party may appeal the decision as outlined in this policy's appeals process.

Informal Resolution

An informal resolution may be utilized in some circumstances if a formal complaint is filed. The usage of an informal resolution process is limited in a number of ways:

- Informal resolution is unavailable if the Respondent is an employee of the school.
- Informal resolution may only be used if any and all parties in an investigation agree to it.

In all cases, the University will inform the parties of the right to end the informal resolution process at any time. If a party chooses to end the informal resolution process, the University will inform the Complainant of all options, including the option to begin the investigative resolution process.

The University will provide a facilitator, mediator or decision-maker that is free from conflicts of interest and has received special training in order to facilitate resolution of the complaint. Informal resolution can take any form that the parties agree upon. The Title IX Coordinator or designee will work with the parties to develop a form of resolution that adequately resolves the needs of the parties.

Depending on the form chosen, it may be possible for a Complainant to maintain anonymity throughout the informal resolution process.

As part of the resolution process, additional measures (including, but not limited to, educational programming, training, regular meetings with an appropriate university individual or resources, extensions of no contact orders or counseling sessions) may be agreed upon.

Formal Resolution and Hearings

The Title IX Coordinator may resolve a report of sexual harassment through its formal resolution process when the alleged sexual harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when any party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial and equitable process.

Investigation

- Following the filing of a formal complaint, an investigator will be assigned to the complaint by the Title IX Coordinator. During the investigation, the Investigator will seek to meet separately with the Complainant, Respondent, and any relevant witnesses who may have information relevant to the incident. The Investigator may also gather or request other relevant evidence when available and appropriate. Both the Complainant and Respondent will be asked to identify witnesses and provide other relevant information in a timely manner to facilitate prompt resolution of the complaint.

- Although both the Complainant and Respondent are advised to participate in the investigation process to enable a fair and equitable resolution to any complaint, neither the Complainant nor the Respondent are required to participate in the investigation process.
- During the investigation process, parties have an equitable right to:
 - A. Receive notice before participating in an interview with sufficient time to prepare for meaningful participation;
 - B. Participate in a process with reasonably prompt timeframes, with extensions for good cause, as described in the Procedure section below;
 - C. Present relevant information to the Investigator, including evidence and witnesses;
 - D. Receive timely and equal access to any relevant information, documentation, and evidence gathered during the investigation;
 - E. Have an advisor of their choosing, or through appointment by the University, including an attorney, advocate or other support person who is not a potential witness in the investigation or could otherwise compromise the investigation, who provides support throughout the formal resolution process, including being present for any meetings or hearings; and
 - F. Have Investigators who are adequately trained to resolve cases of alleged sexual harassment, are familiar with applicable policies and procedures, and who do not have a conflict of interest or bias for or against either party.
- Following the completion of the investigation, the Investigator will complete and investigative report on the allegations contained in the formal complaint. This report will be given to all parties, who have ten (10) days to respond to the Investigator's findings before the report is finalized. The finalized report is then circulated for no less than ten days before a hearing is held.

Hearings

- All hearings are overseen by a Decision Maker. All Decision Makers have received special training on how to be impartial and are assigned to cases by the Title IX Coordinator to avoid any bias and present and objective analysis of the evidence. In no case is the Investigator for a given case also the Decision Maker.
- Hearings are not legal proceedings and do not follow courtroom procedure or the formal rules of evidence. During any hearings, each party must have an advisor present to ask questions to the other party. This advisor does not need to be licensed to practice law and may be a person of the party's choice or, if they do not have an advisor, the University will provide an advisor for them.
- Questioning & Cross-Examinations
 - G. The Decision Maker may question individual parties and witnesses.
 - H. Parties will have the opportunity to cross-examine the party or witness. Parties may never ask questions directly, and questions must be asked to the other party through the use of a party's advisor. All questions asked must be relevant. Any questions determined not to be relevant by the Decision Maker are not required to be answered.

- A. If a party or witness is absent from the live hearing or refuses to answer cross-examination or other questions, the Decision Maker may not rely on any statement of that person in reaching a determination of responsibility. The Decision Maker may not draw an inference about the determination regarding responsibility based solely on a party's or witness' absence from the live hearing or refusal to answer cross-examination or other questions.
- If, at any point during the hearing, the Decision Maker determines that unresolved issues exist that could be clarified through additional investigation time, the Decision Maker may suspend the hearing and reconvene it in a timely manner that accommodates further investigation.
 - Hearings may be conducted virtually through the use of technology.
 - All hearings will be memorialized through an audio or audiovisual record or transcript of the live hearing. The recording or transcript will be made available for parties to inspect and review following their completion. The record shall be the property of the University and housed in the Office of Student Life.

Resolution

- The Decision Maker will communicate his or her decision to both parties concurrently. The Decision Maker will communicate the decision in writing as soon as possible after the hearing. In all cases, the Decision Maker will send the parties a final outcome letter within ten (10) days of the conclusion of the hearing.
- The Decision Maker bases all conclusions by examining all evidence from the investigation and the hearing. Their conclusion is based on the Preponderance of the Evidence standard: If the evidence indicates that it is more likely than not that Respondent committed the alleged act(s), then the Respondent will be found responsible for violating this policy.
- If the Respondent is found responsible for violating this policy, the Decision Maker will consult with the appropriate individuals in order to determine the corrective actions and/or sanctions to resolve the complaint. Any such corrective actions and/or sanctions will be outlined in the Decision Maker's written decision.

Appeals Process

If either party disagrees with the outcome of the Decision Maker's determination, they must file a written appeal with the Title IX Coordinator within ten (10) working/business days. Appeals may be filed due to:

- A procedural irregularity that affected the outcome
- New evidence being discovered that was not reasonably available at the time of the determination or dismissal
- A conflict of interest or bias for or against complainants or respondents, generally or individually, that affected the outcome of the Investigator(s), or decision-maker(s)

The Title IX Coordinator will examine all evidence in order to determine if the appeal has merit. The Title IX Coordinator will make an unbiased objective conclusion as to the appeal's merit and issue a written decision describing the result of the appeal and the rationale for the result, and will provide the written decisions simultaneously to both parties.

Title IX Resources

Counseling and Assistance

The violations described in this policy can affect a student in many different ways. In light of this, the University offers professional counseling to assist in overcoming the effects and provide ongoing support and assistance. To set up an appointment, call the Saint Francis Student Assistance Program at **260-222-9272**. These counseling services are provided for students at no charge.

Other Resources

Fort Wayne Women's Bureau Rape Crisis Hotline **260-426-7273**

Fort Wayne Sexual Assault Treatment Center **260-423-2222**
2270 Lake Avenue, #201

Fort Wayne Women's Bureau **260-424-7977**
2417 Fairfield

University of Saint Francis Student Assistance Program **260-222-9272**

Title IX Team

Jay Segal

Dean of Students, Title IX Coordinator

Email: jsegal@sf.edu

Phone: 260-399-7999 ext. 6741

Location: Trinity 129

Chicago Office

U.S. Department of Education

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Phone: 312-730-1560

Fax: 312-730-1576

Email: ocr.chicago@ed.gov

National Headquarters

400 Maryland Avenue, SW

Washington, DC 20202-1100

Customer Service Hotline: 800-421-3481

Fax: 202-453-6012

TDD: 877-521-2172

Email: ocr@ed.gov

Website: www.ed.gov/ocr

Federal Statistical Reporting Obligations

Certain campus officials have a duty to report sexual misconduct for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to Public Safety regarding the type of incident and its general location (on- or off-campus, in the surrounding area, but no addresses are given) for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime to ensure greater community safety. Mandated federal reporters include: Student Life staff, campus security, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the Reporting Party and may be done anonymously.

Federal Timely Warning Reporting Obligations

Victims of sexual misconduct should also be aware that University administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The University will make every effort to ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. The reporters for timely warning purposes are exactly the same as detailed at the end of the above paragraph.

Common Questions and Answers

Here are some of the most commonly asked questions regarding the University of Saint Francis Sexual Misconduct Policy and Grievance Procedures:

Does information about a complaint remain private?

The privacy of all parties to a complaint of sexual misconduct must be respected, except insofar as it interferes with the University's obligation to fully investigate allegations of sexual misconduct. Where privacy is not strictly kept, it will still be tightly controlled on a need-to-know basis. In all complaints of sexual misconduct, all parties will be informed of the outcome. In some instances, the administration may also choose to make a brief public announcement of the nature of the violation and the action taken, without using the name or identifiable information of the Complainant. Certain University administrators are informed of the outcome within the bounds of student privacy (e.g., the President, Vice President for Student Life and Athletics, Director of Public Safety). If there is a report of an act of alleged sexual misconduct to a conduct officer of the University and there is evidence that a felony has occurred, Public Safety will be notified. This does not mean charges will be automatically filed or that a Complainant must speak with Public Safety, but the institution is legally required to

notify law enforcement authorities. The institution also must statistically report the occurrence on campus of major violent crimes, including certain sex offenses, in an annual report of campus crime statistics. This statistical report does not include personally identifiable information.

Will my parents be told?

Whether you are the Complainant or the Respondent, the University's primary relationship is to the student and not to the parent. However, in the event of major medical, disciplinary or academic jeopardy, students are strongly encouraged to inform their parents. The University does provide options for questioning without confrontation.

Do I have to name the Respondent?

Yes, if you want formal disciplinary action to be taken against the alleged Respondent. No, if you choose to respond informally and do not file a formal complaint (but you should consult the complete confidentiality policy above to better understand the University's legal obligations depending on what information you share with different University officials). The Complainant should be aware that not identifying the Respondent may limit the institution's ability to respond quickly or comprehensively.

What do I do if I am accused of sexual misconduct?

DO NOT contact the reporting party. The Title IX Coordinator will contact you and work with you to identify a University employee who can act as your advisor. You may also want to talk to a confidential counselor or seek other community assistance.

How can the University of Saint Francis help remedy the effects of discrimination?

If you want to move, you may request a room change. Room changes under these circumstances are considered emergencies. It is typically institutional policy that in emergency room changes, the student is moved to the first available suitable room. If you want the accused individual to move and believe that you have been the victim of sexual misconduct, you must be willing to pursue a formal University complaint. No Contact Orders can be imposed and room changes for the accused individual can be arranged. Other accommodations available to you might include:

- Assistance from Residence Life Staff in completing the relocation;
- Arranging to dissolve a housing contract and pro-rating a refund, if appropriate;
- Assistance with or rescheduling an academic assignment (paper, exams, etc.);
- Taking an incomplete in a class;
- Assistance with transferring class sections;
- Temporary withdrawal;
- Assistance with alternative course completion options;
- Other accommodations for safety as necessary.

What should I do about preserving evidence of sexual assault?

Physical information of a sexual assault must be collected within about 96 hours of the assault for it to be useful in a criminal prosecution. If you believe you have been a victim of a sexual assault, you should call the Fort Wayne Sexual Assault Treatment Center (260-423-2222) or go to a hospital Emergency Room before washing yourself or your clothing. A Sexual Assault Nurse Examiner (a specially trained nurse called a SANE) at the hospital is on call and will counsel you. If you go to the hospital, local police will be called but you are not obligated to talk to the police or to prosecute. The exam will help to keep that option open for you should you decide later to exercise it.

The SANE nurse will collect information, check for injuries and address the possibility of exposure to sexually transmitted infections. If you have changed clothing since the assault, bring the clothing you had on at the time of the assault with you to the hospital in a clean, sanitary container such as a clean paper grocery bag or wrapped in a clean sheet. (Plastic containers do not breathe and may render forensic information useless.) If you have not changed clothes, bring a change of clothes with you to the hospital, if possible, as they will likely keep the clothes you are wearing as evidence. You can take a support person with you to the hospital and they are permitted to accompany you through the exam. Do not disturb the crime scene—leave all sheets, towels, etc. that may bear evidence for the police to collect.

Will a student be sanctioned when reporting an act of sexual misconduct if the student has illegally used drugs or alcohol?

No. The University of Saint Francis offers amnesty in such situations. The seriousness of sexual misconduct is a major concern and the University of Saint Francis does not want any of the circumstances (e.g., drug or alcohol use) to inhibit the reporting of sexual misconduct.

What should I do if I am uncertain about what happened?

If you believe that you have experienced non-consensual sexual conduct, but are unsure of whether it was a violation of the University of Saint Francis's sexual misconduct policy, you should contact the Title IX Coordinator who can advise you of your options. The University of Saint Francis also provides access to counselors at the Health and Wellness Center who can help you to define and clarify the event(s). Finally, consider calling the Fort Wayne Sexual Assault Treatment Center to see a SANE trained nurse if you have experienced sexual assault. The Fort Wayne Sexual Assault Treatment Center is available 24 hours a day at **260-423-2222**.

Title IX—Statement of Rights

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to University of Saint Francis officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by University of Saint Francis officials.
- The right to have University of Saint Francis policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise formally resolve and reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by University of Saint Francis officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities.
- The right to be informed by University of Saint Francis officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by University of Saint Francis authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by all University of Saint Francis officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; legal, student financial aid, visa and immigration assistance; or other services, both on campus and in the community.
- The right to a University of Saint Francis-implemented no-contact directive (or a no-trespass order against a non-affiliated third party) when a person has engaged in or threatens to engage in stalking, threatening, harassing or other improper conduct that presents a danger to the welfare of the party or others.

- The right to be informed of available assistance in changing academic, living and/or working situations after an alleged incident of discrimination, harassment and/or retaliation, if such changes are reasonably available. No formal report or investigation, either campus or criminal, needs to occur before this option is available.
- The right to have the University of Saint Francis maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the University of Saint Francis's ability to provide the supportive measures.
- The right to receive, as possible, sufficiently advanced written notice of any meeting or interview involving the other party.
- The right to ask the Investigator(s) and Decision-Maker(s) to identify and question relevant witnesses, including expert witnesses.
- The right to provide the Investigator(s)/Decision-Maker(s) with a list of questions that, if deemed relevant, may be asked of any party or witness.
- The right not to have irrelevant prior sexual history or character admitted as evidence.
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to fair opportunity to provide the Investigator(s) with an account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, policy and/or credibility analysis performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
- The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have a Title IX team who has received relevant annual training.
- The right to a Hearing Panel that is not single sex in its composition, if a panel is used.
- The right to the preservation of privacy to the extent possible and permitted by law.
- The right to meetings, interviews and/or hearings that are closed to the public.
- The right to petition that any University of Saint Francis representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.

- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process. If the party does not have an advisor of choice, the right to be assigned a trained advisor.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence, to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-Maker(s) following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale (including an explanation of how credibility was assessed) delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing of when a decision by the University of Saint Francis is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the University of Saint Francis.
- The right to a fundamentally fair resolution as defined in these procedures.

Alcohol and Drug Policies

The University of Saint Francis supports a student life environment where the absence of alcohol is evident. The possession, consumption, serving and selling of alcoholic beverages on university premises is limited to Saint Francis-sponsored functions in restricted areas. When the university sponsors an event where alcohol is sold or served, all participants must be of legal age as governed by the laws of Indiana.

Saint Francis will not tolerate drunkenness or public intoxication on university premises or university-related premises. Consumption and/or possession of alcohol is also prohibited in Bonzel, Clare and Trinity Halls; at co-curricular events sponsored by Campus Life, Student Government Association, Student Activities Council and all other university clubs and organizations; while attending university-sponsored functions off-campus; and in vehicles owned or in use by Saint Francis.

The Student Code of Conduct (available at go.sf.edu/student-handbook) is primarily a mechanism by which clear policies and procedures are established to provide the safest and best possible living and learning atmospheres for all students. University policies regarding alcohol and drugs are explained below.

Alcohol Policy

The Office of Student Life has implemented an updated alcohol policy which covers alcoholic beverages (AB). ABs are not allowed on campus, unless it is a University of Saint Francis sanctioned event with Police Officers present, the Tailgating Lot of home football games on game days (individuals must be in compliance with state and federal laws), University Staff Apartments, or University of Saint Francis approved religious or Eucharistic events.

This policy pertains to all locations of campus (i.e. residential rooms, campus buildings, vehicles, etc.) regardless of the age of the individual who possesses the AB. All ABs are strictly prohibited from campus. If an individual finds someone with an AB on campus, they should notify Public Safety, and a member of Public Safety (or Residential Life professional staff) will pour out the alcohol and dispose of the container after they have taken photos of the violation.

Prohibited conduct includes: possession of ABs, consumption of ABs, distribution or sale of ABs, presence in locations where ABs are present (regardless if you are not consuming it or it is not yours), possession of alcohol-related paraphernalia or drinking games (cup pong, funnels, devices that can facilitate rapid consumption of alcohol), possession of empty AB containers (empty beer cans, wine bottles, shot glasses, kegs, etc.).

This policy is not intended to regulate ordinary personal items that may contain incidental alcohol brand logos. Students may possess personal items such as clothing, reusable water bottles, bags, or similar items that contain alcohol brand names or logos, provided these items are used for their normal purpose and are not used to promote alcohol consumption or drinking culture.

However, the following are not permitted:

- Posters, banners or decorations primarily advertising alcohol brands
- Alcohol-branded signs, flags or neon displays
- Collections or displays of alcohol containers (empty or full)

Enforcement should prioritize actual alcohol possession and consumption. Incidental brand logos on personal items should not be treated as policy violations.

Residence Life staff may require the removal of materials or decorations that promote alcohol consumption or conflict with the University of Saint Francis alcohol-free environment.

The University of Saint Francis prioritizes student health and safety. Students who seek medical assistance for themselves or others in an alcohol-related emergency will not face disciplinary action for alcohol possession or consumption discovered as a result of the request for help as per the amnesty policy. However, the student may be required to complete educational requirements. Failure to complete educational requirements will move the case to the conduct process. The amnesty policy does not protect students from consequences related to other violations, such as violence, property damage or distribution of alcohol.

Hazing

All acts of hazing are prohibited. As defined by this policy, any such acts, whether committed by an individual student or sanctioned or promoted by any University of Saint Francis-registered student club or organization (and any of its members or alumni) are prohibited. Students are entitled to be treated with consideration and respect, and no individual may perform an act that is likely to cause physical or psychological harm to any other person within the university community.

Accordingly, any such behavior is expressly forbidden when related to the admission, initiation, joining or any other group-affiliation activity. Any student or organization found to be involved in any hazing activity will face conduct action and may be subjected to suspension or expulsion from the University of Saint Francis. A violation of this policy may exist regardless of any alleged voluntary or consensual participation in the activity by the person(s) being abused.

All reports of hazing should be filed in writing with Public Safety or emailed to the Dean of Students and Title IX Coordinator, Jay Segal, at jsegal@sf.edu. Reports of hazing will be directed through the Student Conduct Process and/or the Title IX Process depending on the details of the report and supporting information.

Crime Statistics for Reporting Incidents

In accordance with Public Law 101-542, November 8, 1990, Crime Awareness and Campus Security Act of 1990, Section 485, disclosure of campus crime statistics, the following is the report for the calendar year 2025 and the three preceding calendar years:

Incident	Location	2022	2023	2024	2025
Murder	<i>On-campus</i>	0	0	0	0
Manslaughter		0	0	0	0
Rape		0	1	0	0
Fondling		0	0	0	0
Incest		0	0	0	0
Statutory Rape		0	0	0	0
Robbery		0	0	0	0

Incident	Location	2022	2023	2024	2025
Aggravated Assault					
	<i>On-campus</i>	0	0	0	0
	<i>Student housing</i>	0	0	0	0
	<i>Non-campus</i>	0	0	0	0
	<i>Public property</i>	0	0	0	0
Burglary		0	0	0	1
Motor Vehicle Theft		0	1	0	0

Hazing

(Note: Hazing reporting became mandatory effective January 1, 2025. Statistics for years prior to 2025 are not available.)	<i>On-campus</i>	–	–	–	0
	<i>Student housing</i>	–	–	–	0
	<i>Non-campus</i>	–	–	–	0
	<i>Public property</i>	–	–	–	0

VAWA Offenses

Incident	Location	2022	2023	2024	2025
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Domestic Violence

<i>On-campus</i>	0	0	0	1
<i>Student housing</i>	0	0	0	0
<i>Non-campus</i>	0	0	0	0
<i>Public property</i>	0	0	0	0

Dating Violence

<i>On-campus</i>	0	0	0	0
<i>Student housing</i>	0	0	0	0
<i>Non-campus</i>	0	0	0	0
<i>Public property</i>	0	0	0	0

Stalking

<i>On-campus</i>	0	0	0	2
<i>Student housing</i>	0	0	0	1
<i>Non-campus</i>	0	0	0	0
<i>Public property</i>	0	0	0	0

Arrests

0	0	0	0
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Disciplinary Actions

Incident	Location	2022	2023	2024	2025
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Weapons

<i>On-campus</i>	0	0	0	0
<i>Student housing</i>	0	0	0	0
<i>Non-campus</i>	0	0	0	0
<i>Public property</i>	0	0	0	0

Drug Abuse Violations

<i>On-campus</i>	0	0	8	6
<i>Student housing</i>	0	0	8	6
<i>Non-campus</i>	0	0	0	0
<i>Public property</i>	0	0	0	0

Liquor Law Violations

<i>On-campus</i>	22	12	12	38
<i>Student housing</i>	22	12	12	38
<i>Non-campus</i>	0	0	0	0
<i>Public property</i>	0	0	0	0

Annual Fire Safety Report

Residence Halls

The residence halls with common entrances, Clare Hall, Bonzel Hall and Trinity Hall, have evacuation drills once per semester. (In the event that an actual fire alarm occurs resulting in the building being evacuated, the alarm response is documented and considered as a drill for that semester.)

All fire alarms received are responded to and result in an incident report being filed. These reports are kept in the Incident Report system.

All portable heating devices used at the university must be approved and provided by the Campus Operations Department.

The university is a tobacco-free campus. All forms of tobacco are prohibited on the campus.

All open-flame devices are prohibited in all buildings. Cooking appliances, whether provided by the university or the student, are for use only in residence hall kitchens or lounges. Cooking is not permitted in residents' rooms.

All university fire systems are inspected annually in accordance with local and state law by licensed, qualified inspection companies.

Bonzel Hall has devices throughout the entire building that when a station is pulled or a detection device activated, the entire building goes into alarm. Simplex-Grinnell provides off-campus monitoring and notifies Public Safety in the event of an alarm. All rooms and common areas are covered by a sprinkler system.

Padua Hall suites have smoke detectors in each bedroom and all common areas, with all rooms protected by a sprinkler system. Padua Hall features a suite-style living arrangement with each suite of rooms exiting directly to the outside and having independent sounders. Due to this layout, evacuation drills are not performed for this building. Koehlinger-Kruse monitors the alarm panel, and a dialer calls Public Safety.

Clare Hall has smoke detectors in every student room and all common areas. The panel is monitored by Simplex-Grinnell to notify Public Safety directly in the event of an alarm. All rooms and common areas are covered by a sprinkler system.

Trinity Hall has devices throughout the entire building that when a station is pulled or a detection device activated, the entire building goes into alarm. Koehlinger-Kruse notifies Public Safety in the event of an alarm. Electricity and gas are automatically shut off in the kitchen when an alarm is generated in any area. Trinity Hall is not covered by a sprinkler system.

Training for Residential Life Staff

The residential life and housing staff is trained in the use of portable fire extinguishers and evacuation procedures during fire alarms and drills.

Fire Safety Procedures

The university takes a number of precautions to prevent fire in the residence halls. Evacuation drills are held each semester and participation is mandatory. Fire extinguishers are placed on each floor and are inspected monthly by authorized safety personnel. The use of electrical appliances is regulated.

In the case of a fire:

- Call **9-911** and Public Safety at **260-399-7888**. Be sure to report both the building name and the address of the university.
- Activate a pull station to sound the alarm.
- Confine the fire by closing all windows and doors as you proceed to the exit.
- If the fire is small enough to use an extinguisher on and you have had proper training, do so.
- Hall Directors and Resident Assistants will direct the evacuation by making sure everyone proceeds in an orderly manner and all doors are pulled shut as people leave.

When you hear a fire alarm in the residence hall:

1. Leave the building. Never ignore an alarm.
2. If you are in your room, feel the door. If it is hot, do not open it.
 - Seal the crack at the bottom of the door.
 - Signal rescuers from the window or try to telephone for help.
 - Do not jump.
3. If you can leave your room:
 - Take your key.
 - Close the door when you leave.
 - Proceed to the nearest exit.
 - If you encounter heavy smoke, turn around and go to another exit.
4. Once outside, move away from entrances and off driveways.
 - **Bonzel Hall**—wait in the parking lot, close to the Cougar Den.
 - **Padua Hall**—wait in the employee parking lot west of Trinity Hall.
 - **Clare Hall**—wait in the parking lot, close to the Cougar Den.
 - **Trinity Hall**—wait in the employee parking lot west of Trinity Hall.
5. If you suspect the alarm is false, you must still exit the building.
6. **DO NOT GO BACK INSIDE THE BUILDING UNTIL CLEARANCE IS GIVEN FROM PUBLIC SAFETY OR RESIDENTIAL LIFE & HOUSING.**

Report to Secretary of Education

Since 1990, institutions of postsecondary education that participate in the federal student financial assistance programs have been required by Section 485 (a) and (f) of the Higher Education Act (HEA) to provide the Secretary of Education with campus crime statistics. The Higher Education Opportunity Act (Public Law 110-315) (HEOA) was enacted on August 14, 2008, and reauthorizes the Higher Education Act of 1965, as amended. The HEOA made a number of additions to campus security reporting requirements. The university must report the statistics concerning the following in each on-campus student housing facility during the most recent calendar years for which data are available. This information must be reported to the Secretary of Education on an annual basis.

Number of Fires	2022	2023	2024	2025
Bonzel Hall	0	0	0	0
Clare Hall	0	0	0	0
Trinity Hall	0	0	0	0
Padua Hall	0	0	0	0

Number of Injuries	2022	2023	2024	2025
Bonzel Hall	0	0	0	0
Clare Hall	0	0	0	0
Trinity Hall	0	0	0	0
Padua Hall	0	0	0	0

Number of Deaths	2022	2023	2024	2025
Bonzel Hall	0	0	0	0
Clare Hall	0	0	0	0
Trinity Hall	0	0	0	0
Padua Hall	0	0	0	0

Value of Property Loss	2022	2023	2024	2025
Bonzel Hall	0	0	0	0
Clare Hall	0	0	0	0
Trinity Hall	0	0	0	0
Padua Hall	0	0	0	0