

DICKINSON COLLEGE

2024 Annual Security and Fire Safety Report

Crime Statistics 2021-2023



***Includes policies, and information for 2022-
2024 Academic Year for the Carlisle main campus as
well as the Bologna, and Toulouse campuses and
the College Farm***

Prepared by Dickinson Public Safety



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Dickinson College and the Carlisle area is full of history, and a good place to live, work, and study. In this setting, it is easy to forget we are not immune to problems that occur in the greater world. While our community is relatively safe, crime is a reality at Dickinson College and in Carlisle.

Maintaining a safe campus requires a commitment from all of us. At Dickinson Public Safety, we value the partnerships we establish with members of the Dickinson community. Successful prevention of crime occurs only with community involvement, and safety and security must be a collaborative venture. Public Safety strives to foster and encourage student-Public Safety partnerships to aid in the prevention of crime and to develop and maintain positive communication, mutual understanding, and trust between students and Public Safety. The officers and staff of Public Safety need your help in continuing to make Dickinson College a safer campus.

This publication is intended to provide the Dickinson community with an overview of Dickinson Public Safety (DPS) services; to share crime statistics required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; and the Violence Against Women Act (VAWA); to inform current and prospective students, staff, faculty, and visitors about the College's policies and programs designed to aid in keeping the community safe; to share information regarding emergency preparedness and planning and to share information regarding fire safety, fire statistics, and fire-related information.

If you have questions, comments, or suggestions regarding the information in this publication or any questions related to public safety at Dickinson, please contact Dickinson Public Safety at P.O. Box 1773, Carlisle, PA 17013, (717-245-1349), or by email at security@dickinson.edu.

Annual Disclosure of Crime and Residential Facility Fire Statistics

This publication is prepared in cooperation with Student Life, Student Conduct, the Dean of Students, other college departments, and local and state law enforcement agencies surrounding our campuses and college properties.

Campus crime, arrest and referral statistics include those reported to DPS, designated campus officials (campus security authorities), including but not limited to directors, deans, residential life personnel, Student Conduct personnel, advisors to students/student organizations, athletic coaches, other college employees, local law enforcement agencies with jurisdiction on campuses outside the Carlisle area.

For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law) and to all College Deans, Directors, and Department Heads.

All the statistics are gathered, compiled, and reported to the College community via this report, which is published by DPS. DPS submits the annual crime statistics published in this brochure to the Department of

Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides the web link to access this report. Copies of the report may also be obtained at Dickinson Public Safety located at the Kaufman Building – 400 W. North Street – rear, Carlisle, PA 17013 – or by calling (717) 245 – 1349. Prospective employees and students may also obtain a copy of the report through Dickinson Public Safety as listed above.

Statistical information for criminal incidents reported to DPS which occur on the Carlisle campus is also filed yearly with the Pennsylvania State Police for publication in the Pennsylvania Uniform Crime Report. Information on crime in Carlisle and the areas surrounding campus is available free online at <https://cumberland.crimewatchpa.com/carlislepd>.

Campus Law Enforcement – Carlisle Campus

Dickinson College Public Safety (DPS) – Enforcement Authority

Dickinson Public Safety is a full-service campus police department serving all members of the Dickinson Community and visitors and is a unit of the division of Student Life at Dickinson. DPS is responsible for college policy enforcement, security, and emergency response on campus (including facility security and property protection), traffic and enforcement of campus parking

regulations, and enforcement of applicable federal, state, and local laws. The department operates twenty-four hours a day, seven days a week, and officers patrol the campus around the clock, year-round, in marked police vehicles, on patrol bicycles, and on foot.

The department is under the leadership of the Assistant Vice President of Compliance and Campus Safety/Chief, who reports to the Vice President of Student Life and Dean of Students. The Assistant Vice President of Compliance and Campus Safety/Chief manages institutional Clery compliance responsibilities. The Captain/Associate Director is responsible for patrol and investigative operations and training. The Lieutenant/Assistant Director is responsible for administrative operations including special event coordination, transportation, and property and evidence. Additional law enforcement staff include an administrative officer, a safety services coordinator, a sergeant, two corporals, and seven full time police officers.

Law enforcement personnel are commissioned under the Pennsylvania Special Officers Statute (22 PA C.S.A. 501). These officers have complete police authority to apprehend and arrest anyone involved in illegal acts on the college's property and in immediately adjacent areas. The patrol boundaries are defined as an area bounded in each direction as West North Street to the north; Hanover Street to the east; West South Street to the south; and Orange Street to the west – plus Dickinson Park farther west. The officers are required to successfully complete the state lethal weapons training course (Act 235) and

receive regular additional advanced law enforcement training. Many of the law enforcement personnel have prior college or university police, state police, or municipal police experience.

The department also included four full-time civilian communications officers. Part-time/casual staff include additional communication officers, college fleet vehicle drivers, and non-sworn Public Safety Assistants (PSAs) who assist with service calls, crowd control and traffic direction at large events. DPS also employs student personnel who assist with escorts and service calls (Community Safety Assistants – CSAs), crossing guard duties, and as drivers of the Campus Shuttle.

The department maintains a twenty-four-hour communications and dispatch office. Call 717-245-1111 for emergencies (or dial 1111 from campus telephones) or 717-245-1349 for non-emergency information and general service requests. The communications office has radio and back-up emergency telephone communication links with local emergency response agencies. The central fire and security alarm receiver is in the communications office allowing constant monitoring of these systems. Security cameras located throughout campus and the car access system are also monitored by the DPS communications office.

Officers work with Assistant Directors (ADs), Resident Advisors, and other Residential Life staff to promote general well-being and safety in the residence halls. Officers work closely with our Residential Life partners to provide training and information to promote

crime prevention awareness and to develop healthy relationships with the residents of the building.

Partnerships between community and the police are always stronger when the community understands and supports the role of the police and when the community is confident the actions of the police are fair and just. Students who fully understand the role of DPS and our efforts to enhance the quality of community life will be better prepared to provide advice to Public Safety to help shape policies and initiatives.

The Public Safety office on the Carlisle campus is open and accessible for walk-in assistance year-round, twenty-four hours a day. Public Safety is in the Kaufman Building at the corner of West Louther and Cherry Streets (400 W. North Street).

Public Safety Jurisdiction

Public Safety's jurisdiction includes all on campus property – residence halls, academic and administrative building and facilities; designated non-campus properties and facilities; public property adjacent to and accessible from on campus property; and leased, rented, or otherwise recognized and/or controlled buildings, spaces, or facilities. While DPS personnel at the Carlisle campus do not patrol the College Farm, they do have jurisdiction at that location and may be assigned to conduct investigations at that site.

Public Safety – Working Relationships with Other Law Enforcement Agencies

DPS maintains a close working relationship with the Carlisle Police Department (CPD). DPS staff also continually work with other law enforcement agencies, including North Middleton Township Police, Cumberland County Sheriff's Office, Pennsylvania State Police, the Office of the Cumberland County District Attorney, and other local, state, and federal law enforcement agencies. Meetings are held between staff of these agencies on both a formal and informal basis.

Personnel from DPS and CPD communicate regularly on the scene of incidents that occur in and around the campus area. DPS has direct radio communication with Cumberland County Communications and other local law enforcement agencies through the county radio system. DPS and CPD also periodically conduct joint training and collaborate on investigations. There is no written memorandum of understanding between DPS and CPD.

When a Dickinson student is involved in an off-campus offense, DPS may assist with the investigation in cooperation with local, state, or federal law enforcement.

CPD shares information regarding off campus crimes involving students with DPS and may request a DPS representative be present when dealing with students in areas immediately adjacent to campus. CPD and other local law enforcement agencies regularly provide reports of offenses committed by students to DPS and the Office of Student Conduct.

Law Enforcement/Security – Other Campuses

Dickinson Public Safety does not patrol the College Farm or other campuses outside Carlisle, though DPS has authority to conduct investigations as needed at the College Farm. The college does not contract for police or security services at any of these sites, and local law enforcement will respond as necessary if notified. Additional campus specific information is in the "Reporting crimes and emergencies" section of this report.

Monitoring & Recording Criminal Activity by Students at Non-Campus Locations of Recognized Student Organizations

Dickinson College does not have officially recognized student organizations that own or control housing facilities outside of the Dickinson College core campus. While Carlisle Police have primary jurisdiction in all areas off campus, DPS officers can and do respond to student-related incidents that occur near campus when requested.

Reporting crimes and emergencies: Carlisle campus

Members of the Dickinson College community and visitors are strongly encouraged to accurately and promptly report potential criminal activity, suspicious behavior, and any emergencies on campus, on public property running through campus or immediately adjacent to the campus, or in or in other property that is owned or controlled by Dickinson College, to Dickinson Public Safety in a timely manner. To report a crime or emergency on campus, call 717-

245-1111 for emergencies (or dial 1111 from campus telephone). “Blue Light” emergency phones located throughout campus may also be used to directly contact DPS. Public Safety is located at 400 W. North Street, Carlisle, in the Kaufman Building.

If you observe a crime or a suspicious activity or person, call DPS immediately. Do not assume someone else has made the call. Try to provide the dispatcher with accurate, detailed information about the problem. When reporting an emergency, try to explain your needs as calmly as you can. STAY ON THE LINE until the dispatcher says it is okay to hang up. Crimes often occur in clusters. If you report a crime or suspicious situation, you might prevent the next incident from taking place. An activity that you feel is unusual may be a sign of a criminal act. It is crucial you contact DPS immediately whenever you see or hear something suspicious. DPS will respond to all reports of suspicious activity – whether you choose to identify yourself. Your call could prevent a crime against a friend, a neighbor, or yourself.

Reporting a crime in Carlisle:

- Call DPS at ext. 1111 and report all details of the incident.
- Describe the suspect’s appearance, clothing, height, weight, coloring, scars, or other noticeable features.
- Describe the suspect’s vehicle, license plate number, and direction of travel.
- Describe the location of the incident.

Reporting an emergency in Carlisle:

To report a fire or to request an ambulance for a medical emergency, call 911. You will be connected to the Cumberland County Emergency Communication Center. Make sure you tell the operator which college building you are in. Cumberland County will dispatch the fire department or ambulance and will notify DPS.

Dispatchers are available at these respective telephone numbers 24 hours a day to answer your call. In response to a call, DPS will take the required action, dispatching an officer or asking the victim to respond to the Public Safety office. DPS officers respond to all reports of crimes and emergencies and may complete an “Incident Report” for crimes occurring on or adjacent to college property. Crime (incident) reports can be made at any time.

DPS incident reports involving students are forwarded to the Dean of Students office for review and potential action by the Office of Student Conduct.

If assistance is required from Carlisle Police or the Carlisle Fire Department, DPS will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including DPS, will offer the victim a wide variety of resources. Dickinson College has a trained Sexual Violence Resource and Advocate that is available to assist a victim 24 hours a day.

If you are off campus or calling from a cell phone for non-emergency assistance, call 717-245-1349 or dial 1349 on a campus phone. **Safe Walk**, the campus escort service, is also available by calling this number. The

Safety Shuttle, operated primarily by student drivers, is available to pick students up and take them to or from locations throughout the Borough of Carlisle. The Safety Shuttle is free of charge and operates on a published route every day when in-person classes are in session.

Bologna Campus

The Bologna campus is located at the K. Robert Nilsson Center for European Studies, Via Marsala 2, 40126 Bologna Italy. The campus consists of a classroom/administrative center and student residences, located at:

- Via Marsala, 9 (1st and 3rd floors)
- Via Castiglione 24, 2nd floor
- Via Castiglione 26, 2nd floor
- Via Arienti 33, 2nd floor
- Via Francesco Todaro, 5th floor
- Via de Rolandis, 3rd floor

Italy divides law enforcement into military and civil guards, distinguishing each corps for duties and jurisdictions. The Polizia di Stato (State Police) is the civil national police of Italy. The Guardia di Finanza (Financial Guard) and Carabinieri are military police. The Polizia Provinciale (Provincial Police) are local police used in some of the 109 provinces in Italy. The Polizia Municipale (Municipal Police) also operate in most towns and cities.

Reporting a crime in Bologna

In major cities and highly populated towns there are police stations named Commissariati di Pubblica Sicurezza (Public

Security Offices). If you are the victim of a crime, you should report to the nearest police station - Commissariati di Pubblica Sicurezza – or to the local Carabinieri immediately. You can report a crime by telephone, but you will be required to go to the police station to complete a police report.

Commissariati di Pubblica Sicurezza – Bologna Via Del Pratello 21 40122 Bologna Tel: 051 6560811

Polizia di Stato – Bologna Via Marchioni Rossano 4 40133 Bologna Tel: 051 6179911

If you become the victim of a crime, or know of someone who is, please contact the American Citizen Services office at: U.S. Embassy – Rome via Vittorio Veneto 121 00187 Roma Tel: (+39) 06.46741

The Consulate General – Florence is also a valuable resource for U.S. Citizens in the Bologna area. They are located at: Lungarno Vespucci, 38 50123 FIRENZE Tel: 06-46741

Reporting an emergency in Bologna

In case of emergency, for immediate medical attention, or to call an ambulance dial 112 from any phone in Italy.

Students should also notify the Bologna campus Program Director of any emergency: Resident Director Prof. Bruno Grazioli, Dickinson College, K. Robert Nilsson Center for European Studies Via Marsala 2, 40126 Bologna Italy

Tel: (011-39) 051-22-44-51

In the event of an emergency Dickinson College Public Safety in Carlisle may also be contacted at: 001-717245-1111.

College Farm:

The College Farm, located at 553 Park Drive in Boiling Springs Pennsylvania is in the jurisdiction of the Pennsylvania State Police (PSP), Carlisle Barracks. Their office is located at 1538 Commerce Avenue in Carlisle.

If you observe a crime or a suspicious activity or person, call PSP immediately at (717) 249-2121. Do not assume someone else has made the call. Try to provide the dispatcher with accurate, detailed information about the problem. When reporting an emergency, try to explain your needs as calmly as you can. STAY ON THE LINE until the dispatcher says it is okay to hang up. An activity that you feel is unusual may be a sign of a criminal act. It is crucial that you contact PSP immediately whenever you see or hear something suspicious.

Reporting a crime at the College Farm

- **Call PSP at (717) 249-2121** and report all details of the incident
- Describe the suspect's appearance, clothing, height, weight, coloring, scars, or other noticeable features
- Describe the location of the incident
- Describe the suspect's vehicle, license plate number and direction of travel

Reporting an emergency at the College Farm

To report a fire or to request an ambulance for a medical emergency, call 911. You will be connected to the Cumberland County Emergency Communication Center. Cumberland County will dispatch the fire

department or ambulance and will notify PSP.

Dispatchers are available at these respective telephone numbers 24 hours a day to answer your call. In response to a call, PSP will take the required action, dispatching an officer or asking the victim to respond to the PSP office. PSP troopers respond to all reports of crimes and emergencies and may complete an "Incident Report" for crimes occurring on college farm property. Crime (incident) reports can be made at any time.

In the event of an emergency Dickinson College Public Safety in Carlisle may also be contacted at: 717-245-1111.

Students should also notify the College Farm Program Director of any emergency:

Program Director Jenn Halpin 553 Park Drive Boiling Springs, PA 17007 Tel: 717-245-1251 Email: halipnj@dickinson.edu

Cameroon Campus *The Cameroon Campus has not been utilized since June 2018

Toulouse Campus:

The Toulouse campus is located at 2, place Alphonse Jourdain, 31000, Toulouse, France. The campus consists of a classroom/administrative center.

Three forces in France maintain public safety and security: Municipal Police, National Police, and the military Gendarmerie.

In an emergency, dialing **17** will connect the caller to the police. You can also dial the Europe-wide emergency response number

112 to reach an operator for all types of emergency services. NonFrench speakers may experience a delay while an English speaker is located. For non-emergency assistance, you should go to the nearest police station (commissariat) to file an official report.

Reporting a crime in Toulouse

Police and Gendarmerie: 17 Emergency number: 112

Reporting an emergency in Toulouse

In an emergency, dialing **15** will connect the caller to emergency medical services.

Fire services: **18** EMS (Medical emergencies): **15**

If you are the victim of a crime, contact the nearest U.S. Embassy or Consulate. Consular officers are available for emergency assistance 24 hours/day, 7 days/week. U.S. Consulate in Toulouse 25, allees Jean-Jaures 31000 Toulouse, France Tel: (011-33) 5-34-41-36-50

Students should also notify the Toulouse campus Program Director of any emergency:

Program Director Dr. Julia Carnine, Dickinson en France 2, place Alphonse Jourdain 31000 Toulouse, France Tel: (011-33) 5 61 25 83 21 Email: carninej@dickinson.edu

In the event of an emergency Dickinson College Public Safety in Carlisle may also be contacted at: 001-717245-1111

Reporting to Meet Disclosure Requirements

Members of the community are helpful when they immediately report crimes or emergencies to the Dickinson Public Safety and/or the Title IX Office, Dean of Students, or Human Resource Services for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notices, when deemed necessary.

Accurate and Prompt Reporting

Dickinson College encourages accurate and prompt reporting of all crimes to Dickinson Public Safety or the Carlisle Police, when the victim of a crime elects to, or is unable to, make such a report.

Additional information about crime reporting – All campuses

Information regarding incidents of sexual misconduct should be reported to Public Safety or the Title IX Coordinator. Employees who learn of an incident of sexual misconduct or other serious crime (Clery Act crimes including Murder, Manslaughter, Rape, Fondling, Burglary, Robbery, Aggravated Assault, Motor Vehicle Theft, Arson, Domestic Violence, Dating Violence, Stalking or Hate Crimes) are required to report this information immediately to Public Safety or the Title IX Coordinator.

Crimes should be reported to DPS to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community, when appropriate. For example, a crime that was reported only to the Carlisle Regional Medical Center would not be included in the Dickinson College crime statistics.

Anonymous reporting

If you wish to report a crime anonymously, go to the Anonymous Tips area of the DPS webpage at http://www.dickinson.edu/info/20247/department_of_public_safety/1012/anonymous_tips. Use this form to provide information anonymously regarding possible crimes, planned crimes, and/or law/policy violations. Once the form is completed, click the "send form" button at the bottom of the page. The contents of this form are e-mailed directly to DPS, and the sender appears as "Webmaster". While Public Safety will follow up on all information provided through the Anonymous Tips page, providing anonymous information may limit the ability to conduct a comprehensive investigation.

Anonymous information may also be submitted through the LiveSafe app.

DO NOT send emergency or crisis information, or information on situations needing an immediate response to Public Safety through this link. While we follow up on all information sent through the anonymous tips site, messages sent through this site are not monitored 24 hours a day.

Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action within the college disciplinary system or the criminal justice system, you may still want to consider making a confidential report to DPS.

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the college can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime regarding a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution. The information obtained in a confidential report will be shared only with those college officials who will assist in the investigation and/or resolution of the complaint (i.e., the Title IX Coordinator), or as required by law.

If a report of crime or incident of sexual misconduct discloses an immediate threat to the college campus community, where timely notice must be given to protect the health or safety of the community, the college may not be able to maintain confidentiality. Immediately threatening circumstances include, but are not limited to, reported incidents of sexual misconduct that include the use of force, a weapon, crimes of violence, or other circumstances that represent a serious and ongoing threat to Dickinson College students, faculty, staff, or visitors. Any timely warning issued will not

include information that might identify a crime victim.

Emergency Telephones – Carlisle campus

If you need emergency assistance, pick up any campus telephone and dial 1111. There are also emergency "blue light phones" located strategically throughout campus. These blue light phones connect directly to the DPS communication center. The phones are activated by the touch of a button, and when the phones are activated, a strobe light on the top will flash. This marks the location for the responding officer and serves as a deterrent to further criminal activity. Telephones in the communication center will display the location of the call to ensure officers respond quickly to the correct location.

When you activate an emergency phone, please provide the following information:

- Your location
- The nature of the emergency

Be prepared to answer the communication officer's questions and respond to any instructions that may be given. It is recommended that you familiarize yourself with Blue Light and emergency telephone locations.

Pastoral and Professional Counselors

Counselors at the Wellness Center Counseling & Psychiatric Services are licensed "Professional Counselors" and when acting as such, are not required to report crimes for inclusion in the annual disclosure of crime statistics. They are

encouraged, if they deem it appropriate, to inform clients being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics and so incidents may be evaluated for timely warning purposes.

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor. At Dickinson College, Rabbi Marley Weiner of the Asbell Center for Jewish Life, is a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

Crime and Fire Logs

Carlisle Campus – DPS maintains a daily crime and fire log on the Carlisle campus. The log is available at the Public Safety office in Kaufman Hall, from 8 a.m.– 5 p.m. Monday through Friday, excluding holidays. A version of the Daily Crime and Fire Log is also available online at: [Website Crime Log.xlsx \(sharepoint.com.\)](#) The Crime and Fire Log contains information on all criminal incidents and alleged criminal incidents reported to DPS for the Carlisle campus. The

log contains specific information about reported criminal incidents including the date the crime was reported, the date and time the crime occurred, the nature of the crime, the general location of the crime, and the disposition of the complaint, if known.

The log is designed to disclose crime information on a timelier basis than the annual statistical disclosures. A crime is entered into the log as soon as it is reported to DPS. This includes crimes that are reported directly to DPS, as well as crimes that are initially reported to another campus security authority or to a local law enforcement agency who subsequently reports them to DPS.

Bologna, College Farm and Toulouse campuses – These campuses do not have campus police or security, and do not maintain a crime log. The **Bologna** campus has on-campus student housing facilities and do maintain a fire log. If a fire has occurred, the fire log contains specific information about fires in student housing facilities, including the date the fire was reported, the nature of the fire, the date and time of the fire, and the general location of the fire. The fire log on this campus is available through the on-site administrator listed below:

Bologna – Prof. Bruno Grazioli,
Resident Director, Dickinson College
K. Robert Nilsson Center for
European Studies, via Marsala, 2,
40126 Bologna, Italy

Campus Crime and Arrest Statistics Information

The following statistics have been compiled for each campus from incidents reported to DPS, local law enforcement, and campus security authorities during the 2021, 2022, and 2023 calendar years. The statistics do not reflect any reports that might have been made to other departments or individuals at the college unless those individuals or departments informed DPS of the incident. Victims or witnesses may report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Comprehensive crime statistics for Dickinson College campuses and Carlisle are also available online at the U.S. Department of Education (<http://ope.ed.gov/security/>) and the Federal Bureau of Investigation Uniform Crime Reports (UCR <https://ucr.fbi.gov/ucr>). *Crime definitions under the Clery Act and UCR may be different, so crime statistics provided in Clery and UCR reports may differ.*

Institutions of higher education are required to compile and report crime statistics in four categories by location. These categories are “On-Campus”, “In Residence Halls”, “Non-Campus Buildings or Property”, and “Public Property”.

“Non-Campus Building or Property” is defined as buildings or property not part of the main campus or a separate campus, which is owned or controlled by the college; and used in support or in relation to the college’s educational purposes, including students housing areas. For the purpose of gathering and classifying statistics for this report, properties listed as “non-campus” include global programs that are not

classified as separate or branch campuses, as these properties are not physically attached to the main part of the campus. Hotels where the college housed students during COVID-19 quarantine periods were also considered non-campus properties during the times students were present.

The term “Public Property” relates to offenses occurring on: All public property, including thoroughfares, streets, sidewalks, parks, and parking facilities that are within the campus or immediately adjacent to and accessible from the campus. Information on crimes occurring on “Public Property” is also collected from the Carlisle Police and other area law enforcement agencies.

The tables below list categories of crime or incidents, including Domestic Violence, Dating Violence, and Stalking. Each category is subdivided by where the incident reported took place: On-Campus, in a Residence Hall, on a Non-Campus Property, or on adjoining Public Property.

Arrest statistics and statistics for referrals for campus disciplinary proceedings for three offense categories (Drug, Liquor, and Weapons law violations) for 2021, 2022, 2023 are also listed below. “Liquor law violations” primarily consist of underage possession or consumption of alcoholic beverages, and do not include driving while impaired or under the influence of alcohol, or public drunkenness.

Hierarchy Rule – When counting multiple offenses, we are required to use the FBI’s UCR Hierarchy Rule. Under this rule, when more than one criminal offense was committed during a single incident, we must only count the most serious offense.

A single incident means that the offenses were committed at the same time and place. Beginning with the most serious offense, the hierarchy for reporting Clery offenses is Murder and Non-negligent Manslaughter, Manslaughter by Negligence, Sexual Assault, Robbery, Aggravated Assault, Burglary, and Motor Vehicle Theft.

The crimes of Arson, Domestic Violence, Dating Violence and Stalking are not governed by the hierarchy rule, and statistics for these incidents are reported in these categories in addition to any other crime category covered under the hierarchy rule if applicable.

Clery Act/VAWA Crime and Incident Definitions

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

Manslaughter by Negligence – The killing of another person through gross negligence.

Sexual Assault (Sex Offenses) – Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Included are the crimes of Rape, Fondling, Incest, and Statutory Rape.

Rape – The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of

the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

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

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

Robbery – The taking or attempting to take anything of value from the car, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary – The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle.

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

Hate Crimes – A criminal offense that manifests evidence that the victim was intentionally selected because of a perpetrator's bias against the victim. Categories of bias include:

- **Race** – A performed negative attitude toward a group of persons who possess common physical characteristics e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.
- **Religion** – A performed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation** – A performed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- **Gender** – A performed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.
- **Gender Identity** – A performed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.
- **Ethnicity** – A performed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin** – A performed or negative opinion or attitude toward a

group of people based on their actual or perceived country of birth.

Domestic Violence – A felony or misdemeanor crime of violence committed by: a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws in which the crime occurred; or any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence does not include acts covered under the definition of domestic violence.

Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

Weapon Law Violations – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violations – The violations laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violation of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations – The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence or drunkenness.

Carlisle/Main Campus Crime Statistics 2020-2022					
Offense - Reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		Facilities	*Includes Res. Fac.		Property
Murder/Non-negligent Manslaughter	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Rape	2023	6	10	0	0
	2022	4	14	0	0
	2021	12	19	0	0
Fondling	2023	5	9	0	2
	2022	11	18	0	0
	2021	16	22	0	0
Incest	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Robbery	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2022	1	1	0	5
	2021	0	0	0	1
Burglary	2023	3	4	0	0
	2022	3	3	0	0
	2021	1	2	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2022	0	1	0	0
	2021	0	0	0	0

Offenses - Not reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		<u>Facilities</u>	<u>*Includes Res. Fac.</u>		<u>Property</u>
Arson	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Domestic Violence	2023	5	7	0	1
	2022	1	1	0	0
	2021	0	2	0	0
Dating Violence	2023	1	1	0	0
	2022	1	1	0	0
	2021	0	0	0	0
Stalking	2023	2	15	0	0
	2022	1	12	0	0
	2021	1	9	0	0
ARRESTS					
Liquor Law Violations	2023	0	0	0	4
	2022	0	1	0	2
	2021	0	4	0	0
Drug Law Violations	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Weapons Law Violations	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	37	43	0	1
	2022	55	64	0	4
	2021	52	55	0	0
Drug Law Violations	2023	12	17	0	0
	2022	31	34	0	0
	2021	9	11	0	0
Weapons Law Violations	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0

Hate Crime Reporting – Carlisle Campus

2023: There were zero hate crimes reported

2022: There was one hate crime reported

- One case of Intimidation based on Religion occurred on campus.

2021: There was one hate crime reported

- One case of Vandalism based on Religion occurred on campus.

Unfounded Crimes – If a crime is reported as occurring on campus, in on-campus residential facilities, in or on non-campus building or property or public property, and through investigation by DPS and it has been determined the initial crime report was false or baseless, i.e. a student reports a burglary to their residence hall and it is determined through investigation a roommate had authorization to enter the space and remove an item, that crime will be classified as “Unfounded”.

Unfounded Crimes – Carlisle Campus

2023: There were zero unfounded crimes

2022: There were zero unfounded crimes

2021: There were zero unfounded crimes

Bologna Crime Statistics 2020-2022					
<u>Offense - Reported by hierarchy</u>	<u>Year</u>	<u>Residential</u>	<u>On Campus</u>	<u>Non-Campus</u>	<u>Public</u>
		<u>Facilities</u>	<u>*Includes Res. Fac.</u>		<u>Property</u>
Murder/Non-negligent Manslaughter	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Manslaughter by Negligence	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Rape	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Fondling	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Incest	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Statutory Rape	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Robbery	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Aggravated Assault	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Burglary	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Motor Vehicle Theft	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0

Offenses - Not reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		Facilities	*Includes Res. Fac.		Property
Arson	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Domestic Violence	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Dating Violence	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Stalking	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
ARRESTS					
Liquor Law Violations	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Drug Law Violations	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Weapons Law Violations	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Drug Law Violations	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0
Weapons Law Violations	2023	0	0	n/a	0
	2022	0	0	n/a	0
	2021	0	0	n/a	0

Hate Crime Reporting – Bologna Campus

2023: There were zero hate crimes reported

2022: There were zero hate crimes reported

2021: There were zero hate crimes reported

Unfounded Crimes – If a crime is reported as occurring on campus, in on-campus residential facilities, in or on non-campus building or property or public property, and through investigation by DPS and it has been determined the initial crime report was false or baseless, i.e. a student reports a burglary to their residence hall and it is determined through investigation a roommate had authorization to enter the space and remove an item, that crime will be classified as “Unfounded”.

Unfounded Crimes – Bologna Campus

2023: There were zero unfounded crimes

2022: There were zero unfounded crimes

2021: There were zero unfounded crimes

College Farm Crime Statistics 2020-2022

Offense - Reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		Facilities	*Includes Res. Fac.		Property
Murder/Non-negligent Manslaughter	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Manslaughter by Negligence	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Rape	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Fondling	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Incest	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Statutory Rape	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Robbery	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Aggravated Assault	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Burglary	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Motor Vehicle Theft	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0

Offenses - Not reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		<u>Facilities</u>	<u>*Includes Res. Fac.</u>		<u>Property</u>
Arson	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Domestic Violence	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Dating Violence	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Stalking	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
ARRESTS					
Liquor Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0

Hate Crime Reporting – College Farm

2023: There were zero hate crimes reported

2022: There were zero hate crimes reported

2021: There were zero hate crimes reported

Unfounded Crimes – If a crime is reported as occurring on campus, in on-campus residential facilities, in or on non-campus building or property or public property, and through investigation by DPS and it has been determined the initial crime report was false or baseless, i.e. a student reports a burglary to their residence hall and it is determined through investigation a roommate had authorization to enter the space and remove an item, that crime will be classified as “Unfounded”.

Unfounded Crimes – College Farm

2023: There were zero unfounded crimes

2022: There were zero unfounded crimes

2021: There were zero unfounded crimes

Toulouse Crime Statistics 2020-2022					
<u>Offense - Reported by hierarchy</u>	<u>Year</u>	<u>Residential</u>	<u>On Campus</u>	<u>Non-Campus</u>	<u>Public</u>
		<u>Facilities</u>	<u>*Includes Res. Fac.</u>		<u>Property</u>
Murder/Non-negligent Manslaughter	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Manslaughter by Negligence	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Rape	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Fondling	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Incest	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Statutory Rape	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Robbery	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Aggravated Assault	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Burglary	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Motor Vehicle Theft	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0

<u>Offenses - Not reported by hierarchy</u>	<u>Year</u>	<u>Residential</u>	<u>On Campus</u>	<u>Non-Campus</u>	<u>Public</u>
		<u>Facilities</u>	<u>*Includes Res. Fac.</u>		<u>Property</u>
Arson	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Domestic Violence	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Dating Violence	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Stalking	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
ARRESTS					
Liquor Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2022	n/a	0	n/a	0
	2021	n/a	0	n/a	0

Hate Crime Reporting – Toulouse Campus

2023: There were zero hate crimes reported

2022: There were zero hate crimes reported

2021: There were zero hate crimes reported

Unfounded Crimes – If a crime is reported as occurring on campus, in on-campus residential facilities, in or on non-campus building or property or public property, and through investigation by DPS and it has been determined the initial crime report was false or baseless, i.e. a student reports a burglary to their residence hall and it is determined through investigation a roommate had authorization to enter the space and remove an item, that crime will be classified as “Unfounded”.

Unfounded Crimes – Toulouse Campus

2023: There were zero unfounded crimes

2022: There were zero unfounded crimes

2021: There were zero unfounded crimes

Emergency Notification and Timely Warnings

It is the policy of Dickinson College to communicate accurate, timely information to members of the campus community in the event of a crisis, serious crime, emergency, or other situation that may affect the safety of the community.

Timely Warnings

In the event that a situation arises involving an incident identified as a “Clery Act” crime on campus, in non-campus buildings or property, or on public property immediately adjacent to and accessible from the campus that, in the judgment of the Chief of Public Safety or their designee, constitutes an immediate or continuing threat to students, faculty, staff, or visitors, a campus wide “Timely Warning” will be issued. The warning will be issued through the college Red Alert mass notification system through email, text messaging, and instant messaging paths. A report that is filed more than five days after the date of the alleged incident may not allow Public Safety to post a “timely” warning to the community. This type of situation will be evaluated on a case-by-case basis.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which

results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger college community)

- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Chief of Public Safety, or designee). In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Major incidents of Arson
- Other Clery crimes as determined necessary by the Chief of Public Safety, or their designee in their absence.

Timely Warning Notices may also be posted for other crime classifications and locations, even though that is not required by the law, at the sole discretion of DPS.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with

the goal of aiding in the prevention of similar occurrences.

Timely Warning Notices are typically written and distributed by the Chief of Public Safety, or designee.

A timely warning notice will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts: Date and time or time frame of the incident; a brief description of the incident; information that will promote safety and potentially aid in the prevention of similar crimes; suspect description(s) when deemed appropriate and if there is sufficient detail; police/Public Safety agency contact information; and other information as deemed appropriate.

Timely Warning Notices will be issued to the campus community via the Red Alert notification system and will come through as email messages to all Dickinson College assigned email accounts. Depending on the circumstances of the crime, methods of dissemination may also include, but are not limited to, electronic distribution through e-mail, posting of hard copies in public areas, posting on the DPS website in the "Crime Alerts", posting on the Public Safety monitor on the first floor of the Holland Union Building (HUB), and dissemination via local media outlets.

Status updates regarding the resolution of a crime and issued timely warnings will be disseminated in a similar fashion and updated as soon as possible. The intent of a timely warning is to provide information to

enable members of the college community to protect themselves.

When Clery Act Timely Warnings are issued, a copy of the warning will be attached to the corresponding DPS Investigation Report (if applicable). A copy of the warning will also be maintained in the Clery Act annual retention file at DPS. Timely warning information will remain on file at DPS for a period of at least 3 years from the date of the warning.

Anyone with information warranting a timely warning should report the circumstances to DPS by phone (717-245-1111) or in person at the Public Safety office, Kaufman Hall, at the northeast corner of Cherry and West Louthers Streets (400 W. North Street -rear, Carlisle, PA 17013).

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Notification

Dickinson College has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples which may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

Individuals can report emergencies occurring at Dickinson College campuses by

calling the emergency numbers listed on pages 6-9.

In the event of an emergency, Dickinson College will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the college community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, and visitors.

The Public Safety staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders and/or the national weather center.

If the Chief of Public Safety, or designee, in conjunction with other College administrators, local first responders, Public Health Officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Dickinson College community, DPS and Risk Management will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the Dickinson College Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Dickinson College will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in

the judgment of the first responders (including, but not limited to: DPS, local police, and/or the local fire and emergency medical services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

An Emergency Notification will be issued as deemed necessary by the Chief of Public Safety or their designee, in consultation with other campus administrators. The alert will be issued by DPS or their designee through the Red Alert system utilizing some or all of the following methods depending on the type of emergency: voice, text, and email paths, and may also be sent through the college e-mail system to students, faculty, and staff; public address systems (where available), social media, local media, webpage and/or in person communication. If any these systems fail or the College deems it appropriate, in person communication may be used to communicate an emergency.

Depending on the circumstances of the incident, DPS may also post the notice on the Public Safety website at [Safety | Dickinson College](#).

Red Alert mass notification system

The college issues Timely Warnings and Emergency Notifications through its Red Alert mass notification system. Red Alert enables college emergency response team members to communicate with students, staff, and faculty in minutes by sending a message via several contact methods—including email, text messaging, and cell phones. Red Alert is only used for

emergencies, crises, and reports of serious crime where a situation exists which potentially constitutes an ongoing or immediate danger. This is a free service to members of the Dickinson College community. [Red Alert and LiveSafe | Emergency Notification | Dickinson College](#)

The success of this service relies on you to provide accurate contact information. To receive emergency alerts from Dickinson Red Alert, please sign up by following these instructions:

- Log into the Dickinson Gateway on the web
- Follow the instructions in the Dickinson Red Alert channel. Please register as soon as possible. Having your latest contact information in our notification system is the only way to ensure that we can quickly communicate with you in an emergency.

Red Alert and Red Alert System test records will be maintained on the website of the vendor (Everbridge). The Red Alert system will be tested at least twice a year. A copy of each message and test documentation will also be maintained. Red Alert notifications will remain on file at DPS for a period of at least 3 years from the date of the alert.

Follow-up information will be distributed using some or all the identified communication systems.

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the Dickinson College homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Public Safety Advisories

If DPS learns of a serious crime, either on or off campus, and there is no indication of a serious or continuing threat to the college community, DPS may issue a Public Safety Advisory for the purpose of seeking additional information from the public or to heighten awareness.

Emergency Management and Evacuation Policies

Dickinson College has a comprehensive all hazards emergency response plan which provides a framework for the college response to crises and emergencies. The plan was developed under the Incident Command System (ICS) model prescribed by the National Incident Management System (NIMS). The Emergency Response Plan includes information about incident teams, shelter-in-place and evacuation guidelines, and local contingency and continuity planning requirements.

In the emergency response plan, specific campus administrators (the Core Team) are identified who are responsible for oversight of key functions in the event of an emergency or crisis that affects a large

segment of the campus population. Members of this Core Team include the Vice President for Finance and Administration, Vice President of Student Life, Director of Enterprise Risk Management and Compliance, Chief of Public Safety, Vice President of Marketing and Communication, and others. The Core Team coordinates with other campus offices (Wellness Center, HR Services, etc.) and outside emergency response agencies (fire departments, law enforcement agencies, medical facilities) as needed.

College departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The emergency response plan is continually updated, and tabletop and other emergency planning exercises, including evacuation drills are conducted at least once a year. In conjunction with other emergency agencies, the College conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. Exercises and emergency response planning is coordinated by the Director of Enterprise Risk Management and Compliance who documents the exercises or drills, including the date, time, and whether the exercise was announced or unannounced. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

General information about the emergency response and evacuation procedures are publicized each year in conjunction with a test as part of the institution's Clery Act compliance efforts in this report.

Resident Assistants and other residential life staff receive emergency response and evacuation training every year. This training includes information regarding emergency assembly areas (EAAs) and shelter in place sites (SIP) for distinct locations on campus. Information regarding emergency assembly areas and shelter in place sites for residential halls is provided to the resident students by their Resident Assistants and is posted in the residential halls.

Fire and evacuation drills are held once a semester for each residence hall. Fire drills are a mandatory supervised evacuation of a building for a fire. The fire drill is scheduled with DPS, and the individual residence hall staff. The supervised fire drill is scheduled within the first 2 weeks of the beginning of each semester. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The purpose of fire evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. Fire evacuation drills are used to educate and train occupants on issues specific to their building. Evacuation maps are posted on the back of the entry door in all residence halls.

Fire and evacuation drills are conducted yearly in all academic and administrative buildings on the Carlisle campus. The Office of Enterprise Risk Management and Compliance, with the assistance of the college Workplace Safety Committee, coordinate these fire drills.

DPS and Enterprise Risk Management staff also conduct regular training sessions for

employees, including “Responding to Campus Emergencies – Guidelines for Dickinson College Employees.” In addition, basic emergency response information is distributed to new employees and is available online at [Active Intruder/Assailant | Emergency Preparedness | Dickinson College](#).

DPS personnel and members of the college emergency response team have received training in Incident Command and Responding to Critical Incidents on Campus. When a serious incident occurs which causes an immediate threat to the campus, the first responders to the scene are usually DPS and the Carlisle Fire Department and Emergency Medical Services if necessary. They typically respond and work together to manage the incident. Depending on the nature of the incident, other college departments and other local or federal agencies could also be involved in responding to the incident.

Shelter-in-Place and Evacuation - If an incident occurs and the building you are in is not damaged, stay inside seeking an interior room-until you are told it is safe to come out. If your building is damaged, or you are directed to evacuate, take your personal belongings (purse, wallet, ID card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, proceed to the emergency assembly site for your area. If police or fire department personnel are on the scene, follow their directions.

No matter where you are, the basic steps of shelter-in-place will remain the same. Should the need ever arise; follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be an interior room without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
3. Shut and lock all windows and close exterior doors.
4. Make a list of the people with you and ask someone (RA or other staff) to call the list in to DPS so they know where you are sheltering. If only students are present, one of the students should call in the list.
5. Listen for further instructions through Red Alert or emergency responders.

Security and Access to Campus Facilities

Carlisle campus: Most campus buildings and facilities are open and accessible to the public during normal business hours, excluding holidays. Athletic facilities, the library, and other select college service areas have varying hours of operation. Most academic and administrative buildings on campus are controlled by a card access system. While these buildings will be locked and closed to the public after regular

business hours, students, faculty, and staff may gain access by using their college identification card in the card access system. In the case of periods of extended closing, non-residential buildings will be secured according to schedules developed by the department responsible for the facility, and the College will admit only those with prior approval to all facilities. DPS officers conduct routine security and safety patrols of the academic and administrative buildings to monitor conditions and report any unusual circumstances.

Residential buildings are secured 24 hours a day. Most exterior doors in student residential halls are controlled by card access, and students are issued a key for their room. In residential buildings not on the card access system, students who reside in these buildings are issued a key for their room and the exterior building doors. Over extended breaks, the doors of all residential buildings will be secured around the clock and will be equipped with a lock separate from the regular key issued to resident students. Residence Life staff and DPS officers monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity.

More than one hundred security cameras are located throughout campus, many at access points to buildings. Card access and camera systems are monitored 24 hours a day in the DPS communication center. Public Safety Officers conduct regular patrols of campus buildings to evaluate and monitor security related matters.

Other campuses: Most campus administrative and academic buildings and facilities are open and accessible to the public during normal business hours, excluding holidays. These buildings will be locked after normal business hours, but may be accessible by students, faculty, and staff. Door locks and keys control after-hours access to these facilities. Student residential facilities at the Bologna and Cameroon campuses are locked and accessible by key only 24 hours a day. Local Law Enforcement Agencies may conduct regular patrols of other Dickinson campuses.

Maintenance of Campus Facilities

Carlisle campus: DPS officers, as part of their patrol procedures, generate work orders to Facilities Management when any defective lighting or unsafe condition related to facilities on campus is noted. Students, faculty, and staff are encouraged to report any safety or security concerns directly to Public Safety.

Periodically DPS conducts a Safety Walk with students, Facilities Management personnel and other members of the community. During the Safety Walk they examine security issues such as landscaping, locks, alarms, and lighting, and make recommendations for improvement as needed. Additionally, during the academic year, the College Workplace Safety Committee meets monthly to discuss issues of pressing concern.

Facilities Management is responsible for the maintenance and upkeep of buildings and grounds on campus. This includes everything from changing light bulbs to construction of buildings and everything in between. If you

need service in your residence hall or elsewhere on campus, contact the Facilities Management Service Response Center at 717-245-1700.

All requests, concerns, or ideas about facilities maintenance are welcome. Non-urgent requests may be made through the website at:

https://www.myschoolbuilding.com/myschoolbuilding/msbdefault_email.asp?frompage=myrequest.asp

Urgent requests should be called in immediately at 717-245-1700. For after-hours emergency service, call Public Safety at 717-245-1349.

Other campuses: Program Directors at each campus are responsible for inspecting campus facilities for safety and maintenance issues and will coordinate any needed repairs and improvements. All requests, concerns, or ideas about facilities maintenance should be directed to the appropriate Program Director.

For after-hours emergency service, call Public Safety at 717-245-1349.

Building Safety Tips – All campuses:

- Lock your room (even if you are just leaving for a few minutes) and secure your room key.
- Never prop exit doors open.
- Notify DPS or the Program Director immediately if your keys or identification card is lost or stolen.
- Close and report any exit doors that are found open or left unsecured.
- Report any suspicious activities to a R.A., DPS or your Program Director immediately.

- Notify Facilities Management, DPS or your Program Director immediately if your locks are malfunctioning.

- Keep fire doors and stairwell doors always closed.

Sexual Offender Notification and Information (Megan's Law)

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, DPS is providing a link to the Pennsylvania State Police Sex Offender Registry in this report.

This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. In the Commonwealth of Pennsylvania, convicted sex offenders and sexual predators must register with Pennsylvania State Police.

You can find more information on Megan's Law at the Pennsylvania State Police Sexual Offender Information website: www.pameganslaw.state.pa.us. This service is free of charge.

(HEOA) Notification to Victims of Crimes of Violence

The College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged

perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Sexual Harassment and Misconduct Policy and Title IX

Information in this section is compiled from the college Title IX Policy as well as the *Student Conduct Process and Human Resource Services processes*. The Title IX Policy below applies to all incidents which occurred on or after August 1, 2024. Incidents occurring before August 1, 2024 are addressed in the Sexual Harassment and Misconduct Policy located at: [Sexual harassment and misconduct policy \(dickinson.edu\)](https://dickinson.edu/sexual-harassment-and-misconduct-policy).

Statement of Non-Discrimination

Dickinson College is an intellectual and social community that values justice, free inquiry, diversity, and equal opportunity. It is a fundamental policy of the college to respect pluralism, civility, and mutual understanding within its community. The college does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or any other protected class.

Dickinson College prohibits all forms of discrimination, including sexual and gender-based discrimination in all of its programs and activities, including academics, employment, athletics, admissions, and other extracurricular activities.

Overview: This policy provides our campus community members with information and guidance to assist those who have experienced or been affected by sexual or gender-based discrimination or misconduct. This policy supersedes any and all other Dickinson policies, processes and/or handbooks relative to the handling of sexual or gender-based discrimination or misconduct that is governed by Title IX.

This policy contains information regarding the procedures for information shared with or reported to the Title IX and Sexual Respect Office involving allegations of sexual discrimination, sexual harassment, sexual assault, dating violence, domestic violence, fondling, stalking, and retaliation. This document may use the term “TIX Sex Discrimination” to refer to any or all those prohibited behaviors.

Title IX of the Education Amendments of 1972 states: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Dickinson College prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. Toward that end, Dickinson College issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a college official.

The College is committed to taking all appropriate steps to eliminate Title IX Sex Discrimination, prevent recurrence and address their effects. All College proceedings are conducted in compliance with the requirements of Title IX, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime

Statistics Act (Clery Act), the Violence Against Women Act (VAWA), the Family Educational Rights and Privacy Act (FERPA), other applicable federal, state, and local laws and regulations.

Inquiries or complaints concerning the application of Title IX may be referred directly to Dickinson College's Title IX Coordinator:

Title IX Coordinator

Katharina Matic | Title IX Coordinator | Title IX and Sexual Respect | 41 Conway Street, Carlisle, PA 17013 | (717) 254-8316 matick@dickinson.edu; Titleix@dickinson.edu

Jurisdiction: This policy applies to all faculty, staff, students, and other individuals participating in or attempting to participate in Dickinson College's educational program or activity at the time of the alleged incident. This policy addresses only sex discrimination and sex-based harassment as defined by the 2024 Title IX Regulations that occurred on or after August 1, 2024. Allegations of Title IX Sexual harassment occurring before August 1, 2024 will be addressed using the Title IX policy that was effective November 2022, found at [Sexual harassment and misconduct policy \(dickinson.edu\)](https://www.dickinson.edu/sexual-harassment-and-misconduct-policy).

In order for this policy to apply, the college must have knowledge of alleged Title IX Sex Discrimination that occurred:

- Against a party who is participating in or attempting to participate in the college's education program or activity In the United States;
- On Dickinson College property, or:

- On Dickinson College property and within an education program or activity including locations, events, or circumstances over which the college exercises substantial control over both the Respondent(s) and the context in which the alleged sexual or gender-based discrimination occurs, or;
- Any building owned or controlled by a student organization officially recognized by the college irrespective of whether the building is on campus or off campus, or;
- When some conduct alleged is contributing to a hostile environment on campus even if the conduct occurred outside the college's education program or activity or outside the United States.

This policy also applies to misconduct on Dickinson College's social media sites or networks that can subject an individual or group to allegations of violations of this policy. The College's program(s) or activities encompass all of the operations of the College, and includes computer and internet networks, digital platforms, and computer hardware or software owned, operated by, or used by Dickinson College. This Policy applies while participating in remote classes and programs and while interacting with the Dickinson College campus community virtually.

Nothing precludes the College from choosing to address allegations of conduct outside of the College's education program or activity. While the Title IX Coordinator must dismiss allegations that do not meet the jurisdiction of the College, or where the misconduct allegations do not meet the definitions within this policy, those concerns may be referred by the Title IX Coordinator to other offices/departments for their review and resolution through procedures consistent with other College policies. The Title IX Coordinator or designee may refer allegations to other offices, including but not limited to the Division of Student Life, Human Resources and the Provost and Dean of the College's Office.

For incidents that occur abroad, Dickinson College can, in its sole discretion, initiate conduct proceedings through other policies, and/or offer supportive measures to address sexual and gender-based discrimination and harassment allegations against a person outside of the United States.

A third party is any individual who is not a college student or employee or is not a participant in any College-related program or activity. The College's ability to take action against a third party will be determined by the nature of the relationship of the third-party to the College. Where the Respondent is a third-party, the College's ability to take action may be limited. In those instances, when this policy does not apply, the College will offer resources and support services to the Complainant, and support in contacting external law enforcement if the Complainant chooses to make a report to law enforcement. While this policy typically identifies the employee who is responsible for certain duties or procedures herein, the College can designate other College offices, employees, or external individuals to perform any roles or duties described in this policy.

Title IX and Sexual Respect Office – A Central Resource for Understanding Your Options

The Title IX Coordinator or designee is available to meet with any Dickinson College campus community member who is considering filing a report with the College to provide them with information about available support services, and how to make a report and request an informal/conciliation or formal grievance process. The Title IX Coordinator aims to provide as much information as possible to support an individual in making informed decisions about their options. Regardless of whether an individual chooses to file a report, request an informal/conciliation, or formal grievance process, the Title IX Coordinator can assist an individual in connecting with other support services on or off-campus, including but not limited to counselors, advocates, health services and law enforcement.

The Title IX Coordinator does not press upon any person to disclose information they are not comfortable with sharing. The Title IX Coordinator endeavors to respect the wishes of the individual regarding how and if to move forward with making a report and their preferred resolution process.

The Title IX and Sexual Respect Office is a Central Resource where you can:

- *Speak privately with the Title IX Coordinator or designee to obtain information about support services, including health care, counseling/advocacy services, academic, housing, and other available modifications;*
- *Speak privately with the Title IX Coordinator or designee to obtain information about process options, such as the informal/conciliation and formal grievance process;*
- *Ask for help or assistance with services, and the Title IX Coordinator can support you in obtaining, scheduling, and coordinating support services;*
- *Make a formal grievance complaint and request an informal/conciliation process;*
- *Make a formal grievance complaint and request a formal process;*

The College encourages reporting and seeks to remove any barriers to reporting in order for campus community members to be able to seek and obtain support services and information about their options. The College will not seek to hold any student who shares or reports information regarding sexual or gender-based misconduct allegations accountable for violating the College's drug and alcohol policies due to their

own personal ingestion of alcohol or other drugs at or near the time of the alleged incident. For more information, see the Amnesty policy section within this policy.

Every effort is made by the Title IX Coordinator to honor the wishes of the Complainant regarding available support services and the resolution process chosen by the Complainant, if any.

Emergency Reporting Options

The priority for any person should be personal safety and well-being. All individuals are encouraged to make a prompt report to law enforcement and/or seek immediate medical treatment in response to an incident of sexual assault, fondling, dating violence, domestic violence, or stalking in order to address immediate safety concerns and allow for the preservation of evidence and an immediate investigation response.

The College will assist an individual by providing transportation to the hospital, coordination with local law enforcement, and information about the College's resources and procedures.

Where to Make a Report in the Event of an Emergency

If you believe you or anyone else is in immediate danger, call – 911.

- Dickinson College Public Safety - 717-245-1111
- Carlisle Police Department - 717-243-5252

You can also call Dickinson's Sexual Violence Hotline Confidential Advocate 24/7 at 717-609-4244

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

Initial Options after an Incident of Sexual Assault, Fondling, Dating Violence, Domestic Violence or Stalking

- ***Talk to someone you trust.*** Ask a trusted friend, family member or counselor to be with you for support.

You may call the 24/7 Dickinson College Advocacy Hotline at 717-831-8850, and you will be connected with a confidential advocate who may support you in thinking about options, resources, and support services.

- ***Preserve any physical evidence of the incident.*** If possible, avoid changing your clothing, bathing, showering, washing your hands or face or combing your hair. Avoid using a douche, using the bathroom, brushing your teeth, drinking, or eating. If possible, do not disturb the location where the incident occurred, and do not clean the room or remove anything. If you change clothes, evidence is best preserved in a paper (not plastic) bag. If you have any electronic communications or phone call logs that you believe may be useful, keep them.

- ***Seek medical attention.*** You may seek medical attention any time following sexual assault, fondling, or sexual violence, but we strongly recommend that you do so within five days (120 hours). A medical professional will examine you, provide appropriate medical treatment and, if applicable, talk with you about the prevention of sexually transmitted infections and pregnancy.

Medical Care: *If you have experienced sexual assault, fondling, dating violence or domestic violence, medical care may treat or prevent illness or injury. It is also an important way to preserve evidence if you decide to press charges or to obtain assistance in applying for a protection order.*

*Please note that the collection of evidence for use in a criminal prosecution related to unwanted sexual activity can only be performed by trained personnel at a hospital emergency room. Physical exams by other health care providers are likely to impede future legal remedies. **UPMC has specially trained forensic nurse examiners (SANEs) who will provide you with a compassionate, comprehensive medical examination.** When you arrive, a SANE will be summoned to provide your medical care. A representative from the YWCA will also be notified, so you will immediately have the option of using the services of an advocate.*

Carlisle and College Farm Campuses:

UPMC CARLISLE | 361 Alexander Spring Rd. | Carlisle, PA 17015 | 717-249-1212

You can also seek care at the hospitals below (SANE service available):

PENN STATE HOLY SPIRIT HOSPITAL | 503 N. 21st St. | Camp Hill, PA 17011 | 717-763-2757

UPMC WEST SHORE | 1995 Technology Parkway | Mechanicsburg, PA 17050 | 717-791-2600

Medical Care on International Campuses

Bologna Campus - dial 112 to summon an ambulance.

Toulouse Campus - dialing 15 will connect the caller to emergency medical services.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with DPS or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the College at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Privacy and Confidentiality

The College is committed to maintaining the privacy of all parties. In any report, investigation, or resolution regarding sexual or gender-based misconduct every effort will be made to protect the privacy interests of the individuals involved in a manner consistent with the need for a thorough review of the conduct and the necessary steps to end the conduct, eliminate the harassment, prevent its recurrence, and address its effects.

Privacy: *Privacy generally means that information related to a report of sexual misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those College employees who “need to know” in order to assist in the active review, investigation and/or resolution of the complaint. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.*

Confidentiality: *Confidentiality means that information shared by an individual with campus or community professionals designated as confidential resources cannot be revealed to any other individual without the express permission of the individual who provided the information. The campus and community professionals include medical providers, mental health providers, ordained clergy, and rape crisis counselors, all of whom have privileged confidentiality recognized by law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor.*

Students or employees who have experienced sexual or gender-based misconduct and wishing to seek complete confidential assistance without sharing information with or making a report to the College may do so by speaking with a confidential resource:

- *Students may seek confidential assistance on campus through the Wellness Center*
- *Employees may seek confidential assistance through the Employee Assistance Program*
- *Students and Employees may seek a confidential Advocate and assistance through Dickinson College’s 24-7 Hour Advocacy Hotline (YWCA’s dedicated phone line reserved for Dickinson College Students and Employees) at 717-831-8850*

Victims may request that directory information on file with the College be withheld by request by contacting the Registrar’s Office at req@dickinson.edu, or at 717-245-1315.

Regardless of whether a victim has opted-out of allowing the College to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Coordination with Other Policies and Staff

At all times it is within the College's discretion to determine which policies apply to alleged prohibited conduct. Some prohibited conduct may result in a referral to other offices/departments, separate investigation and separate sanctions under other College policies. If there is additional information discovered during the course of review or investigation of allegations through other offices/departments and where the prohibited conduct definitions could be met under this policy, an office/department will refer the case to the Title IX and Sexual Respect Office for further appropriate procedures.

Statement on Academic Integrity and Freedom of Speech

The College is committed to the principles of free inquiry and expression. Vigorous discussion and debate are fundamental to this commitment, and this policy is not intended to restrict teaching methods or freedom of expression. Offensiveness of conduct, standing alone, is not sufficient for the conduct to constitute prohibited conduct under this policy. The conduct must constitute sex discrimination or sex-based harassment, as defined by this policy, in order to be actionable.

Statement Against Retaliation

It is a violation of college policy for any person, organization, or group to retaliate in any way against a student or employee because he or she raised allegations of sexual or gender-based misconduct. The College recognizes that retaliation can take many forms, may be committed by or against an individual or a group, and that a Respondent or witness may also be the subject of retaliation by another individual, including the Complainant. The College will take immediate and responsive action to any report of retaliation and may pursue disciplinary action as appropriate.

Pregnancy and Related Conditions

Dickinson College does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions. This policy and its pregnancy-related protections apply to all persons, regardless of their gender identity or expression.

Any Dickinson College employee who becomes aware of a student's pregnancy or related condition is required to provide the student with the Title IX Coordinator's contact information and communicate that the coordinator can help take specific actions to ensure equal access to Dickinson's education program an activity and take steps to prevent discrimination. If the employee has a reasonable belief that the Title IX Coordinator is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator's contact information.

The Title IX Coordinator will contact the student to offer reasonable modifications, ensure lactation space availability, and inform the student about their rights and resources available.

Supporting documentation for reasonable modifications will only be required when it is necessary and reasonable under the circumstances to determine which modification to offer to determine other specific actions to take to ensure equal access to Dickinson's college program and activity.

Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX Coordinator will consult with Access and Disability Services staff to ensure the student receives reasonable accommodations for their disability.

Employees

Information about employee pregnancy and related conditions may be found here:

https://www.dickinson.edu/homepage/1602/parental_leave_resources

Lactation Policy:

https://www.dickinson.edu/download/downloads/id/8455/lactation_policy.pdf

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**
 - i. A Felony or misdemeanor crime of violence committed—
 - A) By a current or former spouse or intimate partner of the victim.
 - B) By a person with whom the victim shares a child in common.
 - C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner.
 - D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
 - ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - ii. For the purposes of this definition—
 - A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B) Dating violence does not include acts covered under the definition of domestic violence.
 - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

- **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling**: The touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape**: Sexual intercourse with a person who is under the statutory age of consent.
- **Stalking**:
 - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - A) Fear for the person’s safety or the safety of others; or
 - B) Suffer substantial emotional distress.
 - ii. For the purposes of this definition—
 - A) Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
 - B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Carlisle/Main Campus and the College Farm are in Pennsylvania. Both of those campuses are governed under Pennsylvania laws which are defined below.

The Bologna and Toulouse campuses are governed by the laws in their respective countries. The laws of these countries do not align with U.S. crime definitions and therefore, for the purposes of Clery Act compliance crimes occurring on these campuses are evaluated under the federal Clery Act definitions.

- **Domestic Violence:** *Pennsylvania defines domestic abuse as knowingly, intentionally, or recklessly causing bodily injury of any kind, causing fear of bodily injury of any kind, assault (sexual or not sexual), rape, sexually abusing minor children, or knowingly engaging in a repetitive conduct toward a certain person (i.e. stalking) that puts them in fear of bodily injury. These acts must occur between family or household members which are defined as **Spouses** or persons who have been spouses, persons living as spouses or who lived as spouses, parents and children, other persons related by consanguinity or affinity, current or former sexual or intimate partners or persons who share biological parenthood.*
- **Dating Violence:** *Pennsylvania does not have a definition of dating violence.*
- **Incest:** *Pennsylvania defines Incest as Except as provided under subsection (b), a person is guilty of incest, if that person knowingly marries or cohabits or has sexual intercourse with an ancestor or descendant, a brother or sister of the whole or half blood or an uncle, aunt, nephew, or niece of the whole blood.*
 - *(b) Incest of a minor.--A person is guilty of incest of a minor, a felony of the second degree, if that person knowingly marries, cohabits with, or has sexual intercourse with a complainant who is an ancestor or descendant, a brother or sister of the whole or half blood or an uncle, aunt, nephew, or niece of the whole blood and:*
 - (1) is under the age of 13 years; or*
 - (2) is 13 to 18 years of age and the person is four or more years older than the complainant.*
 - *(c) Relationships. --The relationships referred to in this section include blood relationships without regard to legitimacy, and relationship of parent and child by adoption.*
- **Sexual Assault:** *Pennsylvania defines several crimes as sexual assault including the offenses listed below:*
 - **Rape:** *Engaging in sexual intercourse with a complainant:*
 - (1) By forcible compulsion.*
 - (2) By threat of forcible compulsion that would prevent resistance by a person of reasonable resolution.*
 - (3) Who is unconscious or where the person knows that the complainant is unaware that the sexual intercourse is occurring.*

- (4) Where the person has substantially impaired the complainant's power to appraise or control his or her conduct by administering or employing, without the knowledge of the complainant, drugs, intoxicants, or other means for the purpose of preventing resistance.*
- (5) Who suffers from a mental disability which renders the complainant incapable of consent.*

(c) Rape of a child. -- Engaging in sexual intercourse with a complainant who is less than 13 years of age.

(d) Rape of a child with serious bodily injury. -- Engaging in sexual intercourse with a complainant who is less than 13 years of age, and the complainant suffers serious bodily injury in the course of the offense.

Statutory Sexual Assault:

(a) Except as provided in section 3121 (relating to rape), engaging in sexual intercourse with a complainant to whom the person is not married who is under the age of 16 years and that person is either:

- (1) four years older but less than eight years older than the complainant; or*
- (2) eight years older but less than 11 years older than the complainant.*

(b) Engaging in sexual intercourse with a complainant under the age of 16 years and that person is 11 or more years older than the complainant and the complainant and the person are not married to each other.

Involuntary deviate sexual intercourse:

(a) Engaging in deviate sexual intercourse with a complainant:

- (1) by forcible compulsion;*
- (2) by threat of forcible compulsion that would prevent resistance by a person of reasonable resolution;*
- (3) who is unconscious or where the person knows that the complainant is unaware that the sexual intercourse is occurring;*
- (4) where the person has substantially impaired the complainant's power to appraise or control his or her conduct by administering or employing, without the knowledge of the complainant, drugs, intoxicants, or other means for the purpose of preventing resistance;*
- (5) who suffers from a mental disability which renders him or her incapable of consent; or*
- (7) who is less than 16 years of age, and the person is four or more years older than the complainant and the complainant and person are not married to each other.*

(b) Involuntary deviate sexual intercourse with a child. -- Engaging in deviate sexual intercourse with a complainant who is less than 13 years of age.

Sexual assault: Except as provided in section 3121 (relating to rape) or 3123 (relating to involuntary deviate sexual intercourse) - Engaging in sexual intercourse or deviate sexual intercourse with a complainant without the complainant's consent.

Aggravated indecent assault: Except as provided in sections 3121 (relating to rape), 3122.1 (relating to statutory sexual assault), 3123 (relating to involuntary deviate sexual intercourse) and 3124.1 (relating to sexual assault), a person who engages in penetration, however slight, of the genitals or anus of a complainant with a part of the person's body for any purpose other than good faith medical, hygienic or law enforcement procedures commits aggravated indecent assault if:

- (1) the person does so without the complainant's consent;
- (2) the person does so by forcible compulsion;
- (3) the person does so by threat of forcible compulsion that would prevent resistance by a person of reasonable resolution;
- (4) the complainant is unconscious, or the person knows that the complainant is unaware that the penetration is occurring;
- (5) the person has substantially impaired the complainant's power to appraise or control his or her conduct by administering or employing, without the knowledge of the complainant, drugs, intoxicants, or other means for the purpose of preventing resistance;
- (6) the complainant suffers from a mental disability which renders him or her incapable of consent;
- (7) the complainant is less than 13 years of age; or (8) the complainant is less than 16 years of age, and the person is four or more years older than the complainant and the complainant, and the person are not married to each other.

Aggravated indecent assault of a child: --A person commits aggravated indecent assault of a child when the person violates subsection (a)(1), (2), (3), (4), (5) or (6) and the complainant is less than 13 years of age.

Stalking: Pennsylvania defines stalking as follows: (1) Engaging in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or

(2) engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

Prohibited Conduct and Definitions under Title IX

Title IX Sex Discrimination is a broad term encompassing sex discrimination and sex-based harassment as defined in this policy.

The following forms of conduct are prohibited under this policy:

Sex Discrimination is discrimination on the basis of sex, including discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

Sex-based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence, and stalking.

Prohibited sex-based harassment includes the following conduct:

(1) Quid pro quo harassment:

- an employee, agent, or other person authorized by Dickinson College
- to provide an aid, benefit, or service under Dickinson College's education program or activity
- explicitly or impliedly conditioning the provision of such an aid, benefit, or service
- on a person's participation in unwelcome sexual conduct.

(2) Hostile environment harassment:

- unwelcome sex-based conduct, that
- based on the totality of the circumstances,
- is subjectively and objectively offensive, and
- is so severe or pervasive,
- that it limits or denies a person's ability to participate in or benefit from Dickinson College's education program or activity.

Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- a. The degree to which the conduct affected the individual's ability to access Dickinson College's education program or activity;
- b. The type, frequency, and duration of the conduct;
- c. The parties' ages, and roles within Dickinson College's education program or activity, previous interactions, and other factors about a party that may be relevant to evaluating the effects of the conduct;
- d. The location of the conduct and the context in which the conduct occurred; and
- e. Other sex-based harassment in Dickinson College's education program or activity.

(3) Sexual Assault is defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. All prohibited conduct

definitions below encompass actual and/or attempted offenses. Sexual Assault includes:

Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Sodomy: Oral or anal sexual intercourse with another person, without the consent of the victim.

Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate however slightly, the genital or anal opening of the body of another person, without the consent of the victim.

Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim.

Incest: Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Nonforcible sexual intercourse with a person who is under the statutory age of consent.

(4) Dating Violence is 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 will be determined based on a consideration of the following factors:

a. The length of the relationship

b. The type of relationship

c. The frequency of interaction between the persons involved in the relationship.

(5) Domestic Violence includes felony or misdemeanor crimes of violence committed by a person who:

(a) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the College, or a person similarly situated to a spouse of the victim;

(b) Is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;

(c) Shares a child in common with the victim; or

(d) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

(6) Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to

(a) fear for their safety or the safety of others; or

(b) suffer substantial emotional distress.

(7) Retaliation: Intimidation, threats, coercion, or discrimination against any person by the College, a student, or an employee or other person authorized by the College to provide aid,

benefit, or service under the recipient's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part, including in an Informal Resolution process, in Resolution procedures, and in any other actions taken by the College under this policy. Nothing in this definition or this part precludes the College from requiring an employee or other person authorized by the College to provide aid, benefit, or service under the College's education program or activity to participate as a witness in, or otherwise assist with, an investigation, proceeding, or hearing under this part.

Prohibited Relationships by Persons in Authority

Sexual and/or other intimate relationships between faculty and students, staff and students, or supervisors and subordinate employees are prohibited.

Faculty, administrators, and others who educate, supervise, evaluate, employ, counsel, coach or otherwise guide students should understand the fundamentally asymmetrical nature of the relationship they have with students or subordinates.

Similarly, College employees (faculty and staff) who supervise or otherwise hold positions of authority over others are prohibited from having a sexual or other intimate relationship with an individual under their direct supervision.

Intimate or sexual relationships where there is differential in power or authority produce risks for every member of our community and they undermine the professionalism of faculty and supervisors. In either context, the unequal position of the parties presents an inherent element of risk and may raise sexual harassment concerns if one party to the relationship has the actual or apparent authority to supervise, evaluate, counsel, coach or otherwise make decisions or recommendations as to the other party in connection with employment, education or any other benefit.

Sexual relations between persons occupying asymmetrical positions of power, even when both consent, raise suspicions that the person in authority has violated standards of professional conduct and potentially subject the person in authority to charges of sexual harassment. Similarly, these relationships may impact third parties based on perceived or actual favoritism or special treatment.

Relationships of this nature are strictly prohibited. If two parties contemplate beginning such a relationship, the person in a position of authority is required to immediately:

- 1) discontinue any supervising role or relationship over the other person; and,
- 2) report the circumstances to one's own supervisor. The supervisor must, in turn, discuss with the Title IX Coordinator or designee whether any intervening measures are appropriate. These

steps must be taken without delay. Failure to fully or timely comply with these requirements is a violation of this policy, and the person in authority and/or their supervisor could be subject to disciplinary action, up to and including dismissal from employment by the College.

Any individual may file a complaint alleging sexual harassment or bias, including an aggrieved party outside the relationship affected by the perceived harassment or bias. Retaliation against persons who report concerns about consensual relationships is prohibited and constitutes a violation of this policy.

Important Related Information – Consent, Force, Incapacitation, Coercion

Consent is:

- Informed - parties have information and understanding of sexual activity;
- An Agreement – between participants to engage in sexual activity. Consent must be clearly and freely communicated. A verbal and affirmative expression of consent can help both you and your partner to understand and respect each other's boundaries. When sexual activity is agreed upon, it can be withdrawn through clear words or actions;
- Freely given - there is no pressure, coercion, intimidation, threat, or force; and
- Mutually understandable - parties express in words or actions their willingness or agreement to sexual activity.

The responsibility of obtaining consent rests with the individual who wishes to engage in sexual activity.

Prior to engaging in sexual activity, each participant should ask oneself the question, "has the other person consented?" If the answer is "no" or "I'm not sure," then consent has not been demonstrated and does not exist. An individual who initiates sexual activity should be able to explain the basis for their belief that consent existed.

Consent to engage in sexual activity must be informed, knowing, and voluntary. Consent to engage in sexual activity must exist from the beginning to the end of each instance of sexual activity. Consent to one form of sexual contact does not constitute consent to all forms of sexual contact. Each participant in a sexual encounter must consent to each act of sexual activity.

Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in sexual activity.

Relying on non-verbal communication can lead to misunderstandings. Consent may not be inferred from silence, passivity, lack of resistance or lack of active response alone.

Consent may be withdrawn by either party at any time. When both parties are freely and mutually engaging in sexual activity and a party wishes to stop that sexual activity, withdrawal of consent must also be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity.

This will provide clarity to another person the desire to end that sexual activity that was initially consensual. Once withdrawal of consent has been expressed, sexual activity must stop. Parties may reengage in sexual activity as long as both parties understand and agree to the sexual activity.

A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity.

Consent is not effective if it results from the use of physical force, threat of physical force, intimidation, coercion, incapacitation or any other factor that would eliminate an individual's ability to exercise their own free will to choose whether or not to have sexual contact.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent.

Consent: *Pennsylvania does not have a definition of consent, in relation to sexual activity.*

Force

Force refers to the use or threat of physical violence to compel someone to engage in sexual activity.

Examples of physical violence include, hitting, punching, slapping, kicking, choking, restraining and or threat or use of any weapon.

Incapacitation

An individual who is incapacitated cannot consent to sexual activity. Incapacitation is the inability, temporarily or permanently, to give consent or communicate unwillingness, because an individual is mentally and/ or physically helpless, unconscious, asleep or unaware that the sexual activity is occurring.

Where alcohol or other drugs are involved, incapacitation is a state beyond drunkenness, intoxication or

impairment. In assessing the impact of incapacitation, the College will consider whether a Respondent knew or should have known that the Complainant was incapacitated based on objectively and reasonably apparent indicators of incapacitation.

Alcohol or Other Drugs

The College considers sexual contact while under the influence of alcohol or other drugs to be risky behavior. Being intoxicated or impaired by drugs or alcohol does not diminish an individual's responsibility to obtain informed and freely given consent. Alcohol and drugs impair a person's decision-making capacity, awareness of consequences, and ability to make informed judgments.

The use of

alcohol or drugs can create an atmosphere of confusion over whether or not consent has been freely and clearly sought or given. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the safest course of action is to forgo and cease any sexual contact or activity.

Coercion

Coercion is the use or attempted use of pressure and/or oppressive behavior, including expressed or implied threats, intimidation, or physical force, which places a person in fear of immediate harm or

physical injury or causes a person to engage in unwelcome sexual activity. This is something very different from the words of persuasion an individual might use to induce another to voluntarily consent to sexual activity. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity.

Coercion also includes administering or pressuring another to consume a drug, intoxicant, or similar substance with the intent to impair that person's ability to consent prior to engaging in sexual activity.

Know Your Options - for Support Services and Reporting

After an incident of sexual discrimination, sex-based harassment, sexual assault, fondling, dating violence, domestic violence, stalking or other gender-based misconduct, individuals have many options for taking care of themselves and addressing the incident. Dickinson College recognizes the sensitivity of such incidents and aims to support individuals and their choices regarding whether and where to report. The College endeavors to respect the wishes of the Complainant regarding whether to move forward with a resolution process, while providing written notification to them about how to make a complaint and offer support services both on and off-campus, including but not limited to health services, counseling services and victim advocacy.

You have many options, such as:

- Notifying on-campus Public Safety and/or local police;
- Being assisted by campus officials in notifying law enforcement authorities;
- Only seeking medical attention and taking time to learn about and consider if you want to file a complaint;
- Speaking with a confidential resource, such as a health service practitioner or counselor about

the incident and your options;

- Speaking with an Advocate/Counselor at the YWCA;
- Obtaining support services, such as a no contact directive, Public Safety escort to and from areas on campus; emotional support through counseling services; academic, employment or residential modification;
- Filing a report only internally with the College;
- Requesting an informal resolution process through the College;
- Requesting a formal resolution process through the College;
- Filing a report only with law enforcement;
- Filing a report both internally with the College and also filing a report with law enforcement;
- Reporting the incident Anonymously, without disclosing your name or identity;
- Declining notifying the College/law enforcement of the incident.

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Dickinson College complies with Pennsylvania law in recognizing orders of protection - Protection From Abuse orders (PFAs)

- *Any person who obtains an order of protection from Pennsylvania or any reciprocal state should provide a copy to DPS and the Office of the Title IX Coordinator.*
- *A complainant may then meet with DPS to develop a Safety Action Plan, which is a plan for DPS, the Title IX Office, and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to escorts, special parking arrangements, providing a temporary cellphone, changing classroom location, or allowing a student to complete assignments from home, etc.) The College cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).*

The victim is required to apply directly for these services with DPS, local police, or the Cumberland County District Attorney Office of Victim Services, or Domestic Violence Services of Cumberland and Perry Counties. To apply for a PFA in Cumberland County a victim needs to call Domestic Violence Services of Cumberland and Perry Counties at 1-800-852-2102, and schedule an appointment with a legal advocate/counselor. This number also serves as a 24-hour hotline that a victim can call simply to speak with a counselor concerning Domestic Violence Issues.

Reporting

Any person may report TIX Sex Discrimination in person, telephone, or e-mail to the Title IX Coordinator. Under Title IX, in order for the College to have actual knowledge of allegations an individual must report the information to the College's Title IX Coordinator or any Mandated employee.

Any individual may make a report to the College by contacting the Title IX Coordinator:

Kat Matic

Title IX and Sexual Respect Office

41 Conway Street

(717) 254-8316

titleix@dickinson.edu

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

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator, Katharina Matic (717) 254-8316 matick@dickinson.edu, Titleix@dickinson.edu by calling, writing, or coming into the office to report in person and Department of Public Safety (if the victim so desires. Reports of all domestic violence, dating violence, sexual assault and stalking made to Department of Public Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

*The college **Title IX Policy** applies to all students and employees at Dickinson College and is applicable to both students and employees accused of Domestic Violence, Dating Violence, Sexual Assault and Stalking.*

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the college will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;*
- information about how the institution will protect the confidentiality of victims and other necessary parties;*
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;*

- *a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and*
- *an explanation of the procedures for institutional disciplinary action*

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

Initial Options after an Incident of Sexual Assault, Fondling, Dating Violence, Domestic Violence or Stalking

- ***Talk to someone you trust.*** Ask a trusted friend, family member or counselor to be with you for support.

You may call the 24/7 Dickinson College Advocacy Hotline at 717-831-8850, and you will be connected with a confidential advocate who may support you in thinking about options, resources, and support services.

- ***Preserve any physical evidence of the incident.*** If possible, avoid changing your clothing, bathing, showering, washing your hands or face or combing your hair. Avoid using a douche, using the bathroom, brushing your teeth, drinking, or eating. If possible, do not disturb the location where the incident occurred, and do not clean the room or remove anything. If you change clothes, evidence is best preserved in a paper (not plastic) bag. If you have any electronic communications or phone call logs that you believe may be useful, keep them.

- ***Seek medical attention.*** You may seek medical attention any time following sexual assault, fondling, or sexual violence, but we strongly recommend that you do so within five days (120 hours). A medical professional will examine you, provide appropriate medical treatment and, if applicable, talk with you about the prevention of sexually transmitted infections and pregnancy.

Medical Care: If you have experienced sexual assault, fondling, dating violence or domestic violence, medical care may treat or prevent illness or injury. It is also an important way to preserve evidence, if you decide to press charges or to obtain assistance in applying for a protection order.

*Please note that the collection of evidence for use in a criminal prosecution related to unwanted sexual activity can only be performed by trained personnel at a hospital emergency room. Physical exams by other health care providers are likely to impede future legal remedies. **UPMC has specially trained forensic nurse examiners (SANEs) who will provide you with a compassionate, comprehensive medical examination.** When you arrive, a SANE will be summoned to provide your medical care. A representative from the YWCA will also be notified, so you will immediately have the option of using the services of an advocate.*

Carlisle and College Farm Campuses:

UPMC CARLISLE | 361 Alexander Spring Rd. | Carlisle, PA 17015 | 717-249-1212

You can also seek care the hospitals below (SANE service available):

PENN STATE HOLY SPIRIT HOSPITAL | 503 N. 21st St. | Camp Hill, PA 17011 | 717-763-2757

UPMC WEST SHORE | 1995 Technology Parkway | Mechanicsburg, PA 27050 | 717-791-2600

Medical Care on International Campuses

Bologna Campus - dial 112 to summon an ambulance

Toulouse Campus - dialing 15 will connect the caller to emergency medical services.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with DPS or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the College at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Online Report Form: <https://www.dickinson.edu/titleix>

Any person can submit an anonymous report through our online reporting form at www.Dickinson.edu/titleix. If you wish to remain anonymous, **do not** include your name or contact information in the form.

The anonymous report should not be used for emergency situations needing an immediate Public Safety, law enforcement or medical emergency response. Online reports are not monitored 24 hours a day and in the event of an emergency, please call 911 or the Department of Public Safety at 717-245-1111.

File a Report with the College

A **Report** provides notice to Dickinson College of an allegation or concern about Title IX sex discrimination, harassment, or retaliation and provides an opportunity for the Title IX Coordinator to provide information, resources, and supportive measures to a directly affected party.

Filing a report is not the same as filing a complaint (see below). Filing a report with the College does not automatically trigger an investigation, and in most cases, the affected person

(Complainant) has the autonomy to decide if they want their allegations to be investigated, and they can initiate an investigation and/or a college Resolution process by filing a complaint.

Anonymous Reporting. The College accepts anonymous reports about conduct that may constitute Title IX Sex Discrimination through its on-line reporting system. While anonymous reports are accepted, the College's ability to address the conduct alleged in an anonymous report is significantly limited.

Reporting to Police. Some sexual misconduct may constitute violations of criminal law. A Complainant has the right to choose whether or not to file a complaint with law enforcement agencies. Dickinson College's Public Safety is available to facilitate a report to law enforcement when a Complainant seeks to make such reports.

File a Complaint with the College

A **Complaint** is a request made by the Complainant that they would like to initiate an investigation or other appropriate Resolution Process. A Complainant or individual may initially make a report and may decide at a later time to make a Complaint.

Request to Remain Anonymous

Where the Complainant requests that their identity not be shared with the Respondent or that the College not pursue further action, the College must consider this request in the context of the College's responsibility to provide a safe and non-discriminatory environment for all College community members. The College, through the Title IX Coordinator, will take all reasonable steps to review and respond to the complaint consistent with the request not to share identifying information or pursue an investigation, but its ability to do so may be limited.

If a Complainant requests a formal process, the Complainant cannot remain anonymous. If a Complainant requests no further action from the College, after making a report, the Title IX Coordinator will determine if this request can be upheld.

Under these circumstances, the Complainant's request will be balanced against a number of factors including the seriousness of the conduct; whether there have been other reports of misconduct against the Respondent; the right of the Respondent to receive notice and relevant information before any action that affects the Respondent is taken; whether the circumstances suggest there is an increased risk of future acts of sexual misconduct under similar circumstances; fair treatment of all involved individuals and the College's obligation to provide a safe and non-discriminatory environment for all its community members.

Title IX Coordinator May File a Complaint

When a Complainant requests that the College take no further action with regard to a Report, the College will generally try to honor the request. However, there are certain instances in which the College has a broader obligation to the campus community and may need to act, despite the wishes of the Complainant. In such circumstances, the Title IX Coordinator will determine whether to initiate a Complaint.

Prior to initiating a Complaint, the Title IX Coordinator will notify the Complainant and address reasonable concerns about the Complainant's safety and the safety of others, including by providing Support Services. When the Title IX Coordinator initiates a Complaint, they do not become the Complainant. The Complainant is the person who experiences the alleged conduct that could constitute a violation of this Policy.

Time Frame for Reporting

Individuals are encouraged to report alleged TIX Sex Discrimination immediately in order to maximize the College's ability to respond promptly and effectively. The College does not, however, limit the timeframe for reporting.

If the Respondent is no longer a student or employee, the College will provide reasonably available support services to a Complainant, assist the Complainant in identifying external reporting options, and taking reasonably available steps to end the harassment, prevent its recurrence, and address its effects.

Amnesty for Student Complainants, Student Reporters, and Student Witnesses

Students who share information with the College about sexual or gender-based discrimination or misconduct allegations will not face disciplinary action due to their use of alcohol or other drugs at or near the time of an incident.

The College encourages reporting and seeks to remove any barriers to reporting by making the procedures for reporting transparent and straightforward, by prohibiting retaliation and by providing amnesty for individuals who experience or share information about prohibited conduct.

The College will not seek to hold any student who shares or reports information regarding sexual or gender-based misconduct allegations accountable for violating the College's drug and alcohol policies due to their own use of alcohol or other drugs at or near the time of the alleged incident. The College may choose, however, to pursue educational remedies, including assessment and counseling, for those individuals. Under limited circumstances, a student may be held accountable for other misconduct that resulted from their use of alcohol or other drugs and that was not directly related to the sexual or gender-based misconduct allegations in question; such violations will be reviewed in conduct proceedings separate from the proceedings under this policy.

Presumption of Good Faith Reporting

The College presumes that reports of Prohibited Conduct are made in good faith. A finding that the behavior at issue does not constitute a violation of this Policy or that there is insufficient evidence to conclude that the incident occurred as reported does not mean that the report was made in bad faith. All community members are expected to provide truthful information in any proceeding under this policy. Submitting or providing false or misleading information in bad faith, with a view to personal gain or to cause intentional harm to another in connection with a report or investigation under this policy is prohibited. A student who is found to have violated this provision may be found in violation of the Dishonesty provision of the Community Standards; an

employee may be subject to appropriate discipline under the Employee Handbook or Academic Handbook.

Presumption of Non-Responsibility

The Respondent is presumed to be not responsible until a preponderance of the evidence supports a finding that the Respondent violated the Policy.

Title IX Team – Title IX Deputies

The Title IX Coordinator is supported by Title IX Deputies. Title IX Deputies are individuals who are available to support the Title IX Coordinator's initial and emergency assessment of allegations under this Policy and have the authority to implement supportive and emergency measures if the Title IX Coordinator is not available.

You can contact any Title IX Deputy to obtain information on how to make a report, understanding your rights, the resolution process options, and to answer questions and assist you with obtaining support services. Please note that these individuals are private, but not confidential resources. Title IX Deputies can address your complaint with sensitivity and keep your information as private as possible. These Officials have a responsibility to refer to the Title IX Coordinator any information they learn of regarding allegations of Prohibited Conduct under this policy.

Title IX Team – Title IX Deputies:

Dee Danser | Assistant V.P., Compliance & Chief of Public Safety

Department of Public Safety | (717) 254-8317 | danserd@dickinson.edu

George Stroud | V.P. for Student Life & Dean of Students

Student Life Office, HUB | (717) 245-1639 | stroudg@dickinson.edu

Debra Hargrove | V.P. Human Resource Services

55 N. West St. | (717) 245-1503 | hargrove@dickinson.edu

Renée Cramer | Provost & Dean of the College

Old West, 2nd Floor | (717) 245-1108 | cramerre@dickinson.edu

Celine Cunningham | Director of Athletics

Kline Center | (717) 245-1364 | cunnince@dickinson.edu

Kim Masimore | Senior Woman Administrator/Head Women's Lacrosse Coach

Kline Center | (717) 245-1662 | masimore@dickinson.edu

Stephen Winn | Assistant Title IX Coordinator

41 Conway St. | (717) 254-8316 | winnst@dickinson.edu

When a Title IX Deputy has actual knowledge of possible TIX Sex Discrimination or sex-based harassment, they are required to report the information to the Title IX Coordinator by filing an online report at: www.dickinson.edu/titleix.

Title IX Deputies, mandated reporters (see below), and confidential employees are not required to report information disclosed at public awareness events (e.g., "Take Back the Night,"

candlelight vigils, "survivor speak-outs" or other public forums in which individuals may disclose incidents of prohibited conduct; or during a student's participation as a subject in an Institutional Review Board-approved human subjects research protocol ("IRB Research"). Even in the absence of such obligation, all employees subject to these exceptions are encouraged to contact the Title IX Coordinator if they become aware of information that suggests a safety risk to any member(s) of our college community. The College may provide information about how to file a report, College support services and/or community resources at public awareness events. Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all student subjects of IRB Research.

Questions about reporting responsibilities should be directed to the Title IX Coordinator.

College Officials with Authority to institute Corrective Measures: *Other officials of the College with authority to institute corrective measures on behalf of the College are identified as follows:*

- *John E. Jones III, President*
- *Karen Faryniak, Chief of Staff*
- *Renee Cramer, Provost*
- *Vincent Champion, General Counsel*
- *George Stroud, Vice President & Dean for Student Life*
- *David Walker, Vice President for Finance & Administration*
- *Carlo Robustelli, Vice President for Advancement*
- *Connie McNamara, Vice President for Marketing & Communications*
- *Jill Forrester, Vice President for Information Services*
- *Debra Hargrove, Associate Vice President for Human Resource Services*
- *Any employee listed as a Title IX Deputy*

Protection of Minors

Every member of the Dickinson College community has a duty to report child abuse or neglect if they have reasonable cause to suspect that a child is a victim based on information from the child, any other individual, first-person observations or personal knowledge.

Under this policy, any Dickinson College community member suspecting child abuse is required to immediately make a report to:

1. Childline by calling 1-800-932-0313 (TDD:866-872-1677)
2. The Director of Enterprise Risk Management, and
3. The Chief of Public Safety (DPS) at 717-245-1111

The Department of Public Safety (DPS) has the obligation to ensure that appropriate authorities have been notified, appropriate individuals are notified internally, and appropriate investigations are initiated. Under Pennsylvania law, a child is any individual under the age of 18. This may include Dickinson students, visitors and guests. For more information visit our Protection of Minors Policy.

Mandated Reporters

At Dickinson College, all employees including faculty are Mandated Reporters except those identified and designated as confidential employees. Student employees are included within the definition of Mandated Reporter.

All Mandated Reporters will promptly report to the Title IX Coordinator any and all information that the Mandated Reporter has about conduct that reasonably may constitute Title IX Sex Discrimination.

Mandated Reporters are not permitted to report the information anonymously. Mandated Reporters are required to report all such information even if the Complainant elects not to or is unable to make an official Report.

This allows for the Title IX Coordinator to connect the Complainant with resources and support both on and off campus. A Mandated Reporter may report but is not required to report, conduct that they have personally experienced that may constitute Title IX Sex Discrimination.

Confidential Employees

To enable Complainants to access support and resources without filing a Complaint, Dickinson College has designated specific employees as Confidential Resources. Those designated by Dickinson College as Confidential Resources are not required to report actual or suspected sex discrimination, sex-based harassment, or retaliation in a way that identifies the parties when those parties are not minors. They will, however, provide the Complainant with the Title IX Coordinator's contact information and offer information about options and support services without any obligation to inform an outside agency or Dickinson College officials unless a Complainant has requested the information be shared.

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with the following Dickinson College employees:

Confidential Employees

- On-campus licensed professional counselors and staff
- On-campus health service providers and staff
- On-campus members of the clergy/chaplains working within the scope of their licensure or ordination

In addition to the above, Dickinson has extended confidential status to the following designated employees:

Designated Confidential Employees

- Director of Women's Center
- Director of LGBTQ+ Center

There are three categories of Confidential Employees:

- 1) Those with confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and mental health counselors;
- 2) Those whom Dickinson College has specifically designated as Confidential Resources for purposes of providing support and resources to the Complainant; and
- 3) Those conducting human subjects research as part of a study approved by the Dickinson College's Institutional Review Board (IRB).

For those in category 1), above, to be able to respect confidentiality, they must be in a confidential relationship with the person reporting, such that they are within the scope of their licensure, professional ethics, or confidential role at the time of receiving TIX Sex Discrimination information. These individuals will maintain confidentiality except in extreme cases of immediacy of threat or danger to an individual or campus community.

Confidential Employee Duties

All Confidential Employees who receive information about conduct that reasonably may constitute Title IX Sex Discrimination must promptly inform the person who provides the information:

- (a) the employee's status as a confidential employee and that they are not required to notify the Title IX Coordinator of the information;
- (b) how to contact the Title IX Coordinator;
- (c) how to make a Complaint;
- (d) that the Title IX Coordinator may be able to offer supportive measures, an Informal Resolution, or Formal Resolution under this Policy.

Employees who have confidentiality as described above, and who receive Notice within the scope of their confidential roles will timely submit anonymous statistical information for Clery Act statistical reporting purposes.

Off-Campus Confidential Resources

In addition, Complainants may speak with individuals unaffiliated with Dickinson College without concern that Policy will require them to disclose information to the institution without permission:

- 24-7 Hour Advocacy Hotline (YWCA Advocates/Counselors): 717-831-8850
- Licensed professional counselors and other medical providers
- Local rape crisis counselors
- Domestic violence resources
- Local or state assistance agencies
- Clergy/Chaplains
- Employees may seek confidential assistance through the Employee Assistance Program

Advisors

The College provides the Complainant and Respondent with the same opportunities to have an Advisor of choice present during any TIX meeting or process. An Advisor is an individual chosen by the Complainant or Respondent to provide support and guidance during the review of a report of prohibited conduct under this Policy. *The College will not limit the choice of advisor or presence for either the complainant or the respondent in any meeting or institutional disciplinary proceeding.* An Advisor may not be a witness or otherwise have any conflicting role in the process. An Advisor may be an advocate and/or an attorney. If a Complainant or Respondent does not have an Advisor for the hearing, the College will select an Advisor of the College's choice for the purpose of conducting cross-examination during the live hearing process. The College will provide a Complainant or Respondent an Advisor for the investigation and informal resolution process, if they have not selected one.

Any person who serves as an Advisor should plan to make themselves available for meetings throughout the investigation process, as well as the hearing. The Advisor may assist with all written submissions made by a Complainant or a Respondent, may help prepare questions for the purpose of cross-examination for the Complainant or the Respondent to be used at the hearing, and will conduct cross-examination during the live hearing process.

The College staff (including any official acting on behalf of the College such as the Hearing Chair, Title IX Coordinator or designee, Hearing Panel members or external reviewer) has the right at all times to determine what constitutes appropriate behavior on the part of an Advisor and to take appropriate steps to ensure compliance with the Policy.

Records Shared with Advisors

Advisors are entitled to the same opportunity as their advisee to access relevant evidence, and/or the same written investigation report that accurately summarizes this evidence.

Advisors are expected to maintain the confidentiality of the records Dickinson College shares with them. Advisors may not disclose any Dickinson College work product or evidence Dickinson College obtained solely through the Resolution Process for any purpose not explicitly authorized by Dickinson College.

Accordingly, Advisors will be asked to sign Non-Disclosure Agreements (NDAs). Dickinson College may decline to share materials with any Advisor who has not executed the NDA. Dickinson College may restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by Dickinson College's confidentiality expectations.

Procedures the College Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The college has procedures in place that serve to be sensitive to complainants who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The college will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the DPS or local law enforcement. Students and employees should contact Katharina Matic, Title IX Coordinator - (717) 254-8316 - matick@dickinson.edu, or Titleix@dickinson.edu for assistance.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the college, below are the procedures the college will follow:

Incident Being Reported	Procedure the College Will Follow
Sexual Assault	<ol style="list-style-type: none">1. Depending on when reported (immediate vs delayed report), the college will provide complainant with access to medical care.2. The college will assess immediate safety needs of complainant.3. The college will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department.4. The college will provide complainant with referrals to on and off campus mental health providers as applicable.5. The college will assess need to implement interim or long-term protective measures, if appropriate.6. The college will provide the victim with a written explanation of the victim's rights and options.7. The college will provide a "No trespass" directive to accused party if deemed appropriate.8. The college will provide written instructions on how to apply for Protective Order9. The college will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution.

	<ol style="list-style-type: none"> 10. The college will inform the complainant of the outcome of the investigation, whether the accused will be administratively charged and what the outcome of the hearing is. 11. The college will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation
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Stalking	<ol style="list-style-type: none"> 1. The college will assess immediate safety needs of complainant. 2. The college will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 3. The college will provide written instructions on how to apply for Protective Order 4. The college will provide written information to complainant on how to preserve evidence. 5. The college will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. The college will provide the victim with a written explanation of the victim's rights and options. 7. The college will provide a "No trespass" directive to accused party if deemed appropriate
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Dating Violence	<ol style="list-style-type: none"> 1. The college will assess immediate safety needs of complainant. 2. The college will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police departments. 3. The college will provide written instructions on how to apply for Protective Order 4. The college will provide written information to complainant on how to preserve evidence. 5. The college will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. The college will provide the victim with a written explanation of the victim's rights and options 7. The college will provide a "No trespass" directive to accused party if deemed appropriate.
Domestic Violence	<ol style="list-style-type: none"> 1. The college will assess immediate safety needs of complainant. 2. The college will assist complainant with contacting local police if complainant requests, AND complainant provided with contact information for local police departments. 3. The college will provide written instructions on how to apply for Protective Order

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| | <ol style="list-style-type: none">4. The college will provide written information to complainant on how to preserve evidence.5. The college will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate6. The college will provide the victim with a written explanation of the victim's rights and options.7. The college will provide a "No trespass" directive to accused party if deemed appropriate |
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Response to a Report

Following receipt of a report alleging violation of this Policy, the Title IX Coordinator will contact the Complainant to meet with them and/or a designee for an initial intake and assessment meeting, and will provide the following:

- (1) an invitation to meet to offer assistance and explain their rights, resources, and options under this Policy;
- (2) access to this Policy;
- (3) information regarding available campus and community resources for health care, mental health/counseling, or victim advocacy;
- (4) information about the availability of Support Services;
- (5) the options for resolution and how to initiate such Resolution Process;
- (6) an explanation of the right to notify law enforcement as well as the right not to notify law enforcement;
- (7) the importance of preserving evidence and, in the case of potential criminal misconduct, how to get assistance from Public Safety or local law enforcement in preserving evidence;
- (8) the right to an advisor of choice during processes under this Policy, including the initial meeting with the Title IX Coordinator;
- (9) a statement that retaliation for filing a complaint, or participating in the complaint process, is prohibited; and,
- (10) that they will be treated equitably, with dignity and respect throughout the process.

TIX Assessment

During the initial assessment, the Title IX Coordinator will review the report and the Complainant's requested resolution process to determine whether the complaint can be addressed accordingly through this policy.

The assessment process seeks to gather information about the nature and circumstances of the report to determine whether this Policy applies to the report and, if so, which Resolution Process may be appropriate, as well as which section of the procedures apply based on the conduct and the status of the parties. The Title IX Coordinator may also determine that the provision of Support Services or measures only is the appropriate response under the Policy. The assessment is not a finding of fact or responsibility.

If it is determined at the time of the assessment that the reported conduct, if proven, would not constitute Title IX Sex Discrimination but could constitute a violation of the College's Community Standards or Employee policies, or any other College policy, then the Title IX Coordinator will refer the Report to the appropriate person or department to be addressed through the applicable policy or policies.

If it is determined at the time of the preliminary assessment that the reported conduct, if proven, would

constitute Title IX Sex Discrimination, then the Title IX Coordinator will coordinate the College's response in accordance with the provisions of this Policy.

Support Services

Support Services are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before, during or after the filing of a complaint or where no complaint has been filed. Such measures are designed to restore or preserve equal access to the College's educational program or activity without unreasonably burdening the other party.

The College maintains confidentiality, to the highest extent possible, for the Complainant and the Respondent regarding the requested supportive measures by either party.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. The Title IX Coordinator evaluates requests for support services in light of the information available at the time of the request. In some instances, additional information may be needed to sufficiently evaluate the request and provide reasonably available support services. If the requested support services cannot be granted, the Title IX Coordinator or designee will provide an explanation to the individual and can provide other services if those requested are not reasonably available. The College provides notice about support services only to those who need to know in order to make them effective.

Support Services can include:

- Mutual No Communication/No Contact Directive
- Referral to Counseling services
- Referral to Medical services
- Academic measures: assistance in changing sections of a course, extending deadlines or other adjustments to coursework, requesting alternative means of completing coursework, or requesting a withdrawal or incomplete in a course; providing notice to faculty of a need for flexibility during a certain time. Academic measures may also include leaves of absence or withdrawals from the College.
- Work or job assignment changes: changes to a Party's work or job assignment (including internships) may be made on a temporary basis.
- Housing measures: relocating a student's College housing assignment pending the outcome of the Resolution Process. Housing measures may also include facilitating changes within on-campus options or exploring alternative housing options.
- Restrictions from College activities and/or facilities. A Party may be restricted, on a temporary basis, from participation in certain College activities or privileges. A Party's access to certain facilities including, but not limited to, academic buildings, athletic facilities and/or practice and competition spaces, and transportation services may be restricted or prohibited.
- Providing an escort to ensure safe movement between classes and activities
- Increased security and monitoring of certain areas of the campus

Support services are initiated based on information gathered during an assessment by the Title IX Coordinator, or as additional information is gathered through the College process. Support services put in place by the College are not intended to be permanent resolutions; hence, they may be amended or withdrawn as additional information is gathered. Support Services may also become permanent when included as a remedy through the informal process or as a sanction through the formal resolution process.

A Party may challenge a decision to provide, deny, modify, or terminate Support Services applicable to that Party. When a Party submits such a challenge to the Title IX Coordinator, the Title IX Coordinator will designate (or have another appropriate administrator designate) an impartial employee to consider the challenge. The impartial employees will have the authority to modify or reverse the decision that is challenged.

A Complainant may opt to receive Support Services and other on-or off-campus supports or services and not proceed with filing a Complaint and/or may ask that the College take no further action with regard to the Report. The Complainant may choose to initiate further action at a later time.

Support Service – No Contact Directive

College administrators will impose a No Contact Directive (NCD) to prohibit contact between parties. A NCD may be imposed by the College without an individual's request, including if there is an ongoing investigation. No Contact Directives will be removed only when both parties request or agree in good faith that it be discontinued, and the Title IX Coordinator agrees the NCD may be rescinded. A NCD is not meant to be punitive, and the College will endeavor to prepare terms that are fair and equitable to both parties.

No Contact Directive (NCD) Violations

Any violations of the NCD should be reported immediately to the Department of Public Safety (24/7). DPS officers will follow ordinary protocols for investigating, assessing and responding to campus safety concerns, consulting as necessary with the on-call staff (e.g. dean, mental health counselor). Allegation(s) that the NCD has been violated will be investigated by the Department of Public Safety.

Contact determined to be incidental will be addressed through advisory meetings with the violator and/or modification to the specific terms of the NCD. For example, establishing schedules for the use of shared campus spaces/programs/activities can be developed by the Title IX Coordinator or designee.

Contact determined to be intentional will be addressed in accordance with Community Standards, Academic or Human Resources policies. Contact determined to be intentional, and any disciplinary measures/outcomes imposed and determined by Community Standards, the Dean and Provost Office or Human Resources, while a Title IX Investigation is pending, will be included in a pending Title IX determination process. The range of possible sanctions for students includes those found in Community Standards, including but not limited to Warning, Housing Restriction, Housing Relocation, Restriction on Participation or Use, Probation, Stayed Suspension, Suspension and Expulsion.

Coordination with Law Enforcement

The College encourages Complainants to pursue criminal action for behaviors that may also constitute crimes under Pennsylvania law. The College, through the Department of Public Safety can assist a Complainant in making a criminal report and will cooperate with local law enforcement agencies if a Complainant decides to pursue the criminal process to the extent permitted by law.

Because the goals and objectives of this Policy differ from those of the civil and criminal justice systems, under circumstances which give rise both to alleged violations of this policy and to possible violations of local, state or federal law, student conduct proceedings and employee disciplinary proceedings generally move forward without regard to pending civil or criminal proceedings. In addition, because the standards for finding a violation of criminal law are different from the standards for finding a violation of this policy, criminal investigations are not determinative of whether sexual or gender-based misconduct, for purposes of this policy, has occurred.

If there is a concurrent criminal investigation, at the request of law enforcement, the College may agree to defer its Title IX fact-gathering until after the initial stages of a criminal investigation. The College will nevertheless communicate with the Complainant and Respondent regarding Title IX rights, procedural options and offer support services to assure the safety and well-being of all affected individuals.

The College may pursue an investigation and resolution regardless of the existence or outcome of any criminal charges, and conduct may constitute a violation under this policy even if law enforcement agencies decline to prosecute or if a Respondent has been found not guilty in the legal system.

Proceedings under Dickinson College's Title IX Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus. On-campus resolution does not preclude or limit a student's or employee's access to the state and federal justice systems.

If an individual shares information or reports to the Title IX and Sexual Respect office alleged sexual or gender-based misconduct by an individual who is not a member of the College community, the Complainant can speak with the Title IX Coordinator and/or the Department of Public Safety to discuss options such as contacting outside law enforcement authorities and/or removing the individual(s) from campus.

File a Report with Law Enforcement

You may choose to file a report with law enforcement, including on-campus and/or local police. If you would like support in notifying authorities, the College can assist you in doing so. You also have the option to decline notifying law enforcement.

On Campus (Carlisle Campus)

DEPARTMENT OF PUBLIC SAFETY Phone: 717-245-1111 Address: 400 W. North Street, Carlisle, PA 17013

Off Campus (Carlisle Campus)

CARLISLE POLICE DEPARTMENT Phone: 717-243-4121 or 911 Address: 240 Lincoln Street, Carlisle, PA 17013

Bologna Campus (Off Campus)

Commissariati di Pubblica Sicurezza – Bologna Via Del Pratello 21 40122 Bologna Tel: 051 6560811

Polizia di Stato – Bologna Via Marchioni Rossano 4 40133 Bologna Tel: 051 6179911

College Farm (Off Campus)

Pennsylvania State Police Carlisle Barracks
2 Dunwoody Drive, Carlisle, PA (717) 249-2121

Toulouse Campus (Off Campus)

Police and Gendarmerie: 17 Emergency number: 112

Emergency Removals

The College has the authority to remove a Respondent from the College's education program or activity on an emergency basis if it is determined that there is an immediate threat to the physical health or safety of individual(s) or the campus community which might arise out of TIX Sex Discrimination or allegations.

Prior to implementing an emergency removal, the College will undertake an individualized safety and risk assessment. The College will gather and assess the information available to complete an individualized safety and risk assessment. The assessment will be conducted by an individual(s) who are free from bias or conflict of interest, who has relevant knowledge and experience, and

who will not be involved in any later Resolution Process related to the student who is being evaluated for potential removal.

The analysis of whether an immediate threat to physical health and safety exists will focus on the specific Respondent and consider the specific circumstances of the allegations of Title IX Sex Discrimination, that potentially pose an imminent and serious threat to the health or safety of a Complainant or any students, employees, or other persons.

The College also will carefully evaluate the relationship between a threat and the physical health or physical safety of any individual of the campus community. In some but not all cases, threatening speech or virtual interactions without an associated action may rise to the level of a threat to physical health or physical safety. If the threat posed is in the nature of potential emotional impact only, the College will instead focus on identifying appropriate Support Services and resources.

If the College determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Title IX Sex Discrimination or harassment justifies removal, the Respondent will be provided notice and an opportunity to challenge the decision immediately following the removal. Typically, the individualized safety and risk analysis will be conducted by a trained College Official(s).

The Respondent has an opportunity to challenge the Emergency Removal by submitting a request for reconsideration to the Title IX Coordinator in writing, who will forward the request to the appropriate College Official to render a decision. The Respondent will be provided with the opportunity to meet with the person assigned to decide the appeal to present information in support of the appeal.

The Respondent must submit this request for reconsideration within three (3) college business days from the date of the notice of Emergency Removal, explaining why Emergency Removal is not appropriate. In evaluating this request for reconsideration, the College Official may consult with the A.V.P. for Compliance and Chief of Public Safety and other appropriate staff. The College Official may seek additional information from Respondent, or any other individual involved in an incident(s) to gather additional information to evaluate the request for reconsideration. The Emergency Removal will remain in place while the request for reconsideration is pending. The College Official shall issue a decision as soon as possible under the circumstances. The decision is final and not subject to further appeal.

Administrative Leave

The College may place a non-student employee Respondent on administrative leave during the pendency of a process. Such leave will be structured (paid vs. unpaid) at the College's discretion. When administrative Leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within a reasonable time frame.

Grounds for Dismissal of a Formal Complaint The Title IX Coordinator may dismiss a Complaint if at any time during the report, assessment investigation or Resolution process, one or more of the following elements are met:

- 1) The College is unable to identify the Respondent after taking reasonable steps to do so
- 2) The Respondent is not, or is no longer enrolled or employed at the College and is not or is no longer participating in a Dickinson College program or activity
- 3) The College determines that the conduct alleged in the complaint would not constitute a TIX sex discrimination policy violation, even if proved; or
- 4) If at any time during the resolution process, investigation or hearing a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal grievance complaint or any allegations therein.

The Title IX Coordinator may consult with appropriate College Officials in making this determination.

Upon a dismissal of a complaint, the Title IX Coordinator or designee will send written notice of the dismissal and reason(s) for the dismissal to the Complainant. If the dismissal occurs after the Respondent has been made aware of the allegations, the College will also send written notice of the dismissal to the Respondent.

When the dismissal of a Complaint occurs, the Complainant may still be able to move forward with a formal process under the Community Standards policy, the Employee Policies, or other applicable College policies.

The written notice will include information about the Parties' right to appeal the dismissal of the Complaint. The Title IX Coordinator will designate a College Official to review the appeal request and make a determination.

Appeal of Dismissal

The Complainant may appeal a dismissal of their Complaint. The Respondent may also appeal the dismissal of the Complaint if dismissal occurs after the Respondent has been made aware of the allegations. All dismissal appeal requests must be in writing and directed to the Title IX Coordinator within three (3) college business days of the notification of the dismissal.

The Title IX Coordinator will notify the Parties of any appeal of the dismissal. If, however, the Complainant appeals, but the Respondent was not notified of the Complaint, the Title IX Coordinator must then provide the Respondent with a notice of the allegations and will notify the Respondent of the Complainant's appeal with an opportunity to respond.

Throughout the dismissal appeal process, Dickinson College will:

- Implement dismissal appeal procedures equally for the Parties.
- Assign a trained Dismissal Appeal Officer who did not take part in an investigation of the allegations or dismissal of the Complaint.
- Provide the Parties a reasonable and equal opportunity to make a written statement in support of, or challenging, the dismissal.
- Notify the Parties of the result of the appeal and the rationale for the result.

The grounds for dismissal appeals are limited to: 1) Procedural irregularity that would change the outcome.

2) New evidence that would change the outcome and that was not reasonably available when the dismissal was decided.

3) The Title IX Coordinator, Investigator, or Decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that would change the outcome.

The appeal should specify at least one of the grounds above and provide any reasons or supporting evidence for why the ground is met. Upon receipt of a written dismissal appeal request from one or more Parties, the Title IX Coordinator will share the appeal request with all other Party and provide three (3) business days for other Party to respond to the request. At the conclusion of the response period, the Title IX Coordinator will forward the appeal request, as well as any response provided by the other Parties to the Dismissal Appeal Officer for consideration.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the Dismissal Appeal Officer will deny the request, and the Parties and their Advisors, will be notified in writing of the denial and the rationale.

If any of the asserted grounds in the appeal satisfy the grounds described in this Policy, then the Dismissal Appeal Officer will notify all Parties and their Advisors, of their decision and rationale in writing. The effect will be to reinstate the Complaint. The College may also replace certain personnel if the basis for the appeal included an allegation of bias.

In most circumstances, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Dismissal Appeal Officer typically has seven (7) college business days to review and decide on the appeal, though extensions can be granted at the Title IX Coordinator's discretion, and the Parties will be notified of any extension.

Appeal decisions are deferential to the original determination, making changes only if there is a compelling justification to do so.

The Dismissal Appeal Officer may consult with legal counsel on questions of procedure or rationale for clarification, if needed.

TIX Resolution Process Options Overview

This Resolution Process, consisting of Informal Resolution, Administrative Hearing, or Hearing Resolution is Dickinson College's chosen approach to addressing all forms of TIX Sex Discrimination under the Policy. The process considers the Parties' preferences but is ultimately determined by the Title IX Coordinator.

Resolution proceedings are confidential. All individuals present at any time during the Resolution Process are expected to maintain the confidentiality of the proceedings in accordance with Dickinson College Policy.

If a Complainant or Respondent has a disability and wishes to receive accommodations during any process under this Policy, the Party must notify the Title IX Coordinator. The Title IX Coordinator may consult with the Access and Disability Services regarding any support or accommodations.

Informal Resolution

Information Resolution may be offered by the College or requested by a Party when there is information about conduct that reasonably may constitute Title IX Sex Discrimination. The College has the discretion to determine that Informal Resolution is not suitable based upon the information and/or where the College determines that the alleged conduct would present a future risk of harm to any person. Where suitable, Informal Resolution is available at any time prior to a determination of responsibility. The College may offer parties an informal process that can resolve a formal complaint without completing the investigation and hearing process. The Title IX Coordinator has discretion to decide whether some level of an investigation is necessary prior to allowing an Informal Resolution process to proceed. The Title IX Coordinator may serve as the Facilitator for the Informal Resolution process, as long as the Title IX Coordinator has not served in any other decision-making role within this Policy.

To initiate Informal Resolution, a Complainant or Respondent may make such a request to the Title IX Coordinator at any time prior to a final determination, or the Title IX Coordinator may offer the option to the Parties, in writing. The Title IX Coordinator will obtain voluntary, written confirmation that all Parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution.

Before initiation of an Informal Resolution process, the Parties will receive written notice that explains:

- The allegations.
- The requirements of the Informal Resolution process.
- That, prior to agreeing to a resolution, any party has the right to withdraw from the Informal Resolution process and to request to initiate or resume the other Resolution Process options.
- That the Parties' agreement to a resolution at the conclusion of the Informal Resolution process will preclude the Parties from initiating or resuming the Resolution Process arising from the same allegations.
- The potential terms that may be requested or offered in an Informal Resolution agreement, including notification that an Informal Resolution agreement is binding only on the Parties.
- What information Dickinson College will maintain, and whether and how it could disclose such information for use in its Resolution Process.

Dickinson College offers four categories of Informal Resolution:

- 1) **Supportive Resolution.** When the matter can be resolved informally by providing supportive measures (only) designed to remedy the situation.
- 2) **Educational Conversation.** When the Title IX Coordinator/Facilitator can resolve the matter informally by having a conversation with the Respondent to discuss the Complainant's concerns and institutional expectations.
- 3) **Accepted Responsibility.** When the Respondent is willing to accept responsibility for violating Policy and is willing to agree to actions that will be enforced similarly to sanctions, and the Complainant(s) are agreeable to the resolution terms and the Title IX Coordinator approves the agreement.
- 4) **Alternative Resolution.** When the Parties agree to resolve the matter through an alternative resolution mechanism (which could include, but is not limited to, mediation, shuttle negotiation, restorative practices, facilitated dialogue, etc.), as described below.

The individual facilitating an Informal Resolution must be trained and cannot be the Investigator, Decision-maker, or Appeal Decision-maker.

It is not necessary to pursue Informal Resolution first in order to pursue an Administrative or Hearing Resolution Process. Any party participating in Informal Resolution can withdraw from the Informal Resolution Process at any time and request to initiate or resume the Administrative or Hearing Resolution Process.

Statements made or evidence shared during the Informal Resolution process will not typically be considered in the Administrative Resolution or Hearing Process, should Informal Resolution not

be successful. The only information shared in a later process, or another process is the notice letter that includes the allegation(s), information when a Respondent acknowledges responsibility, whether or not the parties engaged in good faith, whether there was agreement reached, and if so, the agreement, and whether the agreed-upon outcomes were satisfactorily completed or upheld.

If an investigation is already underway, the Title IX Coordinator has discretion to determine if an investigation will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

Categories of Informal Resolution

Supportive Resolution

The Title IX Coordinator will meet with the Complainant to determine reasonable supportive measures that are designed to restore or preserve the Complainant's access to Dickinson 27 College's education program and activity. Such measures can be modified as the Complainant's needs evolve over time or circumstances change. If the Respondent has received a written notice of allegations, the Title IX Coordinator will also offer reasonable supportive measures for the Respondent as deemed appropriate. This option is available when the Complainant does not want to engage the other resolution options, and the Title IX Coordinator does not initiate a Complaint.

Educational Conversation

The Complainant(s) may request that the Title IX Coordinator, or designee (Facilitator) address their allegations by meeting (with or without the Complainant) with the Respondent(s) to discuss concerning behavior and institutional policies and expectations. Such a conversation is non-disciplinary and non-punitive. Respondent(s) are not required to provide any information if they attend. The conversation will be documented as the Informal Resolution for the matter, if it takes place.

Accepted Responsibility

The Respondent may accept responsibility for any or all of the alleged Policy violations at any point during the Resolution Process. If the Respondent indicates an intent to accept responsibility for all alleged Policy violations, the ongoing process will be paused, and the Title IX Coordinator will determine whether Informal Resolution is an option.

If Informal Resolution is available, the Facilitator will determine, in consultation with the Title IX Coordinator, whether all Parties are able to agree on responsibility, restrictions, sanctions, restorative measures, and/or remedies. If so, the Facilitator implements the accepted finding that the Respondent is in violation of Dickinson College Policy, implements agreed-upon sanctions, restrictions and remedies. The Title IX Coordinator must agree that this process and

agreed-upon outcomes are appropriate for the type of allegation(s). The Title IX Coordinator may consult with and partner with other appropriate offices/departments in making a determination.

This resolution is not subject to appeal once all Parties indicate their written agreement to all resolution terms. When the Parties cannot agree on all terms of resolution, the Resolution Process will resume.

When a resolution is reached, the appropriate sanction(s) or responsive actions are promptly implemented to effectively stop the discrimination or harassment, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community. The outcome does become part of the Respondent's formal student or employee record.

Alternative Resolution

Dickinson College offers a variety of alternative resolution mechanisms to best meet the specific needs of the Parties and the nature of the allegations. Alternative resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the Respondent(s); indirect action by the Facilitator or other appropriate Dickinson College officials; and other forms of resolution that can be tailored to the needs of the Parties. Some alternative resolution mechanisms will result in an agreed-upon outcome, while others are resolved through dialogue. All Parties must consent to the use of an alternative resolution approach, and the Parties may, but are not required to, have direct or indirect contact during an alternative resolution process.

Parties do not have the authority to stipulate restrictions or obligations for individuals or groups that are not involved in the alternative resolution process. The Facilitator, in consultation with the Title IX Coordinator, will determine whether additional individual or community remedies are necessary to meet the institution's compliance obligations in addition to the alternative resolution.

The Facilitator maintains records of any resolution that is reached and will provide notification to the Parties of what information is maintained. Failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions (e.g., dissolution of the agreement and resumption of the Resolution Process, referral to the conduct process for failure to comply, application of the enforcement terms of the agreement). The results of Complaints resolved by alternative resolution are not appealable.

If an Informal Resolution option is not available or selected, Dickinson College may initiate or continue an investigation and subsequent Resolution Process to determine whether the Policy has been violated.

Notice of Investigation and Allegations (NOIA)

Prior to an investigation, the Title IX Coordinator will provide the Parties with a written NOIA. Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various allegations. For climate/culture investigations that do not have an identifiable Respondent, the NOIA will be sent to the department/office/program head for the area/program being investigated.

Investigation of a Complaint

The investigation is designed to provide a reliable gathering of the facts. The investigation will be thorough, fair, and objective and all individuals will be treated with appropriate sensitivity. The investigation will be conducted in a manner that is respectful of individual privacy concerns. However, confidentiality cannot be promised during an investigation because the Investigator(s) may need to speak with witnesses and others to gather information. The parties must respect the privacy of the process, but they are not restricted from speaking to witnessing to obtain information, consult with family members, advisors or confidential resources, or taking steps to prepare for or participate in the resolution process.

The Investigation will typically be conducted by the Investigation & Research Specialist; however the Title IX Coordinator may designate another investigator at their discretion. The Title IX Coordinator may designate additional Investigator(s) to assist the Investigation & Research Specialist and who have specific training investigating allegations of Title IX Sex Discrimination and sex-based harassment. The Investigator(s) may be comprised of employees of the College, external investigators engaged to assist the College in its fact gathering, or both. Investigations involving an employee may include a member of human resource services on the assigned investigation team.

The Investigator(s) will conduct the investigation in an appropriate manner in light of the circumstances of the case. The Investigator(s) will coordinate the gathering of information from the Complainant, the Respondent and any other individuals who may have information relevant to the determination. The Investigator(s) may consider prior or subsequent conduct that is relevant to evaluating the current allegation(s).

The Investigator(s) provide written notice to the Complainant and Respondent of the date, time, location, and purpose of all meetings or proceedings. To allow the Party to prepare to participate, the written notice will be provided at least three (3) business days in advance of the meeting or proceeding.

The Investigator(s) will also gather any available physical evidence, including documents, communications between the parties, and other electronic records as appropriate. The Complainant and Respondent will have an equal opportunity to be heard, to submit information, to submit questions to be asked of the other party to the Investigator(s), and to identify witnesses

who may have relevant information and who the Investigator(s) may decide to interview for the purpose of the investigation.

In general, a person's medical and counseling records are confidential and not accessible to the Investigator(s) unless the person voluntarily chooses to share those records with the Investigator(s). In those instances, the information, if relevant, will be included in the Investigation Packet for both parties' review.

Each may have their Advisor attend any interview, meeting or proceeding that occurs as part of the Resolution Process.

Witness Interviews

The Investigator(s) can decide to contact and interview any witnesses identified by the parties or in the documentation, including those no longer at the College. Witnesses should have either observed the acts in question or have other potentially relevant information regarding the allegation(s) of the complaint. The Investigator(s) may also interview any other individual they find may have potentially relevant information regarding the allegation(s) of the complaint. The Investigator(s) will inform each witness or other individual interviewed that they are prohibited from retaliating against the Complainant and Respondent or other witnesses, and request that the witnesses respect the privacy of the parties and the integrity of the process.

Employees (not including Complainant and Respondent) are required to cooperate with and participate in Dickinson College's investigation and Resolution Process. Student witnesses and witnesses from outside the Dickinson College community cannot be required to participate but are encouraged to cooperate with Dickinson College investigations and to share what they know about a Complaint.

Experts

The Investigator(s) may contact any expert they determine is necessary to ascertain the facts related to the complaint. An expert witness may be contacted for an informal consultation or for a professional opinion regarding information learned from the investigation.

Document/Records Review

In addition to reviewing any documents submitted by the Complainant and Respondent, the Investigator(s) may determine, in their judgment, that it is necessary to obtain other physical or medical information, including but not limited to documents, police records, electronic or other records of communications between the parties or witnesses, records or other relevant information. In obtaining such information, the Investigator(s) will comply with applicable laws and Dickinson College policies. A party's medical or mental health records are confidential under law. If a party voluntarily decides to share such records with the Investigator(s), the relevant portions of the records will be shared with the opposing party and included in the Investigation Packet.

Site Visits

The Investigator(s) may visit relevant sites or locations and record observations through written or electronic documentation, such as videos or photographs.

Evidentiary Considerations

The Investigator(s) and the Decision-maker(s) will only consider evidence that is deemed relevant and not otherwise impermissible.

Relevant Evidence is that which may aid in determining whether the allegation occurred, or whether the behavior constitutes a violation of Policy.

The sexual history of a Complainant or Respondent will never be used to prove character or reputation. An investigation under this policy may consider prior or subsequent sexual history between the parties if the Investigator(s) determines that there was a prior or ongoing relationship between the Complainant and the Respondent, and the Investigator(s) is asked to determine whether consent was sought and given. As noted in other sections of the policy, whether someone consented on a prior or subsequent occasion is not evidence that the person consented on this occasion, and consent must be sought and given each time. Any prior or subsequent sexual history between the parties will only be used to help understand the manner and nature of communications between the parties and the context of the relationship.

Consolidation of Investigation and Consideration of Other Conduct by a Respondent

If the College receives formal grievance complaints against more than one Respondent, or by one Party against the other Party, where the allegations of sexual or gender-based harassment arise out of the same facts or circumstances and are so intertwined that the allegations directly relate to all of the Parties, the Investigator(s) in consultation with the Title IX Coordinator has the discretion to consolidate the formal grievance complaints. In addition, in gathering the facts, the Investigator(s) may consider prior or subsequent allegations of, or findings of responsibility for, misconduct by the Respondent to the extent such information is relevant.

Evidence of an occurrence or occurrences of sexual or other relevant behavior so distinctive and so closely resembling either party's version of the alleged encounter as to tend to prove a material fact, including whether consent was sought or given, may be admissible. Where there is evidence of a pattern of similar conduct, either before or after the conduct in question, regardless of whether there has been a prior finding of a policy violation, this information may be deemed relevant to the determination of policy violation or assigning of a sanction(s). The determination of relevance will be based on an assessment of whether the previous or subsequent incident was substantially similar to the conduct cited in the report or indicates a pattern of behavior and substantial conformity with that pattern. Where there is a prior finding of a policy violation by the Respondent for a similar act of prohibited conduct, there is a presumption of relevance, and

the finding may be considered in making a determination as to responsibility and assigning of a sanction.

In a grievance process that involves multiple Complainants, multiple Respondents, or both, the College may issue a single Investigation packet or separate Investigation packets as deemed appropriate by the Title IX Coordinator.

Investigation Packet

The Investigator(s) will draft an Investigation Packet summarizing all of the relevant, admissible information obtained during the investigation, including exculpatory and inculpatory evidence. The Investigation Packet may include but is not limited to summaries of interviews with the Complainant, Respondent, witnesses, experts, and any other individuals with information, photographs of sites or physical evidence, electronic records and forensic evidence.

The Investigation Packet will not include a recommendation as to whether there is a violation of policy, if any, because the Investigator(s) is not a decision-maker and does not decide any formal resolution of the allegation(s).

Consistent with FERPA or safety concerns, identifying information about the Complainant or witnesses may be redacted.

The Investigator may share the investigation report with the Title IX Coordinator and/or legal counsel for their review and feedback.

Review of Draft Investigation Packet

The Title IX Coordinator will send the Complainant, Respondent and their Advisors, the draft Investigation Packet typically in an electronic format. The parties and their Advisors will have ten (10) College business days to inspect and review the evidence and submit a written response to the Investigator(s), which the Investigator(s) will include in the final Investigation Packet and consider prior to completion of the Investigation Packet.

The parties, in their written response, can submit any additional comment or information to the Investigator(s), request changes to the report, request further investigation and submit any additional question(s) they believe should be asked of the other parties or witnesses. The written responses will be added to the Investigation Packet in order for the Decision Maker(s) (Hearing Panel) to objectively evaluate.

The Investigator(s) will evaluate the Parties' responses and may make revisions or adjustments to the Investigation Packet and may conduct further investigation, as deemed appropriate. The Investigator(s) will conduct any further investigation and incorporate any revisions or new information into a final Investigation Packet typically within ten (10) business days after receiving the parties' written responses, if any.

Final Investigation Packet

Once the final Investigation Packet is completed, the Complainant, Respondent and their Advisors will be provided an opportunity to review any new information that is added to the Investigation Packet and that will be used in reaching a final determination by the Hearing Panel. No further requests for revisions of the Investigation Packet will be accepted at this point. The Investigator(s) will issue a Final Investigation report to the Parties and their Advisors. The final investigation report will summarize all the relevant, admissible information obtained during the investigation.

The Final Investigation Packet will be available at any Administrative Hearing or Hearing Panel. Any Administrative Hearing or hearing Panel on the allegations investigated will not be held sooner than ten (10) business days after the Final Investigation Packet is provided. Parties will be notified of the date, time and location of their Hearing or Administrative Hearing.

Pre-Hearing Opportunity with TIX Coordinator

Prior to a Hearing or Administrative Hearing, Parties and their Advisors will have the opportunity to attend a pre-hearing meeting with the Title IX Coordinator where they will be provided with information about the process, a review of their rights, and they may ask questions concerning the process.

The Parties will have the opportunity to propose questions in-writing that the Party wants to be asked of any Party or Witness during an Administrative hearing. The Title IX Coordinator will forward the written questions to the Decision-Maker(s).

The next step in the Resolution Process consists of a referral of the investigation report and all relevant evidence to the Decision-maker(s) to make a finding and determine sanctions (if applicable).

Formal Resolution - Administrative Resolution Process

An Administrative Resolution process will be provided where the allegations would not result in suspension, expulsion, withholding or revoking a degree, or termination.

The Administrative Resolution Process consists of a referral of the investigation report and all relevant evidence to the Decision-maker to make a finding and determine sanctions (if applicable).

At the discretion of the Title IX Coordinator, the assigned Decision-maker will be a trained individual either internal or external to Dickinson College. Once the Decision-maker receives and reviews the file, they can recommend dismissal to the Title IX Coordinator, if they believe the grounds for dismissal are met.

The Administrative Resolution Process typically takes approximately thirty (30) business days to complete, beginning with the Decision-maker's receipt of the Investigation Report.

Investigator-led Questioning Meetings

- The Investigator(s) provides the Investigation Report and relevant evidence to the Decision-maker and the Parties simultaneously for review.
- The Decision-maker can then provide the Investigator(s) with a list of relevant questions to ask the Parties or any witnesses. To the extent credibility is in dispute and relevant to one or more of the allegations, the questions provided by the Decision-maker may also explore credibility.
- The Investigator(s) will also ask each of the Parties to provide a proposed list of questions to ask the other Parties and any witnesses. o All party questions must be posed during this phase of the process and cannot be posed later unless authorized by the Decision-maker. The Investigator(s) will share all party-proposed questions with the Decision-maker, who will finalize the list with the Investigator(s) to ensure all questions are both relevant and permissible.
- The Investigator(s) will then hold individual meetings with the Parties and witnesses to ask the questions posed by the Decision-maker, as well as the questions proposed by the Parties that have been deemed relevant and not duplicative, including questions intended to assess credibility. These meetings will be recorded. For any question deemed not relevant or duplicative, the Investigator(s) will provide a rationale for not asking the question, either during the recorded meeting, or in writing.
- Typically, within five (5) business days of the last of these meetings, the recordings will be provided by the Investigator(s) to the Parties for their review. The Parties will then have five (5) business days to review these recordings or transcripts and propose any follow-up questions for the Investigator to ask.
- The Investigator(s) will review the proposed questions with the Decision-maker to determine relevance and permissibility. If deemed necessary, the Investigator(s) will then meet individually with the Parties or witnesses for whom there are relevant, and not duplicative, follow-up questions. These follow-up meetings will also be recorded, and the Parties will receive the recordings or transcripts of these meetings. This final round of questioning is the last round permitted unless permission is granted to extend by the Decision-maker.
- The Investigator will then provide the Decision-maker with the Final investigation file.

The Decision-maker's Determination

Upon reviewing the relevant evidence, the Decision-maker may also choose to pose additional questions:

- At their discretion, the Decision-maker may also meet with any party or witness to ask additional relevant questions that will aid the Decision-maker in making their findings. These meetings will be recorded, and the recording or transcript will be shared with the Parties.
- The Decision-maker will then apply the preponderance of the evidence standard to make a determination on each of the allegations and, if applicable, any associated sanctions.

Formal Resolution - Hearing Resolution Process

A live hearing will be provided in any Resolution Process that involves an allegation of sexual assault, dating violence, domestic violence, stalking, and in any case where because of the circumstances, severity, or number of allegations of sex-based discrimination or harassment, the allegations, if proven, may result in a suspension, expulsion, or termination from Dickinson College.

Prior to the live hearing with the Decision-makers, the Parties will have an opportunity to attend a prehearing meeting with the Title IX Coordinator, where they will be provided with information about the live hearing, their rights, and they may ask any questions concerning the process. This pre-hearing meeting will take place at least five (5) business days before the live hearing. Parties may submit type written questions during this phase of the process for the Hearing. The Title IX Coordinator will share the type-written questions with the Chair of the Hearing Panel. Questions should be submitted at least three (3) business days in advance prior to the live hearing.

The College's Hearing Resolution process provides for a live hearing. Live hearings are conducted with all parties physically present in the same hearing room, or at either the College's discretion or the request of Complainant or Respondent, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

At the conclusion of the investigation, the Title IX Coordinator or designee will refer the Investigation Packet to the Chair of the Hearing Panel. The Hearing Panel consists of three (3) decision-makers, which includes the Chair of the Hearing Panel. The Chair of the Hearing Panel is designated by the Title IX Coordinator and can be an employee of the College, or external professional engaged by the College.

The Chair of the Hearing Panel has absolute discretion to decide upon the format for the Hearing and to determine which witnesses are relevant to the outcome determination. The Chair of the

Hearing Panel may decline to hear from a witness where they conclude that the information is not necessary for the outcome determination. The Chair also presides over the resolution of any disputes on questions of relevance and participant decorum and is empowered to consult with the General Counsel, for advice in the promulgation of the Chair's responsibilities.

The Chair of the Hearing Panel is responsible for making all determinations of relevance as to witnesses, questions and documentary evidence presented at the hearing. For purposes of the Policy, "relevant" means that the evidence is probative of any material fact. All documentary evidence provided to the parties will be made available at the hearing, as well as all evidence produced by the Parties in their response. The availability of such evidence does not suggest a determination on relevance, which shall be made by the Chair of the Hearing Panel.

Evidence that is not relevant will be excluded at the hearing and may not form the basis for any decision by the Hearing Panel members. Evidence that is duplicative of evidence already in the hearing record may be deemed not relevant. Questions and evidence about the Complainant's prior sexual behavior are not relevant, unless such questions about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct or if the question and evidence concern a specific incident of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

If the matter involves more than one Respondent, the Chair of the Hearing Panel, in consultation with the General Counsel, may permit the hearing concerning each Respondent to be conducted either jointly or separately.

The Chair of the Hearing Panel will refer the Investigation Packet to the Hearing Panel members who have ten (10) College business days prior to the hearing to independently review the Investigation Packet.

The Complainant, Respondent and their Advisors will be notified of the allegations of prohibited conduct, date, time and location of the hearing, including the parties who will be participating in the hearing. Typically, the parties in attendance will include but are not limited to the Complainant, the Respondent, their Advisors, Witnesses, the Chair of the Hearing Panel, the Hearing Panel members, Investigators, and the Title IX Coordinator and Assistant Title IX Coordinators or designee(s). The hearings process is not to exceed one business day. The Panel shall endeavor to complete the hearing within one day. Notwithstanding, the Chair is empowered to determine if a hearing should be continued beyond this time limit, for good cause shown.

The Respondent, Complainant and their Advisors are permitted to attend and participate fully in the hearing procedures. The Title IX Coordinator and Assistant Title IX Coordinator may be present for the Hearing Panel deliberations to answer policy or procedural questions, but not to give an opinion or otherwise participate in the decision-making process.

The hearing is not intended to be a repeat of the investigation. The Hearing Panel will be well-versed in the facts of the case based upon the Investigation packet and relevant materials.

The Complainant and Respondent are required to inform the Title IX Coordinator or designee five (5) days in advance of their Advisor of choice who will attend the hearing. If a Complainant or Respondent does not have an Advisor for the hearing, the College may reschedule the hearing and will provide an Advisor of the College's choice to conduct cross-examination on behalf of that party. The College-appointed Advisor is an internally trained College faculty or staff member who receives training and has an understanding of the purpose of cross-examination. A College-appointed Advisor will not be an attorney or have training commensurate to attorneys with respect to conducting cross-examination.

The Hearing Panel Chair has authority over the conduct of the hearing and may set time limits for witness testimony, cross-examinations, breaks if any, and limit the length of statements if determined irrelevant. The Chair may approve recesses, including for the Chair to consult with the Title IX Coordinator, Investigator or any other Dickinson College representative. Such recesses will not be recorded.

The typical course of procedure for the Hearing: • Introductions of attendees by Hearing Panel Chair, including allegation(s), and summary of procedures.

- The Complainant has an opportunity to share their complaint
- Questions posed by Hearing Panel to Complainant
- Questions posed by Respondent's Advisor to Complainant
- The Respondent has an opportunity to share their response
- Questions posed by Hearing Panel to Respondent
- Questions posed by Complainant's Advisor to Respondent
- Questions posed by Hearing Panel to Witnesses
- Questions posed by Advisor's to Witnesses
- Parties or their Advisor may provide a closing statement, not to exceed 20 minutes
- Hearing Panel Chair excuses all parties from Hearing

During the hearing, the Hearing Panel Chair will permit each party's Advisor to ask the other party and any witnesses all relevant questions and follow-up questions.

Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's Advisor and never by a party personally. A Complainant or Respondent may not question each other or other witnesses' directly but may raise questions to be asked of that party through their Advisors.

Before a Complainant, Respondent, or Witness answers a cross-examination or other question, the Hearing Panel Chair must first determine whether the question is relevant and explain any

decision to exclude a question as not relevant. Advisors may discuss the relevance determination with the Chair during the hearing, but ultimately the Chair's decision is final.

Examples of irrelevant information that a Hearing Panel Chair may exclude includes but is not limited to, information protected by a legally recognized privilege; evidence about a Complainant's prior sexual history; any party's medical, psychological, and similar records unless the party has given voluntary, written consent to provide the information for the College process; and party or witness statements that have not been subjected to cross-examination at the hearing.

The Hearing Panel must not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

The Hearing Panel has the right and responsibility to ask questions and elicit information from parties and witnesses on the Hearing Panel's own initiative to aid the Hearing Panel members in obtaining relevant evidence, and the parties also have equal rights to present evidence in front of the Hearing Panel so the Hearing Panel has the benefit of perceiving each party's unique perspectives about the evidence.

A Respondent, Complainant, Advisor, and/or Witnesses may not record the hearing through any means, nor may they bring electronic devices that capture or facilitate communication (e.g. computer, cell phone, audio/video recorder, etc.) into a hearing room, in-person or virtually, unless authorized by the Hearing Panel Chair and Title IX Coordinator. The hearing is closed to the public.

The College will create a recording of the hearing to be kept on file for seven (7) years of the date of the report to the College. The recording shall be the property of the College. Reasonable care will be taken to create a quality recording and minimize technical problems; however, technical problems that result in no recording or an inaudible one will not be a valid argument for appeal. The College will make the recording available to the Complainant and Respondent for inspection and review. Parties may request to review the recording through the Title IX Coordinator or designee who will schedule a date, time and location for the party and their Advisor to review the recording. Because there is no adequate way to redact elements from a hearing recording in order to protect the privacy or confidentiality needs of hearing participants, copies of these recordings are not provided to parties or their Advisors. After the seven-year period of record-keeping, the College will destroy the recording.

The College expects that all parties engaging in a hearing will act in a respectful manner towards all participants. The Chair of the Hearing Panel, Title IX Coordinator or designee may at any time stop a hearing process if participants are disrupting the process by doing any of the following (this is a non-exhaustive list):

- Party participant and advisor loudly conferring with each other

- Yelling, pointing, staring menacingly or for an elongated period of time, badgering a party, or repeating the same question which may be deemed irrelevant
- Using disparaging terms about or language towards a hearing participant
- Banging on the table, slamming items, or other outward expressions of anger
- Repeatedly interrupting the hearing flow in an effort to frustrate the process
- Engaging in any behavior that can reasonably be interpreted as an intent to intimidate or harass a hearing participant

If a party's Advisor of choice refuses to comply with the College's behavioral expectations so as not to unduly disrupt the proceedings, the Chair of the Hearing Panel and/or Title IX Coordinator or designee may stop the hearing process and require the party to use a different Advisor. The College may reschedule the hearing in such circumstances.

After conclusion of the hearing, the Hearing Panel members will deliberate. Parties and their Advisors are not permitted to attend deliberations.

The Hearing Panel shall find either that the Respondent(s)/Organization(s):

1. Not Responsible for Policy Violation: If the Hearing Panel determines that there is insufficient information to find, by a preponderance of the evidence, that a policy violation occurred, the Hearing Panel will render this decision, and both parties will receive notice of the decision in writing. Or
2. Responsible for Policy Violation(s) and Imposition of Sanction(s): If the Hearing Panel determines that there is sufficient information to find, by a preponderance of the evidence, that the Respondent/Organization committed a policy violation(s), the Hearing Panel will render this decision, and both parties will receive notice of the decision in writing.

For cases involving an employee Respondent, the Hearing Chair will refer the matter to Human Resources for sanctioning.

For cases involving a faculty employee, the Hearing Chair will refer the matter to Human Resources and the Provost and Dean of the College for further steps in the College procedures (see Employee and Academic Handbooks).

Determination Regarding Responsibility

After the conclusion of the Resolution Process, the Decisionmaker(s) will objectively consider all relevant and not impermissible evidence and will issue a written determination of whether a violation of this Policy occurred based upon that objective consideration of evidence. This written determination will be provided to both Parties simultaneously via email, and the determination

becomes final either (i) at the time the Parties are provided with a written determination of any appeal, if an Appeal is filed, or (ii) the date that time for the filing of the appeal passes without the filing of an Appeal.

The written determination will include:

- A description of the alleged sex-based harassment or sex discrimination;
- Information about the policies and procedures that the College used to evaluate the allegations;
- The Decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination of whether sex-based harassment or sex discrimination occurred;
- If there is a finding that a violation of Prohibited Conduct occurred, the Decisionmaker will include any sanctions that the College will impose, whether remedies other than the imposition of disciplinary sanctions will be provided to the Complainant by the College, and to the extent appropriate, other students identified by the College to be experiencing the effects of the sex-based harassment or sex discrimination; and the College's procedures for the Complainant and the Respondent to appeal.

Disciplinary Sanctions

If the Hearing Panel finds the Respondent responsible, the matter will proceed to the sanctioning stage (except for employee cases). The Hearing Panel is responsible for determining the appropriate sanction(s) designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while supporting the College's educational mission and Title IX obligations. Sanctions, remedies or interventions may also serve to promote safety or deter individuals from similar future behavior. The Hearing Panel may consult with the Title IX Coordinator and General Counsel with respect to the College's sanctioning guidelines and remedies.

For students, the sanctions may include disciplinary action up to and including expulsion. A full list of the range of sanctions for students is contained later in this policy.

Sanctions may be issued individually, or a combination of sanctions may be imposed. The determination of sanctions is based upon a number of factors, including the harm suffered by the Complainant; any ongoing risk to either the Complainant or the community posed by Respondent; the impact of the violation on the community, its members, or its property; any previous conduct violations; and any mitigating or aggravating circumstances.

In situations where it is determined that the conduct was motivated by bias, insofar as a Complainant was selected on the basis of his or her race, color, ethnicity, national origin, religion, age, disability or other protected class, the sanction imposed may be enhanced to account for the bias motivation.

For a student employee, the sanction may include any permissible sanction from the Title IX Policy, up to and including termination from their employment.

Possible Student Sanctions

Following any determination of responsibility, possible disciplinary sanctions for student violations of this policy include, but are not limited to, warning, probation, stayed suspension, suspension, and permanent expulsion. The College reserves the right to impose other sanctions in addition to those listed below in response to the specific circumstances of a case.

Warning: Notice to a student or organization that continuation or repetition of conduct found to be in violation of the Title IX Policy and/or Community Standards may result in further disciplinary action.

No Contact Directive: Notice requiring the Respondent to have no contact with the Complainant.

Restitution/Restoration: Restitution includes the reimbursement for damages to or the misappropriation of property. Restoration includes the performance of appropriate services to repair or otherwise compensate for damages.

Housing Restriction(s): Housing restrictions include, but are not limited to, restricted access to any or all parts of residence halls, the loss of room selection/lottery privileges, the loss of off-campus lottery participation, requirement to move on-campus at your own expense, removal of guest privileges, and/or restriction from autonomous housing options.

Housing Relocation: Housing relocation includes the involuntary relocation of a student from one residence hall to another residence hall on campus. If a student is relocated, they may be restricted from the prior residence.

Restrictions on Participation or Use: Restrictions on participation include the revocation, or the loss for a stated period of time or under a stated set of conditions, of a student's ability to participate in certain College-approved activities, including, but not limited to, sports, clubs, organizations (including but not limited to Greek organizations), or leadership positions with such sports, clubs, and organizations. Restrictions on use include the denial of access to or use of certain College facilities, programs, or equipment for a stated period of time or under a stated set of conditions.

Probation: A specified period of time requiring maintenance of exemplary conduct. Further violations during this time may result in more serious sanctions than are imposed in the absence of probationary status. During a probationary period, the terms imposed on an organization will also be binding on its members.

Stayed Suspension: A student or organization on stayed suspension has been found responsible for conduct that warrants suspension from the College. In the exercise of its discretion, the

College has determined to withhold immediate imposition of suspension and to allow the individual or organization to remain on campus, usually with additional terms of compliance. If a student or organization is found in violation of any aspect of the Title IX Policy and/or the Community's Standards or of terms of compliance during the period of the stay, the stay on this suspension may be lifted and the suspension will become effective immediately, resulting in separation from the College for the remainder of the suspension period. In addition, any other sanctions for the new violation(s) will be imposed. During a period of stayed suspension, the terms imposed on an organization will also be binding on the members of the organization.

Stayed Suspension: A student or organization on stayed suspension has been found responsible for conduct that is severe enough to justify suspension as a sanction. As stayed suspension is permitted where the College in its discretion has determined that mitigating circumstances exist such that the withholding of the immediate imposition of suspension should be stayed to allow the student or organization an opportunity to correct behavior while they or it remain on campus. Stayed suspension can be imposed for a specified period of time and may be contingent upon complying with specific rules and all Community Standards during the period of the stayed suspension. If at any point the Community Standards or specified rules are found to have been violated, the suspension will become effective immediately, resulting in separation from the College for the remainder of the suspension period. During a period of stayed suspension, the terms imposed on an organization will also be binding on the members of the organization.

Revocation or Withholding of Diploma and Degree: If a student has graduated from the College, or has otherwise satisfied the requirements for earning a degree before violations of the Title IX Policy are discovered or before a determination of violations is complete, the College reserves the right to revoke 40 the diploma and/or degree conferred, or to withhold the conferring of a degree or diploma otherwise earned, or the release of academic transcripts, for a specified period of time or indefinitely.

Expulsion: For an individual, permanent termination of student status, which includes exclusion from any College property, College sponsored, or College affiliated events. A person expelled from the College is denied the rights and privileges of inclusion in the Dickinson College community both as a student and as an alumnus/alumna. Expulsion will go into effect within 24 hours of receipt of the outcome letter unless otherwise noted in the outcome letter and shall remain in effect throughout any appeal process. For an organization, permanent termination of the organization's relationship and status with the College, which includes termination of access to facilities, funding, and/or right to assemble as an organization on college property and at college-sponsored or affiliated events. An organization expelled from the College is denied the rights and privileges of inclusion in the Dickinson College community as an organization.

Other: Such other sanctions as may be appropriate in the judgment of the College. Allegations of unauthorized disclosure and failure to comply are typically referred to Community Standards or employee policies for review and resolution.

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Standard Range of Sanctions for Students

<u>Violation</u>	<u>Standard Sanctions</u>
Sexual Assault	One-Year Suspension to Expulsion*
Sexual Assault - Fondling	Probation to Expulsion*
Dating Violence/Domestic Violence	Warning to Expulsion
Stalking	Warning to Expulsion
Sex-Based Harassment	Warning to Suspension
TIX Sex Discrimination	Warning to Expulsion
Retaliation	Probation to Expulsion
Prohibited Relationships by Persons in Authority	Warning to Suspension/Dismissal
No Contact Directive	Warning to Suspension

The above chart showcases the sanction range for specific types of violations, under this policy. However, the College reserves the right to impose other sanctions, and sanctions outside of this range in response to specific circumstances of a case. The College may also apply any remedies, including but not limited to those listed under Support Services in this policy. *Expulsion is the sanction for any individual found responsible for one incident of sexual assault that would meet the PA State definition of rape, incest or statutory rape and more than one case of sexual assault or fondling. One incident of sexual assault or fondling may also result in expulsion.

The Title IX Coordinator, in consultation with the General Counsel, may review, modify, and/or reverse any College resolution completed prior to the resolution of criminal proceedings.

The Title IX Coordinator reserves the right to request an investigation and/or hearing, prior to enrollment/re-enrollment, for a student facing pending allegations under this policy. This will typically take place after criminal proceedings. The College has the authority to delay a student's graduation and/or hold or recommend revocation of degrees until, or after, a pending prohibited conduct matter has been resolved.

Notice of Outcome

Typically, within five (5) business days of the hearing, the Chair of the Hearing Panel will issue the written decision letter; the opinion will be simultaneously sent to the Complainant and Respondent. The decision letter will include a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the Complainant.

The Respondent will be informed of the date by which the requirements must be satisfied (if applicable), and the consequences of failure to satisfy the requirements.

The Complainant will be fully informed of any sanctions and any resulting remedies put in place that directly relate to Complainant. The notice of outcome will also provide each party with their appeal options.

The College may also notify appropriate College officials, such as the Chief of the Department of Public Safety, faculty members, residence life staff, coaches, as necessary, to implement the outcome and/or sanctions and any remedies.

Decisions made by the Hearing Panel are final pending any appeal process.

Appeal

Either party may appeal the outcome and/or sanction(s). The appeal letter must be submitted within five (5) business days of the date of the outcome letter. The appeal should consist of a plain, concise, and complete written statement outlining the specific ground(s) for the appeal. The appeal letter must be submitted to the Title IX Coordinator at matick@dickinson.edu.

Once the Title IX Coordinator receives the appeal letter, the Title IX Coordinator or designee will provide the other party notice and a copy of the appeal letter, and the opportunity to respond in writing to the appeal. That response to the appeal letter must be submitted within five (5) business days from notice of the appeal. In the event that both parties initially appeal the findings, each party will be provided notice and a copy of the other party's appeal and both parties will have up to five (5) business days to respond. These responses will be shared with the other party, but no further responses will be permitted. Upon receipt of the appeal letter and any response(s), the Title IX Coordinator will forward all relevant materials to the Appeal Official.

The appeal will be conducted in an impartial manner by the Appeal Official or their designee.

A review of the matter will be prompt and narrowly tailored to the stated appeal grounds.

Dissatisfaction with the outcome of the investigation is not grounds for appeal. For cases resolved through the Review Panel, the limited grounds for appeal are as follows:

- New information that could affect the finding of the Investigator(s) or Review Panel and was not reasonably available through the exercise of due diligence at the time of the investigation;
- A deviation from college policy or procedures that materially affected the outcome;
- Conflict of interest or bias exhibited by the Title IX or Assistant Title IX Coordinator, or one or more of the investigators or Hearing panel members; and
- Sanction is too harsh or too lenient.

In any request for an appeal, the burden of proof lies with the party requesting the appeal, as the original determination and sanction are presumed to have been decided reasonably and appropriately. The appeal is not a new review of the underlying matter. The Appeal Official shall consider the merits of an appeal only on the basis of the grounds for appeal. The Appeal Official will review the Investigation Packet and all relevant documents and may consult with both parties, Investigator(s), Hearing Panel members and the Title IX Coordinator or Assistant Title IX Coordinator.

Appeals are not intended to be a full rehearing of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation or record of the original hearing and pertinent documentation regarding the grounds for appeal. Appeals decisions are to be deferential to the original hearing body, making changes to the finding only where there is clear error based on the stated appeal grounds.

The Appeal Official can affirm the original findings, alter the findings, and/or alter the sanctions, depending on the basis of the requested appeal. If the appeal is based on procedures not having been followed in a material manner, the Appeal Official can ask that a new investigation and/or imposition of sanctions occur. In the case of new and relevant information, the Appeal Official can recommend that the case be returned to the Hearing Panel to assess the weight and effect of the new information and render a determination after considering the new facts. The Appeal Official will communicate the result of the appeal to the Complainant, Respondent and their Advisors within ten (10) College business days from the date of the submission of all appeal documents by both parties. The written Appeal determination becomes final only after the time period to file an appeal has expired, or if a party does file an appeal, after the appeal decision has been sent to the parties.

Appeals Process for Faculty

For complaints against a faculty employees, the College will follow procedures set forth in the Academic Handbook, found here: https://www.dickinson.edu/info/20195/provost_and_dean_of_the_college/1641/academic_handbook.

Time Frame for Resolution

Best efforts will be made to complete the process in a timely manner while balancing principles of thoroughness and fundamental fairness with promptness.

Dickinson College will endeavor to the best of its ability to complete all Title IX investigations within 60 calendar days. For a Title IX case to last longer than 60 days, extenuating circumstances beyond the control of Dickinson College should exist that support a decision to delay. If due to these extenuating circumstances completion within the 60-day timeframe is not possible, Dickinson College agrees it will inform the Complainant(s) and Respondent(s) in writing. Dickinson College agrees that no Title IX investigation should last longer than 100 calendar days and will make all best efforts to complete each case within that extended time period.

Circumstances may arise that require the expedition or extension of time frames. Such circumstances may include, but are not limited to, the severity or complexity of the allegations, the absence of a party, a party's advisor, or a witness, the number of witnesses involved, the effect of a concurrent criminal investigation that may constitute good cause for short-term delays, the need for language assistance or accommodation of disabilities, the need to troubleshoot technology to facilitate a virtual hearing, and any intervening College breaks, or other circumstances.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Dickinson College will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling/Mental Health	Students	Wellness Center	717-245-1663
Health	Students	Wellness Center	717-245-1663
Counseling/Mental Health	Employees	H.R. Services	717-245-1503
Victim Advocacy	Students/Employees	Advocacy Hotline	717-831-8850
Legal Assistance	Students/Employees	Title IX Office	717-254-8316
Visa and Immigration Assistance	Students/Employees	Title IX Office	717-254-8316
Student Financial Aid	Students	Title IX Office	717-254-8316
Pastoral Counselors	Students	Asbell Center for Jewish Life	Rabbi Marley Weiner 717-245-1636

OFF CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling/Mental Health	Employees	Franco & Assoc.	717-243-1896
Health	Students/Employees	UPMC Carlisle	717-249-1212
Mental Health/Counseling	Employees	Reliance	855-775-4357
Victim Advocacy	Students/Employees	YWCA Rape Crisis Cumberland/Perry Dom. Viol. Services	1-888-831-8850 1-800-852-2102 717-258-4806
Legal Assistance	Students/Employees	Sex. Viol. Legal Assistance Project	717-901-6784 https://pcar.org/help-pa/legal
Visa and Immigration Assistance	Students/Employees	PA Coalition Against Rape (PCAR)	717-901-6784 https://pcar.org/help-pa/legal
Student Financial Aid	Students	PA Coalition Against Rape (PCAR)	717-901-6784 https://pcar.org/help-pa/legal
Other	Students/Employees	PA Coalition Against Rape (PCAR)	717-901-6784 https://pcar.org/help-pa/legal

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<https://hotline.rainn.org/online> - Free 24/7 confidential online live chat

<http://www.rainn.org> – Rape, Abuse and Incest National Network

[Office on Violence Against Women \(OVW\) | Department of Justice](#) - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office of Civil Rights

Additional Information

Hold on Record

Where the Respondent is a second semester senior, the College may withhold that student's Dickinson College degree pending conclusion of the grievance proceedings.

Group Infractions

When members of a student group, organization, team or individuals acting collusively act in concert in violation of the Title IX Policy, their conduct may be reviewed as a group or as individuals, and an investigation may proceed against the group as joint Respondents or against one or more involved individuals as appropriate given available information and the circumstances.

A student group, organization, or team's officers and membership may be held collectively and individually responsible when violations of this code by the organization or its members take place at organization sponsored events, have received the consent or encouragement of the organization or of the organization's leaders or officers, or was known or reasonably should have been known to the membership or its officers.

In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and/or individually. The range of sanctions in this policy will be considered, as will be the proportionality of the involvement of each individual.

Recordkeeping

Dickinson College will maintain the records identified in this section of this policy for a period of seven (7) years. The records maintained shall be kept confidential and not disclosed, except as permitted or required by law. The records may be maintained in paper or digital files.

In connection with each Report and each Formal Complaint, the College will maintain the following records, to the extent they exist:

- Documentation of any Report of alleged Sexual Harassment.
- Documentation of any Supportive Measures or if no Supportive Measures are provided, the reasons why and an explanation of how the College's response was not clearly unreasonable.
- The Formal Complaint.
- Documentary evidence gathered in the course of an investigation and photographs or descriptions of nondocumentary evidence gathered in the course of an investigation.
- Written responses of the parties provided prior the finalization of the investigative report.
- The Investigation Packet.

- The audio recording, audiovisual recording, or transcript of any Live Hearing.
- The Written Determination.
- Any Appeal and Written Appeal Decision.
- Records of the sanctions and/or remedies.
- Records of any other steps taken to restore or preserve equal access to the College's education program or activity,
- Any written agreement of an informal resolution; and
- A statement documenting the basis for the College's conclusion that its response to a report or Formal Complaint was not deliberately indifferent.

The College shall also maintain all materials used to train its Title IX Coordinators, Investigators, Decision-makers, and Facilitators and a copy of each version of its policy on Title IX Sexual Harassment.

Complainants and Respondents can request and receive a copy of materials that the requesting Party provided that is related to their Title IX investigation and determination, including, but not limited to a copy of the Investigation Packet and evidence and any appeal materials. Complainants and Respondents may request to inspect and review the Hearing recording. Complainants and Respondents may make the request by contacting the Title IX Coordinator.

Complainants and Respondents will be permitted to request and receive a copy of materials that the requesting Party provided and interview transcripts from interviews with which the requesting Party participated – subject to the College records retention policy. Note, however, that Parties and witnesses will be given an opportunity to object to disclosure of any material and may be required to sign a document authorizing release of their information.

Complainants and Respondents may request a copy of these materials by contacting the Title IX Coordinator and by signing a release form for the Title IX Investigation and outcomes in the Title IX Coordinator's Office. The College maintains the right to redact personally identifiable information from any document or record, and to refrain from disclosing drafts and work product that are not the final investigative report, and any other document or record in order to maintain compliance with applicable laws.

Study Abroad and Student Conduct Records

Students who declare an interest in studying abroad are subject to conduct record checks. Information that will be shared with the Center for Global Study and Engagement includes, but is not limited to, notice of a pending formal grievance complaint and process and determination of a violation(s) of the Title IX Policy. It is within the sole discretion of the College to determine

whether a student who has violated College policy is eligible to study abroad. Consideration and qualification for study abroad are not disciplinary determinations but may be affected by a student's conduct record.

Athletics

In choosing to recruit a prospective student-athlete or accept a transfer student- athlete, Dickinson College's Athletics Director or designee will gather information that reasonably yields information from the former institution(s) to put the Title IX Coordinator and College leadership on notice that the prospect has been under investigation, disciplined through a Title IX proceeding or a criminal conviction for sexual, interpersonal or other acts of violence. Further, athletes are required to annually disclose acts of violence that resulted in an investigation, discipline through a Title IX proceeding or criminal conviction. This includes sex offenses, dating and domestic violence, murder, manslaughter, aggravated assault and assaults that cause serious bodily injury or involve deadly weapons.

Employee Personnel Files

Findings of responsibility in matters resolved through Formal Resolution are part of an employee's personnel file. Such records shall be used in reviewing any further conduct or in developing sanctions and shall remain a part of an employee's personnel file.

Complaints resolved by the Title IX Coordinator through initial assessment or Adaptable Resolutions are noted in an employee's personnel file and are used to assure that no retaliation occurs and in cases where there are similar further incidents involving either the Complainant or Respondent.

Records will be maintained for the duration of the Respondent's employment at the College and will be retained in accordance with the College's Records Retention Policy.

Training

Any individual serving as Dickinson College's Title IX Coordinator, Assistant Title IX Coordinator, Investigator, Conciliator, Hearing Panel Chair, Hearing Panel member, College-appointed Advisor or Appeal Official will receive training on this Policy, the scope of Dickinson College's education programs or activities, how to conduct an investigation and formal grievance process (including hearings, appeals and informal resolutions, as applicable), and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. Further, they will receive training on questions of relevance, Hearing Panel Decision Letter and Appeal decision, as appropriate.

Terminology

Advisor: Any person, including an attorney engaged at the party's expense, who is not otherwise a party or witness in the investigation. The Advisor may accompany the Complainant or Respondent to any meeting or related proceeding with an investigator. The Advisor conducts cross-examination of the other party during the live hearing process. The Advisor is expected to participate in a respectful manner towards all participants. College Officials have the right at all times to determine what constitutes appropriate behavior on the part of an Advisor. A College Official may at any time with good cause, stop the proceeding and designate an alternate Advisor, selected by the College to cross-examine the other party during the hearing. Any person who serves as an Advisor should plan to make themselves available for meetings throughout the process in accordance with the College's objective of completing the resolution process in a prompt manner.

Complainant(s): An individual(s) who makes a formal grievance complaint alleging sexual or gender-based misconduct against a Respondent.

Employee: An individual who provides services or labor for the College for wages or other remuneration. This includes faculty, administrative, professional, authorized volunteers, and other staff. For the purposes of this policy, employee status begins when an employee has accepted an offer of employment at the College and ends when the employee has been terminated or otherwise separated permanently, whether voluntarily or involuntarily, from the College.

Mutual No-Contact Agreement: A mutual agreement between a Complainant and Respondent in which parties agree from having direct contact and/or direct communication with each other.

No-Contact Directive: An order issued by the College mandating two or more individuals to refrain from having contact with one another. Restricted forms of contact include but are not limited to in person, by telephone, email, text message or other electronic means of communication, or through a third party.

Preponderance of the Evidence: Preponderance of the evidence means that the evidence on one side outweighs the evidence on the other side or is more likely than not. Preponderance of the evidence is the applicable standard for demonstrating facts and reaching conclusions in the resolution process conducted by Dickinson College.

Reporting Party: Any person who reports alleged prohibited conduct but who is not the individual who is alleged to have experienced the prohibited conduct. A reporting party can be a student, faculty, staff member, or any other person. The reporting party can also be a non-campus community member, such as a parent or guardian of a student, spouse/partner of an employee, or a witness.

Respondent(s): The individual(s) or organization(s) who is alleged to have violated the Title IX Policy.

Parties: A term referring collectively to the Complainant and Respondent.

Pregnancy or related condition: (a) Pregnancy, childbirth, termination of pregnancy, or lactation; (b) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (c) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Employee Resources: https://www.dickinson.edu/homepage/1602/parental_leave_resources.

Lactation

Policy:

https://www.dickinson.edu/download/downloads/id/8455/lactation_policy.pdf

Student: Any student enrolled at the College at the time of the alleged prohibited misconduct. For the purposes of this policy, student status begins when a student has accepted an offer for admission to the College and ends when the student has graduated, withdrawn, been expelled, or otherwise separated permanently from the College.

Third-party: is any individual who is not a college student or employee or a participant in any College-related program or activity. Third parties may include, but are not limited to, independent contractors, vendors, visitors and guests.

Title IX Coordinator: A senior administrator at the College appointed by the President to oversee the College's compliance with Title IX. The Title IX Coordinator can be contacted by any member of the Dickinson community with questions. The Title IX Coordinator has the authority to designate other college officials to effectuate the TIX policy and procedures. The Title IX Coordinator is Kat Matic. She can be contacted with questions regarding this policy or Title IX via email at matick@dickinson.edu or by phone at 717-254-8316.

Title IX: Title IX refers to the Educational Amendments of 1972 (Title IX), 20 U.S.C. §§1681 et seq., and its implementing regulations, 32 C.F.R. Part 106, which prohibit discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. The College is required to comply with Title IX.

Witness: Any individual who has seen, heard, or otherwise knows or has information about a violation or attempted violation of the Title IX Policy.

Authority and Amendments

The College may amend the policy or procedures periodically. Nothing in the policy or procedures shall affect the inherent authority of the College to take actions such as it deems appropriate to further the educational mission or to protect the safety or well-being of the campus community. The Title IX Coordinator and their designees are specifically authorized by the President of the College to have the responsibility and authority to carry out, interpret, and direct the Title IX procedures. The Title IX Coordinator in consultation with the General Counsel shall develop

policies for the administration of resolving sexual discrimination and sex-based harassment allegations.

The College's Title IX and Sexual Respect Office ("the Office") serves as the central point of contact for all students and employees affected by TIX Sex Discrimination. It is the College's intention that through these procedures, any complaints will be resolved internally.

However, a complaint can also be filed with the following agencies:

U.S. Department of Education Washington DC (Metro) Office for Civil Rights U.S. Department of Education 400 Maryland Avenue, SW Washington, D.C. 20202-1475 Telephone: 202-453-6020 FAX: 202-453-6021; TDD: 800-877-8339 Email: OCR.DC@ed.gov

U.S. Equal Employment Opportunity Commission 801 Market Street, Suite 1300 Philadelphia, PA 19107-3127 (800) 669-4000 (800) 669-6820 (TTY) (215) 440-2606 (fax) Pennsylvania Human Relations Commission Harrisburg Regional Office 333 Market Street, 8th Floor Harrisburg, PA 17101-2210 (717) 787-9780 (717) 787-7279 (TTY).

Alcohol and other Drugs – Information and College Policies

DICKINSON COLLEGE DRUG AND ALCOHOL POLICY

Dickinson College prohibits the unlawful possession, use, and sale of alcoholic beverages and illegal drugs on campus. DPS is responsible for the enforcement of state underage drinking laws and enforcement of Federal and State drug laws.

The Federal Drug-Free Workplace Act of 1988 and the Drug Free Schools and Communities Act and its amendments of 1989 (Public Law 101-226, 20 U.S.C. 1011i) require that all institutions who receive federal funds or any other form of federal financial assistance certify a drug-free environment.

It is the policy of Dickinson College to comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 and its amendments (DFSCA). Accordingly, Dickinson College is required to adopt and put into effect programs to prevent the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs or alcohol by students and employees on Dickinson property, at college sponsored activities or events, and to offer anti-drug and alcohol abuse programming. The following information is provided to be in compliance with the DFSCA.

These federal regulations also require the college to distribute annually to students and employees information which outlines the following:

- The health risks associated with alcohol and drug use and abuse.

- Alcohol and drug abuse resources for students and employees.
- Policies on alcohol and other drugs.
- Information on state, municipal and federal laws, and sanctions; and
- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of its on-campus or off-campus activities.

These guidelines are reviewed by Dickinson College annually to determine the effectiveness of the program and consistency of sanction enforcement, to identify and implement any necessary changes.

INTRODUCTION

Dickinson College recognizes that illegal or abusive use of alcohol and other drugs by members of the college community has a detrimental effect on the college's commitment to excellence in teaching, research, and education. Misuse of drugs by students, faculty and staff members poses hazards both to the individual involved and to the community. Students, faculty and staff share the responsibility for creating attitudes conducive to eliminating the abuse of alcohol and other drugs within the college community.

Dickinson's comprehensive approach to addressing substance abuse emphasizes:

- Taking effective steps to create and maintain a drug-free workplace and educational environment for students, faculty, and staff.

- Providing access to medical and behavioral healthcare services, along with referrals to off-campus treatment facilities as appropriate.

- Engaging in a wellness model that focuses on prevention, the development of personal skills and environmental management.

- Encouraging individuals who are diagnosed with at-risk substance abuse disorders or are otherwise experiencing problems associated with alcohol and other drugs to seek assessment and treatment.

- Engaging in ongoing self-assessment of college sanctions for the illegal manufacture, distribution, use or possession of drugs and the unlawful possession or use of alcohol.

This document includes information on:

- The health risks associated with alcohol and other drugs.
- Resources for faculty, staff, and students.
- College drug and alcohol policies which address standards of conduct and sanctions for faculty, staff, and students; and
- Information on state and federal laws related to violations.

HEALTH RISKS ASSOCIATED WITH ALCOHOL AND OTHER DRUGS

All drugs, including alcohol, have well-documented risks which may affect not only substance users but also the user's peers, family, friends, and communities. General effects of substance use and/or abuse include impaired brain functioning; compromised job or academic performance; relationship difficulties; physical or verbal aggression; financial distress; physical

injuries or accidents; legal or campus sanctions; willfully destroying property; and death.

The following summaries describe some of the additional substance-specific risks associated with the use and misuse of alcohol and other substances.

Sources:

<https://www.drugabuse.gov/drugs-abuse>
and <https://www.dea.gov/factsheets>

Alcohol

Alcohol is a central nervous system depressant that is absorbed into the blood stream and transmitted to all parts of the body. The NIAAA recommends that men drink no more than 4 standard drinks per day or 14 drinks per week. The recommendation for women is no more than 3 standard drinks per day or 7 drinks per week. A standard drink is defined as: 12-ounces of beer, 1.5 ounces of liquor, or 5 ounces of wine. Drinking at levels above the recommended guidelines is considered high-risk drinking. Specific effects on the body are outlined below.

Brain

Alcohol consumption can cause drowsiness, changes in mood and behavior, memory loss or blackouts, or seizures because it causes your neurotransmitters to relay information too slowly. Long-term, heavy alcohol use can shrink brain mass and subsequently interfere with sleep, mood, cognitive functioning, temperature regulation, and motor coordination.

Lungs

The “alcoholic lung” refers to severe oxidative stress that may predispose those who abuse alcohol to lung infections.

Heart

Long-term alcohol use causes alcoholic cardiomyopathy, which is a condition marked by a weakened heart muscle that can cause fatigue, shortness of breath, irregular heartbeat, or swollen legs/feet. Both heavy drinking and long-term drinking can cause abnormal heart rates called arrhythmias and lead to strokes. Chronic alcohol use and heavy drinking can cause high blood pressure or hypertension. Alcohol exacerbates the medical conditions that often lead to strokes (e.g., hypertension, arrhythmias, and cardiomyopathy).

Liver

Heavy, chronic alcohol use can make the liver fatty, which in turn causes alcoholic hepatitis. Cirrhosis of the liver is another possible complication.

Stomach

Alcohol can irritate your stomach and chronic use can damage the stomach lining. Possible health consequences include ulcers, gastritis (inflammation of the stomach lining), and bleeding.

Kidney

Heavy or chronic alcohol consumption can interfere with kidney function directly or indirectly due to liver disease. In addition, alcohol can have the diuretic effect of increasing urine output. This in turn can disturb the electrolyte balance and cause dehydration.

Pancreas

Alcohol causes the pancreas to secrete enzymes internally, harming the pancreas. Excessive, long-term alcohol use can cause inflammation (pancreatitis) and swelling of tissues and blood vessels.

THC and other Cannabinoids

THC is a mind-altering substance derived from the Cannabis Sativa or Cannabis Indica plants. THC is in marijuana, marijuana extracts, and resins. Short-term effects include impaired short-term memory, altered sensory experiences, a distorted sense of time, and decreased motor coordination. At high doses, psychotic symptoms are possible (e.g., hallucinations and delusions). Long-term effects on the brain can include impaired thinking, learning, and memory. Physical health effects from marijuana use are increased heart rate, breathing problems, reproductive system changes, and intense nausea and vomiting in long-term, heavy users.

Cocaine and Other Stimulants

Stimulants speed up your body's systems. Stimulants include cocaine, ADHD prescription medications such as Adderall, Dexedrine, and Ritalin; diet pills; and methamphetamine.

Cocaine is a stimulant drug made from the leaves of the coca plant. Short-term effects of use include dilated pupils, constricted blood vessels, increased blood pressure, higher body temperature, nausea, fast or irregular heart rate, muscle twitches or tremors, restlessness and irritability, euphoria, high energy, hypersensitivity to sound, sight or touch, and paranoia.

Cocaine's effects appear almost immediately and disappear within a few minutes to an hour. Long-term effects can include problems swallowing, nosebleeds, loss of smell, and frequent runny nose in those who snort cocaine. Those who smoke might experience lung-related problems such as cough, asthma, or greater risk for lung infections. Those who inject might experience skin and soft tissue infections and greater risk for diseases like HIV. Those who use orally could experience bowel decay.

Amphetamines are prescription medications that have similar effects to cocaine except that they last longer. They can cause increased blood pressure, higher heart rates, decreased appetite, insomnia, and physical exhaustion. Taking amphetamines not prescribed to you or in ways not prescribed is abuse. Chronic abuse can manifest in symptoms such as paranoia, skin picking, hallucinations, or erratic behavior.

Depressants

Depressants can decrease anxiety, induce sleep, prevent seizures, and relieve muscle spasms. Specific types of depressants include barbiturates, Benzodiazepines including Rohypnol (anti-anxiety medications), GHB, and sedative-hypnotic sleep medications (e.g., Lunesta or Ambien). Taking depressants not prescribed to you or in ways not prescribed is abuse. Short-term effects include sleepiness, decreased anxiety, slower reaction time, impaired judgment, and confusion. Other effects include dizziness, low blood pressure, slowed

breathing, lightheadedness, slurred speech, weakness, loss of coordination, headache, blurred vision, and nausea and vomiting.

Hallucinogens

Hallucinogens are found in plants or synthetically made. PCP, LSD, MDMA/Ecstasy, and ketamine are types of hallucinogens. They cause perceptual distortions related to space and time. Dilated pupils, increased blood pressure and heart rate, panic, anxiety, confusion or suspicion, and flashbacks are possible effects of use.

Inhalants (sprays, solvents, glue) are chemicals inhaled or “huffed” that produce anesthetic-like effects. These effects include slurred speech, dizziness, loss of consciousness, euphoria, lack of motor coordination, slight stimulation, and lowered inhibition. Long-term effects include disorientation, muscle weakness, weight loss, mood changes (depression and irritability), and loss of consciousness.

Opioids

Opioids include heroin and prescription pain medications such as codeine, morphine, Vicodin, OxyContin, methadone, and fentanyl. Short-term effects include pain relief, slowed movement, facial and neck flushing, constipation, slowed breathing, nausea and vomiting, and pupil constriction. Overdose and addiction are risks associated with opioid use.

DRUG/ALCOHOL ABUSE RESOURCES

Student Resources

Assessment, Education and Treatment

Wellness Center: Provides counseling, assessment, and campus-wide psychoeducational programming for drug and alcohol use. The Wellness Center employs an Alcohol and Other Drug (AOD) Services Coordinator, who oversees a peer educator program focused on prevention of alcohol and drug abuse.

START Program: Incoming and transfer students are required to complete the START Learning Program for Higher Education prior to the start of their first semester. The START Program is a series of well-researched educational programs for adults committed to thinking about their life choices and values. The START Program is an online program which includes modules aimed at reducing campus sexual assault, dating/domestic violence, and stalking; empowering bystanders of potentially violent situations to intervene before the violence occurs; and educating students about alcohol, drugs, and their effects. “Alcohol: How Do You Measure Up?” is an assessment tool in the START Program which demonstrates some of the costs of alcohol consumption, and lets students examine their drinking habits and compare them to their peers.

Assistance, Treatment, Support and Community Resources

Emergency Assistance:

- On-campus call 1111 717-245-1111
- Off-campus call 911

On-campus Medical and Mental Health Treatment:

- Wellness Center 717-245-1663

CARE Team: The CARE (Coordination, Assessment, Response, and Education) Team exists to address potentially unsafe situations or behaviors that disrupt a student's academic or social wellbeing within the Dickinson community. The College hopes to intervene early to help students showing signs of distress or engaging in harmful or disruptive behaviors. The team reviews individual cases and coordinates an appropriate action plan for response. Members of the community who SEE SOMETHING of concern, are encouraged to SAY SOMETHING by alerting the CARE Team at [Referral to CARE Team \(maxient.com\)](http://maxient.com).

Community Resources:

- UPMC Carlisle 717-249-1212
- Penn State Holy Spirit Hospital 717-763-2100
- Roxbury Treatment Center 1-800-648-4673
 - Inpatient Substance Abuse Program
 - Outpatient Substance Abuse Program
- Alcoholics Anonymous 717-249-6673
<http://www.aaharrisburg.org/>
- Narcotics Anonymous:
<https://www.na.org/>
- Stevens Drug and Alcohol Services 717-243-6033
- <https://www.findtreatment.samhsa.gov/>

Faculty and Staff Resources

Assessment, Education and Treatment

If an employee has concerns about drug or alcohol use – their own or others – they may want to consult with the college's Employee Assistance Program (EAP). Full-time and part-time employees and their eligible dependents may use the college's EAP. Through professional psychologists, the EAP provides confidential advice and counseling on personal matters. The EAP professionals can assist an employee and any eligible dependents with problems, including, but not limited to, alcoholism and drug abuse. This service is completely confidential.

- Franco Psychological Associates, PC 717-243-1896 26 State Avenue Carlisle, PA
<http://www.francopsychological.com/>
- Reliance Standard 855-775-4357 (855-RSL-HELP) or rsli@acieap.com
- Online drug and alcohol educational materials are available for all employees via Totara at <https://totara.dickinson.edu/>

Assistance, Treatment, Support and Community Resources

Emergency Assistance:

- On-campus call 1111 717-245-1111
- Off-campus call 911

Community Resources:

- UPMC Pinnacle Carlisle 717-249-1212
- Penn State Holy Spirit Hospital 717-763-2100

- Roxbury Treatment Center 1-800-648-4673
- Inpatient Substance Abuse Program
- Outpatient Substance Abuse Program
- Alcoholics Anonymous 717-249-6673
<http://www.aaharrisburg.org/>
- Narcotics Anonymous:
<https://www.na.org/>
- Stevens Drug and Alcohol Services 717-243-6033

ALCOHOL AND OTHER DRUG INFORMATION

A. Students

Student Handbook: [Student Handbook | Student Handbook | Dickinson College](#)

Drugs: Illicit Drugs are controlled substances that possess a high potential for abuse, have no currently accepted medical use in the United States and demonstrate a lack of accepted safety for use under medical supervision. Controlled substances so defined fall under seven headings: marijuana (marijuana, hashish); stimulants (amphetamines, cocaine); depressants (barbiturates, tranquilizers, hypnotics); hallucinogens (LSD, PCP); opiates or narcotics (heroin, morphine, opium, codeine); inhalants (sprays, solvents, glue); and designer drugs (synthetic drugs similar in effect to stimulants, hallucinogens and narcotics). To be used legally and safely, some of the drugs above must be prescribed by a physician. This list is not comprehensive; there may be substances omitted that are also illegal and fall under the designation of controlled substances.

Dickinson College prohibits the unlawful manufacture, cultivation, possession, distribution, dispensation, and use of any drug by any member of the college community on any college-owned property, at any college activity or activity offered by an organization recognized by the college, or during any college-sponsored event or travel.

The possession of unlawful drug paraphernalia is also prohibited.

While the possession and use of marijuana for medical purposes is legal under Pennsylvania law, the manufacture, possession, distribution, dispensing and use of marijuana and products containing THC remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana, even for medical purposes, continues to be prohibited while a student is on college owned or college-controlled property, and/or at any function hosted, authorized, or supervised by the college regardless of where held.

Alcohol: Alcohol, the shortened term for ethyl alcohol, is a depressant that slows the activity of the central nervous system and the brain. Alcohol is a substance regulated by local, state, and federal agencies with respect to its purchase, transportation, consumption, and possession.

Dickinson College prohibits the use, sale, provision, and distribution of alcohol, except as permitted by law, on any college-owned property, at any college activity or activity offered by an organization recognized by the college, or during any college sponsored event or travel. The following items and

activities are also prohibited on any college-owned property, at any college activity or activity offered by an organization recognized by the college, or during any college-sponsored event or travel:

- Underage possession or consumption – A person under the legal drinking age may not possess, consume, or be under the influence of alcohol.
- Drinking games – Any activity or game that promotes or encourages the consumption of large amounts of alcohol is prohibited, including but not limited to, activities such as beer pong, quarters, and flip cups.
- Alcohol Paraphernalia – The possession of materials used in drinking games or activities that promote or encourage the consumption of large amounts of alcohol is prohibited, including but not limited to beer pong tables, beer funnels, and beer bongs.
- Hosting Underage Guests – Students are prohibited from serving alcohol to underage guests and must have the service of alcohol monitored by a TIPS-trained bartender. If students under the legal drinking age are found to be in a location where alcohol is being consumed, the college will presume that the underage students are in the possession of and have been consuming alcohol.
- Public Intoxication – Creating a disturbance to any member of the college community, college officials, or law enforcement while under the influence of alcohol is prohibited.
- Hosting/Attending an Unregistered Event – Any event with alcohol and five (5) or more guests, in addition to the residents, must be registered. Hosting or attending an

unregistered event that is required to be registered is prohibited.

- Large Volume Containers – Kegs, beer party balls, punch bowls, or other large volume containers of alcohol are prohibited unless preauthorized by the Office of Student Leadership & Campus Engagement.
- Multiple Locations – Events or activities, whether formally or informally organized, which encourage persons to consume alcohol in three or more places or encourage the consumption of large amounts of alcohol are prohibited, including but not limited to “Around the World” or “Progressive” parties.
- Other Dangerous Conduct – The consumption of quantities of alcohol or the sustained consumption of alcohol that interferes with a person’s participation in the college community and/or that pose a risk to the health or safety of students or others is prohibited.

Because issues around the use, misuse, and abuse of alcohol have an impact on the academic and social success of students, the college expects that students who are legally eligible to drink will use alcohol responsibly and in a manner that does not put underage students at risk. Additionally, the host of any event at which alcohol is provided is responsible for complying with applicable laws and policies of the college. The “host” is the person, persons, or organization who provides the food, beverages, or accommodations for any activity. The college reserves the right to prohibit or restrict consumption of alcohol at certain events and in certain facilities.

Community Standards: [Community Standards](#) | [Community Standards](#) | [Dickinson College](#)

Maintaining a civil, safe, and respectful environment in which learning can best occur is the responsibility of all members of our community. Below you will find descriptions of specific departures of the community standards related to alcohol and other drugs that will be addressed through our student conduct system.

- **Adulteration of Food and/or Beverage** - The intentional placement of drugs or other illicit substances into the food or beverage to be consumed by others, and without their knowledge and consent.
- **Drugs** - The possession, use, distribution, manufacture, cultivation, sale, transfer, or the attempt or conspiracy to possess, use, distribute, manufacture, cultivate, sell, or transfer any substance the possession of which is prohibited by federal, state, or local drug laws (NOTE: The intention to distribute, sell or transfer drugs may be inferred from the quantity and/or types of drugs involved). Effective August 2011, Pennsylvania added certain synthetic substances to the list of drugs and substances it is illegal to possess, use or sale. These include chemical substances contained in bath salts, synthetic marijuana, or other synthetic drugs including, but not limited to, salvia and 2C-E.
- **Alcohol** - The possession, use, sale, provision and/or distribution of alcohol, except as permitted by law, is a violation of the Dickinson College Community Standards as well as a possible violation of local, state and/or federal laws. Students are expected to comply with the Drug and Alcohol as well

as other pertinent information outlined in the Student Handbook.

- **Drug Paraphernalia** - The possession and/or use of any paraphernalia which is prohibited by federal, state, or local drug laws is a violation of the Dickinson College Community Standards.

Alcohol and Drug Amnesty: While the College expects all students to adhere to its Community Standards, there are times when health and safety issues take precedence over conduct standards and students are encouraged to put their health and safety or the health and safety of others above all other concerns. The College encourages reporting of health and safety emergencies and seeks to remove any barriers to reporting by providing limited amnesty for individuals who report such emergencies.

Consequently, when a student in need of immediate medical assistance to prevent his or her own death or serious injury or that of another person contacts DPS, calls 911 or contacts Residential Life, neither the reporting student nor the student at risk will be held responsible for his or her own consumption or possession of alcoholic beverages or drugs provided:

- The reporting student reasonably believed s/he was the first person to make a call to DPS, 911 or Residence Life.
- The reporting student provides his/her own name when making the report, and
- The reporting student remains with the person needing medical assistance until help arrives.

This offer of amnesty refers to isolated incidents only and does not excuse or protect those who flagrantly and/or repeatedly violate the College's drug and alcohol standards and expectations. It applies only to cases of suspected extreme intoxication or other life-threatening circumstances due to alcohol or drug use and does not extend to related infractions such as assault or property damage. Although student or student organizations covered under this policy will not be subject to the conduct process, individuals involved will be required to meet with an administrator to discuss the incident and may be required to complete educational sessions and/or a substance use assessment. The incident may also result in notification of parent(s) or guardian(s). This policy only covers how the College will respond to students who could be involved in our student conduct process and does not cover criminal charges that could result from law enforcement based on the incident.

College Discipline:

Dickinson College will impose disciplinary sanctions on members of the college community for violations of the College's Standards of Conduct regarding drugs and alcohol. The outcomes which may be imposed individually or in combination on a student or organization found to have violated the Community Standards include, but are not limited to, the following:

Assessment and/or Treatment Referral to the Wellness Center or approved off-campus agencies for various assessments, evaluations and/or treatment. This includes but is not limited to substance abuse assessment and/or treatment, anger management evaluation and/or treatment, and conflict mediation.

Restrictions on Participation or Use - Restrictions on participation include the revocation, or the loss for a stated period of time or under a stated set of conditions, of a student's ability to participate in certain College approved activities, including but not limited to varsity sports, clubs, organizations (including but not limited to Greek organizations) or leadership positions with such sports, clubs, and organizations. Restrictions on use include the denial of access to, or use of, certain College facilities, programs, or equipment for a stated period or under a stated set of conditions.

Parental Notification - Disclosure to a parent that the student has been found responsible for a violation of the alcohol and/or drug provisions of the Community Standards. This is a typical sanction for an alcohol and/or drug violation.

Warnings, suspension, or expulsion. Violations involving the possession, use, distribution, manufacture, cultivation, or sale of drugs are of such a serious nature that they are likely to result in the suspension or expulsion of a student.

In addition to any college discipline, the college may refer any violation of this policy

to law enforcement agencies for prosecution or other action. The college will cooperate fully with law enforcement agencies regarding any unlawful conduct involving drugs or alcohol.

Studying Abroad: Students who declare an interest in studying abroad through the Center for Global Study and Engagement (CGSE) are subject to a conduct record check. Information that will be shared with the CGSE includes but is not limited to; violations that resulted in the suspension of the student, violations that resulted in a student being placed on stayed suspension or conduct probation, violations involving illicit drugs or drug paraphernalia, sexual harassment, sexual offenses, other acts of violence, and major damage to property. It is within the sole discretion of the College, through the CGSE and the CGSE Conduct Committee, to determine whether a student who has violated College policy and/or the Community Standards is eligible to study abroad. Consideration and qualification for study off-campus are not disciplinary determinations but may be affected by a student's disciplinary record.

A person who violates any law governing illicit drugs and alcohol is subject to criminal sanctions provided by law. In addition, a student who is convicted of any offense under state or federal law involving the possession or sale of a controlled substance will not be eligible to receive certain kinds of financial aid. (See "Suspension of Financial Aid Eligibility for Drug Related Offenses" in the Student Handbook).

B. Faculty and Staff

When problems arise due to alcohol and other drug use and abuse, the college's goal is to provide employees, whenever possible, with options for assessment, recommendations, counseling, referrals and/or treatment. If a faculty or staff member violates college policy the individual may be subject to college disciplinary sanctions up to and including dismissal, in addition to federal and legal action and penalties. Self-referral and early detection and referral are critical to the rehabilitation of employees.

Dickinson College prohibits administrators, faculty, and staff from engaging in any of the following activity:

- The unlawful manufacture, cultivation, possession, distribution, dispensation, and use of any drug on any college-owned property, at any college activity or activity offered by an organization recognized by the college, or during any college-sponsored event or travel.
- The possession of unlawful drug paraphernalia.
- Reporting to work under the influence of alcohol, illegal drugs, or illegal use of controlled substances. "Under the influence" means that the employee is affected by alcohol or drugs or the combination of both in any detectable manner. This may be established by professional opinion, a scientifically valid test, or, in some cases, by observation of impairment of physical or mental ability, such as slurring of speech, difficulty in maintaining balance, etc. With respect to

alcohol, an employee is under the influence if the employee's blood alcohol level is 0.04 or greater.

- Refusing to submit to any alcohol or drug test conducted under this Policy.
- Hosting any event where alcohol is provided and puts underage students at risk. Additionally, the host of any event at which alcohol is provided is responsible for complying with applicable laws and policies of the college. The "host" is the person, persons, or organization who provides the food, beverages, or accommodations for any activity. The college reserves the right to prohibit or restrict consumption of alcohol at certain events and in certain facilities.

While the possession and use of marijuana for medical purposes is legal under Pennsylvania law, the manufacture, possession, distribution, dispensing and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana, even for medical purposes, continues to be prohibited while an employee is on college owned or college-controlled property, and/or at any function hosted, authorized, or supervised by the college regardless of where held.

Reasonable Suspicion Drug and Alcohol Testing

When the college has reason to suspect illegal drug or alcohol use in violation of this policy, the college will require the employee(s) to submit to drug and/or

alcohol testing. This may exist in a variety of circumstances, including but not limited to:

- (1) Where an employee manifests physical or behavioral symptoms or reactions of being under the influence commonly attributed to the use of illegal drugs or alcohol, which could include appearance, conduct, speech, or odor, or
- (2) The college otherwise receives reliable information indicating that an employee or group of employees may be engaging in conduct that violates this policy.

Reasonable suspicion that a person is under the influence will be determined by college management which includes:

- (1) Supervisors or department chairs in consultation with the leader of a particular division or his or her designee, or
- (2) The leader of a division or his or her designee.

*Nothing in this policy is intended to supersede employment policies setting higher expectations and standards for employment-related alcohol and drug use based upon specific requirements of various positions. Positions where higher standards may be in place include but are not limited to those involving the operation of heavy equipment, childcare positions, and employees in the Department of Public Safety.

Pre-employment, Post Accident and Follow Up Drug and Alcohol Testing

The college may require pre-employment drug and alcohol testing prior to

employment for certain safety sensitive positions. The college may require post-accident or incident drug and alcohol testing in any instance in which serious injury or loss of property occur, or serious behavioral or performance deficiencies are observed. The college may require follow up drug and alcohol testing as a condition of continued employment in instances where this policy has been violated.

Refusal to Test

Refusal to submit to the types of drug and alcohol tests employed by the college will be grounds for refusal to hire applicants, and for discipline of employees, up to and including termination of employment. A "refusal to test" is defined as any conduct that would obstruct the proper administration of a test. A delay in providing a breath or urine specimen may constitute a refusal. If an individual cannot provide a sufficient urine specimen or adequate breath, he or she will be evaluated by a physician of the college's choice. If the physician cannot find a legitimate medical explanation for the inability to provide a specimen (either urine or breath), the individual will be considered to have refused to test.

Reporting Violations

Employees are required to immediately report any violation of this policy to their immediate supervisor. An employee who fails to report such a violation is subject to disciplinary action, up to and including termination of employment. Employees must notify their immediate supervisor

within five (5) days of any conviction for violation of an alcohol or drug offense.

Inspection of Work Areas, Possessions, and Vehicles

Where the college has reason to suspect that an employee is in violation of this policy, he or she may be asked to submit immediately to a search of his or her person and/or to make his or her work areas, briefcase, purse, packages, personal belongings, desk, vehicles, or any other receptacle he or she uses or has access to, available for inspection. Such search or inspection typically will be conducted in the presence of at least one witness other than the college representative performing the search or inspection. Entry onto college premises (including parking lots) constitutes consent to search and inspection. Refusal to consent to search or inspection shall be considered grounds for which an employee may be disciplined, up to and including termination of employment.

Consequences of Policy Violation

Any employee who engages in prohibited conduct as set forth herein will be subject to disciplinary action, up to and including termination of employment. The employment of any individual who tests positive for alcohol and/or illegal drugs, or who refuses a test under this policy, will be subject to disciplinary action, up to and including termination of employment. Under appropriate circumstances, counseling and treatment may be options considered for violations of this policy. Any discipline imposed under this policy will be

determined in compliance with the requirements set forth in the Employee and/or the Academic Handbook, as applicable.

Dickinson College will impose disciplinary sanctions on members of the college community for violations of the College's Standards of Conduct regarding drugs and alcohol. Potential sanctions for violations of this policy include but are not limited to, warnings, assessment/treatment, suspension with or without pay, and discharge. Violations involving the possession, use, distribution, manufacture, cultivation, or sale of drugs are of such a serious nature that they are likely to result in the discharge of a college employee.

In addition to any college discipline, the college may refer any violation of this policy to law enforcement agencies for prosecution or other action. The college will cooperate fully with law enforcement agencies regarding any unlawful conduct involving drugs or alcohol.

Special requirements for those working on or with federal contracts and grants

The Federal Drug-Free Workplace Act of 1988 (Public Law 100-690, Title V, Subtitle D) requires that college employees directly engaged in the performance of work on a federal contract or grant must abide by this policy as a condition of employment.

Dickinson's Sponsored Projects Office must be notified within five (5) calendar days if an employee working on a contract or grant supported by federal funds is convicted of any criminal drug statute violation occurring in the workplace or while on college business.

The college is required to notify the federal contracting or granting agency within 10 calendar days of receiving notice of such conviction and to take appropriate corrective action or to require the employee to participate satisfactorily in available counseling, treatment and approved substance abuse assistance or rehabilitation programs within 30 calendar days of having received notice of such conviction.

LEGAL SANCTIONS

The following provisions of law serve as the foundation for the college's policy on the unlawful use of alcohol and drugs, including college disciplinary action. (Note: this list is not a complete summary of relevant laws, ordinances, or penalties.)

- **Pennsylvania Underage Drinking Law** - A person under 21 commits a summary offense if they attempt to purchase, purchase, consume, possess, or knowingly and intentionally transport any liquor or malt or brewed beverages.

A person convicted of violating this law may be sentenced to pay a fine of not more than \$500 for the first violation and not more than \$1000 for the second and subsequent violation. In addition, whenever a person is convicted under this law, the court shall order the motor vehicle operating privilege of the person suspended. The duration of the suspension will be 90 days for a first offense, one year for a second offense, and two years for third or subsequent offenses.

Source: 18 Pa. C.S. 6308 and 18 Pa. C.S. 6310.4

• **Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors** - A person commits a misdemeanor of the third degree if they intentionally and knowingly sell or intentionally and knowingly furnish or purchase with the intent to sell or furnish, any liquor or malt or brewed beverage to a person who is less than 21 years of age.

A person convicted of violating this law shall be sentenced to pay a fine of not less than \$1000 for the first violation and a fine of \$2500 for each subsequent violation.

Source: 18 Pa. C.S. 6310.1

• **Carrying a False Identification Card** - A person commits a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violation if they, being under 21 years of age, possess an identification card falsely identifying that person by name, age, date of birth or photograph as being 21 years of age or older or obtains or attempts to obtain liquor or malt or brewed beverages by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of that person who possess the card.

In addition to a loss of motor vehicle operating privileges as defined in Pa. C.S. 6310.4, a person convicted of violating this law shall be sentenced to pay a fine of not more than \$500 for the second and subsequent violations.

Source: 18 Pa. C.S. 6310.3

• **Public Drunkenness** - A person is guilty of a summary offense if they appear in any public place manifestly

under the influence of alcohol or a controlled substance to the degree that they may endanger themselves or other persons or property or annoy persons in their vicinity.

A person convicted of violating this law may be sentenced to pay a fine of not more than \$500 for the first violation and not more than \$1000 for the second and subsequent violation.

Source: 18 Pa. C.S. 5505

• **Driving Under the Influence of Alcohol or a Controlled Substance (D.U.I.)** a. General Impairment (1) An individual may not drive, operate or be in actual physical control of the movement of a vehicle after imbibing a sufficient amount of alcohol such that the individual is rendered incapable of safely driving, operating or being in actual physical control of the movement of the vehicle. (2) An individual may not drive, operate or be in actual physical control of the movement of a vehicle after imbibing a sufficient amount of alcohol such that the alcohol concentration in the individual's blood or breath is at least 0.08% but less than 0.10% within two hours after the individual has driven, operated or been in actual physical control of the movement of the vehicle. b. High rate of alcohol – An individual may not drive, operate or be in actual physical control of the movement of a vehicle after imbibing a sufficient amount of alcohol such that the alcohol concentration in the individual's blood or breath is at least 0.10% but less than 0.16% within two hours after the individual has driven, operated or been in actual physical control of the movement of the vehicle. c. Highest rate of alcohol - An individual may not drive, operate or be in

actual physical control of the movement of a vehicle after imbibing a sufficient amount of alcohol such that the alcohol concentration in the individual's blood or breath is 0.16% or higher within two hours after the individual has driven, operated or been in actual physical control of the movement of the vehicle. d. Controlled substances - An individual may not drive, operate or be in actual physical control of the movement of a vehicle under any of the following circumstances: (1) There is in the individual's blood any amount of a Schedule I controlled substance, a Schedule II or Schedule III controlled substance which has not been medically prescribed for the individual; or the individual is under the influence of a drug or combination of drugs to a degree which impairs the individual's ability to safely drive, operate or be in actual physical control of the movement of a vehicle; or the individual is under the influence of alcohol and a drug or combination of drugs to a degree which impairs the individual's ability to safely drive, operate or be in actual physical control of the movement of a vehicle; or the individual is under the influence of a solvent or noxious substance in violation of Pennsylvania law relating to sale or illegal use of certain solvents and noxious substances. e. Minors – A minor may not drive, operate or be in actual physical control of the movement of a vehicle after imbibing a sufficient amount of alcohol such that the alcohol concentration in the minor's blood or breath is 0.025 or higher within two hours after the minor has driven, operated or been in actual physical control of the movement of a vehicle.

Penalties for Driving Under the Influence of Alcohol or a Controlled Substance

a. General Impairment [Undetermined to 0.099% Blood Alcohol Content (BAC)] – For a first offense undergo a mandatory minimum of six months' probation; pay a fine of \$300; attend an alcohol highway safety school; and comply with all drug and alcohol treatment requirements imposed by the court. For a second offense undergo imprisonment for not less than 5 days; pay a fine of not less than \$2500; attend an alcohol highway safety school; and comply with all drug and alcohol treatment requirements imposed by the court.

For a third or subsequent offense undergo imprisonment of not less than 10 days; pay a fine of not less than \$500 and not more than \$5000; and comply with all drug and alcohol treatment requirements imposed by the court.

b. High Rate of Alcohol; Minors; Commercial Vehicles and School Vehicles – For a first offense undergo imprisonment of not less than 48 consecutive hours; pay a fine of not less than \$500 and not more than \$5000; attend an alcohol highway safety school; and comply with all drug and alcohol treatment requirements imposed by the court.

For a second offense undergo imprisonment for not less than 30 days; pay a fine of not less than \$750 and not more than \$5000; attend an alcohol highway safety school; and comply with all drug and alcohol treatment requirements imposed by the court.

For a third offense undergo imprisonment of not less than 90 days; pay a fine of not less than \$1500 and not more than \$10,000; and

comply with all drug and alcohol treatment requirements imposed by the court.

For a fourth or subsequent offense undergo imprisonment of not less than one year; pay a fine of not less than \$1500 and not more than \$10,000; and comply with all drug and alcohol treatment requirements imposed by the court. *Under the law minors, commercial drivers, school vehicle or bus drivers, and offenders involved in an accident that injures someone or causes property damage may be subject to the high BAC penalties even if their BAC is not in the high category.

c. Incapacity; Highest Blood Alcohol; Controlled Substances - For a first offense undergo imprisonment of not less than 72 consecutive hours; pay a fine of not less than \$1000 and not more than \$5000; attend an alcohol highway safety school; and comply with all drug and alcohol treatment requirements imposed by the court.

For a second offense undergo imprisonment for not less than 90 days; pay a fine of not less than \$1500; attend an alcohol highway safety school; and comply with all drug and alcohol treatment requirements imposed by the court.

For a third or subsequent offense undergo imprisonment of not less than one year; pay a fine of not less than \$2500; and comply with all drug and alcohol treatment requirements imposed by the court.

*Individuals who refuse breath or chemical testing may be subject to the highest BAC penalties.

Source: 75 Pa. C.S. 3802 and 75 Pa C.S. 3804

- **Possession of a Controlled Substance -**

The following acts are prohibited under Pennsylvania law: the manufacture, sale, or delivery, holding, offering for sale, or possession of any controlled substance, other drug, device, or cosmetic that is adulterated or misbranded.

A person convicted of violating this law shall be guilty of a misdemeanor and be sentenced to imprisonment not exceeding one year or to pay a fine not exceeding \$5000, or both. Subsequent convictions will result in a greater length of imprisonment and an increased fine.

Source: 35 Pa. C.S. 780-113(a)(1)

- **Manufacture, Delivery or Possession with Intent to Deliver Controlled Substances -**

The manufacture, delivery, or possession with intent to manufacture or deliver, a controlled substance by a person not registered under the law, or a practitioner not registered or licensed by the appropriate State board, or knowingly creating, delivering, or possessing with intent to deliver, a counterfeit controlled substance is prohibited.

A person convicted of violating this law shall be guilty of a felony and shall be sentenced to imprisonment of three to fifteen years, or to pay a fine of \$10,000 to \$250,000 or both depending on the Schedule of the drug in question.

Source: 35 Pa. 780-113(a)(30)

- **Possession of a Small Amount of Marijuana** - Possession of marijuana (even in a small amount or an amount for personal use) is prohibited. For the purposes of this law, a small amount of marijuana is

considered marijuana 30 grams or less, or hashish of 8 grams or less.

A person convicted of violating this law shall be guilty of a misdemeanor and may be sentenced to imprisonment up to 30 days, a fine of no more than \$500, or both.

Source: 35 Pa. C.S. 780-113(a)(31)

- **Possession of Drug Paraphernalia** - The use of, or possession with intent to use, drug paraphernalia for the purpose of planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packing, repacking, storing, containing, concealing, injecting, ingesting, inhaling or otherwise introducing into the human body a controlled substance is prohibited.

A person convicted of a violation of this law shall be guilty of a misdemeanor and may be sentenced to imprisonment up to 1 year, a fine of no more than \$2500, or both.

Source: 35 Pa. C.S. 780-113(a)(32)

*Pennsylvania law, specifically 18 Pa. C.S. 7508, addresses mandatory minimum sentences for drug trafficking crimes. Mandatory minimum sentences under PA law provide little flexibility upon conviction. There are also additional factors that may amplify or aggravate sentencing, such as possession of a firearm.

Driver's License Suspension for Drug Crimes in Pennsylvania

There are certain criminal offenses in Pennsylvania that carry a suspension of an individual's driver's license as part of the penalty for that criminal offense, including

some nondriving-related criminal offenses. Some common examples of criminal offenses that carry license suspension as part of the penalty include any offense under the PA Controlled Substance, Drug, Device and Cosmetic Act. Suspension of a driver's license is part of a separate administrative proceeding handled by the PA Department of Transportation (PennDOT).

ADDITIONAL RESOURCES

Drug Enforcement Agency Resource Guide 2017 Edition: Drugs of Abuse [Drugs of Abuse \(2017 Edition\) \(dea.gov\)](https://www.dea.gov/publications/drugs-of-abuse-2017-edition)

Drug Enforcement Agency Resource: Campus Drug Prevention website: <https://www.campusdrugprevention.gov/>

Drug Enforcement Agency List of Controlled Substances: [Controlled Substances - Alphabetical Order \(usdoj.gov\)](https://www.usdoj.gov/controlled-substances)

Drug Enforcement Agency Drug Facts and Scheduling: <https://www.dea.gov/drug-scheduling>

Missing Student Policy/Investigation

As a requirement of the Higher Education Opportunity Act and to assist in ensuring the safety of our residential students, Dickinson College has established a missing student notification policy that requires the college to alert an emergency contact designated by the student and/or the student's parents as well as local law enforcement if the student has been missing for more than 24 hours.

In addition to registering a general emergency contact, students have the option to identify confidentially an individual to be contacted by Dickinson College in the event the student is determined to be missing for more than 24 hours.

Students residing in campus housing will be informed annually that each student has the option to identify a person designated as a confidential missing person contact to be notified by Dickinson College no later than 24 hours after the time the student is determined to be missing by the designated College officials authorized to make that determination (specifically, DPS or the local law enforcement agency in which the student went missing. When students are informed of their option to provide a confidential contact, they are advised that their contact information will be registered confidentially, and that this information will be accessible only to authorized campus officials and law enforcement and that it may not be disclosed outside of a missing person investigation.

All students signing into the college web Gateway for the first time are prompted to provide the name and phone number of an emergency contact person for this purpose.

A student's confidential contact information will be accessible only by authorized campus officials who have the responsibility of notification and law enforcement officers in furtherance of a missing person investigation.

Suspected missing students should be reported immediately to the Dickinson Public Safety. If a member of the college community has reason to believe that a student is missing, they should immediately notify DPS at 717-245-1111, whether the student resides on campus. DPS will generate a missing person report and initiate an investigation. DPS will then notify the Student Life On-Call (SLOC) personnel, the Chief of Public Safety and/or their designee, and other appropriate personnel to initiate actions to locate the student. All possible efforts will be made to locate the student to determine his or her state of health and well-being through the collaboration of DPS and the Office of the Dean of Students. If the student is an on-campus resident, DPS, working with Residential Life personnel, may make an entry into the student's room to check on their welfare. If the student is an off-campus resident, DPS will informally enlist the aid of the neighboring police agency having jurisdiction.

Concurrently, college officials will endeavor to determine the student's whereabouts through contact with friends, associates, and/or employers of

the student. Whether or not the student has been attending classes, labs, recitals, and scheduled organizational or academic meetings, or appearing for scheduled work shifts, will be established. If located,

verification of the student's state of health and intention of returning to the campus will be made. When and where appropriate, a referral will be made to the Wellness Center.

Dickinson College will notify any missing student's confidential contact(s), if provided, within 24 hours of the determination that the student is missing. In the event a student under 18 years of age and not emancipated, Dickinson College must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. For all missing students, Dickinson College will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

If not located, notification of the missing person contacts and local law enforcement no later than 24 hours after the student is determined missing will be made to determine if they know the whereabouts of the student. The Dean of Students or his/her will make the notification of the emergency contact designee. If the student is an off-campus resident, appropriate family members or associates are encouraged to make an official missing person report to the law enforcement agency with jurisdiction. Local law enforcement will be notified in all cases even if the student has not provided an emergency contact, and the college will provide the necessary information to assist in locating the missing student.

If the missing student is under the age of 18 and is not an emancipated individual, DPS will also notify the student's parent or legal guardian and any other designated contact person within 24 hours.

Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, Dickinson College will inform the Carlisle Police (or the local law enforcement with jurisdiction) that the student is missing within 24 hours.

If the circumstances related to a student's disappearance appear to be related to foul play, i.e., kidnapping, or other criminal acts, then the appropriate notifications and actions will be initiated immediately.

Individuals who are concerned about someone who has not been missing for 24 hours but has failed to return to his/her residence are also encouraged to contact DPS.

DPS will cooperate, aid, and assist the primary investigative agency in all ways prescribed by law. If the student is an on-campus resident, DPS will open an official investigation and retain status as the primary investigative unit. Upon closure of the missing person investigation, all parties previously contacted will be advised of the status of the case.

Campus Security Related Policies

Weapons Policy

Policy Statement - Dickinson College is committed to maintaining a safe and secure educational environment for all students, faculty, employees and visitors. This policy is one step towards reducing the risk of injury or death associated with intentional or accidental use of weapons.

The possession, manufacture, transfer, sale, or use of weapons, ammunition, and dangerous projectiles by anyone on the premises of the College or in any building under college control or at any college-sponsored event, without the explicit authorization of the Chief of Dickinson Public Safety (or their designee) is expressly prohibited. This prohibition exists whether or not a federal or state license to possess the weapon has been issued to the possessor.

The only exceptions to this policy are as follows: 1. Authorized law enforcement officers to the extent they are legally permitted to possess weapons in the Commonwealth of Pennsylvania, Carlisle Borough.

2. Persons in the military in performance of their official duties to the extent they are legally permitted to possess weapons in the Commonwealth of Pennsylvania, Carlisle Borough

Anyone possessing, manufacturing, transferring, selling, or using a weapon without authorization other than those in the exception categories will be asked to immediately cease and desist, to remove them from the campus or event immediately,

and may be subject to disciplinary action and/or criminal proceedings.

No student, employee, or visitor may possess, manufacture, or use fireworks on campus without written authorization from both the Chief of Dickinson Public Safety and the Director of Enterprise Risk Management. Possession or use of fireworks without such authorization may result in corrective or disciplinary action. Possession, use, and sales of fireworks may also be subject to federal, state and local laws.

Replica or realistic-looking toy firearms and weapons should not be brought on Dickinson College Property, unless authorized in writing by the Chief of Dickinson Public Safety. The use of any prop or blank-firing weapons on Dickinson College Property without such authorization is prohibited. This helps to keep our community safe by ensuring that law enforcement is aware of the use of any replica weapons, so that they are not mistakenly identified as a threat to campus safety.

The manufacture of any weapon on Dickinson College Property is prohibited. This includes, but is not limited to, the use of Dickinson College Equipment – whether on or outside of Dickinson College Property – to manufacture a weapon. This prohibition extends to the individual parts of a weapon, Policy/Procedure regardless of whether all parts are manufactured.

Corrective Action and Intervention by Law Enforcement - Employees and Visitors - Employees violating this policy may be subject to corrective action, up to and including termination of employment.

Employees and visitors may also be subject to arrest by appropriate law enforcement for violations of any applicable law and may be subject to additional penalties if they do not remove the weapons from Dickinson College property or from a Dickinson College event after a request from Dickinson Public Safety. Failure to comply with a request from Dickinson Public Safety to remove a weapon from college property is a violation of this policy and may be grounds for disciplinary action, in addition to any criminal process, even if the person in possession of the weapons is licensed by a state or federal agency to possess, manufacture, transfer, sell, or use the weapon. Additionally, possession of unlicensed firearms or weapons may lead to criminal prosecution by the appropriate jurisdiction, in addition to disciplinary action.

Students - Students violating this policy may be subject to disciplinary action, up to and including involuntary withdrawal from the college. Students may also be subject to arrest by appropriate law enforcement if they do not remove the weapons from Dickinson College property or from a Dickinson College event after a request from Dickinson Public Safety, or if appropriate law enforcement identifies a violation of any other applicable law. These actions may be taken even if the person in possession of the weapons is licensed by a state or federal agency to possess, manufacture, transfer, sell, or use the weapon. Additionally, possession of unlicensed firearms or weapons may lead to criminal prosecution by the appropriate jurisdiction.

Obligation to Report - Any member of the Dickinson College community who observes

an individual possessing, manufacturing, transferring, selling, or using a weapon and who reasonably believes the individual is doing so without the consent of the college as set forth in this policy, should immediately report this to Dickinson Public Safety by calling 717-245-1111. Any member of the college community who observes unattended items they reasonably believe to be weapons should also immediately report to Dickinson Public Safety the description and location of these items.

Requests for Exceptions to this Policy - Only under the most unusual circumstances will an exception to this policy be granted. Requests for an exception may be made in writing to the Chief of Dickinson Public Safety or their designee. The Chief will review the request in consultation with appropriate members of the college administration and will respond to the requester in writing with a decision.

State and Local Ordinances - State and local ordinances regarding firearms also govern all members of the Dickinson community. Community members are responsible for compliance with state and local laws concerning weapons as well as with Dickinson College policy, which is more restrictive.

Definitions

A. Dickinson College Property: All Dickinson property, whether owned, leased, or controlled by Dickinson College, including but not limited to buildings, grounds, parking lots, garages, and vehicles.

B. Dickinson Event: Any event that is sponsored or co-sponsored by Dickinson

College whether or not such event takes place on Dickinson property. This includes events sponsored or co-sponsored by officially recognized college organizations.

C. Firearm: Any device that shoots a bullet, pellet, BB, flare, tranquilizer, spear dart, paintball or other projectile, whether loaded or unloaded, including those powered by CO2. This includes, but is not limited to, guns, air guns, dart guns, pistols, revolvers, rifles, cannons, etc., and any ammunition for any such device. While certain regulations may offer exemptions for firearms manufactured before 1898, college policy does not recognize this distinction and will treat all firearms as such.

D. Explosives: Any chemical compound or mechanical mixture that contains any oxidizing and combustible units, or other ingredients, in such proportion, quantities or packing that an ignition by fire, friction, concussion, percussion, or detonator, or any part of the compound or mixture, may cause a sudden generation of highly heated gases that results in gaseous pressures capable of producing destructive efforts on contiguous objects or of destroying life or limb. This includes, but is not limited to, firecrackers, black powder, dynamite, etc. as well as detonating devices such as detonators, blasting caps, timers, incendiary wire and the like.

E. Weapon: Any device that is designed to or traditionally used to inflict harm. This includes, but is not limited to: 1) All firearms (as described above), ammunition, gunpowder, fireworks, explosives (as described above), incendiary devices, slingshots, switchblades, daggers, blackjacks,

brass (or non-brass) knuckles, bows and arrows, swords, spears, hand grenades, various kinds of knives (other than cooking utensils or pocket knives with a blade length less than 3"), tasers, and various martial-arts devices capable of being used as weapons (nunchucks, throwing stars, etc.); 2) any object that could be reasonably construed as a weapon; or 3) any object legally controlled, treated, or defined as a under the laws of the Commonwealth of Pennsylvania. For the purposes of this policy, weapons need not be fully assembled to be considered a weapon. In cases where individual parts of a weapon are identified, the Chief of Dickinson Public Safety (or their designee), shall have authority to determine whether a sufficient number of parts exist to establish a violation of this policy.

Deliveries and Solicitation Policy

For the safety and privacy of all members of the campus community, solicitors, peddlers, and door-to-door solicitation are not permitted on campus, including in any campus buildings.

Members of the campus community are not permitted to raise funds or sell products on campus without permission from the Office of Residential Life. No one, including members of the campus community, is permitted to solicit, raise funds, or sell products in the residential facilities. No deliveries are to be made to an individual room in any campus building, including the residential facilities. All personnel delivering personal products should be directed to meet you at the main entrance to a campus building.

Magnetometer (Metal Detector) Policy

Dickinson College values the safety of all students, faculty, staff, and guests of the campus. Towards that end, the college reserves the right to employ a magnetometer (metal detector) at campus events.

Metal detectors may be used if any of the following criteria are met:

At dances, parties, and concerts, when these events are:

(1) Open to the public outside of the Dickinson community (the Dickinson community consists of current Dickinson students, faculty, staff, and alumni), and

(2) The event is expected to draw more than 100 people.

(3) When deemed necessary by the Chief of Public Safety, or other appropriate college administrators.

The following information should be provided to all individuals purchasing tickets for events in which a metal detector will be used:

“All guests at this event are subject to search, including screening with a metal detector before being admitted. By seeking admission to this event, you are consenting to such a search.”

The following should be posted at the entrances to events subject to the policy:

“All guests at this event are subject to search, including screening with a metal detector, before being admitted.”

Smoking Policy

Dickinson College promotes a smoke-free environment and smoking, and the use of electronic cigarettes is permitted only in outdoor areas of the campus not within 25 feet of a building. No smoking is allowed in any building on campus. This includes private offices, residence hall rooms and public buildings. The use of electronic cigarettes is also prohibited in buildings on campus. The success of this policy depends upon the thoughtfulness, consideration, and cooperation of smokers and nonsmokers. In all cases, the right of nonsmokers to protect their health will take precedence over a smoker's desire to smoke.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The college engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that: Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students, new employees, and ongoing awareness and

prevention campaigns for students and employees that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
- Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Defines what behavior and actions constitute using the definition of consent found in the Student Code of Conduct since Pennsylvania law does not define consent and the purpose for which that definition is used.
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and acting to intervene.
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

- Information regarding:
 - a. Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
 - b. How the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
 - c. Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
 - d. Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
 - e. Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document);

Primary Prevention and Awareness Programs Related to Domestic Violence, Dating Violence, Sexual Assault and Stalking –

Pre-Orientation Online Education Modules – First Year and Transfer Students

First-year and transfer students complete the START Learning Program for Higher Education before they arrive on campus. The program is a series of modules addressing sexual assault awareness and prevention and alcohol and drug awareness. These are well-researched educational programs for adults committed to thinking about their life choices and values.

This program includes 4 online modules:

Healthy Relationships and Dating Violence -
Topics Covered:

- Characteristics of healthy and unhealthy relationships
- Forms of dating abuse, including abuse in the LGBT community
- Victims of cyber abuse
- How students can get help

Harassment/Respect Among Peers - Topics Covered:

- The types of behaviors that can be considered harassment.
- How to address and report harassing behaviors

Know Your Limit: Alcohol and You - Topics Covered:

- The importance of limiting or moderating intake of alcoholic beverages

- The dangers and risks associated with binge drinking.
- Tips for drinking alcohol sensibly
- Ways to intervene if friends have had too much.

Lasting Choices: Protecting Our Campus from Sexual Assault - Topics Covered:

- Sexual assault investigations
- The role of alcohol in sexual assault
- How to report incidents
- Intervention strategies

Orientation for First Year and Transfer Students

The Title IX Coordinator collaborates with staff to ensure that all first year and transfer students receive primary education through Orientation. Orientation includes information on the topics of:

- What is sexual discrimination/harassment Title IX law and statement that Dickinson College prohibits sexual and gender-based harassment
- A review of the definitions of sexual assault, dating violence, domestic violence, stalking, and retaliation, options in reporting, and defining consent
- A review of steps after a report is made to the Title IX Office
- Support Services and Process Options, including Formal and Informal Resolution
- How to File a Report
- Confidential Resources and Support Staff

Prevention, education and awareness programs occur throughout the orientation and extended orientation period. These programs include information on Sexual Harassment and Assault Prevention Awareness; Bystander Intervention; and an Alcohol Education Program. These programs are coordinated through the Wellness Center, Campus Life, Student Life, and the Title IX Coordinator.

New Employee Training

Within the first year of employment, new employees are required to complete programs that outline Dickinson College's expectations and identify the policies and procedures for reporting issues of workplace harassment and discrimination along with our commitment to the protection of minors.

In addition, new employees are provided information related to emergency evacuation, notification, active intruder, emergency preparedness, and bystander intervention programs at the college.

New Faculty Orientation - Dickinson's Title IX Coordinator conducts an hour-long session during New Faculty Orientation each year. Topics include Title IX prohibited conduct, resources and support available to students and employees.

Annual Title IX Specialists Training

The Title IX Team trained our Title IX Specialists that includes faculty and staff who serve as Investigators, Review Panel members and Appeal Officials on how to conduct fair, thorough, and equitable trauma-informed investigations and resolution processes.

Specialized topics included policy and procedures; neuroscience & trauma and how it affects individuals and our investigations.

Ongoing Prevention and Awareness Programs and Campaigns Related to Domestic Violence, Dating Violence, Sexual Assault and Stalking

The college has developed an annual educational campaign consisting of:

- **IT'S ON US:** This program was launched in 2014 through the White House Task Force to Prevent Sexual Assault. Since then, the initiative has grown into the nation's largest nonprofit program dedicated to college sexual assault prevention and survivor support. Students attend trainings to equip them with insights into prevention organizing and actionable strategies for driving meaningful change.
- Protecting Our Community – for employees
- Bystander Education – Step Up!
- Healthy Masculinities
- Title IX and Sexual Respect Peer Educators
- Title IX Specialist Professional Development/Training
- Ongoing programs developed and facilitated by the YWCA and DVSCP Advocates
- Take Back the Night events

Bystander Intervention - Dickinson College is committed to providing initial and ongoing education about bystander intervention. Preventing sexual and gender-based misconduct requires a commitment from all members of the college campus community. We can work together to uphold the values of civility, respect, and accountability through intervening early in a situation that may evolve into sexual misconduct, harassment, or relationship violence.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”

We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help.

Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.

- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.

- If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

If you need to get out of an uncomfortable or scary situation here are some things that you can try:

- Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
- Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
- Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling

well, having somewhere else that you need to be, etc.

- Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Sexual Harassment and Misconduct Policy Training –

Staff and Faculty are required to complete the two web-based modules – once every two years and attend our facilitator-led Protecting Our Community training. This training includes information on:

- Preventing Workplace Harassment and
- The Campus Safe Act

Through this training, employees are notified of their responsibilities under the law and college policy. This training also includes information on the Clery Act, including discussion of the responsibilities of campus security authorities (CSAs).

Clery Act Training – Through annual Sexual Harassment and Misconduct Policy Training, employees are advised of the role and responsibilities associated with Clery Act CSAs (Campus Security Authorities). In addition, employees of Public Safety, Residential Life, Student Life, and other employees as deemed appropriate receive in

depth CSA and Clery Act familiarize training annually.

Residence Hall Training – Working with Residential Life, officers conduct safety awareness and emergency response training in conjunction with Residential Assistants at the beginning of the fall and spring semesters.

Education and Awareness Programs – Throughout the year many offices and student organizations hold training, education, and awareness programs on campus. Some of the office and student organizations that have been conducted or sponsored programs include the Title IX Coordinator; the Wellness Center; the Women's and Gender Resource Center; Office of LGBTQ Services; Popel Shaw Center for Race and Ethnicity; the Dean of Students Office; Yes PLEASE! Peer Educators; and PALS (Peers Assisting Learning About Sex).

During the 2023-2024 academic year, Dickinson College offered approximately 20 crime prevention and security awareness programs. Contact DPS at 717-245-1349 or any of the offices listed above if you would like to schedule a program.

Programs in 2023 included:

- Dickinson's Little Title IX Red Adirondack chairs
- Wellness Education for Lifelong Learning (W.E.L.L)
- S.A.I.D (Safe and Inclusive Dickinson Peer Educators)
- Red Flag Campaign

- Red Zone Awareness
- Domestic Violence Month activities
- Public Safety Meet and Greet events
- Landis House Red Lady display
- Sexual Assault Awareness Month (SAAM) events
- Take Back the Night programs
- Film discussions
- Book chapter discussions

In addition, the college provides the following services and programs to improve safety on campus and to educate the community about security issues:

Run, Hide, Fight – DPS and Dickinson College have incorporated the principles of “Run, Hide, Fight” into their Active Shooter training program. Members of the college community are taught proactive strategies which individuals can apply in active shooter situations. The goal of this training is to help save lives by training students, faculty, and staff with skills that will bridge the gap between the time a violent incident begins, and law enforcement arrives.

LiveSafe - The LiveSafe app allows users to send messages—called Tips—through a system monitored at the DPS dispatch office. Tips can be sent on noise complaints, a suspicious person, crimes or similar incidents, and they can be sent anonymously. LiveSafe also provides access to college and local resources—e.g., information on local hospitals, police departments and the confidential Dickinson Sexual Violence hotline.

The app includes Safe Walk, a feature that allows students to have a friend virtually follow them to a selected destination, and

the Safety Map provides the location of each campus building, blue light phones, and automated external defibrillators (AEDs). DPS will use the Safety Map to mark alert locations and other safety information that may be of use to students.

LiveSafe is free to use and may be downloaded from Apple's App Store or Google Play. Select Dickinson College as your "managing organization".

Safety Shuttle – Through a cooperative agreement with Student Senate, Public Safety operates a Safety Shuttle between 7:00 p.m. and midnight seven days a week when in person classes are in session. The Safety Shuttle, operated primarily by student drivers, is available to pick students up and take them to or from locations throughout the Borough of Carlisle. The Safety Shuttle is free of charge and operates on a published route.

Safe Walk – Safe Walk is a campus accompaniment service designed as an alternative to walking alone, especially at night. DPS provides this escort service for people walking on campus or to and from a college owned residence. Safe Walk escorts are free of charge and available to all members of the Dickinson College community. Call 245-1349 to request this service. A uniformed officer will be dispatched to walk with you to your destination. Off campus escorts are limited to the requestor's residence. * Students, staff, and faculty are asked to walk with others when possible and to choose paths that are well lit.

Campus Safety Assistant Program (CSA) –

The CSA Program is essentially a student patrol program. Working in pairs, students walk the campus from 7:00 p.m. to midnight during the regular semester, offering walking escorts, assisting with lockouts, and responding to non-emergency requests for service. This program is coordinated by a Cpl. Cramer of DPS.

Personal Safety — Informational sessions on personal safety, crime and violence prevention, crisis and emergency management planning, residence hall safety, rape prevention, self-defense, fire safety, and first aid/CPR are offered on campus. Contact DPS at (717) 245-1349 for more information.

Operation Identification — Students are strongly encouraged to mark valuables with your driver's license number and to record serial numbers. Engravers are available for sign out at DPS.

Bicycle Registration - The bicycle registration program is a free service for students. Upon registration, a numbered decal will be affixed to your bike. Your registration information will be kept on file for at least four years. If the bike is stolen and recovered, the owner can be traced through the registered decal number. To register your bike, contact DPS at ext. 1349 on campus or (717) 245-1349 or visit the Public Safety office.

Crime Education Material — Brochures and posters related to substance abuse, personal safety, motor vehicle and bicycle theft prevention, residence and office security and many other topics are available at the DPS office.

Classroom Visits – Each year personnel from Public Safety are invited into different academic courses to participate in discussions or research with students and faculty members. Discussions have included Sexual Assault law, Surveillance in Society, Use of Force, and Police/Community Relations.

Safety Walk - A Safety Walk is conducted periodically to determine if external lighting is adequate. Facilities Management and DPS personnel walking the campus after dark with students to ascertain if lighting levels are adequate perform the survey. Shrubbery and vegetation are also assessed with regard to personal safety. Security needs are also taken into consideration on these survey tours. These departments invite participation from the college community in identifying areas in need of improvement.

Anyone interested in having a DPS Officer speak to their classroom or group should contact them at 717-245-1349.

A common theme of all crime prevention and awareness programs is to encourage students and employees to be aware of their responsibility for their own security and the security and safety of others.

Annual Fire Safety Report

Student Housing Facility Fire Safety Systems

Carlisle campus: On the Carlisle campus, 97% of student sleeping rooms are equipped with a smoke detector that is connected to a supervised fire alarm system. Student

sleeping rooms are defined as the actual room in which the occupants live and sleep.

Approximately 92% of student housing fire alarm systems, if activated, result in a signal being transmitted to a monitored location, and Public Safety investigates and notifies the local fire departments as appropriate.

Fire alarms systems are monitored 24 hours/day, seven days/week by DPS. Information on specific residential buildings is posted in the chart below. Detailed information, including fire and sprinkler system information for specific campus buildings is located below. This information is also available at

DPS located at the Kaufman Building or by calling (717) 245-1349.

Bologna campus: Bologna student residential facilities are equipped with smoke detectors, carbon monoxide detectors and fire extinguishers. The alarms sound locally in each unit and are not connected to a central monitoring system.

Fire Safety Improvements and Upgrades

DPS, Facilities Management, the Office of Residential Life, and Enterprise Risk Management and Compliance annually reviews the fire systems in the Carlisle campus residence halls and will make upgrades, repairs, or revisions when problems are identified. Program Directors at Bologna and Cameroon review the fire safety measures and systems in the student residential facilities on their campuses and make repairs or revisions when problems are identified. The College does not currently

have any planned improvements in fire safety.

Reporting a Fire

Per federal law, Dickinson College is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Therefore, if you encounter a live fire in one of these facilities, you should immediately get to a safe place, then dial 911. Once the emergency has passed, you should notify DPS at the number below to investigate and document the incident for disclosure in the College's annual fire statistics.

If a member of the Dickinson College community finds evidence of a fire that has been extinguished, and the person is not sure whether DPS has already responded, the community member should immediately notify DPS at 717-245-1349 to investigate and document the incident for disclosure in the College's annual fire statistics.

Carlisle campus: Persons reporting a fire should call 911 or DPS at 717-245-1111. If there is a fire in your area and the alarm has not sounded, you should immediately activate a local fire alarm pull station.

Bologna campus: Persons reporting a fire should or medical emergency may dial 112 from any phone in Italy. Students should notify the Bologna campus Program Director of any emergency. In the event of an emergency Dickinson College Public Safety in Carlisle may also be contacted at: 001-717-245-1111.

Evacuation of Student Housing Facilities in the Event of Fire

When an alarm is activated, there are a few steps to follow:

- Remain calm and close the windows in the room.
- Take only clothing that will be needed for the type of weather conditions that exist. Do not try and collect personal items to take with you.
- Turn off any electrical items you made have on at the time, including lights and a stove/oven.
- Stay low if you are going through smoke or toxic fumes.
- Leave by the nearest exit. When a fire alarm is active, any door to the building may be used to exit so long as it is safe to do so.
- Do not use elevators. Use only the stairs.
- Proceed to the Emergency Assembly Area (EAA) for your building. This information is posted in each residential facility and is available through your Residence Assistant on the Carlisle campus. In non-housing facilities, this information is available from your building coordinator. Your building coordinator and/or their designees will also provide you directions to your EAA in the event a building evacuation occurs.
- Never attempt to go back into the building even if the alarm stops sounding. Wait until Public Safety or emergency services personnel have cleared the building and given the permission to re-enter.

In an actual emergency if you are trapped and not able to exit a room or the building,

yell for help and call DPS at ext. 1111 or 1349 using a phone in the building or your cellular phone on the Carlisle campus, or the appropriate emergency services authority at the Bologna and Cameroon campuses. Be sure you can give your location in the building as best as you can so responding emergency services personnel may locate and assist you. Fire Drills in Student Housing Facilities

Fire Drills

Fire drills are held once a semester for each residence hall on the Carlisle campus. Fire drills are a mandatory supervised evacuation of a building for a fire. Fire drills are scheduled with DPS and individual residence hall staff. Supervised fire drills are generally scheduled within the first 3 weeks of the beginning of each semester. Students who fail to leave the building during a fire drill may be fined and the incident is turned over to the Office of Student Conduct.

Fire safety drills on the Bologna and Cameroon campuses will be conducted by the Program Director.

Student Housing Facility Fire Safety Policies

Residential Life policy on fire safety is to prohibit usage of electrical cooking appliances, candles, and specific electrical equipment in individual rooms. Candles or open flames are prohibited in residence halls. No smoking is allowed in any building on campus. This includes private offices, residence hall rooms and public buildings.

The use of electronic cigarettes is also prohibited in buildings on campus.

Residence Hall Safety Standards

- Cooking appliances may only be used and stored in kitchen areas.
- Hot plates, toasters, toaster ovens, “George Forman Grills”, barbeques, and similar devices are not permitted
- Hazardous electrical appliances, lamps and lighting. No space heaters, private air conditioners, halogen floor lamps, decorative lighting, or any appliance with open heating coils; all appliances must be UL approved.
- Hazardous electrical wiring, outlet adaptors or similar: No un-fused multiple outlet adaptors, extension cords or other wiring run under carpeting. Multiple outlet strips (power strips) may be used, if fused, grounded, and use no less than 14-gauge wire
- No spark or flame producing items: candles, incense burners, etc. No candles (decorative or otherwise), incense, incense burners, oil or liquid fuel lamps, scented oil burners, or similar...
- Flammable/combustible liquids, gases or similar: No oil, gasoline, white gas, propane / liquid propane (LP) tanks, lighter fluids. No combustion engines, generators, motorcycles, mopeds, motorized skateboards, or similar equipment
- No fireworks or similar combustible/explosive devices

- Tampering with/hindering fire protection equipment: No removal, covering, or other disabling of smoke or heat detectors No removal, covering or other tampering with fire extinguishers, sprinkler systems or similar equipment No hanging of items from fire protection devices or sprinkler systems

- Improper storage of property within a residence: No storage of motorcycles, mopeds, bicycles, large auto parts or other nonresidential property within a residence. No storing of bicycles within stair towers, hallways, common lounges, or individual rooms

- Tapestries or other similar items: No hanging of tapestries or similar products from ceilings or bunked beds

- Watch for other health & safety concerns: Electrical appliances, or wiring

- Blocking of fire exits / routes of escape Unauthorized furnishings/or use of/ modifications: Unless specifically designed to do so, beds may not be lofted. Mattresses may not be placed directly on the floor. Additional furnishings must meet all federal /state fire resistance standards.

- Unauthorized appliances or similar:

No other “large” appliances are authorized within a residential room. No private air conditioners.

- Unauthorized modifications to structure, facility: No fabrication of walls, partitions, false ceilings/floors. No painting or similar modifications to a residence. No affixing items/objects to the exterior of a residence

- Tampering with firefighting or detection equipment is a serious offense. Discharging fire extinguishers or setting off fire alarms under false pretenses has life threatening implications. In addition to any criminal action, the College reserves the right to file disciplinary charges as outlined in the Community Standards. The minimal fine for a first offense is \$200.00 plus the cost of restoring the equipment to its original condition.

Fire, Health, and Safety Inspections

The Office of Residential Life regularly conducts inspections of each residential area on the Carlisle campus. Student rooms are given a brief inspection during the fall and spring semesters. The purpose of these inspections is to provide the appropriate education and assist with correcting any fire, health, or safety concerns. Policy violations that are discovered during these inspections may be referred to the college’s conduct system and prohibited items may be confiscated. Students with questions about these inspections should speak with the Office of Residential Life.

Fire Safety Education

All residence halls on the Carlisle campus are equipped with fire detection and firefighting equipment. Residence facilities on the Bologna and Cameroon campuses are equipped with fire extinguishers. All residents should familiarize themselves with the emergency escape plan for their residence hall.

Throughout the year, fire alarm systems will be tested to ensure they are in working order. When an alarm sounds, (alarms sound different depending on what building you are in), all occupants must vacate the facility for their own safety and so fire fighters may work undisturbed.

In the event of an actual fire, the local fire department will notify residents when it is safe to re-enter a building. Students should assume all alarms are actual emergencies and respond accordingly.

Procedures Students and Employees Should Follow in Case of a Fire

In the event of a fire, the College expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the DPS. Students and/or staff are informed where to relocate to by staff if circumstance warrants at the time of the alarm. In the event fire alarms sound, College policy is that all occupants must evacuate from the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the

alarm as they exit. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

Residence Hall Fire Statistics

2021

- One minor fire within an on campus residential facility on the Carlisle campus, resulting in no injuries and less than \$100.00 in damages.
- Zero fires within on campus residential facilities on the Bologna campus

2022

- One minor fire within an on campus residential facility on the Carlisle campus, resulting in no injuries and less than \$1,000.00 in damages.
- Zero fires within on campus residential facilities on the Bologna campus

2023

- Two minor fires within an on campus residential facility on the Carlisle campus, resulting in no injuries. One fire resulted in approximately \$25.00 in damages; the second resulted in approximately \$250.00 in damages.
- Zero fires within on campus residential facilities on the Bologna campus

RESIDENTIAL STUDENT HOUSING	Building Name / Location	Central Station	Sprinkler	HALON	Pull Stations	Alarm Notes
ADAMS HALL		Y	N	N	Y	Smoke & Heat Sensors
ARMSTRONG HALL (Q-8)		Y	N	N	Y	Smoke & Heat Sensors
ATWATER HALL (Q-7)		Y	N	N	Y	Smoke & Heat Sensors
BAIRD / MCCLINTOCH HALL (Q-4/5)		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
BUCHANAN HALL (Q-2)		Y	N	N	Y	Smoke & Heat Sensors
CONWAY HALL (Q-1)		Y	N	N	Y	Smoke & Heat Sensors
DAVIDSON/WILSON HALL (Q- 9/10)		Y	N	N	Y	Smoke & Heat Sensors
DRAVER HALL		Y	N	N	Y	Smoke & Heat Sensors
FACTORY APARTMENTS, 230 W. North Street		Y	N	N	Y	Smoke & Heat Sensors
FACTORY APARTMENTS, 236 W. North Street		Y	Y	Y	Y	Data Closet-HALON
GOODYEAR BUILDING, RESIDENTIAL APARTMENTS		Y	N	N	Y	Smoke & Heat Sensors
HANSON HOUSE - 133 N. College Street		Y	N	N	Y	Smoke & Heat Sensors
HIGH STREET APARTMENT, 25/27		Y	N	N	Y	Smoke & Heat Sensors
HIGH STREET APTS. – 450 W. High St.		Y	Y	N	Y	Smoke & Heat Sensors
KISNER-WOODWARD (K.W.) HALL		Y	N	N	Y	Smoke & Heat Sensors
LONGSDORFF HALL (Q-6)		Y	N	N	Y	Smoke & Heat Sensors
MALCOLM HALL		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
MATTHEWS HOUSE		Y	N	N	Y	Smoke & Heat Sensors
MCKENNEY HALL		Y	Y	N	Y	Smoke & Heat Sensors
MORGAN HALL		Y	N	N	Y	Smoke & Heat Sensors
REED HOUSE - 32 S. West Street		Y	N	N	Y	Smoke & Heat Sensors
SCHUMANN HOUSE - 34 S. West Street		Y	N	N	Y	Smoke & Heat Sensors
SPRADLEY-YOUNG HALL (Q-3)		Y	N	N	Y	Smoke & Heat Sensors
STRAYER HOUSE		Y	Y	N	Y	Smoke & Heat Sensors
STUART HOUSE - 49 N. West Street		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
TODD HOUSE - 41 S. College Street		Y	N	N	Y	Smoke & Heat Sensors
VINCETTE HOUSE - 275 W. Louther Street		Y	N	N	Y	Smoke & Heat Sensors
WITWER HALL		Y	N	N	Y	Smoke & Heat Sensors
CONWAY ST, 2		Y	N	N	Y	Smoke & Heat Sensors
COLLEGE ST, S 49		Y	N	N	Y	Smoke & Heat Sensors
COLLEGE ST, S 51		Y	N	N	Y	Smoke & Heat Sensors
100 S. WEST STREET		Y	N	N	Y	Smoke & Heat Sensors
119 W. HIGH ST.		Y	N	N	Y	Smoke & Heat Sensors
128 CHERRY ST.		Y	N	N	Y	Smoke & Heat Sensors
130 CHERRY ST.		Y	N	N	Y	Smoke & Heat Sensors
135 N. COLLEGE ST.		Y	N	N	Y	Smoke & Heat Sensors
136 CHERRY ST.		Y	N	N	Y	Smoke & Heat Sensors
139 N. COLLEGE ST.		Y	N	N	Y	Smoke & Heat Sensors
140 CHERRY ST.		Y	N	N	Y	Smoke & Heat Sensors
141 W. HIGH STREET		Y	N	N	Y	Smoke & Heat Sensors
146 W. LOUTHER ST.		Y	N	N	N	Smoke & Heat Sensors
150 W. LOUTHER ST.		Y	N	N	N	Smoke & Heat Sensors
152 W. LOUTHER ST.		N	N	N	N	Linked Local Smoke Sensors
154-156 W. LOUTHER ST.		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
155 W. HIGH STREET		Y	N	N	Y	Smoke & Heat Sensors
159 W. HIGH STREET		Y	N	N	Y	Smoke & Heat Sensors
163 W. HIGH STREET		Y	N	N	Y	Smoke & Heat Sensors
165 W. HIGH STREET		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
169 W. HIGH STREET		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
170 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
171 W. HIGH STREET		Y	N	N	N	Smoke & Heat Sensors
233 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
373 W. LOUTHER ST. Townhouse		Y	N	N	Y	Smoke & Heat Sensors
377 W. LOUTHER ST. Townhouse		Y	N	N	Y	Smoke & Heat Sensors
379 W. LOUTHER ST. Townhouse		Y	N	N	Y	Smoke & Heat Sensors
381 W. LOUTHER ST. Townhouse		Y	N	N	Y	Smoke & Heat Sensors
383 W. LOUTHER ST. Townhouse		Y	N	N	Y	Smoke & Heat Sensors
417 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
425 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
502 REED ST.		Y	N	N	Y	Smoke & Heat Sensors
504 REED ST.		Y	N	N	Y	Smoke & Heat Sensors
505 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
506 REED ST.		Y	N	N	Y	Smoke & Heat Sensors
507 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
508 REED ST.		Y	N	N	Y	Smoke & Heat Sensors
509 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
510 REED ST.		Y	N	N	Y	Smoke & Heat Sensors
512 REED ST.		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors
513 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
515 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
519 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
521 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
527 W. LOUTHER ST.		Y	N	N	Y	Smoke & Heat Sensors
529 W. LOUTHER ST.		Y	N	N	N	Smoke & Heat Sensors
532 W. LOUTHER ST. CENTER FOR SUSTAINABLE LIVING		Y	Y	N	Y	Sprinkler, Smoke & Heat Sensors

RESIDENTIAL STUDENT HOUSING Building Name / Location	Central Station	Sprinkler	HALON	Pull Stations	Alarm Notes
BOLOGNA CAMPUS					
VIA MARSALA, 9 (1 st and 3 rd floors)	N	N	N	N	Smoke and carbon monoxide detectors
VIA CASTIGLIONE, 24 (2 nd floor)	N	N	N	N	Smoke and carbon monoxide detectors
VIA CASTIGLIONE, 26 (2 nd floor)	N	N	N	N	Smoke and carbon monoxide detectors
VIA ARIENTI, 3 (2 nd floor)	N	N	N	N	Smoke and carbon monoxide detectors
VIA FRANCESCO TODARO, 5 th floor	N	N	N	N	Smoke and carbon monoxide detectors
VIA DE ROLANDIS, 3 rd floor	N	N	N	N	Smoke and carbon monoxide detectors

Campus Parking Policy

Faculty and Staff who wish to park in a campus parking lot on weekdays during the academic semesters (Monday through Friday 7:00 a.m. to 5:00 p.m.) are required to register their car and obtain a parking permit. Students who wish to park in a campus parking lot will need to purchase a parking tag (\$30/semester, \$60/year). The Campus Parking Policy provides detailed information.

A parking permit provides access to campus parking lots but does not guarantee a parking space.

Parking Policy Details:

- Students, faculty, and staff who wish to park in a campus parking lot are required to obtain a transferable parking permit, which is affixed to the inside of the windshield on the passenger side.
- Parking permits will be available to all

students, faculty, and staff.

- Vehicles that by virtue of their length require more than one parking space still only require one parking permit. For example, a truck with a trailer behind it that takes up two parking spaces still requires only one parking permit.
- Parking permits are not required for summer parking (Commencement through the first day of classes), for weekend parking, for winter break parking, or for after-hour parking (between 5:00 p.m.-7:00 a.m.).
- Obtaining a parking permit does not guarantee a space in a campus parking lot. The parking permit provides the opportunity to park in campus parking lots. If a person wishes to park curbside on the street, no parking permit is required.
- The cost of a parking permit for students is \$60 per year, or \$30 per

semester.

- Parking permit fees are not pro-rated but permits issued 30 days prior to the end of a semester will be valid for the remainder of the semester for which they are issued and the next semester or fiscal year as well, depending on the length of term being purchased (semester or annual).
- There will be no refunds for parking permits that are no longer needed prior to the expiration of the permit. Individuals, however, can assign their parking permit(s) to another individual. To avoid possible issues associated with ticketing, it is recommended that Public Safety be notified when permits are transferred to other people.
- Students, faculty, and staff who have state-issued ADA hang tags or license plates are not required to purchase a parking permit.
- Parking lot designations will remain as they currently exist, both for faculty and staff and for students. Signs exist at the entrances to lots, or in some cases portions of lots, denoting the lot designation. The current designations are as follows:
 - Red Lots are for faculty and staff only.
 - Blue Lots are for students, faculty, and staff.
 - Special exceptions are identified in the 'Important

Notes' section, below.

- The fine for parking in a campus parking lot without a parking permit is \$75.00, with subsequent offenses being \$100.00.
- Lost parking permits can be replaced for \$50.00.
- Parking permits will be replaced for no additional cost if the permit is stolen, and a police report is filed.

First -year Student Vehicle Policy

First-year students are not permitted to possess or operate motor vehicles on the Dickinson campus or in the Carlisle area. This restriction applies to any vehicle regardless of its type, ownership, or registration but does not apply to fleet vehicles used in accordance with college-sponsored activities. This policy is in effect seven days a week. Exceptions to the policy are granted according to strict guidelines and can only be made by the Department of Public Safety. Requests for exceptions must be made in writing by the student and forwarded to the Chief of Public Safety at security@dickinson.edu.

Parking and Operation of Motor Vehicles

Parking and operation of motor vehicles must conform to provisions of the laws and ordinances of the Commonwealth of Pennsylvania and the Borough of Carlisle. Parking a vehicle for extended periods

(longer than 72 hours) is discouraged in central campus lots. If you need to park your vehicle for periods longer than 72 hours, please use the Facilities Management lot on North Orange Street or the Kaufman lot and notify DPS. Motor vehicles that are abandoned or illegally parked in college parking lots will be removed in accordance with Section 3353 of the Pennsylvania Vehicle Code.

The following are not permitted:

- Parking in a “no parking” or reserved space
- Parking in a handicapped space without a proper tag
- Parking in fire lanes marked with yellow curbs.
- Parking in areas designated as “tow away” zones.
- Parking to block access to refuse containers
- Parking in or blocking a driveway.
- Parking on a sidewalk
- Exceeding the posted time limit in regulated areas
- Careless or imprudent operation of a motor vehicle on college property
- Invalid use of a visitor space
- Parking an unregistered vehicle on college property

Penalties for Violations of Regulations

Failure to observe traffic regulations will result in the imposition of penalties as

follows:

- No valid parking permit – 1st offense - \$75.00
- No valid parking permit – subsequent offense - \$100.00
- Unauthorized parking in disabled space - \$50.00
- No parking space/Area/Yellow Curb - \$25.00
- Designated/reserved space/area – 1st offense - \$25.00.
- Designated/reserved space/area – subsequent offense - \$50.00.
- Blocking driveway or access - \$25.00
- First year parking violation - \$75.00
- Designated visitor space – 1st offense - \$50.00
- Designated visitor space – subsequent offense - \$100.00

All fines must be paid at the Cashier’s Office in the Holland Union Building within 7 days from the time the citation was issued. ***Vehicles with 3 or more unpaid tickets may be towed.**

Penalties for violations committed with a vehicle will be charged against the registered owner of the vehicle unless another person is clearly identified as the operator of the vehicle at the time of the violation. Penalties assessed will, unless paid as above, be charged to the individual’s account with the college and treated on the same basis as any other amount owed to the college.

Parking Citation Appeals

Parking citations may be appealed within 7

days of the date issued. Citation appeal forms are available at DPS. A panel reviews appeal forms and the appealing party is notified of the outcome of their appeal by e-mail.

Parking over Winter Break

Persons needing to leave vehicles parked on campus during Winter Break must contact DPS to be directed where to park the vehicle. Vehicles parked on campus may be parked in the Kaufman Lot or the West Kline Lot, but only at the direction of DPS. In the event of a storm, cars not parked in areas designated by DPS may be towed at the owner's expense.

Frequently Asked Questions

Does Dickinson Public Safety have powers of arrest or are they just a security department?

Our officers are duly sworn officers empowered by Pennsylvania Statute to enforce laws within our jurisdiction. This means our officers have virtually the same powers as police officers in your town or city. Please remember, safety is our number one priority.

How safe is the campus?

We think that our campus is very safe, but we realize that incidents can occur. No community is totally crime free. We are no exception. We take every reasonable measure to ensure that all members of our community are safe, and our community is violence free. The thing to remember is that crime prevention on campus is everyone's responsibility. Every community member

should take proactive steps to become prepared for campus living.

What services does DPS provide?

In addition to providing a full range of law enforcement services, the department provides programs in crime prevention and personal safety, self-defense, and first aid/CPR. Officers within the department act as liaisons to each residence hall and to various groups and organizations on campus.

We provide safety and risk management programs. We provide lockout services and motorist assistance that includes portable jump-start kits. Through Safe Walk, officers accompany students and staff during their travels on campus. Whether walking from a residence hall to the library or from the Wellness Center to the HUB, we can be there with you to promote a safe community.

What about the officers, what is their training and experience?

All our officers are required to receive training and maintain certification in compliance with the requirements of the Commonwealth of Pennsylvania. This training is an ongoing process through yearly updates and continuing education. Many officers have previously worked in municipal, state, or military policing, while others have experience on college campuses prior to joining our department. Officers are trained in many specialty areas such as sexual assault investigation, emergency medical response, hazardous materials, drug recognition, and self-defense. Many officers are trained and certified as crime prevention practitioners. Some of our officers are

instructors in different specialties and teach for various state and local departments.

What are the most prevalent crimes on campus?

Theft is the number one crime on most college campuses. Most of the thefts are related to unattended property and rooms left unlocked. Alcohol related crimes compose a significant portion of each year's crime report. Underage possession of alcoholic beverages and public drunkenness make up the highest number of alcohol related incidents.

What happens if I am arrested or get in trouble?

All persons on college property, including students, faculty, staff, and visitors, are subject to the same laws and regulations. When DPS officers issue citations, utilize arrest warrants or make on-view arrests, all procedures appropriate to the Pennsylvania Crimes code will be followed. Incidents on campus involving students may also be referred through the Student Conduct system.

If you are arrested or criminally charged by another local law enforcement agency in the Carlisle area, DPS personnel may be able to help guide you through the criminal justice system. We maintain a good relationship with the office of the Magisterial District Justice and can help you arrange a meeting to discuss your options to address any charges.

When should I contact DPS and why?

DPS officers are on duty 24 hours a day, 365 days a year and should be contacted to report any suspicious or criminal activity. They must also be notified of any emergencies occurring on campus. Questions regarding motor vehicle regulations or laws, parking issues or traffic control needs should be directed to Public Safety.

Is there an effort to educate students concerning personal safety?

Officers provide a variety of educational and prevention programs for students during orientation sessions, and during the year as requested. Among these programs are fire safety, personal safety, sexual assault prevention and drug and alcohol awareness. During the academic year, via Public Safety Advisories, students and staff are made aware of safety or security issues on campus.