DICKINSON COLLEGE

2026 Annual Security and Fire Safety Report

Crime Statistics 2023-2025

Includes policies, and information for 2024-2026 Academic Years for the Carlisle main campus as well as the Bologna, and Toulouse campuses and the College Farm

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Dickinson College and the Carlisle area are 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 safe, crime is a reality at Dickinson College and in Carlisle.

Maintaining a safe campus requires 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 where 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 Carlisle Police Department | Cumberland County.

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 Chief of Public Safety, who reports to the Vice President of Student Life and Dean of Students. The Chief manages all operations of Public Safety and oversees institutional Clery compliance responsibilities, with assistance from the Clery Act Compliance Officer. 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 when fully staffed.

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. Public Safety Assistants can detain suspects until police arrival but have no power of arrest. Public Safety Assistants have the authority to enforce college policies. The enforcement authority of Public Safety Assistants is limited to property owned or controlled by the college and public property adjacent to and accessible from on campus property.

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 717-2451349 for non-emergency information and general service requests. The communications office has radio and backup 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/Campus 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, the Harrisburg Office of the Federal Bureau of Investigations, 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, pertaining to the investigation of alleged criminal incidents.

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, dispatch an officer, or ask 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 State (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 Muncipale (Municipal Police) also operates 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: Bruno Grazioli, Resident Director, K. Robert Nilsson Center for European Studies, Via Marsala 2, 40126 Bologna

- Tel: (011-39) 051-22-44-51
- Email: graziolb@dickinson.edu

In the event of an emergency Dickinson College Public Safety in Carlisle may also be contacted at: 001-717-245-1111.

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) 2492121. 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 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, dispatch an officer, or ask 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. Non-French 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) 5-3441-36-50

Students should also notify the Toulouse Campus Academic Director, Dr. Julia Carnine, Dickinson en France 2, place Alphonse Jourdain 31000 Toulouse, France of any emergency:

- 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.

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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 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:
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

Pastoral Counselors

Definition - 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, and Rev. Dr. Jessica Chapman Lape, Director of the Center for Spirituality and Social Justice, are pastoral counselors.

Professional Counselors

Definition - 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.

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.

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. 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:

- Prof. Luca Trazzi, 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 2023, 2024, and 2025 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. Dickinson College does not have any properties which fall into the "Non-Campus Property" category.

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, 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 2023, 2024, and 2025 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 preformed 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 preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation** – A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- **Gender** – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.
- **Gender Identity** – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.
- **Ethnicity** – A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin** – A preformed 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 2023-2025					
Offense - Reported by hierarchy	Year	Residential Facilities	On Campus *Includes Res. Fac.	Non-Campus	Public Property
Murder/Non-negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	6	10	0	0
	2024	9	11	0	0
	2025	6	15	0	0
Fondling	2023	5	9	0	2
	2024	2	5	0	0
	2025	1	4	0	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	1	0	0
Aggravated Assault	2023	0	0	0	0
	2024	2	2	0	0
	2025	0	0	0	1
Burglary	2023	3	4	0	0
	2024	1	5	0	0
	2025	1	1	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Offenses - Not reported by hierarchy	Year	Residential Facilities	On Campus *Includes Res. Fac.	Non-Campus	Public Property
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Domestic Violence	2023	5	7	0	1
	2024	2	3	0	0
	2025	4	6	0	1
Dating Violence	2023	1	1	0	0
	2024	1	1	0	0
	2025	1	2	0	0
Stalking	2023	2	15	0	0
	2024	2	13	0	0
	2025	0	6	0	1
ARRESTS					
Liquor Law Violations	2023	0	0	0	4
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	1
Weapons Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	37	43	0	1
	2024	51	56	0	0
	2025	56	65	0	0
Drug Law Violations	2023	12	17	0	0
	2024	11	15	0	0
	2025	11	17	0	0
Weapons Law Violations	2023	0	0	0	0
	2024	0	0	0	0

	2025	**1**	**1**	**0**	**0**

Hate Crime Reporting – Carlisle Campus

2023: There were zero hate crimes reported

2024: There was one hate crime reported

- One case of Intimidation based on Sexual Orientation occurred on public property.

2025: 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 – Carlisle Campus

2023: There were zero unfounded crimes

2024: There was one unfounded crime

2025: There were zero unfounded crimes

Bologna Crime Statistics 2023-2025					
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
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025				
Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2024	0	0	0	0
	2026	0	0	0	0
Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Offenses - Not reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		Facilities	*Includes Res. Fac.		Property
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	n/a	0
Domestic Violence	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
Dating Violence	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
Stalking	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
ARRESTS					
Liquor Law Violations	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
Drug Law Violations	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
Weapons Law Violations	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
Drug Law Violations	2023	0	0	n/a	0
	2024	0	0	n/a	0
	2025	0	0	n/a	0
Weapons Law Violations	2023	0	0	n/a	0
	2024	0	0	n/a	0

	2025	**0**	**0**	**n/a**	**0**

Hate Crime Reporting – Bologna Campus

2023: There were zero hate crimes reported

2024: There were zero hate crimes reported

2025: There were zero hate crimes reported

Unfounded Crimes – Bologna Campus

2023: There were zero unfounded crimes

2024: There were zero unfounded crimes

2025: There were zero unfounded crimes

College Farm Crime Statistics 2023-2025

Offense - Reported by hierarchy	Year	Residential Facilities	On Campus *Includes Res. Fac.	Non-Campus	Public Property
Murder/Non-negligent Manslaughter	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Manslaughter by Negligence	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Rape	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Fondling	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Incest	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Statutory Rape	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Robbery	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Aggravated Assault	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Burglary	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Motor Vehicle Theft	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0

Offenses - Not reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		Facilities	*Includes Res. Fac.		Property
Arson	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Domestic Violence	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Dating Violence	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Stalking	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
ARRESTS					
Liquor Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0

	2025	**n/a**	**0**	**n/a**	**0**

Hate Crime Reporting – College Farm

2023: There were zero hate crimes reported

2024: There were zero hate crimes reported

2025: There were zero hate crimes reported

Unfounded Crimes – College Farm

2023: There were zero unfounded crimes

2024: There were zero unfounded crimes

2025: There were zero unfounded crimes

Toulouse Crime Statistics 2023-2025					
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
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Manslaughter by Negligence	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Rape	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Fondling	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Incest	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Statutory Rape	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Robbery	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Aggravated Assault	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Burglary	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Motor Vehicle Theft	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0

Offenses - Not reported by hierarchy	Year	Residential	On Campus	Non-Campus	Public
		Facilities	*Includes Res. Fac.		Property
Arson	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Domestic Violence	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Dating Violence	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Stalking	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
ARRESTS					
Liquor Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
REFERRALS FOR DISCIPLINARY ACTION					
Liquor Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Drug Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0
Weapons Law Violations	2023	n/a	0	n/a	0
	2024	n/a	0	n/a	0
	2025	n/a	0	n/a	0

Hate Crime Reporting – Toulouse Campus

2023: There were zero hate crimes reported

2024: There were zero hate crimes reported

2025: There were zero hate crimes reported

Unfounded Crimes – Toulouse Campus

2023: There were zero unfounded crimes

2024: There were zero unfounded crimes

2025: There were zero unfounded crimes

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 sexual harassment and gender-based misconduct in all 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 misconduct. This policy supersedes any and all other Dickinson policies, processes and/or handbooks related to the handling of sexual or gender-based 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, fondling, dating violence, domestic violence, stalking, and retaliation. This policy prohibits a broad continuum of behaviors, all which constitute a form of sexual or gender-based discrimination or harassment. This document may use the term "sexual or gender-based misconduct" 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.

The College is committed to taking all appropriate steps to eliminate sexual and gender-based harassment, sexual assault, fondling, dating violence, domestic violence, stalking, prevent their recurrence and address their effects.

All College proceedings are conducted in compliance with the requirements of Title IX, the

Jeanne Clery Campus Safety 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

Kat Matic
Title IX and Sexual Respect Office
41 Conway Street
(717) 254-8316

matick@dickinson.edu
titleix@dickinson.edu

Jurisdiction

This policy applies to all members and organizations of the Dickinson College community, including incoming and current students, faculty, and staff, individuals participating or attempting to participate in a Dickinson educational program or activity, as well as third parties, such as but not limited to independent contractors, vendors, visitors and guests whenever the College has actual knowledge of the misconduct and the misconduct occurs:

• In the United States, and.
• In Dickinson College's educational program or activity, which is defined as locations, events or circumstances over which Dickinson exercises substantial control over both the Respondent(s) and the context in which the misconduct occurred, or any building owned or controlled by a student organization officially recognized by Dickinson College.

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 and/or offer supportive measures to address sexual and gender-based misconduct 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 act 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 act 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.

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 sexual or gender-based misconduct, as defined by this policy, in order to be actionable.

Prohibited Conduct and Definitions

The College recognizes that sexual and gender-based misconduct covers a broad spectrum of conduct, including but not limited to sexual harassment, gender-based harassment, sexual exploitation, sexual assault, fondling, dating violence, domestic violence, and stalking. The following forms of conduct are prohibited under this policy.

Sexual Harassment

Sexual Harassment is conduct on the basis of sex that involves an employee of Dickinson College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct (Quid pro Quo); or an individual engaging in unwelcome conduct on the basis of sex as determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Dickinson College's education program or activity. Title IX Sexual Harassment also includes:

- Sexual Assault: Sexual Assault is the penetration or attempted penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration or attempted penetration by a sex organ of another person, without consent of the victim.
- Fondling: Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.
- Incest: Incest is non-forcible sexual intercourse between persons who are related to each other within the degree wherein marriage is prohibited by law.
- Statutory Rape: Statutory Rape is non-forcible sexual intercourse with a person who is under the statutory age of consent.
- Dating Violence: Dating violence includes any act of violence or threatened act of violence, including sexual or physical abuse or the threat of such abuse, committed by a person who is or has been involved in a sexual or dating relationship with that person. It may involve one act or an ongoing pattern of behavior. Dating violence can encompass a broad range of behavior, including, but not limited to threats, assault, property damage, violence, or threat of violence to oneself, one's sexual or romantic partner or to the family members or friends of the sexual or romantic partner.
- Domestic Violence: Domestic violence includes any act of violence committed by a current or former spouse or intimate partner of the person; by a person with whom the individual shares a child in common; by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner; by a person

similarly situated to a spouse of the complainant; or by any other person against an adult or youth against whom the complainant is protected under Pennsylvania's domestic and family violence laws.

- Stalking: Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, (a) course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; (b) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and (c) substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Gender-Based Harassment

Gender-Based Harassment is behavior consisting of verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but not involving conduct of a sexual nature, which is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program, activity, or employment.

Sexual Exploitation

Sexual exploitation constitutes sexual harassment. Sexual exploitation is an act or acts attempted or committed by a person for sexual gratification, financial gain, or advancement through the abuse or exploitation of another person's sexuality. Examples include, but are not limited to:

- Observing individuals without consent, non-consensual voyeurism.
- Allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties.
- Non-consensual visual or audio recording of sexual activity.
- Non-consensual taking of or distribution of photos or video-recordings of another individual's intimate body part or sexual activity.
- Unauthorized presentation or streaming of recordings of a sexual nature.
- Prostituting another person.
- Exposing one's genitals in non-consensual circumstances or inducing another to expose his or her genitals.

- Knowingly exposing an individual to a sexually transmissible infection or virus without their knowledge.

Harm to Others

Physical or verbal abuse, harassment, intimidation, or other harmful conduct, including those made electronically or via social media, that threaten, endanger, or have the potential to endanger the health, well-being, or safety of another individual. It can include but is not limited to threats, intimidation, assaulting another person, and/or purposefully injuring another individual. This behavior is typically treated as a violation of our Community Standards. Acts which constitute harm to others may be pursued in addition to one or more of the prohibited acts outlined above. The Title IX Coordinator has the authority to determine whether to investigate allegations under this policy, and/or dismiss an allegation(s) under this policy and refer the allegations to another office or department.

Harassing Conduct

The College recognizes that there are many forms of misconduct that could constitute sexual or gender-based harassment, and that it may not be possible to anticipate the specific forms such conduct could encompass. Although harassing conduct may take one of the forms already described under prohibited conduct, a student or employee may also be found responsible for additional forms of harassing conduct. Harassing conduct may occur in a single egregious instance or may be the cumulative result of a series of incidents. Harassing conduct may include conduct typically thought of as bullying or hazing in nature, whether or not the Complainant consents to participate in the conduct. It may also include verbal or physical conduct which intentionally targets an individual or group based on the individual or group's sex, sexual orientation, or sexual identity. Harassing conduct may be pursued in addition to one or more of the prohibited acts outlined above. The Title IX Coordinator has the authority to determine whether to investigate allegations under this policy, and/or dismiss an allegation(s) under this policy and refer the allegations to another office or department.

Retaliation

Retaliation is any adverse action or threatened action, taken or made, personally or through a third-party against any individual who engages with the Title IX and Sexual Respect Office or the resolution process. For example, any threatened or adverse action taken or made by groups or an individual against a reporting party, Complainant, Respondent, or Witness is strictly prohibited. Retaliation includes threatening, intimidating or harassing conduct that would discourage a reasonable person from seeking support services, reporting sexual or gender-based misconduct, or participating in the resolution process as a reporting party,

Complainant, Respondent, Witness or Advisor. Reports of sexual or gender-based misconduct made in good faith, even if the allegations are determined to be inaccurate or are not substantiated are not considered retaliation.

Complicity

Complicity is assisting, facilitating, or encouraging the commission of a violation of the Sexual Harassment and Misconduct Policy.

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

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 with the desire to end that sexual activity that was initially consensual. Once withdrawal of consent has been expressed, sexual activity must stop. Parties may re-engage 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.

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 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 vastly 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 wrongly 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.

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 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 use 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.

Report to the College

Any person may report sexual or gender-based misconduct in person, by mail, telephone, or email to the Title IX Coordinator.

Making a report to the College is different and distinct from making a formal grievance complaint and requesting the College either initiate an informal/conciliation process or formal grievance process. Once an individual makes a report to the College, the Title IX Coordinator will typically reach out to the Complainant (if identified in the Report) to offer support services and to provide information to the Complainant about how to make a formal grievance complaint.

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

matick@dickinson.edu
titleix@dickinson.edu

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

The Title IX Coordinator oversees the College's investigation and resolution of allegations of sexual or gender-based misconduct under this policy. The Title IX Coordinator also oversees the College's training, prevention and education efforts for employees and students.

When information regarding alleged sexual or gender-based misconduct is reported to the Title IX and Sexual Respect Office, the Title IX Coordinator collaborates with various College officials and offices to ensure:

- Support services are offered to those involved.
- Every effort is made on behalf of the College to honor the wishes of the Complainant regarding the College's resolution process.
- The entire process is fair, impartial, and completed in a timely manner.
- The process follows and complies with federal law and College policy.

The Title IX Coordinator is available to advise any individual, including a Complainant or a Respondent about support services, resolution paths that are available through the College and can assist a person with making a report to law enforcement.

The Title IX Coordinator is not a confidential staff member, however, is sensitive to and upholds the privacy of all individuals involved in the process. The Title IX Coordinator can designate individuals to perform any roles or duties described in this policy, including internal College employees and externally hired professionals.

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 corrective measures.

The Title IX Coordinator may consult with Title IX Deputies as determined appropriate for specific cases and dependent on the Complainant's or Respondent's role at the College. Title IX Deputies further support the College to ensure appropriate education and training efforts are conducted for students and employees.

You can contact any Title IX Deputy to obtain information on how to make a formal grievance complaint 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:

Stephen Winn | Assistant Title IX Coordinator

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

John Haggerty | Chief of Public Safety

Department of Public Safety | (717) 245-1349 | haggertj@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

Renee 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 Women Administrator/Head Women's Lacrosse Coach

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

When a Title IX Deputy has actual knowledge of possible sexual or gender-based misconduct, 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 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.

Mandated Reporters

At Dickinson College, all employees including faculty are Mandated Reporters except those identified and designated as confidential employees.

Student employees are not considered Mandated Reporters except when reporting is part of their employment responsibilities, such as Resident Assistants and students employed in the Department of Public Safety.

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 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

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 717-245-1349

The Department of Public Safety (DPS) has an 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 an individual under the age of eighteen. This may include Dickinson students, visitors, and guests. For more information visit our Protection of Minors 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.

Participation by the Parties and Witnesses Is Voluntary

Complainants, Respondents, or witnesses may choose to participate or decline to participate in the resolution process. However, even if a Complainant or a Respondent decline to participate, the College may deem it necessary to continue to investigate the report.

Advisors

The College provides the Complainant and Respondent with the same opportunities to have an Advisor of choice present during any formal grievance proceeding. 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. 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 hearing process. The College does not otherwise provide a Complainant or Respondent an Advisor for the investigation and informal/conciliation resolution process.

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, will 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 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.

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 are 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 our Dickinson College Students and Employees) at 717-831-8850

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.

An individual reporting sexual or gender-based misconduct is entitled to protection from any form of retaliation following a good faith report, even if the report is not later substantiated. Examples of retaliation include but are not limited to making a direct or indirect threat against an individual who reported in good faith, demoting or denying advancement due to a filed complaint, or firing or losing benefits of college programs or activities due to a filed complaint.

Amnesty for Student Complainants, Student Reporters, and Student Witnesses

Students who share information with the College about sexual or gender-based 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.

Know Your Options - for Support Services and Reporting

After an incident of sexual harassment, sexual assault, fondling, dating violence, domestic violence, stalking or other sexual or 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 formal grievance report 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 formal grievance 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 who if you request, can speak with you over the phone or come to campus and meet with you.
- 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/conciliation process through the College.
- Requesting a formal grievance 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.

Resources

Individuals are encouraged to seek information from a confidential resource person in deciding whether and how to proceed. Confidential resources will typically not share information with the College, nor will speaking with a confidential resource person trigger action by the College under most circumstances. 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.

Confidential resources are medical providers, mental health providers, ordained clergy, and rape crisis counselors who are functioning within the scope of their certification or license. Confidential resources can provide support to individuals, such as, but not limited to, assistance in navigating personal impact and assistance in connecting with other available support services and resources.

For Students

On-Campus Wellness Center

- Health Services, Counseling and Psychiatric Services 717-245-1663
- Rabbi Marley Weiner, Director of the Milton B. Asbell Center for Jewish Life (717) 245-1636
- Katie Schweighofer, Director Women's and Gender Resource Center (717) 245-1966
- Tommy Lee, Director Office of LGBTQ Services (717) 254-8054
- Rev. Dr. Jessica Chapman Lape, Director of Center for Spirituality and Social Justice 717-245-1267

Please note: if a Complainant, Respondent, or witness discloses an incident of alleged sexual or gender-based misconduct to an above mentioned individual when that individual is not acting in their role that provides them privilege, such as when a counselor is serving as a professor rather than in their counseling role, the individual is strongly encouraged to make a report to the Title IX Coordinator.

EMERGENCY CARE

If you have a physical or mental health emergency which cannot wait until the Wellness Center reopens, contact DPS at 717-245-1111 and an officer will assist you with accessing care.

For Employees

- Employee Assistance Program (EAP)
  Franco Psychological Associates, P.C.
  717-243-1896

- Reliance
  855-RSL-HELP (855-775-4357)

For Students and Employees

24/7 Dickinson College Sexual Violence Hotline (an advocate from the YWCA can speak with you over the phone or meet you on campus) 717-609-4244

The Advocacy Hotline is reserved for our Dickinson College students and employees. The hotline is staffed by professional licensed counselors at the YWCA who can provide support and information to individuals who have experienced sexual or gender-based misconduct.

- YWCA Carlisle's Sexual Assault/Rape Crisis Services of Cumberland County
  1-888-831-8850
- Domestic Violence Services of Cumberland and Perry Counties (DVS)
  717-258-4806 24/7 Hotline: 1-800-852-2102
- RAINN (National Sexual Assault Online Hotline)
  Free 24/7 Confidential Online Chat: https://hotline.rainn.org/online
- Sexual Violence Legal Assistance Project 717-901-6784 https://pcar.org/help-pa/legal
  The Pennsylvania Coalition Against Rape (PCAR) provides holistic legal advice and counsel, and short-term representation to victims of rape and sexual assault.

Emergency Reporting Options

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

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

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.

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

You can also seek SANE services at:

UPMC West Shore
1995 Technology Parkway
Mechanicsburg, PA 17050
717-791-2600

Penn State Health Holy Spirit Medical Center
503 N. 21st St.
Camp Hill, PA 17011
717-763-2757

For information about hospitals that offer emergency contraception, please visit the Department of Health's website, *Emergency Contraception for Sexual Assault Survivors.* Please note that Dickinson's Wellness Center offers emergency contraception.

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

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

Off Campus

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

File a Formal Grievance Complaint with the College

After submitting a report and speaking with the Title IX Coordinator in an intake meeting, the Complainant can file a formal grievance complaint through electronic submission by physically or digitally signing the document and filing it as authorized (i.e., in person, by mail, or by e-mail to the Title IX Coordinator).

Title IX and Sexual Respect Office
Title IX Coordinator, Kat Matic
41 Conway Street
717-254-8316
matick@dickinson.edu
titleix@dickinson.edu

In filing a formal grievance complaint, the Complainant must allege sexual harassment against a Respondent(s). It is recommended that the Complainant include a request that the College investigate the allegation(s) and resolve the complaint either through an informal/conciliation process or formal grievance process. The Complainant should include as much detail as possible in the formal grievance complaint, including the date(s), time(s) and location(s) of the incident(s), the name(s) of the Respondent(s) or organization(s) and a detailed description of the incident(s) including the alleged policy violated.

For student complaints against an employee(s), the College cannot engage in an informal resolution/conciliation process. At the time of filing a formal grievance complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the College with which the formal complaint is filed.

Title IX Coordinator may file a Formal Grievance Complaint

The Title IX Coordinator's decision to sign a formal grievance complaint may occur after the Title IX Coordinator has attempted to contact the Complainant to discuss availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, and explain to the Complainant the process for filing a formal grievance complaint. The Title IX Coordinator's decision to sign a formal grievance complaint includes considering the Complainant's wishes regarding how the College should respond to the Complainant's allegations.

Other than a Title IX Coordinator, third parties cannot file formal grievance complaints. The formal grievance process may proceed if the Title IX Coordinator determines it is necessary to sign a formal grievance complaint, even though the written notice of allegations does not include the complainant's identity.

File an Anonymous Report

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 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**.

The College conducts an initial assessment of all online reports, regardless of whether any identifying information is included. Once an anonymous report is submitted, the report is received by and accessible by the Chief of Public Safety, the Title IX Coordinator and Assistant Title IX Coordinator. The Title IX Coordinator then begins the initial assessment process as detailed in this policy. Depending on the type of allegation(s) and Respondent's role at the College, and if known through the report, the Title IX Coordinator may inform and share the information with other staff members who have a need to know the information in order to provide supportive measures, corrective action and resolution of the matter.

Any individual that submits an anonymous report is directed to review the Support Services section of this Policy for information on both on- and off-campus resources. Depending on the amount of information detailing the reported incident or identifying the alleged individual(s) responsible, the College's ability to respond in a specific manner may be limited.

Where a Complainant desires to initiate a formal grievance process, the Complainant cannot remain anonymous or prevent the Complainant's identity from being disclosed to the Respondent (through the written notice of allegations).

Time Frame for Reporting

Individuals are encouraged to report alleged sexual or gender-based misconduct 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.

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 the College's Sexual Harassment and Misconduct 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.

Response Process - Initial Assessment, Outreach to Complainant, Intake Meeting, and Support Services

Initial Assessment

When information or a report of alleged sexual or gender-based misconduct is received by the Title IX and Sexual Respect Office, the Title IX Coordinator will conduct an initial assessment of the reported information and respond to any immediate health or safety concerns. The Title IX Coordinator will evaluate whether the information received provides identifying information for the Complainant, Respondent, and/or witnesses regarding the allegation(s) reported, including whether the report includes an allegation of sexual or gender-based misconduct by a Respondent and the requested resolution process, if any is included in the report. The Title IX Coordinator can gather additional information from the Complainant, Respondent, and/or witnesses regarding the allegation(s) of sexual or gender-based misconduct reported in order to conduct an individualized safety and risk assessment if deemed appropriate based on the initial information reported.

Outreach to the Complainant

After the Title IX and Sexual Respect Office receives information or a report of sexual or gender-based allegation(s), the Title IX Coordinator or designee typically contacts the Complainant first, if identified in the report. This step in the initial assessment is called outreach and is most commonly done in an email to the Complainant, with information about on- and off-campus support services and information on how to make a formal grievance complaint to the College.

The email includes an invitation for the Complainant to meet in-person with the Title IX Coordinator and/or designee to discuss the availability of supportive services, inform the Complainant of the availability of supportive measures with or without the filing of a formal grievance complaint, and explain to the Complainant the process for filing a formal grievance complaint and learning of the Complainant's preferred resolution process, if any.

After review of the information received or reported to the Title IX and Sexual Respect Office, and if available, any additional information gathered after outreach to and an intake meeting with the Complainant, the Title IX Coordinator will evaluate, whether, if substantiated, the conduct could constitute a policy violation. If the allegations, even if proven, do not meet the policy definitions or the incident does not fall within the jurisdiction of the College, the Title IX Coordinator will dismiss the complaint. The Title IX Coordinator may refer the report to another office or department to review the allegation(s) for other potential policy violations. As part of the initial assessment, the Title IX Coordinator will also review whether there are any safety risks to individuals or the campus community and may decide to conduct an individualized safety and risk assessment and make a determination regarding possible emergency removal. The Title IX Coordinator may consult with members of the Title IX Team and/ or other officials in conducting the individualized risk assessment and imposing any emergency removal.

As part of the initial assessment, outreach and intake meeting(s), the College will:

- Assess the nature and circumstances of the allegation.
- Address immediate physical safety concerns and conduct an individualized safety and risk analysis if determined appropriate by the Title IX Coordinator and/or member(s) of the Title IX Team.
- Review the Complainant's expressed preference for manner of resolution.
- Notify the Complainant of the right to contact or decline to contact law enforcement if the conduct is criminal in nature, and if requested, assist them with notifying law enforcement.

- Notify the Complainant of the availability of medical treatment to address physical and mental health concerns and to preserve evidence.
- Notify the Complainant of the importance of preservation of evidence.
- Assess the reported conduct for the need for a timely warning under the Clery Act.
- Provide the Complainant with information about on- and off-campus support services.
- Provide the Complainant with an explanation of how to make a formal grievance complaint and the procedural options including the informal/conciliation and formal grievance process.
- Notify the Respondent of the allegation(s) when a formal grievance complaint is submitted and the request by Complainant is made for either conciliation/informal or a formal grievance process.
- Inform the Complainant and the Respondent they may seek an Advisor of their choice to assist them throughout the investigation and formal grievance process of the complaint, and that the Advisor conducts cross-examination of the other party during a hearing process.
- Explain the College's policy prohibiting retaliation.

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 health or safety of individual(s) or the campus community. Emergency removal is for the purpose of addressing imminent threats posed to any person's physical health or safety, which might arise out of the sexual harassment allegations.

In such circumstances, the College will undertake an individualized safety and risk assessment, determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal. Typically, the individualized safety and risk analysis will be conducted by the Title IX Coordinator and/or members of Title IX or the CARE Team, and/or their designees.

If after conducting an individualized safety and risk assessment the College decides that an Emergency Removal is appropriate, the Emergency Removal will be tailored to balance the ability of a student Respondent to complete their academics/employment duties (if possible or applicable) while considering the safety of the Complainant and College community. The Title IX Coordinator or designee will immediately provide the Respondent an opportunity to

challenge the decision of the College. While Dickinson College may provide alternative academic or employment opportunities during an Emergency Removal, it is not required to do so. Non-punitive actions taken, such as supportive measures (e.g., changes in housing) do not constitute Emergency Removals.

The Respondent has an opportunity to challenge the Emergency Removal by submitting a request for reconsideration to the Title IX Coordinator, who will forward the request to the appropriate College Official to render a decision. Typically, the appropriate College Official will be the Associate V.P. for Student Life or designee for students, and the V.P. for Human Resources or designee for employees. The Respondent must submit this request for reconsideration within three (3) calendar 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 Title IX Coordinator, 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 Associate V.P. for Student Life or designee, or the V.P. for Human Resources or designee, as appropriate 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 formal grievance process. Such leave will be structured (paid vs. unpaid) at the College's discretion. When Emergency Removal or Leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

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 formal grievance complaint or where no formal grievance 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 or 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
- Counseling services
- Medical services
- Change in class schedule, including the ability to transfer course sections or drop a course.
- Rescheduling exams and assignments
- Change in work schedule or job assignments.
- Change in living arrangements.
- 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 initial 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/conciliation process or as a sanction through the formal grievance complaint process.

Support Service – No Contact Directive

College administrators will impose a No Contact Directive (NCD) to prohibit contact between parties. An 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). Allegations(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.

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 grievance 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 conduct an initial assessment to 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.

If the Title IX Coordinator decides to sign a formal grievance complaint, both the Complainant and Respondent will receive written notice.

Determination after an Initial Assessment

The initial assessment will proceed to the point where a reasonable assessment of the safety of the individual and of the campus community can be made.

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. A Complainant making a formal grievance complaint must be engaging in or attempting to engage in the College's educational programs or activities at the time of the incident or report.

Grounds for Dismissal of Formal Grievance Complaint

If the conduct alleged in the formal grievance complaint would not constitute sexual or gender based prohibited misconduct as defined in this policy even if proved, did not occur in the College's education program or activity, or did not occur against a person in the United States, then the Title IX Coordinator will dismiss the formal grievance complaint with regard to that conduct for purposes of sexual harassment under Title IX; such a dismissal does not preclude action under another provision of the College's policies.

The College may dismiss the formal grievance complaint or any allegations therein, if at any time during the investigation or hearing a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal grievance complaint or any allegations therein; the Respondent is no longer enrolled or employed by the College; or specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal grievance complaint or allegations therein. Upon dismissal of a formal complaint, the Title IX Coordinator or designee will send written notice of the dismissal and reason(s) therefore simultaneously to the parties.

The Title IX Coordinator may consult with an appropriate member(s) of the Title IX Team to make this determination.

Right to Appeal Notice of Dismissal

If a Complainant or Respondent disagrees with the Title IX Coordinator's dismissal of a formal grievance complaint, they may appeal and request reconsideration to proceed either through an informal/conciliation resolution process or the formal grievance process.

A Complainant or Respondent must submit the appeal within five (5) College business days of the date of the Title IX Coordinator's dismissal letter. The appeal should consist of a written statement outlining the specific reason(s) for reconsideration, limited to the following grounds:

1. Procedural irregularities that substantially affect the outcome of the matter.

2. Substantive new evidence that was not available at the time of the decision that was not available and that could substantially affect the outcome of the decision.

The appeal letter must be sent to the Title IX Office at titleix@dickinson.edu.

Upon receipt of a party's appeal letter, the Title IX Coordinator will forward all relevant materials to the Review Official. The Review Official will share the appeal letter with the other party. The other party may submit a response to the appeal within five (5) College business days of the date of the letter from the Appeal Official. The appealing party will have access to the other party's response to the appeal, but no further responses will be permitted.

The review will be conducted in an impartial manner by the Review Official or their designee. The Review Official will consult with the General Counsel about making a determination regarding the case.

- For Student Complainants/student Organizations - the Vice President and Dean of Student Life is typically the Review Official.
- For Faculty Complainants – the Provost and Dean of the College is typically the Review Official.
- For Staff Complainants – the Vice President for Human Resources is typically the Review Official.

A review of the matter will be prompt and narrowly tailored to reconsideration of whether the allegation(s) meet the jurisdiction of the College and whether the prohibited conduct alleged in the formal grievance complaint would or would not constitute sexual or gender-based misconduct as defined in this policy, occurred in the College's education program or activity, occurred against a person in the United States, and the incident occurred while the Complainant was engaging or attempting to engage in the College's program(s) or activities.

The Review Official, after consulting with General Counsel and within ten (10) College business days, will inform the Complainant in-writing of their decision and whether their case will be resolved through this policy. The Review Official, even in upholding a dismissal of the case, is not precluded from referring the complaint to another office or department for review and resolution. The Review Official will copy the Title IX Coordinator on their decision.

College Intervention or Other Educational Remedies

Some allegations(s) of sexual or gender-based misconduct may be appropriately addressed by the College through intervention prior to, during, or after a resolution process. Intervention is a remedies-based, non-disciplinary approach designed to address reported sexual or gender-based misconduct, prevent recurrence, and remedy effects.

Examples of interventions that that Title IX Coordinator may implement include but are not limited to targeted or broad-based educational programming/training or request for Public Safety patrols of a specific area on campus. Such educational remedies do not require a formal grievance complaint.

Formal Grievance Complaint – Resolution Options

Once a Complainant submits a formal grievance complaint alleging sexual or gender-based misconduct against a Respondent, the Title IX Coordinator will review the complaint to determine whether the allegations fall within the College's jurisdiction and the alleged prohibited conduct meets the definitions under this policy. If the complaint does not meet this threshold, the Title IX Coordinator will dismiss the complaint and may refer the complaint to another department/office for their review and consideration of whether the allegations fall under other College policies. A formal grievance complaint can be resolved through one of two processes: through either an Informal Resolution/Conciliation Process or through a Formal Grievance Process that includes an investigation and hearing panel adjudication.

Informal Resolution/Conciliation

The College offers parties an informal/conciliation process that can resolve a formal grievance complaint without completing the investigation and hearing process. This is a voluntary process to which both the Complainant and Respondent agree and is approved as appropriate by the Title IX Coordinator or designee. This process can only be initiated after a formal grievance complaint has been filed and before any hearing on the merits occurs.

This informal/conciliation process is typically completed within thirty (30) days and is coordinated by an assigned Conciliator. The Conciliator is typically the Title IX Coordinator or Assistant Title IX Coordinator, or another designee trained in the facilitation of informal resolution meetings.

The Conciliator assists the parties in an independent and impartial manner in their attempt to reach an amicable settlement of their dispute. The Conciliator may, at any stage of the conciliation proceedings, make proposals for a settlement of the dispute.

As an initial step, the Title IX Coordinator and/or designee typically schedules an initial meeting with the Complainant to review support services and their procedural options including requesting an informal/conciliation process, a formal grievance process, or requesting no further action. During this meeting, the Title IX Coordinator and/or designee typically ask the Complainant which process they would prefer, if any. A similar meeting with the Respondent typically follows.

When the Complainant requests an informal/conciliation resolution process and the Title IX Coordinator or designee agrees the process is appropriate, the Title IX Coordinator or designee will provide the parties with written notice disclosing the allegations and the requirements of the informal/conciliation resolution process. Any time prior to signing a resolution agreement, the parties have the right to withdraw from the informal/conciliation process and resume the formal grievance process with respect to the formal grievance complaint. Before parties agree to participate in conciliation, they will be advised on any possible consequences resulting from participating, including the circumstances under which the parties are precluded from resuming a formal grievance complaint arising from the same allegations once a resolution agreement has been signed. The parties will also be informed how the records will be maintained or could be shared, including any potential sanctions that could be agreed upon and instituted for the Respondent. Informal/conciliation resolutions may result in a sanction(s) only when the Respondent agrees to the sanction(s).

Both parties will be required to provide written, voluntary consent to participate in the informal/conciliation process. The Complainant and Respondent may submit their written, voluntary consent in an email to the Title IX Coordinator or Assistant Title IX Coordinator.

The Complainant and Respondent may select and confer with an Advisor of their choice during an informal/conciliation process. However, the College does not provide parties with an Advisor for an informal/conciliation process.

The conciliation process may utilize conflict resolution strategies, including, but not limited to facilitation, mediation, and/or restorative justice. The Conciliator has flexibility to craft

resolution processes that serve the unique educational needs of the parties or the campus community.

The conciliation process can either take place with the Complainant and Respondent engaged in separate meetings with the Conciliator, or where the Complainant and Respondent voluntarily agree to a facilitated meeting where both parties and their Advisors, if any, are present.

If there is a resolution agreement made between parties, they will sign this resolution agreement that will outline the agreement terms. This resolution agreement will be maintained in the conduct file for the sole purpose of ensuring the agreement terms are upheld and met and any supportive services, remedies and/or sanction(s) agreed upon are upheld by parties as appropriate. Informal/conciliation resolutions may result in sanction(s) for which a Respondent may voluntarily agree. Note that the Conciliator will be mindful at all times to ensure that the parties are negotiating in good faith and the Conciliator is empowered to stop the conciliation process if the negotiation process or resulting agreement is unduly coercive, oppressive, or intended or likely to result in a grave injustice to a participant. In such an instance, the conciliation will end, and the formal grievance process can be restarted.

Engaging in conciliation does not authorize either party to waive their rights of a formal grievance process. Either party is allowed to withdraw from the process and resume the formal grievance process with respect to the formal grievance complaint, prior to signing an agreement. However, any information disclosed during the informal/conciliation meetings are considered confidential and separate from any information that would be shared through the formal grievance process if initiated at a later time. The Conciliator will not maintain any notes taken during the conciliation, and the Conciliator will not testify as a witness at any subsequent hearing relative to anything that occurred during the conciliation process. The only statement the Conciliator is empowered to make is whether the parties participated in good faith, and whether the parties reached an agreement. The only documents considered evidence from a conciliation are the agreements to participate and the resolution agreement, if any.

The parties remain free to negotiate the terms of the resolution agreement and once entered into, the voluntary agreement becomes binding according to its terms. The College may not use informal/conciliation resolution to resolve allegations where an employee is alleged to have engaged in prohibited conduct under this policy towards a student(s).

Informal resolution outcomes can include, but are not limited to the following:

- No Communication/No Contact Agreements
- Agreements to adjust work schedule, housing assignment.
- Agreement to restrict oneself from accessing certain areas, buildings on campus.
- Agreement not to attend certain clubs/organizations.
- Facilitated Dialogue/ Meeting(s) with Title IX Coordinator, or designee.
- Agreement to engage in a Restorative Meeting
- Agreement to Training/Educational assignment(s)
- Agreement to engage in Counseling session(s)
- Agreement to sanction(s) listed within this policy.

Formal Grievance and Resolution Process

A Formal Grievance and Resolution process will occur when the Complainant signs a formal grievance complaint alleging sexual or gender-based misconduct against a Respondent, requests a formal grievance process and the allegations fall under the jurisdiction of the College and potentially violate the prohibited conduct under this policy.

A formal investigation will also occur when the Title IX Coordinator signs a formal grievance complaint alleging sexual or gender-based misconduct against a Respondent and requests a formal investigation. The Title IX Coordinator can determine the College proceed with a formal investigation process and resolution even if the Complainant does not wish to engage in this process.

The Complainant and Respondent will be given the option at the start of their formal grievance investigation to receive weekly updates on the progress of their investigation and case. Parties have the option to opt in at any time to receive updates even if they initially decline. These updates will continue until either party requests a change in the frequency of the updates, or the case concludes.

The Title IX Coordinator, or designee will provide the parties with written notice disclosing the allegations and information regarding the formal resolution process.

Formal Grievance and Resolution Process - Investigation

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.

The Investigation will typically be conducted by the Investigation & Research Specialist. The Title IX Coordinator may designate additional Investigator(s) to assist the Investigation & Research Specialist and who have specific training and experience investigating allegations of sexual or gender-based misconduct. 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 will typically 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 conduct.

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.

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.

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.

Other Sexual History

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), with the agreement of the Title IX Coordinator, 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.

While the Title IX Coordinator does not direct the course of the investigation, the Title IX Coordinator will review the draft Investigation Packet and either approve the draft Investigation Packet or recommend to the Investigator(s) to conduct further information gathering or make revisions to the Packet to support a fair, objective and thorough process. Once the draft Investigation Packet is approved for fairness and completion of the investigation, the TIX Coordinator will send a copy of the draft Investigation Packet to the Complainant, Respondent, and their Advisors, if any.

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 will have an opportunity to submit within ten (10) College business days 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 makers (Hearing Panel) to objectively evaluate.

The Investigator(s), in consultation with the Title IX Coordinator 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.

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.

Hearing Panel

The College's formal grievance 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, in consultation with the Title IX Coordinator or designee, 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 Title IX Coordinator or designee, and 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 regarding 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 Title IX Coordinator or designee, 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, the Title IX Coordinator and Assistant Title IX Coordinators or designee(s). The hearings process is not to exceed one business day. 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 understands 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
- Questions posed by Hearing Panel to Complainant
- Questions posed by Respondent's Advisor to Complainant
- 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. The Hearing Panel Chair may also consult with the Title IX Coordinator or designee regarding any questions posed. 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.

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 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.

Disciplinary Sanctions

If the Hearing Panel finds the Respondent responsible, the matter will proceed to the sanctioning stage. 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 or designee 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. For employees, the sanction may include any form of responsive action or discipline as set forth in the Employee or Academic Handbook, including training, referral counseling and/or disciplinary action such as warning, reprimand, withholding of a promotion or pay increase, reassignment, temporary suspension without pay or termination. A more detailed list of the range of sanctions for employees 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 Sexual Harassment and Misconduct 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 Sexual Harassment and Misconduct 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 reimbursement for damages 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 Sexual Harassment and Misconduct 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.

- **Suspension From the College**: A student suspended from the College may not participate in classes or other College activities and may not be on college property (except by appointment, arranged in advance with the Provost and Dean of the College or the Vice President and Dean of Student Life or one of their designees) for the period specified in the notice of suspension. Suspension extending beyond the semester in which action is taken shall consist of units of full semesters, and/or summer sessions. In no case shall the suspension terminate prior to the end of a semester. Courses taken at another institution during this suspension period will not be accepted for transfer at Dickinson. Conditions for resuming active status on campus following suspension may be imposed by the College. An organization that is suspended shall be required to forfeit its ability to conduct group sponsored activities, to participate in college-sponsored activities and any College support for the organization will be withdrawn during the period of suspension.
- **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 Sexual Harassment and Misconduct Policy are discovered or before a determination of violations is complete, the College reserves the right to revoke 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.

Standard Sanctions for Students

Violation	Standard Sanctions
Sexual Assault	One-Year Suspension to Expulsion*
Fondling	Probation to Expulsion*
Sexual Exploitation	Probation to Expulsion
Intimate Partner Violence/Dating Violence/Domestic Violence	Warning to Expulsion
Stalking	Warning to Expulsion
Violation	**Standard Sanctions**
Sexual Harassment	Warning to Suspension
Gender-Based Harassment	Warning to Suspension
Harm to Others	Stayed Suspension to Expulsion
Harassing Conduct	Warning to Suspension
Retaliation	Probation to Expulsion
Complicity	Warning to Suspension
Prohibited Relationships by Persons in Authority	Warning to Suspension/Dismissal
No Contact Directive	Warning to Suspension

The above list 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.

Possible Employee Sanctions

For employees, the sanction may include any form of responsive action and/or discipline as set forth in the Staff or Faculty Handbook, including but not limited to training, referral counseling and/or disciplinary action such as warning, reprimand, withholding of a promotion or pay increase, reassignment, temporary suspension without pay or termination. These standard sanctions are specific to the employee's status at the institution. The College reserves the right to impose other sanctions in addition to these listed in response to specific circumstances of a case.

- **Verbal Warning**: Minor infractions and rule violations may result in the issuance of a verbal warning.
- **Written Warning**: Formal documentation regarding the infraction/violation and expected corrected or improved behavior will be provided in the form of a written warning.
- **Suspension**: Should events compel the College to take immediate action when discharge appears possible, the College may immediately suspend the employee for a specific period of time. Normally, this period will not be for longer than three days, but in certain situations and due to the complexity or seriousness of the investigation, the suspension may be longer. The suspension may be with or without pay, and the employee will be required to leave the premises immediately.

- **Termination**: Upon investigation, the suspension may lead to discharge. The College maintains that certain activities are so harmful to the successful operation of the College that anyone involved in them will be subject to discharge. In situations involving major infractions, continued failure to respond appropriately to prior counseling, or continued negative or inappropriate behavior, discharge may be the appropriate recourse. Termination will be the sanction for rape, incest, or statutory rape, and more than one incident of sexual assault or fondling. One incident of sexual assault or fondling may also result in termination.

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 the 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.

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:

- For Student Respondents/student Organizations - the Vice President and Dean of Student Life is typically the Appeal Official.
- For Faculty Respondents – the Provost and Dean of the College is typically the Appeal Official.
- For Staff Respondents - the Vice President for Human Resource Services is typically the Appeal Official.

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 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 to 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

This policy and process supersede any other faculty policy or process governing faculty discipline. For complaints against faculty which involve a disciplinary sanction not involving dismissal/termination, if a faculty member disagrees and appeals in a timely manner, the Provost and Dean of the College will consult with the Faculty Personnel Committee (FPC) and render a Decision to the faculty member in accordance with the appeal procedures articulated in this policy.

Note that in addition to the limited grounds for appeal noted in the appeals section of this policy, faculty also have the right to assert an appeal on the following ground(s):

- Violation of academic freedom

If the Hearing Panel sanction is dismissal/termination, the Provost and Dean of the College will consult with the Faculty Personnel Committee (FPC) and render a Decision to the faculty member in accordance with the appeal procedures articulated in this policy. If the faculty member disagrees, the faculty member, within five (5) days of receiving the Decision of the

Provost and Dean of the College, can opt to engage in communications with the President of the College, advised by the Provost and Dean of the College, looking toward a mutual and confidential end-of-employment settlement agreement. If no settlement is reached, the faculty member, within five (5) days of a failed settlement negotiation, can appeal to the Board of Trustees. The Board designated Committee/Trustees will be convened as soon as practicable and will conduct a non-oral review of the case record. The Board will then render a written Decision, typically within 30 days from the date it receives the appeal. This Decision will be the final institutional decision and will be shared with the Title IX Coordinator – and subsequently to the Complainant and Respondent.

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 formal grievance investigations within sixty 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 formal grievance Title IX investigation should last longer than one hundred 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.

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 Sexual Harassment and Misconduct 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 non-documentary evidence gathered in the course of an investigation.

- written responses of the parties provided prior to 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 Conciliators 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 are 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 Sexual Harassment and Misconduct 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 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 to have 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 Sexual Harassment and Misconduct policy and against whom a formal grievance complaint has been made.

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

Student: Any student enrolled at the College at the time of the alleged sexual 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 is Katharina 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 Sexual Harassment and Misconduct 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 Sexual Harassment and Misconduct procedures. The Title IX Coordinator in consultation with the General Counsel shall develop policies for the administration of resolving sexual and gender-based misconduct allegations. The procedures set forth in this policy will be used to resolve all reports made on or after the effective date of this policy, regardless of the date the incident was reported to occur.

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 sexual or gender-based misconduct. 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)

Hazing

Anti-Hazing Policy

Dickinson College is committed to preserving the individual dignity and well-being of every member of the campus community and supports students' desire to build community through groups and associations. These associations can offer powerful opportunities for student engagement and learning through various campus involvement such as but not limited to, athletics, fraternity and sorority life, student organizations, student employment, and honor societies. The college also acknowledges the need for belonging students often feel and values the contributions student groups make toward fulfilling that need.

To this end, the college prohibits hazing and works to prevent and address all incidents of hazing involving members of the campus community. In accordance with the Stop Campus Hazing Act, an amendment to the Jeanne Clery Campus Safety Act, the college will compile hazing statistics for the Annual Security and Fire Safety Report, publish and regularly update a Campus Hazing Transparency Report, and provide hazing prevention awareness programming.

Organizations or individuals found responsible for hazing under this policy, whether occurring on or off campus, may be subject to disciplinary action by the college, and may also face criminal charges under state law, including the Timothy J. Piazza Antihazing Law, 18. Pa. C.S. § 2801, et seq. Hazing is also prohibited by the Stop Campus Hazing Act (SCHA), a federal law which was signed into effect on December 23, 2024.

For the purposes of this policy, it shall not be a defense that the consent of the minor or student was sought or obtained or that the conduct was sanctioned or approved by the organization.

This policy applies to the following:

- Students at the college.
- Minors participating in college-sponsored youth programs.
- Any organization operating under the sanction of or recognized as an organization by the college, including, but not limited to, the following:
  (1) Recognized Student Organizations (RSO) of Dickinson College
  (2) Any sports team recognized or sponsored by the college.
  (3) College operated youth programs, activities and services and youth services organizations.

(4) Any other organization, planning team, committee, or group affiliated with college departments, or offices.

- Other people associated with a college sanctioned or recognized organization, including, but not limited to, the following:
  (1) Members or participants in the organization
  (2) Advisors (including faculty or staff of the college who serve in this capacity)
  (3) Alumni of the organization or the college
  (4) College faculty, staff, and volunteers (including coaches)
  (5) Booster Clubs
  (6) Representatives of external organizations having an association with or interest in college sanctioned or recognized organizations or activities (e.g., national fraternity or sorority, third party youth programming)

This policy applies to any acts of hazing occurring on or off campus.

Definitions

Hazing - When a person (whether individually or in concert with other persons) intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces, forces, or creates a risk of physical or psychological injury to a minor or student including:

- Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar.
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
- Causing, coercing, or otherwise inducting another person to consume food, liquid, alcohol, drugs, or other substances.
- Causing, coercing, or otherwise inducing a person to perform sexual acts.
- Any activity that places a person in reasonable fear of bodily harm using threatening words or conduct.
- Any activity against a person that includes a criminal violation of local, State, or Federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, or federal law.

Other examples of hazing include, but are not limited to:

- Requiring members to perform unnecessary duties not assigned to existing members.
- Requiring carrying of certain items.
- Restriction of communication; confiscation of phone, tablets, or laptops
- Personal servitude or chores
- Assigning pranks such as stealing, painting objects, or harassing other groups
- Wearing embarrassing or uncomfortable clothing
- Restrictions on showering, bathing, or taking care of personal hygiene.
- Lineups for purposes of interrogation, intimidation, or debasement
- Enduring brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, exclusion from social contact or conduct that could result in extreme embarrassment.

Hazing should NOT include reasonable and customary athletic, law enforcement or military training, contests, competitions, or events.

Aggravated Hazing - When a person commits a violation of hazing that results in serious bodily injury or death to the minor or student; and

- The person acts with reckless indifference to the health and safety of the minor or students; or
- The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the minor or student.

Organizational Hazing - When an organization intentionally, knowingly, or recklessly promotes or facilitates a violation of hazing or aggravated Hazing.

Minor - Regardless of student status, a minor is any person under the age of eighteen (18).

Students - For purposes of this policy only, an individual who attends or has applied to attend or has been admitted to the college.

Student Organization - An organization at Dickinson College (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students at Dickinson College, whether the organization is established or recognized by the college.

Reporting Violations of this Policy

The College strongly encourages all members of the college community who believe they have witnessed, experienced, or are aware of conduct that constitutes hazing to report the conduct to the Dean of Students Office, the Department of Public Safety, and/or the appropriate police agency. Anonymous reports may also be submitted.

All members of the college community should report hazing when they see it occurring or believe that it has occurred. If you or someone you know is being hazed or if you have questions about anything that is being done as part of a membership experience, please say something. If someone is in immediate danger, please dial 911.

This policy and reports made pursuant to this policy do not supersede or replace other reporting obligations mandated by law or college policy (e.g., Protection of Minors Policy, Non-Discrimination, Harassment, and Retaliation Policy, Sexual Harassment and Misconduct Policy).

For ANY hazing related concerns:

Dickinson College Dean of Students
Holland Union Building
28 North College Street
Carlisle, PA 17013-2311

Phone: 717-245-1639

Website: Division of Student Life | Dickinson College

Dickinson College Public Safety
400 W. North Street, rear
Carlisle, PA 17013-2311
Phone: 717-245-1349

Email: security@dickinson.edu
Website: Department of Public Safety | Dickinson College

Anonymous Tips: Anonymous Tips | Anonymous Tips | Dickinson College

Investigation

After a report is received, the Dean of Students will review the submission and determine the next appropriate actions. If a report is criminal in nature, Public Safety and/or local enforcement will be contacted. Dickinson College will also conduct its own investigation to ensure the hazing ends, to prevent the recurrence of the alleged hazing, and to determine if there are potential violations of the Community Standards and/or any other applicable processes depending upon the nature of the complaint. The college also reserves the right to engage other authorities as appropriate (e.g., Greek national offices, etc.)

If an investigation determines violations have occurred, individuals and organizations will be held accountable by the relevant college entity that has authority over the individual (e.g., Student Conduct or Human Resource Services).

Hazing Outcomes

Violations may result in disciplinary actions for individuals or organizations, which can include, but are not limited to:

- Warnings
- Loss of privileges
- Loss of recognition
- Mandatory training or education
- Suspension
- Expulsion
- Termination of employment

Such penalties shall be in addition to any other penalties imposed for violating state criminal law or any other college rule or policy.

Campus Hazing Transparency Report

Dickinson College's Campus Hazing Transparency Report includes information about college-recognized student organizations that have been found responsible for violating the college policy related to hazing. This report is updated twice annually and includes violations that have occurred both on-or-off campus. The college will maintain this for the seven previous consecutive years. The college will update the report biannually on January 1st and August 1st and will publish the report on the Department of Public Safety web page.

The Jeanne Clery Campus Safety Act (Clery Act) requires that campuses collect and publish statistics for certain crimes occurring on campus or within a specific geographic area (Dickinson Clery Geography). This information is published every October in Dickinson's Annual Security and Fire Safety Report (ASR). Beginning in October 2026, the college will include hazing statistics in its ASR.

Unlike the Campus Hazing Transparency Report, hazing statistics in the ASR include all reported instances of hazing that meet the Clery Act definition of hazing and were reported to have occurred within Dickinson Clery Geography. The ASR includes all reports of hazing reportedly committed by students, employees, recognized and non-college-recognized student organizations, or by individuals unaffiliated with the institution, regardless of whether violations were found.

Prevention and Awareness Programs

Dickinson College has a prevention and awareness program related to hazing that utilizes research-informed campus-wide prevention programs designed to reach students, staff and faculty including:

- Information related to institutional policies against hazing.
- Primary prevention strategies intended to stop hazing before it occurs, which may include skill building for bystander intervention, information on ethical leadership, and the promotion of strategies for building group cohesion without hazing.

Training is available through the United Educators Recognize and Prevent Hazing course and live presentations to educate cohorts of potential new members of Greek organizations during the New Member Education process as well as presentations given to the new member educators and chapter presidents, where applicable.

Students and other community members can take action to prevent hazing by:

- Learning to recognize hazing and reporting incidents.
- Resisting anyone who encourages you to join hazing activities.
- Notifying police and appropriate college staff if you are aware of a potential incident.

Resources

Dickinson College Wellness Center provides free and confidential services and will maintain confidentiality except in cases involving a threat of imminent physical injury, or abuse of a minor or vulnerable adult.

- Dickinson College Wellness Center
  Kline Center Annex
  Carlisle, PA 17013-2311
  Phone: 717-245-1663

  Email: studentwellness@dickinson.edu

  Website: Wellness Center | Dickinson College

- Stop Campus Hazing Act - https://www.congress.gov/118/plaws/publ173/PLAW-118publ173.pdf
- Timothy J. Piazza Antihazing Law - https://www.legis.state.pa.us/WU01/LI/LI/CT/HTM/18/00.028..HTM?11

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 situations 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.
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonable proximity to one another.
- 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 email, 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 (717-2451111) or in person at the Public Safety office, Kaufman Hall, at the northeast corner of Cherry and West Louther 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 of these systems fail or the College deems it appropriate, in person communication may be used to communicate in an emergency.

Depending on the circumstances of the incident, DPS may also post the notice on the Public Safety website: https://www.dickinson.edu/homepage/70/department_of_public_safety.

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 for 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 on 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:

- 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 and may be announced or unannounced.

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: https://www.dickinson.edu/info/20079/compliance_and_enterprise_risk_management/3212/emergency_preparedness.

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:

- 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.
- 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.
- Shut and lock all windows and close exterior doors.
- 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.
- 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. Nonurgent requests may be made through the website at: https://login.myschoolbuilding.com/msb?acctNum=25281882.

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 at 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.

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 four standard drinks per day or fourteen drinks per week. The recommendation for women is no more than three standard drinks per day or seven drinks per week. A standard drink is defined as: 12-ounces of beer, 1.5 ounces of liquor, or five 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 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, slow 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 Resources

Student Assessment, Education and Treatment Resources

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.

Student 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.

Community Resources:

- UPMC Carlisle 717-249-1212
- Penn State Holy Spirit Hospital 717-763-2100
- Roxbury Treatment Center - Inpatient and Outpatient Substance Abuse Programs 1-800-648-4673
- 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 Assessment, Education and Treatment Resources

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 dependent 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 https://www.dickinson.edu/download/downloads/id/16125/allone_health_summary_of_services.pdf
- Online drug and alcohol educational materials are available for all employees through Human Resource Services.

Faculty and Staff Assistance, Treatment, Support and Community Resources

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Alcohol and Other Drug Information

A. Students

Student Handbook: student_handbook_2025-26.pdf

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 copious 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 copious 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 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 copious 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:
https://www.dickinson.edu/download/downloads/id/13978/community_standards.pdf

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 or 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 activities:

- 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 remain 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:

- 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
- 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:

- Supervisors or department chairs in consultation with the leader of a particular division or his or her designee, or
- 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 severe 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 or 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 twenty-one 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 thirty grams or less, or hashish of eight 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 managed by the PA Department of Transportation (PennDOT).

Additional Resources

- Drug Enforcement Agency Resource Guide 2017 Edition: Drugs of Abuse Drugs of Abuse (2017 Edition) - 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 - The Controlled Substances Act
- 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 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 efforts will be made to locate the student to determine his or her state of health and wellbeing 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. Students are advised that 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, students are also advised that in addition to notifying any additional contact person designated by the student. Students are advised that 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 their designee 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 contract, and the college will provide the necessary information to assist in locating the missing student.

If the missing student is under the age of eighteen 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 eighteen, 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's 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 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 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 (nun-chucks, 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 enough 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 attract more than one hundred 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 twenty-five 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 conducted 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:
  (1) Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occur (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)
  (2) 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).
  (3) 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
  (4) 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).
  (5) 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 four online modules:

- Healthy Relationships and Dating Violence - Topics Covered:
  (1) Characteristics of healthy and unhealthy relationships
  (2) Forms of dating abuse, including abuse in the LBGT community
  (3) Victims of cyber abuse
  (4) How students can get help
- Harassment/Respect Among Peers - Topics Covered:

(1) The types of behaviors that can be considered harassment.
(2) How to address and report harassing behaviors

- Know Your Limit: Alcohol and You - Topics Covered:
  (1) The importance of limiting or moderating intake of alcoholic beverages.
  (2) The dangers and risks associated with binge drinking.
  (3) Tips for drinking alcohol sensibly
  (4) Ways to intervene if friends have too much.
- Lasting Choices: Protecting Our Campus from Sexual Assault - Topics Covered:
  (1) Sexual assault investigations
  (2) The role of alcohol in sexual assault
  (3) How to report incidents
  (4) 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 include 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 training 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 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 are 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 tough situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you do not know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably is not 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.
- Do not allow yourself to be isolated with someone you do not trust or someone you do not know.
- Avoid putting 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 tough 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.).
- Do not leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you have left your drink alone, just get a new one.
- Do not accept drinks from people you do not 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, do not 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 too intoxicated for alcohol they have 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. Do not feel obligated to do anything you do not 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 do not 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 do not 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 Faulty are required to complete 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 Save 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 associates 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 2025-2026 academic year, Dickinson College offered approximately twenty-five 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 2025-2026025 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 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.
- 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: 001-717245-1111.

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 with 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 mandatory supervised evacuation of a building for 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 comparable items
- 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 bicycles within stair towers, hallways, common lounges, or individual rooms
- Tapestries or other comparable items: No hanging of tapestries or comparable 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

2023 – Carlisle Campus

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Townhouse 377 W. Louther Street	1	Unintentional Cooking - Related	0	0	$100-$999
417 W. Louther Street	1	Unintentional Open flame	0	0	0-$99.00

2024 – Carlisle Campus

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
521 W. Louther Street	1	Unintentional Cooking - Related	0	0	0-$99.00
Spradley-Young 405 W. High Street	1	Unintentional Heating Equipment	0	0	0-$99.00

2025 – Carlisle Campus

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Goodyear Apartments – 551 W. Louther Street	1	Unintentional Cooking - Related	0	0	$100-$999
Spradley-Young – 405 W. High Street	1	Accidental – Overheated cell phone charger	0	0	$100-$999
McKenney Suites – 410 Dickinson Avenue	1	Accidental – Unattended candle	0	0	$100-$999

2023 – Bologna Campus

- Zero fires within on campus residential facilities on the Bologna campus

2024 – Bologna Campus

- Zero fires within on campus residential facilities on the Bologna campus

2025 – Bologna Campus

- 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
DRAYER 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

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:
    (1) Red Lots are for faculty and staff only.
    (2) Blue Lots are for students, faculty, and staff.
- 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

<u>Penalties for Violations of Regulations</u>

Failure to observe traffic regulations will result in the imposition of penalties as follows:

- No valid parking permit – first 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 – first 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 – first offense - $50.00
- Designated visitor space – subsequent offense - $100.00

All fines must be paid at the Cashier's Office in South College within 7 days from the time the citation was issued. Vehicles with three 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 email.

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 do 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 function 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 include 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 sizable 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 people 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.