

B R I D G E W A T E R   C O L L E G E

# ANNUAL SECURITY REPORT & ANNUAL FIRE SAFETY REPORT *2018*



**BRIDGEWATER  
COLLEGE**

— Bridgewater, Virginia —

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# **BRIDGEWATER COLLEGE ANNUAL SECURITY REPORT AND ANNUAL FIRE SAFETY REPORT**

**2018 - AMENDED**

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## **Annual Security Report**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Act”) requires colleges and universities to report annually information regarding their campus security policies and campus crime statistics. This report is submitted in compliance with the Act. Notwithstanding any other statements or policies of the College to the contrary, the statements and policies set forth herein are, and reflect, the policies of the College with respect to the subject matters thereof, as of the date above written.

This report is prepared in cooperation with the Campus Police and Safety Department, the Department of Student Life, the Title IX Coordinator, and local law enforcement agencies. Each campus office provides updated information on their educational efforts and programs to comply with the Act.

Campus crime, arrest and referral statistics include those reported to the Campus Police, Campus Security Authorities, and local law enforcement agencies. Counseling services staff inform their clients of the procedures to report crimes to the Campus Police on a voluntary or confidential basis, should they feel it is in the best interest of the client. A procedure is in place to report crime statistics disclosed confidentially during such sessions.

Each year, an email notification is made to all enrolled students, and faculty and staff, which provides a copy of this report, as well as the URL for the report on the College’s web site. The web site address of the report is a part of the employment application, and the Admissions web page also includes the URL of the report. Printed copies of the Annual Security Report are available from the Office of the President as well as from the Chief of Campus Police and Safety.

### **I. Campus Law Enforcement Policies**

- a. The Campus Police and Safety Department strives to make the Bridgewater College campus a pleasant and safe place to live, study and work. It is the purpose of the Department to work with all members of the campus community to preserve life, maintain human rights, protect property, promote individual responsibility, and fulfill community commitments.
- b. The Campus Police and Safety Department is a recognized police agency by the Virginia Department of Criminal Justice Services. The Department Chief of Police, Milton Franklin, is responsible for providing professional law enforcement services to our community and for managing the Campus Police and Safety Department.
- c. The sworn police officers, Lieutenant Rick Biller, and Officers Debra Spart, Tristian Jackson, and Thomas Holsinger are professionally trained and responsible

for the safety and welfare of all members of the college community and their guests. All College Police Officers are sworn and certified by the Virginia Department of Criminal Justice Services. The sworn officers have the same authority and obligation to exercise police power as other state or municipal police officers. The sworn officers have full law enforcement authority on campus and can investigate crime, make arrests and enforce all laws.

- d. The campus is patrolled year round, 7 days a week, 24 hours a day by Campus Safety Officers. Campus Safety Officers provide for the security of the campus and the protection of the campus community and Bridgewater College assets. The Campus Safety Officers attend the College Security Officers course provided by the Virginia Department of Criminal Justice Services. Campus Safety Officers provide the community with an additional security presence, escorts, and assist police officers when necessary. Campus Safety Officers do not have the authority to make arrests.
- e. The Campus Police Department officers patrol the academic and administrative buildings on a regular basis. Officers patrol the main campus in the Town of Bridgewater and the Equestrian Center located in Weyers Cave, Augusta County via foot and cars. The Bridgewater College Police jurisdiction includes all college owned and leased property and the streets and sidewalks adjacent to college owned or leased property. College Police Officers also work with law enforcement officers of the surrounding local jurisdictions of Rockingham County Sheriff Office, Town of Bridgewater, Augusta County Sheriff Office, along with State and Federal agencies.
- f. Campus Police personnel work closely with local, state, and federal law enforcement agencies and have direct radio communication with local and county law enforcement. By mutual agreement with state and federal agencies, the Campus Police and Safety Department maintains an NLETS terminal (National Law Enforcement Telecommunications Network). Through this system Campus Police personnel can access the National Crime Information Computer system as well as the Virginia Criminal Information Network. These computer databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information, as well as other local, state, and federal law enforcement information. The College has mutual aid agreements with the Virginia State Police, Rockingham County Sheriff's Department, and the Town of Bridgewater Police Department, for the use of their joint forces, equipment, and materials when needed in the investigation of any alleged criminal offenses.

## **II. Reporting Procedures**

- a. Every member of the College community is responsible not only for her/his own safety, but also for the safety of others. Individuals are encouraged to report any unusual or suspicious person or circumstances promptly to the Campus Police and Safety Department and other appropriate police agencies. In addition, Campus Police and Safety encourages the accurate and prompt reporting of all crimes when the victim of such crime elects to, or is unable to, make such a report.
- b. Students, faculty, staff, guests, and community members are encouraged to report promptly all crimes and safety issues to the Campus Police and Safety Department for the protection of the entire campus community, to aid in providing timely warning notices to the campus community, and to ensure inclusion in the

annual crime statistics. Each Campus Safety Officer carries a cell phone and can be reached by calling extension 5609 on the College phone system, or 540-828-5609 from outside the College phone system. Additionally, for any emergency, one can contact 911 and an appropriate emergency response will be dispatched. Emergency “blue light” Call Boxes have been installed in the Geisert Hall, Kline Campus Center, and McKinney Hall parking lots. The Call Boxes are placed so that they are accessible without exiting a car, if necessary. Properly used, these Call Boxes serve as an enhancement to our security posture in three of our largest parking lots. An emergency telephone is also located under the blue light at the entrance to the campus police office at 122 College View Drive.

- c. Upon notification of criminal activity, an emergency, or request for assistance, the Campus Police and Safety Department has the responsibility of responding to, and summoning the necessary resources to assist, mitigate, investigate, and document the incident. A report will initiate a response from the Department, immediate or otherwise, as dictated by the nature of the incident. The responding officer will assess the reported incident and will arrange for necessary resources to include but not be limited to crime investigation, victim services, medical services or the utilization of other available resources. Criminal actions will be thoroughly documented in an appropriate report.
- d. List of Officials to whom Student and Employees Should Report Criminal Offenses.
  - i. Although we encourage the reporting of campus criminal activity to the Bridgewater College Campus Police and Safety Department, in some instances members of the campus community may choose to file a report with one of the other Campus Security Authorities. Campus Security Authorities include:
    - 1. The members of the Campus Police and Safety department;
    - 2. Any individual or organization specified in the College’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses; and
    - 3. An official of the College who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. If such an official is a pastoral or professional counselor, the official is not considered a Campus Security Authority when acting as a pastoral or professional counselor.
  - ii. Any reportable crime made to a Campus Security Authority will be promptly communicated to the Campus Police. For reporting purposes at Bridgewater College, the following have been designated as Campus Security Authorities:
    - 1. Campus Police and Safety Department
    - 2. Executive Vice President
    - 3. Provost and Vice President for Academic Affairs
    - 4. Associate Dean for Academic Affairs
    - 5. Vice President for Student Life and Dean of Students
    - 6. Associate Dean of Students
    - 7. Title IX Coordinator
    - 8. Deputy Title IX Coordinators

9. Director of Student Outreach Services
  10. Director of Residence Life
  11. Director of Academic Support Services
  12. Director of Career Services and Internships
  13. Director of Diversity Education and Advocacy
  14. Director of Intramurals
  15. Director of Human Resources
  16. Faculty and Staff Advisors to Student Organizations
  17. Area Coordinators
  18. Senior Resident Advisors
  19. Resident Advisors
  20. Director of Student Activities
  21. Coordinator for Student Programs
  22. Coordinator for Outdoor and Leadership Programs
  23. Director of Student Health Services
  24. College Nurse
  25. Athletic Director
  26. Associate Athletic Director
  27. Athletic Team Coaches and Assistant Coaches
  28. Cheerleading coach
  29. Dance coach
  30. Director of Aquatics
  31. Athletic trainers
- e. Confidential Reporting Procedures. If the victim of a crime does not want to pursue action within the College system or the criminal justice system, the victim may still want to consider making a confidential report. With the victim's permission, the Chief of Campus Police can file a report on the details of the incident without revealing the victim's identity. The purpose of a confidential report is to comply with the victim's wish to keep the matter confidential, while allowing the College to take steps to ensure the safety of the victim and others. With such information, the College can keep an accurate record of the number of incidents involving students, determine whether there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the College.
  - f. Pastoral/Counselor Reporting Procedures. Licensed counselors and campus pastoral counselors are exempt from reporting requirements under applicable law. Bridgewater College counselors and clergy will inform those whom they counsel of the procedures for reporting crimes on a voluntary, confidential basis for inclusion into the annual disclosure of crime statistics. As noted, confidential reports/anonymous reports are extremely valuable in order to prevent further victimization and to obtain a more accurate portrait of Bridgewater College campus crime.

### **III. Timely Warning Procedures**

- a. In the event that a crime, as defined in 34 CFR 668.46(c)(1), is reported to a Campus Security Authority and is considered by the College to represent a threat to students and employees, the Campus Police and Safety Department or designee

will typically draft and issue via campus-wide email a “timely warning” to students, faculty and staff. Timely warning notifications are sent to notify the campus community in the event that a situation arises on the College’s Clery geography (which encompasses the core Bridgewater campus, noncampus property (property owned or controlled by the College or a recognized student organization not on the main campus), and public property (property within or immediately adjacent to campus)) that, in the judgment of the Chief of Police or his designee, after reviewing the facts and circumstances of the incident, constitutes an ongoing or continuing threat to the campus community. Timely warnings are primarily triggered by Clery Act crimes (criminal homicide, sex offenses, robbery involving force or violence, aggravated assault, and major cases of arson). Notices may also be posted for other crime classifications, as deemed necessary. Timely Warnings are evaluated on a case by case basis depending on the facts of the case and the information known.

- b. The Timely Warning shall be provided to students and employees in a manner that is timely and that will aid in the prevention of similar occurrences. The names and other identifying information of victims will be withheld as confidential.

#### **IV. Emergency Response and Evacuation Procedures**

- a. Bridgewater College has developed an Emergency Operations Plan that can be accessed through the College’s website:  
<https://www.bridgewater.edu/files/police/BCEmergencyOperationsPlan.pdf>. The purpose of the Emergency Operations Plan is to establish clear guidelines detailing the appropriate response to emergency disaster and crisis situations. The goal of this plan is to limit the loss of life and property and achieve a safe and effective resolution in the event of an emergency or crisis that affects the operations of the College. The College’s Emergency Operation Plan includes information about Incident Teams, incident priorities, shelter-in-place and evacuation guidelines, and local contingency and continuity planning requirements. The College conducts emergency response exercises each year, such as tabletop exercises and tests of the emergency notification systems on campus involving real world crises or emergency events. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. In the event of an emergency, the College’s Emergency Operations Team (EOT) will be contacted and will meet. The EOT is comprised of key College administrators who are responsible for preparing for and responding to campus emergencies. Depending on the nature of the emergency, the EOT may include the following: President, Executive Vice President, Provost and Vice President for Academic Affairs, Vice President for Finance, Vice President for Student Life and Dean of Students, Associate Vice President for Marketing and Communications, Chief of Campus Police, Director of Facilities and Director of Human Resources. Members of the EOT will meet to discuss and confirm whether a significant emergency or dangerous situation exists and, if so, will: (a) determine the appropriate segment or segments of the campus community to receive a notification (if the threat is limited to a particular building or segment of the population); (b) determine the content of the notification; and (c) initiate the notification system.

- b. The President has primary authority over all communications regarding emergencies and will address these issues in conjunction with the Associate Vice President for Marketing and Communications. The following Bridgewater College officials have the authority, on their own, to initiate an emergency message:
  - i. President
  - ii. Executive Vice President
  - iii. Provost and Vice President for Academic Affairs
  - iv. Vice President for Finance
  - v. Vice President for Student Life and Dean of Students
  - vi. Chief of Police
  - vii. Lieutenant of Campus Police
  - viii. Campus Police Officers
  - ix. Associate Vice President of Marketing and Communications
  - x. Director of Information Technology
- c. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene will usually be Campus Police and Safety, the Town of Bridgewater Police and the local rescue squad, and they would respond and work together to manage the incident. Depending on the nature of the incident, other local or federal agencies could also be involved in responding to the incident. In the event of a crisis or emergency, students, faculty and staff will be notified of the situation and provided direction on how to avoid potential harm. The College has emergency text messaging capability for members of the College community. Through this method, the College can send an almost instantaneous cell phone text message warning all who have provided the requisite information on the nature of the emergency and how to respond. A web-based sign up system allows the campus community to register for this service from any computer on or off campus. Students, faculty, and staff are strongly encouraged to provide cell phone numbers for inclusion in the emergency notification system. In addition to text messaging, the emergency notification also sends the same message via an email to all students, faculty and staff, and is posted to the College's Facebook and Twitter accounts.
- d. The College also has installed an audible alert siren. If a crisis occurs, the audible siren may, as determined by the EOT depending on the nature of the crisis, be activated to warn the campus community to seek shelter in place and check for communication and updates from the College administration.
- e. The College will, without delay, immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff occurring on the campus. In addition, without delay, taking into account the safety of the community, the official(s) will determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the official(s), compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. After the initial notification, follow-up information will be disseminated to the campus community via the messaging system, email, and/or the College's website as needed.



- f. The College also can notify the campus community of an emergency through the College's website. In addition, both the campus community and the greater community can be notified by local radio and TV stations.
- g. The emergency notification system and evacuation procedures are tested at least once each semester. A test is defined as regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities on real world crises or emergency events. The Campus Police and Safety Department documents each test, including the date, time, and whether it was announced or unannounced. In conjunction with the test, the campus community is informed of the College's emergency response and evacuation procedures.

**V. Local Police Department and Student Organizations**

- a. Bridgewater College does not have any officially recognized student organizations with off-campus locations.

**VI. Security of and Access to Campus Facilities**

- a. Bridgewater College offers traditional residence halls and apartment-style complexes that provide on campus housing for approximately 1,500 students. Security safeguards for the residence halls include 24/7 secured access requiring either a key or a College magnetic ID card for entrance, exterior security cameras, with live streaming and motion detection recording, located at each ID card entrance, and external door prop alarm systems. Security cameras have also been installed in some high traffic areas around campus including the library, Kline Campus Center, and Bowman Plaza. Residence Life Professional Staff, including Area Coordinators and the Assistant Director of Residence Life, and student residence advisors, all of whom are members of the Department of Student Life staff, live on campus and provide 24-hour staff coverage.
- b. During business hours, the College (excluding housing facilities) is open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all College facilities is by key or College magnetic ID card.

**VII. Maintenance of Campus Facilities**

- a. Campus Police and Safety personnel, as well as Residence Life Professional Staff and student resident advisors, are tasked with reporting to the Facilities Department areas of campus that may create safety concerns. The safety committee of the Student Senate regularly walks the campus with Facilities Department personnel to review lighting and safety conditions on campus. Students or employees who would like to report a safety issue or work request may access the reporting form through MyBC, the College's intranet portal: <https://mybc.bridgewater.edu/campus/facilities/Pages/default.aspx>.

**VIII. Education Programs**

- a. New students are informed during orientation sessions at the beginning of each academic year about security and campus safety procedures and practices. Also described are typical types of crime situations that might arise on campus, and how to avoid them through crime prevention measures, including personal safety

tips. In addition, there is an orientation program for Residence Life Professional Staff and student resident advisors that includes crime prevention and security information. The program generally describes the security resources available, including a description of the responsibilities of safety and police personnel, crime reporting procedures and use of the security telephones. New employees are provided with information regarding security and campus safety procedures and practices, including a description of the responsibilities of safety and police personnel, crime prevention, crime reporting procedures and use of the security telephones.

- b. Campus Police officers provide crime prevention sessions in each residence hall, as well as convocations on safety issues for the student body. These sessions are held both in the fall and spring semesters. Additionally, Campus Police conducts two Rape Aggression Defense (“RAD”) courses each school year for students, and provides frequent sessions for active shooter training.
- c. Throughout all security programs, a common theme is stressed: every member of the College community is responsible not only for their own safety, but also for the safety of others.

### **Campus Police and Safety Department Education Programs**

<b>Target Audience</b>	<b>When</b>	<b>What</b>	<b>Delivery</b>	<b>Approximate Participation</b>
Presentation for incoming students and parents	1/23/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	200
Presentation for incoming students and parents	4/7/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	200
Presentation for incoming students and parents	4/8/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	150
Presentation for incoming students’ and parents’ orientation	4/28-29/17	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	200

Presentation safety programs for employees	6/24/2017	Met with H.R. and staff reference to safety programs	In-Person	8
Staff and community resources assisting with tailgating	8/11/2017	Met with internal and external partners reference to securing and providing safety at the Mapp Field football tailgate areas and campus safety	In-Person	30
Student Life staff	8/14/2017	Area Coordinator, and Residence Hall Orientation Safety Training	In-Person	30
Athletic Team Training	8/19/2017	Safety and police resources for incoming student-athletes	In-Person	250
Presentation for Parkhurst employees / Safety and Wellness Training	8/22/2017	Provided safety tips to sudden illness and accident responses protocols	In-Person	12
Student Welcome Back	8/25/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	300
Welcome Week: Freshman Meet Campus Police and Safety	8/26/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	200
Student Welcome Back	8/26/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	200
Student Welcome Back	8/27/2017	Safety and security on campus and in the town of Bridgewater, active shooter training, see something, say something	In-Person	150

BC students	8/29/2017	“Blue Light Special” – Campus Police passed out 13 dozen Krispy Kreme donuts to students and distributing information of safety and security on campus and in the town of Bridgewater and Active Shooter Training and report suspicious activities. If you see something say something	In-Person	15
Presentation Residential Advisor Training	9/1/2017	Presentation of resources and services offered by Campus Police and Safety	In-Person	100
BC Community	9/1/2017	Safety and security football tailgating at Mapp Field	Veritas College Newspaper Editor Chief	1
BC students, faculty and staff	9/20/2017	Testing the BC Emergency Alert Systems - siren, text, SMS, monitors, and social media outlets	Campus wide	BC Community
BC students	October 2017, Tuesday Evenings	Rape Aggression Defense (“RAD”) self-defense and safety awareness	In-Person	14
Blue Ridge Residence Hall residents	10/10/2017	Presentation on obtaining life goals and safety in today’s climate	In-Person	8
Student Life staff	10/20/2017	Presentation of the protocols for student in crisis	In-Person	9
Blue Ridge Hall Residence Hall/Party Safety	11/1/2017	Presentation that provides assistance to students planning a party; good planning can reduce the vulnerability risks associated with alcohol consumption and potential problems on the night.	In-Person	18

Wakeman Hall Residence Hall/Party Safety	11/2/2017	Presentation that provides assistance to students planning a party; good planning can reduce the vulnerability risks associated with alcohol consumption and potential problems on the night.	In-Person	15
Presentation to activity planning staff of Emergency Scenarios/Situation Training	11/16/2017	Presentation of the protocols for student in crisis: Violent person, Suspicious person, Upset person, hostile/Active Shooter; Fire/Medical Emergencies	In-Person	25
Campus Police Officers and Campus Safety Officers, international education, law enforcement, residential life staff, student conduct & student affairs, victim services, wellness coordinators, and Title IX personnel.	11/17/2017	Bystander Intervention in Action: Training the How-Tos of Crime Prevention	Webinar	35
BC students	On-going	Buzz Kill Program - Posters, windows stickers, stickers place on pizza boxes that are delivered to the campus, T-shirts Underage Alcohol Awareness	Distribution	Campus community and External partners

## IX. Alcohol and Drug Policies

- a. Alcohol. In Virginia, people under 21 years of age may not possess, buy or use alcoholic beverages of any kind. Most of our students are under 21. The research in higher education supports that alcohol can have negative impacts on students' academic study environment and can increase incidents of vandalism, violence and sexual assaults on college and university campuses. Therefore, the possession, use or distribution of alcoholic beverages (or powdered or crystalline alcohol) on campus is not permitted with the exception of College-sanctioned events. Any student found behaving in an inappropriate, rowdy, destructive or unsafe manner on campus while under the influence of alcohol or drugs will be found in violation of the College's alcohol policy and subject to prosecution in accordance to Virginia

state laws. If students use alcoholic beverages off campus, it is expected that they will maintain proper decorum when they return to campus. Alcohol containers used as decoration also are prohibited. Students displaying bottles, boxes, or other alcoholic beverage decorations in their rooms will be asked to remove these items immediately. Situations where alcohol (or evidence indicating on-campus use of alcohol) is found on-campus will constitute a violation of the College's alcohol policy. Additionally, alcohol or alcohol containers found under circumstances that implicate a student's possession or use of alcohol on campus will constitute a violation of the College's alcohol policy. The student or students in whose room/apartment/cottage alcohol is discovered will be deemed in possession of alcohol. Permitting alcohol to be brought into one's room/apartment/cottage, or permitting it to be kept in one's room, will be viewed by the College as the student possessing alcohol, and the student will be considered in violation of the College's alcohol policy, unless they can demonstrate to the satisfaction of the College that they had no responsibility for its presence. Further, students associated with on-campus gatherings involving large quantities of alcohol or high-risk alcohol consumption (drinking games or contests, beer bongs, etc.) will be found in violation of the College's alcohol policy, whether it can be established that they have consumed alcohol. The purpose of this is to encourage students to be responsible, honest, and accountable for their actions.

- b. Medical Amnesty. To receive medical amnesty, a student must contact residence life or campus police, provide their identity when calling for help and stay with the student until help arrives. If multiple students are involved in getting a student help, the College will evaluate each student's involvement to see if medical amnesty applies, including for the student who received assistance.
- c. Illegal Drugs. Illegal drugs may not be marketed, possessed, used or distributed on campus. Any student found in the presence of illegal drugs or drug paraphernalia (including hookahs) may be asked to appear before a Hearing Board or be administratively dismissed. In the event of the use, possession or possession with apparent intent to distribute illegal drugs, campus police will be contacted to investigate the incident. If students are suspended they forfeit their academic work for the current term. Virginia law provides stiff penalties for illegal possession or distribution of drugs. Bridgewater College will cooperate with law enforcement authorities in apprehending and prosecuting any alleged violations of drug laws. A student is found in violation of the College's drug policy if the student is found to be either using an illegal drug or in possession of an illegal drug (which could include evidence of recent possession or use) or drug paraphernalia.
- d. Enforcement of Federal and State Law. Members of the Bridgewater community should be aware of legal penalties applied for conviction in cases of drug and/or alcohol abuse. Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Convictions can lead to imprisonment, fines, and assigned community service. Courts do not lift prison sentences in order for convicted persons to attend college or continue their jobs. An offense is classified as a misdemeanor or a felony, depending upon the type and the amount of the substance(s) involved. A felony conviction for such an offense can prevent a person from entering many fields of employment or professions.

Alcohol. Virginia laws contain a variety of provisions governing the possession, use and consumption of alcoholic beverages. The laws apply to all students and employees of this institution. Some of the pertinent laws and sanctions for violations are summarized below:

- Drinking in Public - A fine not to exceed \$250
- Purchasing for Minors - Confinement in jail for up to 12 months, a fine not to exceed \$2,500, and loss of driver's permit for up to one year with loss of permit mandatory for at least six months
- Underage Possession - Fine not to exceed \$2,500 (mandatory minimum fine of \$500 or 50 hours of community service), confinement in jail for up to 12 months, loss of driver's permit for up to one year but with loss of permit mandatory for at least six months
- Driving While Intoxicated - A fine not to exceed \$2,500 (mandatory minimum fine of \$250 for a first offense), mandatory jail time for a first offense based on the level of blood alcohol content, loss of driver's permit up to 12 months (for first offense), use of certified ignition interlock system for restricted license.

Controlled Substances and Illicit Drugs. The unlawful possession, distribution, and use of controlled substances and illicit drugs, as defined by Virginia and federal law, are prohibited. Controlled substances are classified under the federal Controlled Substances Act into "schedules," ranging from Schedule I through Schedule VI. Some of the pertinent laws, including sanctions for their violation, are summarized below.

- Possession of a controlled substance classified in Schedules I or II (e.g., cocaine, Ritalin, LSD, Ecstasy, anabolic steroids) - term of imprisonment ranging from one to ten years, and a fine up to \$2,500
- Possession of a controlled substance classified in Schedule I or II with the intent to sell or otherwise distribute - imprisonment from five to forty years and a fine up to \$500,000
- Possession of marijuana - confinement in jail for up to thirty days and a fine up to \$500, and upon a second conviction, confinement in jail for up to one year and a fine up to \$2,500
- Possession of less than one-half ounce of marijuana with intent to sell or otherwise distribute - confinement in jail for up to one year and a fine up to \$2,500. If the amount of marijuana involved is more than one-half ounce to five pounds – term of imprisonment from one to ten years and a fine up to \$2,500. If the amount of marijuana involved is more than five pounds – term of imprisonment from five to thirty years.

Conviction of any drug offense could, in addition to above penalties, include a six-month driver's license suspension. Persons convicted of drug possession under state or federal laws are ineligible for federal grants and loans for up to one year after the first conviction, and five years after the second. Under federal law, distribution of drugs to persons under twenty-one is punishable by twice the normal penalty with a mandatory one year in prison. Federal laws set substantially higher prison sentences for the manufacture and distribution of drugs if death or serious injury results from the use of the substance.

- e. Drug and Alcohol Abuse Education Programs. Alcohol abuse and illicit drug use are serious societal problems. To help contend with such problems, and to prevent

drug or alcohol use that adversely affects academic and job performance and safety, the following programs are available for students and employees, and students and employees are informed of the programs. Although a student's or employee's rehabilitation efforts will be encouraged, participation in any program will not serve as protection against the normal disciplinary process associated with a violation of the College's alcohol and drug policies.

- The College's Student Health Services and Student Counseling Center provide free and confidential assistance to students with drug and alcohol problems. Both are staffed with qualified professionals who can provide direct assistance and refer students for substance abuse treatment by other providers.
- Bridgewater College places an emphasis on alcohol education before and when new students arrive on campus.
  - All new students complete the Alcohol Wise program, delivered in two parts, which is a personalized, evidence-based, online prevention and intervention tool tailored to the individual underage drinker to educate them on the impact of alcohol on health, academics, and athletic performance. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares habits with social norms, challenges personal expectations, and provides a range of strategies.
  - New students participate in several mandatory sessions during new student orientation that focus specifically on substance use and abuse. (alcohol education session as well as a bystander intervention program).
    - Incoming students attend a one-hour program with Linda Hancock, FNP, called "Molecules that Monkey with your Mind". This program talks about risk reduction strategies, alcohol and substance use in college.
    - Peer groups Speak Up and Step Up provide bystander intervention training
- All student-athletes also participate in alcohol and drug education programs
  - Athletic training and strength and conditioning staff instruct all student-athletes prior to first practice about NCAA drug testing, NCAA banned substances, BC drug testing, and supplement use
  - Twice a year peer group Step Up conducts hour-long workshops with each athletic team that covers alcohol use, banned substances and social norms on their teams
  - Peer groups Speak Up and Step Up provide bystander intervention training
- The department of student life conducts four educational programs to address student alcohol abuse.
  - CHOICES is an alcohol education class designed to allow students to reflect on their choices about alcohol and review the facts about this drug.
  - BASICS (Brief Alcohol Screening and Intervention of College Students) is a preventive intervention for college students. It is aimed at students who drink alcohol heavily and have experienced or are at risk for experiencing alcohol-related problems such as poor class attendance, missed assignments, accidents, sexual assault and violence. BASICS is conducted over the course of two interviews. This brief, limited



intervention prompts students to change their drinking patterns and reduce alcohol-related harm to themselves and others.

- Alcohol-Wise is an online program tailored for an individual student who is an underage drinker to educate on the impact of alcohol on health, academics, and athletic performance. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares habits with social norms, challenges personal expectations, and provides a range of strategies.
- Under the Influence is a six (6) session, online intervention program tailored to the individual that covers key issues such as health effects, drinking and driving, state-specific laws, and alcohol/prescription interactions. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares habits with norms, challenges personal expectations, and provides a range of non-drinking strategies.
- CASICS (Cannabis Abuse Screening and Intervention for College Students) is a harm-reduction approach to a brief-intervention for marijuana use. This two-interview program encourages students to examine the role marijuana plays in their life and plan for changes.
- Marijuana 101 is an online program tailored to the individual that covers a variety of key issues regarding use. Students receive a confidential personalized-feedback report that summarizes use and negative consequences, compare social norms, challenge personal expectations, and provides strategies to quit.
- Health care benefits for treatment of alcohol and drug problems are available through the health insurance policy available to employees.
- A free, confidential Employee Assistance Program is available 24/7 through the College's health insurance provider, Anthem. In addition, both Sentara RMH Medical Center in Harrisonburg, Virginia and Augusta Health in Fishersville, Virginia, offer Employee Assistance Programs, which the College can access for employees on a case-by-case basis. Information is available in the Human Resources Office.
- f. Any employee who seeks rehabilitation through an inpatient program may be eligible for leave of absence in accordance with the Family and Medical Leave Act.

## **X. Crime Statistics and Clery Geography**

- a. The Act requires the College to report and disclose statistics concerning the number of each of the following crimes that occurred on or within the College's "Clery geography", as defined by 34 CFR 668.46(a), that are reported to local police agencies or to a Campus Security Authority. Incidents that were not reported to local police agencies or to a Campus Security Authority are not reflected in the numbers below. Additionally, incidents are recorded for the calendar year in which the crime was reported to local police agencies or to a campus security authority. The College is required to complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. § 13925(a)(20)).

### Crime Statistics

OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
Murder/Non-Negligent Manslaughter	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Negligent Manslaughter	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Sex Offenses, Forcible	2015				
	2016				
	2017				
Rape	2015	5	5	0	0
	2016	1	1	0	0
	2017	4	4	0	0
Fondling	2015	9	3	0	0
	2016	1	1	0	0
	2017	1	1	0	0
Sex Offenses, Non-Forcible	2015				
	2016				
	2017				
Incest	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Robbery	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2015	0	0	0	0
	2016	1	1	0	0
	2017	0	0	0	0

Burglary	2015	3	3	0	0
	2016	5	4	0	0
	2017	9	9	0	0
Motor Vehicle Theft	2015	0	0	0	0
	2016	1	0	0	0
	2017	0	0	0	0
Arson	2015	0	0	0	0
	2016	2	0	0	0
	2017	2	2	0	0
Arrests Weapons Carrying, Possessing, etc.	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Arrests: Drug Abuse Violations	2015	2	0	0	0
	2016	0	0	0	0
	2017	2	2	0	0
Disciplinary Referrals: Drug Abuse Violations	2015	30	25	0	0
	2016	17	17	0	0
	2017	16	16	0	0
Arrests: Liquor Law Violations	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	2015	167	167	0	0
	2016	146	142	0	0
	2017	94	93	0	0
Stalking	2015	2	2	0	0
	2016	0	0	0	0
	2017	2	2	0	0
Dating Violence	2015	3	3	0	0
	2016	2	2	0	0
	2017	4	4	0	0

Domestic Violence	2015	0	0	0	0
	2016	1	0	0	0
	2017	0	0	0	0
Unfounded Crimes	2015	0	0	0	0
	2016	0	0	0	0
	2017	2**	2**	0	0

\*\* Two reported cases of fondling in 2017 were subsequently determined by Campus Police Chief Milton Franklin to be unfounded.

- b. Bridgewater College had no reported hate/bias crimes reported for the years 2015, 2016 and 2017.
- c. Clery Geography
  - i. The Clery Act requires institutions to disclose statistics for reported crimes based on where the crimes occurred.
  - ii. Institutions must disclose statistics for reported Clery Act crimes that occur on campus, on public property within or immediately adjacent to the campus, and in or on noncampus buildings or property that an institution owns or controls. The definitions for these geographic categories are Clery Act-specific and are the same for every institution regardless of its physical size or configuration.
  - iii. The following maps show the Clery Geography of Bridgewater College.

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Map 1

Map 1 is the College's Main Campus in the Town of Bridgewater, Rockingham County, VA. The outlined areas show Bridgewater College's On Campus Property as defined by the Clery Act.





Map 2

Map 2 is the Bridgewater College Equestrian Center owned by Bridgewater College and located at 102 Burketown Road, Weyers Cave, VA. The Equestrian Center is Non-Campus Property as defined under the Clery Act.

## **XI. Missing Students**

- a. The purpose of this policy is to establish protocols for Bridgewater College's response to reports of missing students, as required by the Higher Education Opportunity Act of 2008. This policy applies to students who reside in on-campus student housing facilities. For purposes of this policy, a student may be considered to be a "missing person" if the student's absence is contrary to his or her usual pattern of behavior, and there is reason to believe that unusual circumstances may have caused the absence. Such circumstances may include, but are not limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation or has been with persons who may endanger the student's welfare, or is overdue to return to campus and is unheard from after giving a specific return time to friends or family.
- b. Students who reside in on-campus housing who are non-emancipated and under 18 years of age are advised that a custodial parent or guardian must be notified within 24 hours after the student is determined missing in addition to notifying any additional contact person designated by the student.
- c. Procedures for Designation of Emergency Contact Information
  - i. Students will be given the opportunity during the fall semester registration process to designate an individual or individuals to be contacted by the College no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth in this policy. A designation will remain in effect until changed or revoked by the student. Contact information provided by students will be registered confidentially, will be accessible only to authorized campus officials, and will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.
- d. Official Notification Procedures for Missing Persons
  - i. Any individual on campus who has information that a residential student may be a missing person must notify a member of the Campus Police and Safety Department (ext. 5609) as soon as possible.
  - ii. The campus police and safety department will gather all essential information about the residential student from the reporting person and from the student's acquaintances (description, clothes last worn, where student might be, with whom the student might be, vehicle description, information about the physical and mental wellbeing of the student, an up-to-date photograph, class schedule). The department of student life will be notified and residence life staff will be alerted to aid in the search for the student.
  - iii. No later than 24 hours after determining a student is missing, the campus police and safety department will contact local law enforcement regarding the missing student, unless the local law enforcement agency was the entity that made the determination that the student was missing.
  - iv. If the campus police and safety department receives a report of a missing student, and upon investigation determines that a student has been missing for more than 24 hours, within the next 24 hours campus police and safety will:

1. Notify the individual identified by the student to be contacted in this circumstance;
  2. If the student is under 18 years of age, notify a parent or guardian; and
  3. In cases where the student is over 18 years of age and has not identified a person to be contacted, the appropriate law enforcement agency with jurisdiction will be notified.
- v. In the event (1) or (2) do not apply to a student determined to be a missing person, the appropriate law enforcement agency with jurisdiction will be notified. In all cases, the College reserves the right to contact the designated missing persons contact and/or emergency contacts as appropriate.

## **XII. HEOA Victim Notification**

- a. The College will, upon written request, disclose to the victim (or, if the victim is deceased, the next of kin) of a crime of violence (see 18 U.S.C. § 16), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense.

## **XIII. Sex Offender Registry**

- a. Law enforcement agency information provided by the Commonwealth of Virginia under section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. § 16921), concerning registered sex offenders may be obtained at the Office of the Chief of Campus Police and Safety located at 122 College View Drive, or by going to the Virginia State Police website at:  
<http://sexoffender.vsp.virginia.gov/sor/>

## **XIV. Policies and Procedures Related to Dating Violence, Domestic Violence, Sexual Assault and Stalking**

- a. Bridgewater College endeavors to provide programming that promotes awareness of and prevents dating violence, domestic violence, sexual assault and stalking. Programs to prevent dating violence, domestic violence, sexual assault and stalking means comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that—
  - i. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research and assessed for value, effectiveness, and outcome; and
  - ii. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels. Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at all students and employees. Ongoing prevention and awareness campaigns means programming, initiatives, and strategies that are sustained over time and focus on increasing



understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

- b. Primary Prevention and Awareness Programs. The following is an outline of the programming opportunities provided on campus. At or during each of these events, the College provides information to students and employees regarding the College's prohibition of crimes of dating violence, domestic violence, sexual assault, and stalking. Additionally, definitions are provided for each of these crimes as well as for consent.
  - i. "Every Choice", an online, video-based program, aimed at reducing campus sexual assault, dating/domestic violence and stalking by equipping students with realistic, actionable bystander intervention tools. Required completion by all new students annually.
  - ii. "Healthy Relationships", an in-person session with all new incoming students detailing specific campus policies on dating violence, domestic violence, sexual assault and stalking. Occurs annually during new student welcome week.
  - iii. Red Flag Campaign, a public awareness campaign designed to address dating violence and promote the prevention of dating violence on college campuses. The campaign was created using a "bystander intervention" strategy, encouraging friends and other campus community members to "say something" when they see warning signs ("red flags") for dating violence in a friend's relationship.
  - iv. The Escalation Workshop (One Love Foundation), which includes a 90-minute film with a peer-facilitated discussion, educates the community about relationship violence and empowers students to see red flags in relationships and intervene appropriately.
  - v. The "It's on Us" Campaign, designed by the White House to enlist bystanders to help prevent sexual assault. The campaign is typically held in November and again in April as part of Sexual Assault Awareness Week and encourages students to sign the pledge and be involved in other activities around prevention. Additionally, students created their own Bridgewater "It's on Us" public service announcement.
  - vi. "Take Back the Night", a speak-out and candlelight vigil against dating violence, domestic violence, sexual assault, and stalking provides victims the opportunity to share their stories on campus.
  - vii. Residence hall programming - A variety of programs are available through the Title IX Coordinator that focus on the issues of consent, bystander intervention and sexual assault prevention. The Title IX Coordinator is also available to work with individual Resident Advisors to create appropriate, tailor-made programs for targeted populations and/or specific concerns or issues that may arise in a particular residential area. Informational bulletin boards on these same issues are available throughout the year for Resident Advisors who want to focus attention on dating violence, domestic violence, sexual assault, and stalking.
  - viii. Convocations at Bridgewater College invigorate connections in the community and affirm the College's mission to "educate the whole person." In order to facilitate this, a wide variety of programs including

films, speakers, presentations, campus worship, musical and other performances, and travel experiences, are offered. Further, these programs will deal with a plethora of important social issues. Annually at least one convocation focuses attention on the issues of dating violence, domestic violence, sexual assault, and stalking.

- ix. Title IX Resource Cards – Responsible Employees are offered resource cards with information about both on campus and local resources including Counseling Services, Campus Police and a link to the Sexual Misconduct Online Reporting Form. The cards may be distributed to students or employees who are looking for resources following an incident of dating violence, domestic violence, sexual assault, or stalking.
- x. New Employees – New employees receive training specifically on the areas of dating violence, domestic violence, sexual assault, and stalking, the definition of consent, evidence based intervention strategies (bystander intervention as well as risk reduction tips), the duties of a “responsible employee” (not all employees are deemed to be a “Responsible Employee”), the importance of confidentiality, and the College’s procedures in handling complaints of Sexual Misconduct.
- xi. Faculty Training - All faculty receive training annually specifically on the areas of dating violence, domestic violence, sexual assault, and stalking. Additionally, faculty are informed of the definition of consent, discuss evidence based intervention strategies (bystander intervention as well as risk reduction tips), and are informed of the duties of a “responsible employee,” the importance of confidentiality, and the College’s procedures in handling complaints of Sexual Misconduct.
- xii. Staff Training - Staff receive training geared to their responsibilities on campus. All staff members receive training on the areas of dating violence, domestic violence, sexual assault, and stalking, the definition of consent, bystander intervention as well as risk reduction tips, the duties of a “responsible employee,” the importance of confidentiality, and the College’s procedures in handling complaints of Sexual Misconduct.
- xiii. Athletics - All coaches receive training annually specifically on the areas of dating violence, domestic violence, sexual assault, and stalking, the definition of consent, obligations as a “responsible employee,” evidence based intervention strategies (bystander intervention as well as risk reduction tips), the importance of confidentiality, and the College’s procedure in handling complaints of Sexual Misconduct.
- xiv. Student-athletes on each of the College’s intercollegiate teams receive training annually specifically on the areas of dating violence, domestic violence, sexual assault, and stalking, the definition of consent, and reporting options. Additional information in the form of a workshop is provided on bystander intervention strategies to help prevent sexual violence.

## Sexual Misconduct Prevention Training and Education Log 2017

Training	When	What	Delivery	Approximate Participation
Healthy Relationships	1/23/17	Presentation for incoming transfer students	In person	20
Dating Doctor	2/10/17	EP speaker presented on healthy relationships	In person	40
Consent Valentines	2/14/17	Valentines with messages about consent and resources given out by Speak Up! students	In person	200
Spring Break Water Bottles	3/3/17	Information about resources and consent condom added to water bottles being given to students	In person	150
Stall Stories	3/15/17	Posters in bathroom stalls regarding toxic gender stereotypes and gender harassment	Poster	Campus Wide
RA Program: New Direction House	3/15/17	Speaker from New Direction House in Staunton, VA came to campus to discuss their efforts to help survivors of sexual assault and intimate partner violence.	In person	20
My Masculinity Helps	3/28/17	Movie screening and talk back about male survivors and how toxic masculinity contributes to sexual violence.	In person	20
SOAR Mentor Training	3/29/17	Training for SOAR mentors on Title IX and how to assist incoming students	In person	80
Spring Orientation	4/8/17	Title IX presentation for incoming students and their parents.	In person	400
RA Program: On Love	4/10/17	RA presentation on domestic and dating violence	In person	30
Clothesline Project	4/18-20/17	Awareness program for victims and survivors in the KCC.	In person	Campus wide
Take Back the Night	4/18/17	Victim/survivor program for sharing and healing.	In person	30
It's On Us Baseball	4/28/17	Baseball game with information regarding sexual assault and the It's On Us campaign	In person	70
It's On Us Lacrosse	4/29/17	Lacrosse game with information regarding sexual assault and the It's On Us campaign	In person	70

New Student Orientation	4/29/17	Training for incoming freshmen and parents	In person	500
New Student Orientation	6/16/17	Training for incoming freshmen and parents	In person	600
AC Training	7/27/17	Training for ACs	In person	6
Athletic staff training	8/2/17	Training for Coaches and other athletic staff	In person	40
Title IX Training Conference	8/9-10/17	Training for Title IX team and administrators	In person	130
Athletic Training	8/15/17	Title IX Training for football team	In person	100
RA Training	8/16/17	Training for returning and incoming RAs	In person	50
Athletic Training	8/18/17	Title IX training for cross country, field hockey, soccer and volleyball.	In person	100
Step Up/Speak Up Training	8/21/17	Training for members of Step Up/Speak Up	In person	40
Sexual Violence 101	8/21/17	Training for members of Step Up/Speak Up on trauma and sexual violence prevalence	In person	40
SOAR Training	8/22/17	Training for SOAR mentors on resources and sexual misconduct	In person	70
Adjunct Faculty Training	8/22/17	Training for incoming adjunct faculty members on their role as Responsible Employees and sexual misconduct	In person	10
Title IX Basics	8/23/17	Training for members of Step Up/Speak Up on Title IX process and resources	In person	40
Bias and Victim Blaming	8/23/17	Training for members of Step Up/Speak Up on bias motivated incidents and attitudes towards victims of sexual violence	In person	40
EveryChoice Module	8/25/17	Online training module for all incoming students on bystander intervention, sexual misconduct and resources.	Online	599
Healthy Relationships	8/26/17	Training for incoming freshman class on Title IX, sexual misconduct and resources	In person	540
Healthy Relationships: Transfers	8/27/17	Training for incoming transfers on Title IX, sexual misconduct and resources	In person	40
Speak Up Training	8/28/17	Speak Up peer facilitated workshop on bystander intervention and sexual misconduct	In person	540

Athletic Training	8/28/17	Title IX training for golf, tennis, cheer, dance and equestrian teams	In person	70
Ambassador Training	8/28/17	Training for admissions ambassadors	In person	20
Activities Fair	8/31/17	Speak Up tabled event to provide information about the group and sexual misconduct	In person	200
Athletic Training	9/5/17	Title IX training for all Winter and Spring sports	In person	200
Future Educators Training	10/5/17	Title IX training for Future Educators Intro to Education classes	In Person	60
Cabinet Training	10/9/17	Title IX Training for Cabinet members	In Person	7
Red Flag Week	10/16-20/17	Awareness campaign focusing on healthy relationships and domestic/dating violence and stalking	Campus Wide	Campus Community
Healthy Relationships Panel	10/24/17	Panel of faculty/staff moderated by Counseling Services to discuss their own relationships	In person	40
Red Flag: Show & Tell	11/10/17	Student presentation on Red Flag Campaign	In person	30
Campus Police Training	12/18/17	Title IX Training for Campus Police & Safety	In person	25

- c. “Dating Violence” is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. 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 relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not, however, include acts covered under the definition of Domestic Violence.
- i. Virginia does not have a statute specifically making dating violence criminal, but it is a form of assault and battery (see Virginia Code §§ 18.2-52, 18.2-57) which is criminal behavior defined as an intentional act by one person that creates an apprehension in another of an imminent harmful or offensive contact and/or inflicts physical injury on another . Under Virginia’s laws, if the defendant inflicts bodily injury on the victim based on the victim’s race, religion, color, or national origin, then the crime may be charged as a felony.
  - ii. The VAWA term for “dating violence” means violence committed by a person:
    1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
    2. Where the existence of such a relationship shall be determined based on a consideration of the following factors:

- a. The length of the relationship;
  - b. The type of the relationship;
  - c. The frequency of interaction between the persons involved in the relationship. (42 U.S.C. § 13925(a))
- 3. For the purposes of this definition Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- 4. Dating violence does not include acts covered under the definition of domestic violence
- d. “Domestic Violence” is a felony or misdemeanor crime of violence committed—
  - i. By a current or former spouse or intimate partner of the Complainant;
  - ii. By a person with whom the Complainant shares a child in common;
  - iii. By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
  - iv. By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
  - v. By any other person against an adult or youth who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
    - 1. The Virginia statute for domestic violence is § 18.2-57.2. Assault and battery against a family or household member.
    - 2. Any person who commits an assault and battery against a family or household member is guilty of a Class 1 misdemeanor.
    - 3. Upon a conviction for assault and battery against a family or household member, where it is alleged in the warrant, petition, information, or indictment on which a person is convicted, that such person has been previously convicted of two offenses against a family or household member of (i) assault and battery against a family or household member in violation of this section, (ii) malicious wounding or unlawful wounding in violation of § 18.2-51, (iii) aggravated malicious wounding in violation of § 18.2-51.2, (iv) malicious bodily injury by means of a substance in violation of § 18.2-52, (v) strangulation in violation of § 18.2-51.6, or (vi) an offense under the law of any other jurisdiction which has the same elements of any of the above offenses, in any combination, all of which occurred within a period of 20 years, and each of which occurred on a different date, such person is guilty of a Class 6 felony
    - 4. The VAWA term “domestic violence” includes felony or misdemeanor crimes of violence committed by: a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated, with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction , in which the crime of violence occurred; OR By any other person against an adult or youth victim who is protected from

that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. (42 U.S.C. § 13925(a))

- e. "Sexual Assault." As of July 1, 2015, new regulations were issued under the Higher Education Act of 1965, as amended, to implement the changes made to the Clery Act by the Violence Against Women Reauthorization Act of 2013. As a part of those regulations, the classification of sexual offenses changed from "forcible sex offenses" and "nonforcible sex offenses", to "rape", "fondling", "incest" and "statutory rape", as used in the FBI's Uniform Crime Reporting System. Under the new regulations, a "sex offense" is defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
  - i. "Rape" is defined as 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.
  - ii. "Fondling" is defined as the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - iii. "Incest" is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - iv. "Statutory rape" is defined as sexual intercourse with a person who is under the statutory age of consent.
    - 1. Virginia defines sexual assault as offenses involving sexual penetration or sexual contact with any person by force or threat of force, fear, intimidation, ruse, or through the use of a person's mental incapacity or physical helplessness, or any other attempt to force sexual penetration/contact on any person. Sexual Assault offenses meet the definition of rape, fondling, incest, or statutory rape.
    - 2. Virginia Code [§18.2-61](#)
      - a. Sexual intercourse with another person, whether or not his or her spouse and
      - b. Against that person's will
      - c. By force, threat or intimidation of or against the complaining witness or another person; or
      - d. Through the use of the complaining witness's mental incapacity or physical helplessness;
      - e. Or with a child under age 13 as the victim.
    - 3. Sexual Assault (Generally): Sexual assault is any form of unwanted sexual contact obtained without consent and/or obtained through the use of force, threat of force, intimidation, or coercion.
- f. "Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to either fear for the person's safety or the safety of others, or suffer substantial emotional distress. For the purpose of this definition—

- i. “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.
  - ii. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require or involve medical or other professional treatment or counseling.
  - iii. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the Complainant.
    - 1. Stalking is a crime in Virginia and is defined in § 18.2-60.3 “Any person who engages in conduct directed at another person with the intent to place or when he/she knows or reasonably should know that the conduct places that other person in reasonable fear of death, criminal sexual assault, or bodily injury to that other person or to that other person’s family or household member.”
- g. “Effective Consent” is clear, knowing, informed, mutual and voluntary, and can be withdrawn at any time. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable, clear permission regarding willingness to engage in (and the conditions of) sexual activity. Consent to any one form of sexual activity cannot automatically imply consent to any other form of sexual activity. Previous relationships or prior consent cannot imply consent to any future sexual act. Consent cannot be gained by force and/or incapacitation. In order to give effective consent, one must be of legal age. According to Virginia Code § 18.2-371, individuals aged 17 or younger are not able to legally consent to sexual activity.
  - i. This definition is used for the purposes of determining if a violation of the College’s Sexual Misconduct Policy has occurred.
  - ii. Consent is not defined by the Commonwealth of Virginia in state criminal law. To constitute lack of consent, acts must be committed by force, intimidation or through use of the victim’s mental incapacity or physical helplessness. Intoxication may indicate an inability to give consent.
- h. Bystander Intervention
  - i. Bridgewater College’s prevention programs primarily focus on bystander intervention strategies and tools (e.g., safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking). Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene, as well as overall risk reduction in order to decrease perpetration and to increase student empowerment.
- i. Risk Reduction
  - i. Risk reduction training reviews options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and the campus address



conditions that facilitate violence. While a student can never completely protect oneself from sexual assault, students are instructed that there are some things she or he can do to help reduce the risk of being assaulted, such as:

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
  2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
  3. Walk with purpose. Even if you do not know where you are going, act like you do.
  4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably is not the best place to be. Do what you can to get out of that situation or call for assistance.
  5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
  6. Make sure your cell phone is with you and charged and that you have cash money.
  7. Do not allow yourself to be isolated with someone you do not trust or someone you do not know.
  8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
  9. 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.
  10. Be active in supporting a safe and respectful community. If you see others engaging in disrespectful or inappropriate actions, speak up and get involved, or contact someone else to assist.
- ii. Students are advised that they should not leave their 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. Date rape drugs are colorless, tasteless, and odorless substances that can be placed in any drink, not just alcohol, undetected. They are strong relaxants the effects of which can be felt as soon as fifteen minutes after ingestion. The side effects of date rape drugs include possible blackouts, coma, impaired judgment, memory impairment, dizziness, headaches, confusion and loss of coordination. Alcohol can intensify these side effects. Date rape drugs often cause memory loss. Some date rape drugs remain in the system for as little as 6-8 hours, making immediate testing imperative. Common date rape drugs are rohypnal, GHB, ketamine, and alcohol. Alcohol remains the most commonly used date rape drug both on and off college campuses. Today it remains the substance most frequently associated with date rape, and the most easily accessible sedating substance. When consumed in large quantities, alcohol can have a serious sedating effect leaving anyone vulnerable to assault. If you suspect or suspect someone you know has been drugged and/or assaulted, first, go to a safe place and call the Bridgewater College police at 540-828-5609 or the local police if off

campus by dialing 911. Then, go to the College Health Center or the local hospital's emergency room for immediate treatment and testing.

- iii. Students are informed that if you find yourself in the position of being the initiator of sexual behavior, you owe respect to your potential partner. These suggestions help to reduce the risk for being accused of sexual misconduct:

1. Clearly communicate your intentions to your sexual partner and give them a chance to relate clearly their intentions to you.
2. Understand and respect personal boundaries.
3. Don't make assumptions about consent; about someone's sexual availability; about whether they are attracted to you; about what sexual activity they are willing to engage in with you or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity then you do not have consent.
4. Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out what level of sexual activity they are willing to engage in with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
5. Do not take advantage of someone's drunkenness or drugged state, even if the person did it voluntarily.
6. Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Do not abuse that power.
7. Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
8. Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

- j. Procedures followed when a crime of dating violence, domestic violence, sexual assault, or stalking is reported involving students.
  - i. Prompt, fair, impartial process. Bridgewater College seeks to foster a community that promotes prompt reporting of Sexual Misconduct, support for those who have been subject to Sexual Misconduct, and prompt, fair and impartial resolution of Sexual Misconduct complaints.
  - ii. Meeting with Complainant. Following notification to the Title IX Coordinator of a report of an alleged act of Sexual Misconduct, the Title IX Coordinator will schedule a meeting with the Complainant to (a) determine the name of the Respondent, and the date, location and nature of the alleged Sexual Misconduct, and (b) obtain the Complainant's consent to begin an investigation. The Title IX Coordinator will provide the Complainant with an electronic or written copy of this Policy, and shall inform the Complainant of: (i) the available law enforcement options for investigation and prosecution; (ii) the importance of collection and preservation of evidence; (iii) the available options for a protective order; (iv) the available campus options for investigation and adjudication under the College's policies; (v) the Complainant's rights to participate or

decline to participate in any investigation to the extent permitted under state or federal law; (vi) the applicable federal or state confidentiality provisions that govern information provided by a Complainant; (vii) the available on-campus resources (e.g., the College's Counseling Center, Student Health Services, financial aid office) and any unaffiliated community resources, including sexual assault crisis centers, domestic violence crisis centers (e.g., the Collins Center), or other victim support services (e.g., counseling, health, mental health, victim advocacy, legal assistance, and visa and immigration assistance); and (viii) the importance of seeking appropriate medical attention and the opportunity for referrals for medical treatment. The meeting may also involve a discussion of any Interim Measures or remedies that may be appropriate concerning the Complainant's academic, College housing, and/or College employment arrangements.

- iii. **Complainant Requests Confidentiality.** If the Complainant does not wish to pursue a complaint and/or requests that the complaint remain confidential, the College nevertheless is required to investigate and take reasonable action to the extent it can do so within the restrictions requested by the Complainant. The Title IX Coordinator will inform the Complainant that the College's ability to meaningfully investigate the incident and pursue disciplinary action against the Respondent(s) may be limited if the Complainant does not wish to pursue a complaint and/or requests that the complaint remain confidential. In order to determine the extent to which the College can honor the Complainant's request for confidentiality, the Title IX Coordinator may conduct a preliminary investigation into the alleged Sexual Misconduct. When weighing a Complainant's request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including but not limited to: 1. The increased risk that the Respondent will commit additional acts of Sexual Misconduct or violence, such as: a. whether there have been other Sexual Misconduct complaints about the same Respondent; b. whether the Respondent has a history of arrests or records from a prior school indicating a history of Sexual Misconduct or violence; c. whether the Respondent threatened further Sexual Misconduct or violence against the Complainant or others; or d. whether the Sexual Misconduct was committed by multiple Respondents; 2. Whether the Sexual Misconduct was perpetrated with a weapon; 3. Whether the Complainant is a minor; 4. Whether the College possesses other means to obtain relevant evidence of Sexual Misconduct (e.g., security cameras or personnel, physical evidence, etc.) 5. Whether the Complainant's report reveals a pattern of perpetration (e.g., via illicit drugs or alcohol) of Sexual Misconduct at a given location or by a particular group. The presence of one or more of these factors and others could lead the College to investigate, and if appropriate, pursue disciplinary action. If none of these factors is present, the College may likely respect the Complainant's request for confidentiality. Even if the College does not take disciplinary action against the Respondent because the Complainant requests confidentiality or that the complaint not be

adjudicated, the College nonetheless will endeavor to limit the effects of the alleged Sexual Misconduct and to prevent its recurrence through, for example, increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate surveys; and/or revisiting its policies and practices. If the College determines that it cannot maintain a Complainant's confidentiality, the College will (a) inform the Complainant prior to starting an investigation; (b) to the extent reasonable, only share information with people responsible for handling the College's response; and (c) if requested by the Complainant, inform the Respondent that the Complainant asked the College not to investigate or seek discipline, but that the College made the decision to go forward. The College may not require a Complainant to participate in any investigation or disciplinary proceeding.

- iv. Meeting with Respondent. If not inconsistent with any request of the Complainant for confidentiality, the Title IX Coordinator will meet with the Respondent to inform the Respondent of the allegation of Sexual Misconduct and obtain a preliminary account of the Respondent's response to the allegation of Sexual Misconduct. The Title IX Coordinator will: (a) provide the Respondent with an electronic or written copy of this Policy; (b) inform the Respondent of campus options for investigation and adjudication under the College's policies; (c) inform the Respondent about available on-campus resources (e.g., the College's Counseling Center and Student Health Services) and any unaffiliated community resources; and (d) inform the Respondent of available Interim Measures.
- d. Review Committee.
- v. Notwithstanding the provisions of paragraph (b) above, upon receipt of information regarding an act of sexual violence (as defined in Va. Code § 23.1-806) committed against a student attending the College or which may have occurred on campus, in or on a non-campus building or property, or on public property (all as defined in Va. Code § 23.1-806), the Title IX coordinator shall promptly report the information, including any personally identifiable information, to the Review Committee. The Review Committee shall meet to review the information within 72 hours of the Title IX Coordinator receiving information. If, based on the consideration of all factors, the Review Committee, or if the Review Committee cannot reach a consensus, the representative of law enforcement on the Review Committee, determines that the disclosure of the information, including personally identifiable information, is necessary to protect the health or safety of the Complainant or other individuals, the representative of law enforcement on the review committee shall immediately disclose such information to the law enforcement agency that would be responsible for investigating the alleged act of sexual violence. Such disclosure shall be for the purposes of investigation and other actions by law enforcement. Upon such disclosure, the Title IX Coordinator or designee shall notify the Complainant that such disclosure is being or has been made. In cases in which the alleged act of Sexual Misconduct is sexual violence that would constitute a felony, the representative of law

enforcement on the Review Committee shall inform the other members of the Review Committee and shall, within 24 hours of receiving the information, consult with the attorney for the Commonwealth or other prosecutor responsible for prosecuting the alleged act of sexual violence and provide the information received by the Review Committee without disclosing personally identifiable information, unless such information was disclosed as described above. In addition, if such consultation does not occur and any other member of the Review Committee individually concludes that the alleged act of sexual violence would constitute a felony, that member shall, within 24 hours of receiving the information, consult with the attorney for the Commonwealth or other prosecutor responsible for prosecuting the alleged act of sexual violence and provide the information received by the Review Committee without disclosing personally identifiable information, unless such information was disclosed as describe above. At the conclusion of the review by the Review Committee, the Title IX Coordinator and the law enforcement representative shall each retain (i) the authority to proceed with any further investigation or adjudication allowed under state or federal law and (ii) independent records of the Review Committee's considerations, which shall be maintained under applicable state and federal law. e. Other Related Misconduct and Amnesty. In accordance with its policies, the College is empowered to hear allegations of, and to impose sanctions for, Sexual Misconduct and any other violations of the College's code of conduct directly related to the circumstances involved in the alleged Sexual Misconduct or any alleged violations of this Policy. It is not, however, the practice of the College to pursue disciplinary action against a Complainant or witness for improper use of alcohol or drugs that occurred during the events involved in the alleged Sexual Misconduct, provided that such student is acting in good faith related to such events. Students, whether as parties to the proceedings or as witnesses, are expected to provide truthful information and testimony in accordance with the College's Honor Code.

- vi. The College has a Memorandum of Understanding with the local rape crisis center, The Collins Center for assistance in providing support and advocacy to victims of sexual violence.
- vii. Interim Measures. Interim Measures are those services, remedies, or other assistance that the College puts in place for all students after receiving notice of alleged Sexual Misconduct but before any final outcome – investigatory, disciplinary, or remedial – has been determined. Interim Measures may remain in place for the duration of the investigation and adjudication process. The College wants students to be safe, to receive appropriate medical attention, and to get the help they need to heal and to continue to access their educational opportunities. The College also wants students to understand reporting options and how to access available Interim Measures. The College encourages victims of Sexual Misconduct to report such incidents to the College's Title IX Coordinator or any Responsible Employee with whom the victim feels comfortable. The College recognizes that Sexual Misconduct can be traumatic and may

leave victims feeling overwhelmed and confused. This Policy seeks to provide clear guidance regarding available resources and who can help in securing them. Upon receiving a report of Sexual Misconduct, the College will provide all involved students, including parties and witnesses, with a written explanation of the Interim Measures available on campus and through local community resources. Some possible Interim Measures are listed below, and the College determines which measures are appropriate on a case-by-case basis. Not all of the measures listed below will be necessary in every case to ensure equal access to educational programs and activities. If a student identifies an Interim Measure that is not already provided by the College, the College will consider whether the request can be granted. In those instances where Interim Measures affect both a Complainant and the Respondent, the College will seek to minimize the burden on the Complainant where appropriate. The following Interim Measures may be requested by the Complainant, the Respondent, or any witnesses:

1. Academic accommodations
  2. Medical and mental health services, including counseling
  3. Change in campus housing and/or dining locations
  4. Assistance in finding alternative housing
  5. Assistance in arranging for alternative College employment arrangements and/or changing work schedules
  6. A “No Contact” directive pending the outcome of an investigation. Such a directive serves as notice to both parties that they must not have verbal, electronic, written, or third party communication with one another
  7. Providing an escort to help the student feel safe as the student moves between school programs and activities
  8. Transportation accommodations, such as shuttle service, cab voucher, or parking arrangements to help the student feel safe and provide access to other services
  9. Assistance identifying an advocate to help secure additional resources or assistance including off-campus and community advocacy, support, and services
- viii. The College will work with students to identify what Interim Measures are appropriate in the short term (e.g., during the pendency of an investigation or other school response), and will continue to work collaboratively throughout the College’s process and as needed thereafter to assess whether the instituted measures are effective, and if not, what additional or different measures may be helpful for the students. The Respondent may be required prior to and during the investigation and hearing process to comply with the determined Interim Measures. In addition, the College may determine that an interim suspension of the Respondent during the investigation and hearing process may be appropriate. The College will maintain as confidential any interim or protective measures provided to students, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the interim or protective measures. The Respondent will be informed of Interim Measures

requested by the Complainant or witnesses only to the extent necessary to ensure that the Respondent complies with Interim Measures that affect the Respondent's conduct. If a Complainant's counselor requests any of the above measures on the Complainant's behalf without disclosing that Sexual Misconduct is the basis for the request, the College will consider those requests for supportive measures consistent with its general policy of allowing counselors to seek such measures for victims of trauma without requiring that the nature of the trauma be disclosed. The College will provide reasonable remedial and protective measures to third parties as appropriate and available, taking into account the role of the third party, the actions of the Respondent, and the nature of any relationship with the College.

- ix. Protective Orders. Protective orders are civil court orders meant to protect victims who have experienced or are reasonably in fear of physical violence, sexual assault or stalking by another individual. The Bridgewater College Campus Police can provide assistance in the process of obtaining protective orders. A Complainant also may seek the assistance of the Town of Bridgewater Police Department or the Rockingham County Sheriff's Department. An emergency protective order (EPO) aims to protect the health or safety of any person regardless of a decision to arrest. A police officer may request an EPO for a Complainant for any act involving violence, force, or threat that results in bodily injury, or places one in reasonable apprehension of death, sexual assault, or bodily injury. Such acts include, but are not limited to, any forceful detention, stalking, or criminal sexual assault in violation of Virginia law that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury. A judge or magistrate issues an EPO upon request of a law enforcement officer or a Complainant. To obtain an EPO, the Complainant must have been subjected to an act of violence, force, or threat, and the judge or magistrate must find that (i) there is probable danger of further such acts being committed by the Respondent against the Complainant or (ii) a petition or warrant for the arrest of the Respondent has been issued for a criminal offense resulting from the commission of an act of violence, force, or threat. An EPO can:

1. Prohibit acts of violence, force, or threat or criminal offenses resulting in injury to person or property;
2. Prohibit contacts by the Respondent with the Complainant or the Complainant's family or household members; and
3. Grant other conditions that the judge or magistrate deems necessary to prevent
  - a. acts of violence, force, or threat,
  - b. criminal offenses resulting in injury to person or property, or
  - c. communication or other contact of any kind by the Respondent.

The EPO remains in effect for 72 hours. The Complainant may request a preliminary protective order, within a reasonable period of time following the incident, through the General District Court. A judge issues a

preliminary protective order (PPO) upon request of a Complainant or law enforcement officer. To obtain a PPO, the Complainant must have been subjected to an act of violence, force, or threat, or a petition or warrant has been issued for the arrest of the alleged perpetrator for any criminal offense resulting from the commission of an act of violence, force, or threat. A Complainant must appear before a judge in person to request a PPO. A PPO can:

1. Prohibit acts of violence, force, or threat or criminal offenses that may result in injury to person or property;
2. Prohibit contacts by the Respondent with the Complainant or the Complainant's family or household members; and
3. Grant other conditions that the court deems necessary to prevent
  - a. acts of violence, force, or threat,
  - b. criminal offenses resulting in injury to person or property, or
  - c. communication or other contact of any kind by the Respondent.

A PPO is valid for 15 days or until the date of the next hearing scheduled at the time of issuance of the PPO for a permanent or full protective order. A judge issues a full protective following a hearing at which both the Complainant and Respondent are present. A full protective order can:

1. Prohibit acts of violence, force, or threat or criminal offenses that may result in injury to person or property;
2. Prohibit contacts by the Respondent with the Complainant or the Complainant's family or household members; and
3. Grant other conditions that the court deems necessary to prevent
  - a. acts of violence, force, or threat,
  - b. criminal offenses resulting in injury to person or property, or
  - c. communication or other contact of any kind by the Respondent.

A full protective order is valid for any period of time up to a maximum of two years. It is very important to keep a copy of the Protective Order with you at all times. Show it to the police officer, magistrate, prosecutor, or judge if the Respondent violates the order. The Campus Police and Safety Department will enforce valid protective orders issued in jurisdictions of the United States as if they were issued in the Commonwealth of Virginia. Students are encouraged to inform Campus Police of any protective orders upon arrival on campus.

- x. Privacy. The College seeks to respect the privacy of all parties involved with a report of Sexual Misconduct, except insofar as it interferes with the College's obligation to fully investigate allegations of Sexual Misconduct. Witnesses are required to maintain the privacy of information shared with them during interviews and/or hearings. Violations of the privacy of the Complainant or the Respondent may lead to disciplinary action by the College, though the parties may share their perspectives and experiences. All parties, including witnesses, involved in an allegation are strongly



encouraged to maintain the privacy of information and/or written materials related to the Complaint.

xi. Resolution

1. Timing. The College will promptly resolve complaints of Sexual Misconduct, while ensuring the integrity, thoroughness, and completeness of the investigation, including circumstances related to: a request by external law enforcement for a temporary delay to gather evidence for a criminal investigation; accommodating the availability of witnesses; College breaks or vacations; complexities of a case, including the number of witnesses and volume of information provided by the parties; the unavailability of necessary information; or for other legitimate reasons. The time for consideration and disposition of any appeal of a matter will be in addition to the time to conclude the initial resolution of the complaint.
2. Investigation and Informal Processes. Upon receiving a report (either verbally or in writing) of an act of alleged Sexual Misconduct, the Title IX Coordinator will conduct an initial assessment of the available information, including: the Complainant's immediate and ongoing safety and well-being; the incident or conduct at issue; any risk of harm to the parties, any other individuals, or the broader campus community; the existence of severe, persistent or pervasive conduct, including evidence of a pattern, use of a weapon or other predatory conduct; and the necessity for any Interim Measures or accommodations. As outlined above, the Title IX Coordinator will also consider the interest of the Complainant and the Complainant's expressed preference for manner of resolution, which may include confidentiality, the initiation of a formal investigation, or an informal resolution. The use of mediation for Sexual Assault complaints is prohibited. Informal processes and resolutions may be used for other Sexual Misconduct cases as appropriate following consultation with the Complainant and Respondent. If the report and/or intake appear upon initial assessment to be a possible violation of this Policy, taking into consideration any requests for confidentiality from the Complainant, the Title IX Coordinator will either, if appropriate, institute informal resolution proceedings or assign an investigator to investigate the allegation of Sexual Misconduct. Investigators will receive annual training on issues related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking and on how to conduct an investigation that protects the safety of victims and promotes accountability. The investigation will usually include interviews with and obtaining statements from both or all parties, interviews with witnesses, and a review of documentary or other related evidence. The College will conduct the investigation regardless of whether a report has been made to law enforcement, but the College, in interviewing

witnesses and gathering evidence on the matter, will be mindful of an active law enforcement investigation.

3. **Determination to Charge.** Following the conclusion of the investigation, the Title IX Coordinator will determine, based on the information obtained from the investigation, whether there is sufficient information available to charge the Respondent with an alleged violation of the Policy. The Title IX Coordinator will provide written notification of the determination to charge to the Complainant and Respondent concurrently. If the Title IX Coordinator determines that there is sufficient information to charge a violation of this Policy, the Title IX Coordinator will refer the case for a hearing. Any written report of the investigation will be made available for review by the parties. The Title IX Coordinator will cause a transcript hold to be placed on the Respondent's transcript pending final resolution of the complaint. The determination to charge the Respondent does not mean that the Respondent will be found responsible for a violation of the Policy. Instead, it means that the Title IX Coordinator has determined that, based upon the available information obtained from the investigation, the matter warrants further review in a hearing. The Respondent will be found in violation only if the hearing officer determines, by a preponderance of the evidence, that the Respondent has committed a violation of this Policy. Should the Title IX Coordinator determine that there is not sufficient information to charge the Respondent, the Title IX Coordinator will so inform the parties in writing concurrently, and will document the matter as closed. Either party may appeal the determination that there is not enough information to charge the Respondent by submitting a letter to any of the Deputy Title IX Coordinators outlining all reasons for the appeal. The appeal must be submitted to a Deputy Title IX Coordinator within five (5) calendar days of receipt of the written determination of the Title IX Coordinator. The Deputy Title IX Coordinator will review the appeal and notify the Complainant and Respondent in writing whether the appeal has been granted or denied based on a new review of the evidence. This determination by the Deputy Title IX Coordinator will generally be made within twenty (20) calendar days of when the appeal was received. That determination is final and may not be appealed further.
4. **Advisors.** The Complainant and Respondent may seek the advice and assistance of an advisor of their choice, at their own expense. The advisor may be any person, including an attorney, who is not otherwise a party or witness involved in the investigation. An Advisor may accompany a party to meetings and any hearing, but may not present evidence, question witnesses, or otherwise participate in the meeting or hearing. Any party may request a brief recess of a meeting or hearing to consult with their Advisor, which

may be granted at the discretion of the person conducting the meeting or the hearing officer, as appropriate.

5. Notice of Hearing. The Complainant and Respondent will receive written or electronic notification of the specific charges; the date, time, and location of the hearing; and an electronic or written copy of this Policy. The parties may request a reasonable extension of time to prepare for the hearing. Requests for an extension will not be granted for a period to exceed two business days except in unusual circumstances when the party can demonstrate the necessity for a longer delay. All requests for an extension of time must be made in writing to the Title IX Coordinator at least 24 hours prior to the scheduled hearing, except in cases of documented serious illness or emergency. The parties have the option not to appear and/or testify; however, failure to appear and/or testify will not preclude the hearing officer from proceeding and adjudicating the complaint based on the evidence presented. A case may be decided notwithstanding an absence of the Complainant or Respondent who fails to appear at a scheduled hearing without good cause (e.g., serious illness), after proper notice of the hearing. In such cases, decisions will be based solely on witness testimony, documentary evidence (including any investigation report), and other information presented during the hearing. Failure to appear does not preclude a party from appealing a decision through the process detailed below.
6. Hearing Officer. A hearing officer selected by the College, or at the College's discretion, more than one hearing officer, will conduct the hearing. The College may use College employees, or may ask other individuals with relevant experience and training to serve as a hearing officer. Hearing officers will receive annual training on issues related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking and on how to conduct a hearing process that protects the safety of all parties and promotes accountability. If more than one hearing officer conducts the hearing, the hearing officers shall select one of them to serve as chair of the hearing, and decisions of the hearing officers shall be made by majority vote.
7. Bias or Conflict of Interest. Investigators and hearing officers must be impartial and free from actual bias or conflict of interest. During the course of the investigation or hearing either party may contest the impartiality of an investigator or hearing officer by submitting the objection in writing to the Title IX Coordinator. The submission must detail why the party asserts that the investigator or hearing officer is biased or has a conflict of interest in the case. If the Title IX Coordinator determines that the investigator or hearing officer has demonstrated actual bias or has a conflict of interest, the Title IX Coordinator will assign an alternate investigator or hearing officer for the completion of the case.

8. Pre-Hearing Submissions. Parties are strongly encouraged to provide all information they believe is relevant to the investigation to the investigator during that phase of the proceedings. All parties will also have the opportunity to provide information in advance of the hearing to be considered by the hearing officer. Any such additional information must be submitted in writing to the Title IX Coordinator at least two business days prior to the scheduled hearing. The Complainant and Respondent each will have the opportunity to review any written information submitted by any other party. All parties may provide to the Title IX Coordinator the names of witnesses a party believes to have information relevant to the incident and whom the party would like to be called to testify. Any witness list must be submitted in writing to the Title IX Coordinator at least two business days prior to the scheduled hearing. The hearing officer will determine whether the suggested witnesses will be permitted to participate in the proceeding. Character witnesses will not be heard. In general, a witness who is not a member of the College community will not be permitted to serve as a witness in the hearing. The parties are responsible for the attendance of their respective witnesses at the hearing. The Complainant and Respondent each will have the opportunity to review any witness list submitted by the other. In addition, the parties may submit in writing to the Title IX Coordinator questions the party would like the hearing officer to ask the other party or a witness. Any questions must be submitted in writing to the Title IX Coordinator at least one business day prior to the scheduled hearing. The hearing officer will determine whether to ask the questions.
9. Resolution without a Hearing. The hearing officer will review the investigation report and any written submissions. The hearing officer may determine that a hearing is not necessary if the hearing officer concludes that the information in the investigation report and the written submissions (if any) is sufficient to make a determination. If the hearing officer decides that a hearing is not necessary, the hearing officer will so notify the parties and then proceed directly to make a determination and issue a decision as provided in paragraph (1) below, including an explanation of why a hearing is not necessary. At any time prior to the hearing, the Respondent may elect to acknowledge the alleged violation of the Policy, take responsibility for the alleged Sexual Misconduct, and request that the hearing officer propose a resolution to the charges and any remedies and sanctions. With the consent of the Complainant, the hearing officer may resolve the complaint without a hearing. In the event that the Complainant does not consent, the proceeding will continue as provided in this Policy.
10. Conduct of the Hearing. A hearing is closed to the public, including friends and parents of the parties and College personnel without an official interest in the case. Only the hearing officer, the

Complainant, Respondent, and their advisors, witnesses, and necessary College personnel may be present in the hearing room during the proceeding, and the Complainant, Respondent, and their advisors, and the witnesses may be in the hearing room only when the respective individual is presenting testimony. The hearing will not follow a courtroom model, and formal rules of process, procedure, and/or technical rules of evidence, such as applied in criminal or civil court, will not be observed. What might be considered hearsay or secondhand or other indirect evidence may be presented and given that weight to which it may be entitled, as determined by the hearing officer, as part of considering the totality of the information and the credibility of any witness. Deviations from prescribed procedures shall not necessarily invalidate a decision, unless such deviations result in significant prejudice to the Respondent, Complainant, or the College. Absent extraordinary circumstances, the hearing officer will not consider the romantic or sexual history of either the Complainant or Respondent, except for testimony offered by one or the other about the Complainant's and Respondent's shared sexual history that the hearing officer deems relevant. If such information is offered by the Complainant or Respondent, the other party will be advised of the information and given an opportunity to respond. The existence of a prior consensual dating or sexual relationship between the Complainant and Respondent by itself does not support an inference of Effective Consent to alleged act(s) of Sexual Misconduct. If the hearing officer determines that unresolved issues exist that would be clarified by the presentation of additional evidence, the hearing officer may recess the hearing and reconvene it in a timely manner to receive such evidence. A recess will not be based on the failure of witnesses to appear. At the sole discretion of the hearing officer, an audio, video or stenographic recording of the hearing may be made for the use of the hearing officer, for sanctioning, and for purposes of appeal. Any such recording shall remain the sole property of the College.

11. Evidentiary Standard. The evidence of alleged Sexual Misconduct will be evaluated under a "preponderance of the evidence" standard, meaning that the evidence must show that it is "more likely than not" that the Respondent violated the Policy. The Respondent will be found responsible for the alleged Sexual Misconduct if the hearing officer concludes that such Sexual Misconduct more likely than not occurred based upon a review of all the evidence presented.
12. Decision. Following the hearing, the hearing officer will issue a written decision, and will deliver it concurrently to both the Complainant and the Respondent. The decision will set forth the names of the Complainant and Respondent; the violation(s) of the Policy for which the Respondent was found responsible, if any; any essential findings supporting the hearing officer's decision on

the issue of responsibility; and any sanction(s) imposed and any remedies provided. The Respondent shall not be notified of any individual remedies offered or provided to the Complainant.

13. Sanctions and Remedies. If the hearing officer concludes that the alleged Sexual Misconduct occurred, the hearing officer may impose any sanction that is fair and proportionate to the violation. In determining an appropriate sanction, the hearing officer may consider any record of past violations of the College's standards of conduct, as well as the nature and severity of such past violation(s). The hearing officer will consider whether the sanction will (a) bring an end to the violation in question; (b) reasonably prevent a recurrence of a similar violation; and (c) remedy the effects of the violation on the Complainant and the Bridgewater College community. Any sanction imposed will be described in the written decision of the hearing officer. The hearing officer may impose any one or more of the following sanctions on a Respondent determined to have violated this Policy. The hearing officer may also provide any one or more of the following remedies to the Complainant regardless of whether the hearing officer found a violation of the Policy. In addition to any other sanction (except when the sanction is expulsion or revocation of a degree), the College will require any Respondent determined to be responsible for a violation of the Policy to receive appropriate education and/or training related to the misconduct violation at issue. The College may also require counseling or other support services for the Respondent.

14. Effective Date of Sanctions and Remedies. Unless the hearing officer indicates otherwise in the written decision, sanctions and remedies are considered to be in effect upon the issuance of the decision and shall continue as provided in the decision, including during the pendency of any appeal. Either party has the opportunity to request a stay in the sanctions for the duration of the appeal by notifying the Title IX Coordinator within two (2) business days after receipt of the written decision letter. The writing must cite one of the reasons for appeal listed below and demonstrate that the party would suffer irreparable harm if the sanctions remain in effect until the party's appeal ultimately is successful.

k. Appeals. Either party may appeal the hearing officer's decision by notifying the Title IX Coordinator in writing within five (5) business days after receipt of the hearing officer's decision. The party appealing the decision shall submit a detailed statement to the Title IX Coordinator that shall include the reasons the party believes the decision of the hearing officer should be modified or reversed. The Title IX Coordinator will then provide the written appeal to the other party for response. The other party may submit to the Title IX Coordinator a written response to the written appeal. Any response must be delivered to the Title IX Coordinator with five (5) business days of the party's receipt of the written appeal. Disagreement with the finding or sanctions is not, by itself, grounds for

appeals. The only permitted grounds for appeal are: (i) a substantial procedural error that would materially change the determination or sanction; (ii) new, substantial, and credible information that was not available at the time of the investigation or hearing and that would materially change the determination or sanction; and (iii) excessiveness or insufficiency of the sanction. An appeal officer selected by the College, or at the discretion of the College, more than one appeal officer, will decide the appeal. The College may use College employees, or may ask other individuals with relevant experience and training to serve as an appeal officer. Appeal officers will receive annual training on issues related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking and on how to conduct an appeals process that protects the safety of all parties and promotes accountability. If more than one appeal officer is used, the appeal and any other decisions on appeal shall be decided by majority vote. Appeals will be conducted in an impartial manner without conflict of interest or bias for or against either party. A party may contest the impartiality of an appeal officer by submitting an objection in writing to the Title IX Coordinator. The objection must be submitted prior to the issuance of the appeal officer's decision, and must detail why the party asserts that the appeal officer is biased or has a conflict of interest in the case. If the Title IX Coordinator determines that actual bias or a conflict of interest has been demonstrated, the Title IX Coordinator will assign an alternate appeal officer for the completion of the case. Unless the appeal officer determines, in the officer's sole discretion, that a hearing on the appeal is required, the appeal will be decided solely on the record below and any written submissions on appeal. 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 officer shall consider the merits of an appeal based on the three grounds for appeal. The appeal officer will review the written investigation report and all supporting documents and may consult with both parties. Appeals are not intended to be a full rehearing of the complaint (not de novo). This is not an opportunity for the appeal officer to substitute her/his judgment for that of the hearing officer merely because she/he disagrees with the findings and/or sanctions. Appeals decisions are to be deferential to the original hearing body, making changes to the finding only where clear error based on the stated appeal grounds has been demonstrated by a preponderance of the evidence. If, following consultation with the Title IX Coordinator, the appeal officer concludes that a change in the hearing officer's determination is warranted, the appeal officer may enter a revised determination; reconvene the hearing to reconsider the determination; return the matter for additional investigation; or modify the sanction. If both the Complainant and Respondent appeal, the appeals will be considered concurrently. Within thirty (30) calendar days after receipt of the notice of appeal (or such longer time as the appeal officer may for good cause determine), the appeal officer will provide to both parties, concurrently, and to the Title IX Coordinator, a copy of the written decision on the appeal. The decision of the appeal officer is final and there is no further appeal following this decision.

1. Procedures followed when a crime of dating violence, domestic violence, sexual assault, or stalking is reported involving employees.

- i. Meeting with Complainant. Following notification to the Title IX Coordinator of a report of an alleged act of Sexual Misconduct, the Title IX Coordinator will schedule a meeting with the Complainant to (a) determine the name of the Respondent, and the date, location and nature of the alleged Sexual Misconduct, and (b) obtain the Complainant's consent to begin an investigation. The Title IX Coordinator will provide the Complainant with an electronic or written copy of this Policy, and shall inform the Complainant of: (i) the available law enforcement options for investigation and prosecution; (ii) the importance of collection and preservation of evidence; (iii) the available options for a protective order; (iv) the available campus options for investigation and adjudication under the College's policies; (v) the Complainant's rights to participate or decline to participate in any investigation to the extent permitted under state or federal law; (vi) the applicable federal or state confidentiality provisions that govern information provided by a Complainant; (vii) the available on-campus resources (e.g., Human Resources, Campus Police) and any unaffiliated community resources, including sexual assault crisis centers, domestic violence crisis centers (e.g., the Collins Center), or other victim support services (e.g., counseling, health, mental health, victim advocacy, legal assistance, and visa and immigration assistance); and (viii) the importance of seeking appropriate medical attention and the opportunity for referrals for medical treatment. The meeting may also involve a discussion of any Interim Measures or remedies that may be appropriate concerning the Complainant's College employment arrangements.
- ii. Complainant Requests Confidentiality. If the Complainant does not wish to pursue a complaint and/or requests that the complaint remain confidential, the College nevertheless is required to investigate and take reasonable action to the extent it can do so within the restrictions requested by the Complainant. The Title IX Coordinator will inform the Complainant that the College's ability to meaningfully investigate the incident and pursue disciplinary action against the Respondent(s) may be limited if the Complainant does not wish to pursue a complaint and/or requests that the complaint remain confidential. In order to determine the extent to which the College can honor the Complainant's request for confidentiality, the Title IX Coordinator may conduct a preliminary investigation into the alleged Sexual Misconduct. When weighing a Complainant's request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including but not limited to: i. the increased risk that the Respondent will commit additional acts of Sexual Misconduct or violence, such as: a. whether there have been other Sexual Misconduct complaints about the same Respondent; b. whether the Respondent has a history of arrests or records from a prior school or employer indicating a history of Sexual Misconduct or violence; c. whether the Respondent threatened further Sexual Misconduct or violence against the Complainant or others; or d. whether the Sexual Misconduct was committed by multiple Respondents; ii. whether the Sexual Misconduct was perpetrated with a



weapon; iii. whether the Complainant is a minor; iv. whether the College possesses other means to obtain relevant evidence of Sexual Misconduct (e.g., security cameras or physical evidence); v. whether the Complainant's report reveals a pattern of perpetration (e.g., via illicit drugs or alcohol) of Sexual Misconduct at a given location or by a particular group. The presence of one or more of these factors and others could lead the College to investigate, and if appropriate, pursue disciplinary action. If none of these factors are present, the College may likely respect the Complainant's request for confidentiality. Even if the College does not take disciplinary action against the Respondent because the Complainant requests confidentiality or that the complaint not be adjudicated, the College nonetheless will endeavor to limit the effects of the alleged Sexual Misconduct and prevent its recurrence through, for example, increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate surveys; and/or revisiting its policies and practices. If the College determines that it cannot maintain a Complainant's confidentiality, the College will (a) inform the Complainant prior to starting an investigation; (b) to the extent reasonable, only share information with people responsible for handling the College's response; and (c) if requested by the Complainant, inform the Respondent that the Complainant asked the College not to investigate or seek discipline, but that the College made the decision to go forward.

- iii. Meeting with Respondent. If not inconsistent with any request of the Complainant for confidentiality, the Title IX Coordinator will meet with the Respondent to inform the Respondent of the allegation of Sexual Misconduct and obtain a preliminary account of the Respondent's response to the allegation of Sexual Misconduct. The Title IX Coordinator will: (a) provide the Respondent with an electronic or written copy of this Policy; (b) inform the Respondent of campus options for investigation and adjudication under the College's policies; (c) inform the Respondent about available on-campus resources (e.g., Human Resources, Campus Police) and any unaffiliated community resources; and (d) inform the Respondent of available Interim Measures.
- iv. Review Committee. Notwithstanding the provisions of paragraph (b) above, upon receipt of information regarding an act of sexual violence (as defined in Va. Code § 23.1-806) committed against an employee which may have occurred on campus, in or on a noncampus building or property, or on public property (all as defined in Va. Code § 23.1-806), the Title IX coordinator shall promptly report the information, including any personally identifiable information, to the Review Committee. The Review Committee shall meet to review the information within 72 hours of the Title IX Coordinator receiving information. If, based on the consideration of all factors, the Review Committee, or if the Review Committee cannot reach a consensus, the representative of law enforcement on the Review Committee, determines that the disclosure of the information, including personally identifiable information, is necessary

to protect the health or safety of the Complainant or other individuals, the representative of law enforcement on the Review Committee shall immediately disclose such information to the law enforcement agency that would be responsible for investigating the alleged act of sexual violence. Such disclosure shall be for the purposes of investigation and other actions by law enforcement. Upon such disclosure, the Title IX Coordinator or designee shall notify the Complainant that such disclosure is being or has been made. In cases in which the alleged act of Sexual Misconduct is sexual violence that would constitute a felony, the representative of law enforcement on the Review Committee shall inform the other members of the Review Committee and shall, within 24 hours of receiving the information, consult with the attorney for the Commonwealth or other prosecutor responsible for prosecuting the alleged act of sexual violence and provide the information received by the Review Committee without disclosing personally identifiable information, unless such information was disclosed as described above. In addition, if such consultation does not occur and any other member of the Review Committee individually concludes that the alleged act of sexual violence would constitute a felony, that member shall, within 24 hours of receiving the information, consult with the attorney for the Commonwealth or other prosecutor responsible for prosecuting the alleged act of sexual violence and provide the information received by the Review Committee without disclosing personally identifiable information, unless such information was disclosed as describe above. At the conclusion of the review by the Review Committee, the Title IX Coordinator and the law enforcement representative shall each retain (i) the authority to proceed with any further investigation or adjudication allowed under state or federal law and (ii) independent records of the Review Committee's considerations, which shall be maintained under applicable state and federal law.

- v. Initial Review and Determination to Charge. Upon receiving a report (either verbally or in writing) of an act of alleged Sexual Misconduct, the Title IX Coordinator will conduct an initial review of the information available from the Complainant, Respondent and other information helpful for the purpose of the Title IX Coordinator's initial review of the matter and the decision whether to charge the Respondent with an alleged violation of the policy. The Title IX Coordinator also will consider: the Complainant's immediate and ongoing safety and well-being; the incident or conduct at issue; any risk of harm to the parties, any other individuals, or the broader campus community; the existence of severe, persistent or pervasive conduct, including evidence of a pattern, use of a weapon or other predatory conduct; the necessity for any Interim Measures or accommodations; and the interest of the Complainant and the Complainant's expressed preference for manner of resolution, which may include confidentiality, the initiation of a formal investigation, or an informal resolution. Following the conclusion of the initial review, the Title IX Coordinator will determine, based on the information obtained from the review, whether there is sufficient information available to charge the Respondent with an alleged violation of the Policy. The Title IX

Coordinator will provide written notification of the determination whether to charge the Respondent with an alleged violation of the policy to the Complainant and Respondent concurrently. The determination to charge the Respondent does not mean that the Respondent will be found responsible for a violation of the Policy. Instead, it means that the Title IX Coordinator has determined that, based upon the available information obtained from the initial review, the matter warrants further review in a hearing. The Respondent will be found in violation only if it is determined, by a preponderance of the evidence, that the Respondent has committed a violation of this Policy. If the Title IX Coordinator determines that there is not sufficient information to charge the Respondent, the Title IX Coordinator will so inform the parties in writing concurrently, and will document the matter as closed. Either party may appeal the determination that there is not enough information to charge the Respondent by submitting a writing to the Title IX Coordinator outlining all reasons for the appeal. The appeal must be submitted to the Title IX Coordinator within five (5) calendar days of receipt of the written determination of the Title IX Coordinator. The Title IX Coordinator will forward the appeal and all of the information in the record to an appeal officer selected by the College. The College may use College employees, or may ask other individuals with relevant experience and training to serve as an appeal officer. Appeal officers will receive annual training on issues related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking and on how to conduct an appeals process that protects the safety of all parties and promotes accountability. Unless the appeal officer determines, in the officer's sole discretion, that a hearing on the appeal is required, the appeal will be decided solely on the record and any written submissions on appeal. The appeal officer will review the appeal and notify the Complainant and Respondent in writing whether the appeal has been granted or denied. If the appeal is granted, the matter will be returned to the Title IX Coordinator for further proceedings consistent with the appeal officer's decision. The appeal officer's decision will be made promptly after the appeal is submitted to the Title IX Coordinator. That determination is final and may not be appealed further.

- vi. Resolution Options. If the Title IX Coordinator determines that there is sufficient information to charge the Respondent with a violation of this Policy, the Title IX Coordinator will, based on all the information available to the Coordinator: (1) offer to the parties the option of an informal resolution; (2) refer the case to an investigator who will conduct an investigation and make a final determination; or (3) refer the case for an investigation and hearing.
- vii. Agreed Resolution. At any time prior to the final resolution of the case, the Respondent may elect to acknowledge the alleged violation of the Policy, take responsibility for the alleged Sexual Misconduct, and request that the investigator or hearing officer propose a resolution to the charges and any remedies and sanctions. With the consent of the Complainant, the investigator or hearing officer may resolve the complaint without further

proceedings. In the event that the Complainant does not consent, the case will continue as provided in this Policy.

- viii. Bias or Conflict of Interest. Investigators and hearing officers must be impartial and free from actual bias or conflict of interest. During the course of the investigation or hearing either party may contest the impartiality of an investigator or hearing officer by submitting the objection in writing to the Title IX Coordinator. The submission must detail why the party asserts that the investigator or hearing officer is biased or has a conflict of interest in the case. If the Title IX Coordinator determines that the investigator or hearing officer has demonstrated actual bias or has a conflict of interest, the Title IX Coordinator will assign an alternate investigator or hearing officer for the completion of the case.
- ix. Evidentiary Standard. The evidence of alleged Sexual Misconduct will be evaluated under a “preponderance of the evidence” standard, meaning that the evidence must show that it is “more likely than not” that the Respondent violated the Policy. The Respondent will be found responsible for the alleged Sexual Misconduct if the hearing officer concludes that such Sexual Misconduct more likely than not occurred based upon a review of all the evidence presented.
- x. If the investigator (section 7) or hearing officer (section 8) concludes that the alleged Sexual Misconduct occurred, the investigator or hearing officer may impose any sanction that is fair and proportionate to the violation. In determining an appropriate sanction, the investigator or hearing officer may consider any record of past violations of the College’s standards of conduct, as well as any prior convictions or pleas of guilty or nolo contendere in any criminal matter, including the nature and severity of such past violation(s). The investigator or hearing officer will consider whether the sanction will (a) bring an end to the violation in question; (b) reasonably prevent a recurrence of a similar violation; and (c) remedy the effects of the violation on the Complainant and the Bridgewater College community. Any sanction imposed will be described in the written decision of the investigator or hearing officer. The investigator or hearing officer may impose any one or more of the following sanctions on a Respondent determined to have violated this Policy. The investigator or hearing officer may also provide any one or more of the following remedies to the Complainant regardless of whether a violation of the Policy was found.
- xi. If the investigator or hearing officer concludes that the alleged Sexual Misconduct occurred, the investigator or hearing officer may impose any sanction that is fair and proportionate to the violation. In determining an appropriate sanction, the investigator or hearing officer may consider any record of past violations of the College’s standards of conduct, as well as any prior convictions or pleas of guilty or nolo contendere in any criminal matter, including the nature and severity of such past violation(s). The investigator or hearing officer will consider whether the sanction will (a) bring an end to the violation in question; (b) reasonably prevent a recurrence of a similar violation; and (c) remedy the effects of the violation on the Complainant and the Bridgewater College community.

- Any sanction imposed will be described in the written decision of the investigator or hearing officer. The investigator or hearing officer may impose any one or more of the following sanctions on a Respondent determined to have violated this Policy. The investigator or hearing officer may also provide any one or more of the following remedies to the Complainant regardless of whether a violation of the Policy was found. In addition to any other sanction (except where the sanction is termination of employment), the College will require any Respondent determined to be responsible for a violation of the Policy to receive appropriate education and/or training related to the misconduct violation at issue. The College may also require counseling or other support services for the Respondent.
- xii. Appeals. Either party may appeal the investigator's or hearing officer's final determination by notifying the Title IX Coordinator in writing within five (5) business days after receipt of the investigator's or hearing officer's decision. The party appealing the decision shall submit a detailed statement to the Title IX Coordinator that shall include the reasons the party believes the decision should be modified or reversed. The Title IX Coordinator will then provide the written appeal to the other party for response. The other party may submit to the Title IX Coordinator a written response to the written appeal. Any response must be delivered to the Director of Human Resources with five (5) business days of the party's receipt of the written appeal. Disagreement with the finding or sanctions is not, by itself, grounds for appeals. The only permitted grounds for appeal are: i. a substantial procedural error that would materially change the determination or sanction; ii. new, substantial, and credible information that was not available at the time of the investigation or hearing and that would materially change the determination or sanction; and iii. excessiveness or insufficiency of the sanction. An appeal officer selected by the College, or at the discretion of the College, more than one appeal officer, will decide the appeal. The College may use College employees, or may ask other individuals with relevant experience and training to serve as an appeal officer. Appeal officers will receive annual training on issues related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking and on how to conduct an appeals process that is trauma-informed, protects the safety of all parties, and promotes accountability. If more than one appeal officer is used, the appeal and any other decisions on appeal shall be decided by majority vote. Unless the appeal officer determines, in the officer's sole discretion, that a hearing on the appeal is required, the appeal will be decided solely on the record below and any written submissions on appeal. If, following consultation with the Title IX Coordinator, the appeal officer concludes that a change in the investigator's or hearing officer's determination is warranted, the appeal officer may enter a revised determination; reconvene the hearing to reconsider the determination; return the matter for additional investigation; or modify the sanction. If both the Complainant and Respondent appeal, the appeals will be considered concurrently. The appeal officer will provide to both parties, concurrently, and to the Director of Human Resources and the Title IX Coordinator, a copy of the written decision on

the appeal. The decision of the appeal officer is final and there is no further appeal following this decision.

- xiii. **Effective Date of Sanctions and Remedies.** Sanctions imposed by the investigator or hearing officer are not effective until any timely appeal of the decision is resolved within the appeal process of this Policy; provided, however, if advisable to protect the welfare of the Complainant or the campus community, the investigator or hearing officer may include in the determination letter that any sanction be effective immediately and continue in effect until such time as any appeal is finally resolved. The investigator or hearing officer may notify other campus officials to implement a decision that includes sanctions to protect the welfare of the Complainant or the campus community. If the matter is appealed, the appeal officer may suspend the investigator's or hearing officer's determination pending exhaustion of appeal, or allow the Respondent to report to work on a supervised or monitored basis, or make such other modifications to the determination as may be advisable. Remedies provided by the investigator or hearing officer for the Complainant are effective immediately.
- m. **Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault or stalking has occurred.**
  - i. **Preservation of evidence.** If you think you may want to report the assault to the police, the sooner you have evidence collected, the better. A P.E.R.K. exam will not be done if more than three days have passed since the assault. In order to preserve any evidence collected in a P.E.R.K. exam, it is important to follow these suggestions: DO NOT bathe or shower DO NOT brush or comb your hair DO NOT douche DO NOT urinate (if possible) DO NOT change clothes. If clothes are changed, take the clothes worn at the time of the assault to the hospital in a PAPER bag (evidence deteriorates in plastic) DO NOT eat or drink anything or brush or rinse your teeth if there was oral contact DO NOT touch items at the incident or crime scene DO NOT put on or remove makeup
  - ii. **Take a change of clothes to the hospital** because some items of clothing may be kept as evidence. At the emergency room, the physician may collect hair samples, semen and other evidence. The police will be contacted to take possession of these samples until the Complainant makes a decision about prosecution. You may have evidence collected through a P.E.R.K. exam even if you are not ready to report the assault or talk to the police. The Commonwealth of Virginia will pay for the costs of the P.E.R.K. exam. Your insurance will be billed first if you have Medicaid, Medicare, CHAMPUS, Tri-Care or another type of federal insurance. If you do not want the insurance information to be sent to your home, please tell the health care provider.
  - iii. **Reporting Options.** The College strongly encourages students and employees impacted by Sexual Misconduct to talk promptly to someone about what happened, so that any student or employee who is the victim of Sexual Misconduct can get the support needed, and the College can respond appropriately. The following information describes the various reporting and confidential disclosure options available to students and

employees so they can make informed choices about whom to contact should they be a victim of Sexual Misconduct. These reporting options are available to students and employees both on and off campus or who may be abroad or at another campus location.

1. Campus Police and Safety. A member of the Bridgewater College Campus Police and Safety Department is always on patrol on or about campus and is available to assist our students and employees. A report of Sexual Misconduct may be made at any time, day or night, by contacting the Campus Police and Safety officer on duty at 540-828- 5609. Campus Police and Safety officers are Responsible Employees who are required to report information about a Sexual Misconduct incident to the Title IX Coordinator.
2. Responsible Employees. Responsible Employees must report all alleged incidents of Sexual Misconduct that they observe or of which they are informed directly to the Title IX Coordinator. Failure of a Responsible Employee, as described in this section, to report an incident or incidents of Sexual Misconduct of which the employee knew or in the exercise of reasonable care should have known, is a violation of College policy and may result in disciplinary action, up to and including termination of employment. As noted above, the College has defined the following employees as Responsible Employees:
  - a. Title IX Coordinators
  - b. Student Life staff, to include Area Coordinators and Student Resident Advisors
  - c. International Education Coordinator
  - d. Athletic Coaches and Staff Trainers
  - e. Faculty members
  - f. Director of Human Resources
  - g. Campus Police and Safety Officers
  - h. Work Study supervisors
  - i. Student Organization and Club Advisors
  - j. Executive Administrators, to include the President, Vice Presidents and Associate Vice Presidents
  - k. Director level staff and above
- iv. Reporting to Local Law Enforcement. As noted earlier, Sexual Misconduct may constitute both a violation of College policy and criminal activity. The College strongly encourages students and employees to report alleged Sexual Misconduct promptly to Campus Police and Safety, the Town of Bridgewater Police Department and/or the Rockingham County Sheriff's Department. A Complainant has the option not to make a report with law enforcement. In circumstances of sexual assault, if a Complainant does not opt for a P.E.R.K. exam, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease and provide for support. A Complainant may seek assistance to commence a criminal investigation from Campus Police, the Town of Bridgewater Police Department, or the Rockingham County Sheriff's

Office. Upon request from a Complainant, College authorities will assist the Complainant in notifying law enforcement authorities. The Campus Police Department can assist in contacting either the Town of Bridgewater police or the Rockingham County Sheriff's Office. Once contacted, law enforcement's primary concern will be the Complainant's physical well-being and emergency medical needs, to include arranging for transportation to the hospital. Criminal investigations may be useful in the gathering of relevant evidence, particularly forensic evidence. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of this Policy, criminal investigations or reports are not determinative of whether Sexual Misconduct, for purposes of this Policy, has occurred. In other words, conduct may constitute Sexual Misconduct under this Policy even if law enforcement agencies lack sufficient evidence of a crime and, therefore, decline to prosecute. The procedures set forth in this Policy following the filing of a complaint of Sexual Misconduct are independent of any criminal investigation or proceeding, and (except that the College's investigation may be delayed temporarily while police criminal investigators are gathering evidence) the College typically will not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation and, as appropriate, take Interim Measures to protect the Complainant and the College community. Campus Police and Safety may be contacted by calling 540-828-5609. Town of Bridgewater Police may be contacted by calling 540-828-2611 or 911, and the Rockingham County Sheriff's Office may be contacted by calling 540-564-3800 or 911.

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## **Annual Fire Safety Report**

- I. **Higher Education Opportunity Act**  
The Higher Education Opportunity Act of 2008 requires any institution of higher education that maintains any on-campus student housing to prepare an annual fire safety report. This report is submitted in compliance with the Act.
- II. **Residence Hall Fire Drills.**  
Fire drills are held once a semester for each residence hall. Fire drills are mandatory, supervised evacuations of a building. The fire drill is scheduled with the individual residence hall staff and the Campus Police and Safety Department. Students who fail to leave the building during a fire drill may be fined and the incident is reviewed by the Director of Student Conduct.
- III. **Fire Safety Education and Training Provided to Students and Employees.**  
Fire safety education programs for all students living in on-campus housing, and all residence life staff employees, are held at the beginning of each academic year. These programs are designed to familiarize everyone with the fire safety systems in each residence facility. Residence life staff are trained in the proper use of fire extinguishers as well as receiving instruction on the procedures to be followed in case of fire alarms. During this training, it is emphasized that mandatory evacuation of residence halls shall occur when a fire alarm is activated.
- IV. **Fire Safety Regulations.**  
It is extremely important that all residents understand the importance of fire safety policies and procedures. Candles and incense are not permitted and no open flames are allowed in the residential areas because of the potential fire hazard. All fire doors must be closed at all times. Residence life staff will review fire safety systems, fire alarm procedures, and fire safety policies at the first community meeting of the academic year. It is important that all students know the fastest exit route from their room, which may not be the usual route the student takes to enter and exit the building. Additionally, to ensure the safety of the entire community, it is the responsibility of all students to follow the College's policies concerning fire equipment, evacuation procedures, and general fire safety. Fire drills are held once a semester for each residential building. Fire drills are mandatory, supervised evacuations of a building. Students who fail to leave the building during a fire drill or any fire alarm will be held accountable and the incident will be reviewed by the office of student life. The College provides a fire protection equipment system that meets or exceeds OSHA requirements. Fire alarm pull stations, when activated, close corridor doors automatically to prevent the spread of fire or smoke. Each student room is equipped with a smoke alarm. Fire extinguishers are provided in numerous locations in each building. The College facilities staff performs scheduled inspections of extinguishers, emergency exit lights and other fire protection systems. An independent, off-campus, commercial firm also does testing of fire protection systems and provides a report of its adequacy and findings to the College. The town of Bridgewater's fire department is located only a few blocks from the campus. There are student volunteers in both the fire department and rescue squad. Additionally, to ensure the safety of the entire community, it is the responsibility of all students to

follow the College's policies concerning fire equipment. It is unlawful for anyone to discharge or tamper with a fire extinguisher or fire alarm pull station. Students should understand that pulling a fire alarm pull station to falsely summons first responders is a crime. Such actions are strictly prohibited. Tampering with fire equipment constitutes a serious threat to the safety and welfare of the campus community. Fire regulations require that passageways and fire exits remain clear at all times. Based upon recommendations by the Virginia State Fire Marshall, the following fire safety regulations have been adopted by Bridgewater College. The College may amend these from time to time.

- a. Possession of Prohibited Items Policy: including but not limited to candles, incense, halogen lights, electrical appliances such as space heaters, hot plates, toasters, toaster ovens, and other appliances with exposed heating elements, and live Christmas trees. Use, charging and/or storage of hover boards or self-balancing scooters in or on any campus property is prohibited.
  - b. Discharging or Tampering with Fire Equipment Policy: including but not limited to fire extinguishers, fire alarms, fire/smoke detectors, and/or blocking exits or hallways, or opening Fire Doors.
  - c. Failure to Evacuate Policy: For your safety, evacuating the building when the fire alarm sounds is required regardless of whether there is an actual fire.
  - d. Possession of and/or Use of Fireworks Policy: Possession/use of fireworks or explosives of any kind are prohibited on College property.
  - e. Arson Policy: Intentional reckless setting fire to or burning any College owned, leased or operated property (buildings or otherwise) is prohibited.
- Student Room/Apartment/Cottage Restrictions

- a. No sheet, wardrobe or other article may be placed or hung in such a manner that would block full view of the room from the doorway.
- b. No more than 25% of any door may be covered with combustible material.
- c. No sheet, towel or other object may be hung or draped around the overhead lighting.
- d. Bicycles cannot be stored in residential exits, stairways or hallways. Bicycles may be stored in personal rooms.
- e. Removal of the fire evacuation plans from any building on campus is not permitted.
- f. College-installed lighting inside or outside of any building on campus may not be tampered with in any way.

V. Procedures for Student Housing Evacuation.

In case of a fire, students are instructed to sound the nearest fire alarm and evacuate the building, and follow these instructions. Once safely outside a building, it is appropriate to contact 911 and campus police and safety.

- a. Know your emergency routes from your room and residence hall.
- b. Check to see if your door is hot or has smoke around it. If so, stay in your room and wait to be evacuated by firefighters.
- c. Shut your door tightly when you leave.

- d. Exit the building and follow the directions of residence life staff, campus police and or firefighters.
- e. Do not remain near the buildings. Remain in designated locations until cleared by either residence life staff or campus police.

VI. Procedures for Student and Employee Evacuation from Non-Residential Facilities.

In the event of a fire or other situation requiring evacuation and notification of emergency services personnel, please follow these directions:

- a. Sound the fire alarm by activating the nearest manual pull station.
- b. Move swiftly to the nearest emergency exit.
- c. Call Bridgewater College Campus Police and Safety Department at (540) 828-5609 once in a safe place to report the emergency.
- d. Do NOT re-enter the building for any reason until given clearance by Bridgewater College Campus Police and Safety Department or other emergency responders on the scene.

VII. Reporting a Fire.

In case of a fire, students or employees should report the fire to one of the following College officials:

- a. Chief of Police: Campus Police and Safety Department
- b. Operation Lieutenant: Campus Police and Safety Department
- c. Patrol Sergeant: Campus Police and Safety Department
- d. Police Officer: Campus Police and Safety Department
- e. Safety Officer: Campus Police and Safety Department
- f. Vice President for Student Life and Dean of Students: Student Life
- g. Associate Dean of Students: Student Life
- h. Area Coordinators or Resident Advisors: Student Life
- i. Director of Residence Life: Student Life
- j. Director of Facilities: Facilities

VIII. Plans for Future Improvements in Fire Safety.

Bridgewater College annually reviews the fire systems in its residence halls and makes upgrades, repairs or revisions as appropriate. Over the last few years, all but three of the College's existing residence halls have been upgraded to include sprinkler systems. Within the next 1-2 years, the College plans to add sprinkler systems to the remaining three residence halls – Wakeman Hall, Geisert Hall and Blue Ridge Hall.

Residence Hall Fire Safety Systems

Residence Hall	911 Address	Fire Detection System	Sprinkler System	Smoke Detection	Audible Alarm	Fire Exting'ers	24/7 Monitoring Off Site	Evacuation Plan Posted	No. of drills in 2017
Blue Ridge	449 Dinkel Avenue	Yes	No	Yes	Yes	Yes	Yes	Yes	2
Daleville	451 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2

Dillon	461 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Geisert	400 Dinkel Avenue	Yes	No	Yes	Yes	Yes	Yes	Yes	2
Heritage	401 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Wakeman	460 Dinkel Avenue	Yes	No	Yes	Yes	Yes	Yes	Yes	2
Wright	110 3rd Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Wright East Link	110 3rd Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Wright West Link	110 3rd Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Wampler Apts. Tower A	440 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Wampler Apts. Tower B	440 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Wampler Apts. Tower C	440 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Wampler Apts. Tower D	450 Dinkel Avenue	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Stone Village 424	424 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Stone Village 428	424 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Stone Village 432	432 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Stone Village 436	436 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Stone Village 440	440 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Stone Village 444	444 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Cottage 305	305 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 307	307 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2

Cottage 308	308 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 418	418 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 420	420 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 425	425 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 427	427 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 429	429 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Cottage 431	431 E. College Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
2nd Street Apts.	102 N. 2nd Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2
Crimson Inn	116 N. Main Street	Yes	Yes	Yes	Yes	Yes	Yes	No	2

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### Fire Statistics

<u>Residence Hall</u>	<u>911 Address</u>	<u>2015 Fires</u>	<u>No. Injured / No. deaths / Damages (\$)</u>	<u>2016 Fires</u>	<u>No. Injured / No. deaths / Damages (\$)</u>	<u>2017 Fires</u>	<u>No. Injured / No. deaths / Damages (\$)</u>	<u>Value of property damage caused by fire</u>
<u>Blue Ridge Hall</u>	<u>449 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Daleville Hall</u>	<u>451 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Dillon Hall</u>	<u>461 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Geisert Hall</u>	<u>400 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>1</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Heritage Hall</u>	<u>401 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wakeman Hall</u>	<u>460 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>1</u>	<u>0/0/\$50</u>	<u>\$50</u>
<u>Wright Hall</u>	<u>110 3rd Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wright East Link</u>	<u>110 3rd Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wright West Link</u>	<u>110 3rd Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wampler Apts. Tower A</u>	<u>440 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wampler Apts. Tower B</u>	<u>440 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wampler Apts. Tower C</u>	<u>440 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Wampler Apts. Tower D</u>	<u>450 Dinkel Avenue</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>

<u>Stone Village 424</u>	<u>424 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Stone Village 428</u>	<u>424 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Stone Village 432</u>	<u>432 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Stone Village 436</u>	<u>436 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Stone Village 440</u>	<u>440 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Stone Village 444</u>	<u>444 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 305</u>	<u>305 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 307</u>	<u>307 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 418</u>	<u>418 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 420</u>	<u>420 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 425</u>	<u>425 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 427</u>	<u>427 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 429</u>	<u>429 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Cottage 431</u>	<u>431 E. College Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>2nd Street Apts.</u>	<u>102 N. 2nd Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>
<u>Crimson Inn</u>	<u>116 N. Main Street</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>0</u>	<u>0/0/0</u>	<u>\$0</u>