

# WALSH UNIVERSITY

FALL 2019



## CAMPUS POLICE

Louis Darrow, *Chief of Campus Police*

Walsh University • 2020 East Maple Street • North Canton, Ohio • 44720



# WALSH UNIVERSITY

## **CAMPUS POLICE MISSION STATEMENT**

The Walsh University Campus Police Department was established in June of 1995. The Walsh University Campus Police Department operates under the auspices of Student Affairs. The goal of the Campus Police Department is to provide a safe and secure environment for the campus community in support of the University's mission of teaching a value-based education with an international perspective in the Judeo-Christian tradition. The Campus Police Department endorses and operates under the philosophy of community policing.

## **CAMPUS LAW ENFORCEMENT**

The staff of the Campus Police Department consists of sworn law enforcement officers who are certified by the Ohio Peace Officers Training Counsel. The officers have full arrest powers. Officers can be identified by their dark blue uniform pants and white uniform shirts with the campus police insignia on both shoulders. All officers are further identified by the gold Campus Police badge. The Walsh University Campus Police Department is a member department with The Ohio Campus Law Enforcement Association (OCLEA) and The International Association of Campus Law Enforcement Administrators (IACLEA).

## **PREPARING THE STATISTICS FOR THE ANNUAL CAMPUS SAFETY & SECURITY REPORT**

As required by federal law, Walsh University's yearly crime statistics reported in this document are compiled on a calendar-year basis in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the 2016, 2017 and 2018 calendar years concerning reported crimes that occurred on campus or in our Clery Geography, as defined by Department of Education. Statistical information for certain off-campus buildings or property owned or controlled by Walsh University, as well as public property within or immediately adjacent to and accessible from the campus are collected or requested from local police departments.

These statistics are gathered from reported crimes to Campus Police and crimes reported to other campus officials with significant responsibility for student and campus activities (known as Campus Security Authorities). These statistics also include individuals referred for campus disciplinary action for categories required under the Clery Act, which includes violations of liquor laws, drug laws and illegal weapons possession. The report also contains statistics for certain crimes that are also classified as Hate Crimes.

In addition, beginning with the 2013 calendar year, this report includes statistics regarding the number of reported incidents of Domestic Violence, Dating Violence and Stalking. Information about support services and victim/survivor resources are also available within this report in compliance with the spirit and intention of the Violence Against Women Act and the resulting proposed Clery Act revisions.

## **CLERY GEOGRAPHY – DEFINED**

### **Campus**

The Clery regulations found in 34 CFR 668.46 defines Campus ("On-Campus") property as follows:

"Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but is controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)."

### **Non-Campus Property**

The Clery regulations found in 34 CFR 668.46 defines Non-Campus Property as follows:

"Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

### **Public Property**

The Clery regulations found in 34 CFR 668.46 defines Public Property as follows:

"All Public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus." Public property refers to property owned by a public entity, such as a city or state government.



## **CRIME AND FIRE LOG**

Campus Police at Walsh University maintains a daily crime log to record criminal incidents and alleged criminal incidents reported to the Campus Police department. In addition, Campus Police maintains a log of any fire that occurs in an on-campus student housing facility. A copy may be requested by contacting the Chief of Campus Police, Louis Darrow, at [ldarrow@walsh.edu](mailto:ldarrow@walsh.edu) or by calling (330) 490-7373.

## **CAMPUS SECURITY AUTHORITIES**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act require all institutions to collect crime reports from a variety of individuals and organizations that the Act considers to be “campus security authorities”. A campus security authority is a specific term that encompasses individuals and organizations with an institution, including:

- A Campus Police Department;
- An individual or group with responsibility for campus safety;
- An individual or unit that institutional materials indicate to whom students and employees should report criminal offenses;
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student conduct, and campus disciplinary proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

Walsh University considers the following individuals to be campus security authorities:

- All Campus Police Officers
- Residence Life Staff
- Student Activities Staff
- Academic Advisors
- Faculty serving in the role as Student Organization Advisors
- Athletic Director Staff and all Athletic Coaching Staff
- Title IX Coordinator and Deputy Coordinators
- Associate Dean of Students
- Associate Vice President for Student Affairs/Dean of Students and staff;

Campus Pastoral counselors and campus professional counselors - when acting in such a capacity - are not considered campus security authorities and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged – if and when deemed appropriate – to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics. Counselors include:

- **Pastoral Counselor** - employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
- **Professional Counselor** - employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and is functioning within the scope of his/her license or certification.

## **CONFIDENTIALITY**

Walsh University does not permit the University to promise confidentiality to those who report crimes to anyone except 1) professional counselors at Walsh University’s Counseling Services and the Herttna Counseling Center, 2) under certain circumstances, to a physician or a nurse employed by Walsh University’s Health Services, or 3) to a pastoral counselor (priest) on campus while in performance of his duties that are protected by confidentiality. Some off-campus reports also may be legally confidential, such as reports to clergy or health care professionals.

Reports that are confidential by law will not be reported to the University for inclusion in the annual crime statistics report. Walsh University does not have a policy that permits confidential reporting of crimes for inclusion in the annual crime statistic report.

## **CRIME PREVENTION**

The Campus Police Department assists in sponsoring Safety and Security Week during the Fall semester. All members of the campus community are encouraged to attend these informative meetings and programs in which a variety of campus safety issues are discussed including crime prevention, drug education and sexual assault prevention. In addition, Campus Police meets annually with the parents of incoming students, incoming students and any requesting campus organization or individual to discuss campus safety matters throughout the year. In addition to these services, Walsh University also supports programs sponsored by both on- and off-campus offices, including but not limited to Student Affairs, Student Conduct, Residence Life, Title IX, Counseling Services, The Crisis Center, Domestic Violence Project, Inc., COMPASS Compass Sexual Assault, Education, Prevention and Support, North Canton Police and the North Canton Fire Departments. Crime prevention programming is ongoing.

## **SECURITY AND ACCESS TO CAMPUS FACILITIES**

Campus facilities are open to students, faculty/staff and guests of the university according to the schedule as outlined in the Student Handbook. Residence halls are locked 24 hours a day, and are accessible to resident students and staff. Resident students are responsible for making their visitors and guests aware of university policies, and resident students may be held responsible for the conduct of their visitors and guests. Propping open the doors to any building, especially the Residence Halls, causes a significant security risk. Such action will be viewed as a serious violation of institutional policy.

Walsh University is committed to campus safety and security. Exterior lighting is a critical part of that commitment. The Facilities and Ground Department maintains the university's buildings and grounds, including lighting, walks, roadways, and landscaping, and conducts routine checks of lighting on campus. Campus Police officers regularly patrol campus and report malfunctioning lighting and unsafe physical conditions to the Facilities Department.

## **PERSONAL RESPONSIBILITY**

It must be recognized that all members of our campus community are responsible for their own personal safety. Personal safety can only be accomplished through the cooperation and involvement of students, faculty, and staff. Walsh University encourages our community members to following simple, common sense precautions, including but not limited to:

- Stay alert and trust your instincts.
- Communicate confident body language and walk purposefully.
- If you feel uncomfortable in a place or situation, leave quickly.
- While the campus and parking areas are well illuminated, community members should confine their movements to well-traveled areas and walk with a companion at night.
- Walsh University operates an escort service 24 hours a day, 7-days a week. Simply call the Campus Police Officer on Duty at (330) 316-1088, provide your location, and an officer will respond to escort you to your destination.
- Personal property and valuables should be marked for identification purposes and should not be left unattended.
- Properly secure and protect keys and swipe cards.
- Report any individuals behaving in a suspicious manner, or who do not belong in your residence hall or academic building.
- Never hesitate to contact Campus Police at (330) 316-1088 in an emergency.

## **REPORTING CRIMES**

The Walsh University Campus Police Department depends greatly on the cooperation and support from the University community. We ask for this support during your attendance at Walsh University. All crime victim/survivors and witnesses are strongly encouraged to report crimes and/or criminal behavior in a prompt and accurate manner. Prompt reporting will ensure Timely Warning Notices on campus and disclosure of accurate crime statistics. Under Ohio law, persons who have knowledge of a felony are required to report the crime to the police (Ohio Revised Code 2921.22). Failure to report a crime may itself be a crime.

The Campus Police Department strives to maintain a close working relationship with all local law enforcement agencies. Campus Police will record, monitor, and assist any law enforcement agency in the investigation of off-campus crimes involving persons associated with the University. Persons found in violation of Federal, State, and municipal laws or any conduct which adversely affects the function of the university and the pursuit of its educational purposes and objectives are subject to disciplinary action and/or civil and criminal penalties.

**Main Campus** - Walsh University is located within the city of North Canton. All members of the campus community are encouraged to report crimes or criminal activity to the Campus Police Department. Reported crimes occurring on campus will be investigated by Campus Police. If a crime has already occurred, a report will be taken by the Campus Police Department and further follow-up will be made where practical. For crimes in progress, Campus Police will respond as expediently as possible to the area of the crime. Once on the scene, Campus Police will evaluate the situation and render aid where needed.

Emergency telephone numbers:

**Walsh University Campus Police Officer on Duty:** (330) 490-7474 (Office) \*extension 7474 from any campus phone  
(330) 316-1088 (Cell) \*receives all calls from 7474 extension

**North Canton Police Department:** (330) 499-5911

**North Canton Fire Department:** (330) 499-4614

**9-1-1 Calls:** All 9-1-1 calls are answered by the North Canton Police Department. If calling from a university phone, be sure to provide your exact location, as 9-1-1 dispatchers will only be able to identify the university's main telephone number. This is essential for the rapid response of emergency personnel.

## **EMERGENCY RESPONSE AND NOTIFICATION**

Walsh University is committed to supporting the welfare of the members of the Walsh University community to provide a conducive living/learning environment for its students, faculty, staff, university volunteers and visitors. When appropriate, Walsh University will also communicate with the Stark County Sheriff's office and the City of North Canton when a potential risk to the surrounding community may exist. Campus Police and the Campus Security Task Force are responsible for developing, maintaining and testing the plan on an annual basis.

The Crisis Response Team and crisis/emergency response plans are set in operation whenever a natural or induced emergency affecting the University reaches proportions that cannot be handled by established measures. A crisis may be sudden and unforeseen, or there may be varying periods of warning. The intent is for the plan to be viewed as a tool to accomplish the above stated purpose with a minimum of confusion and wasted effort. Accordingly, the plan is intended to be sufficiently flexible as no one document can account for all possible contingencies.

If Campus Police confirms that there is an emergency or critical incident that poses an immediate threat to the health or safety of any or all members of the Walsh community, Campus Police will collaborate with the appropriate campus offices to determine the content of the emergency notification message which will be disseminated to the campus community or to the appropriate segment of the community. If the threat is limited to a particular building or segment of the population. Campus Police and designated members of the Crisis Response Team will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the responsible authorities, compromise the efforts to assist a victim/survivor or to contain, respond to, or otherwise mitigate the emergency.

In the event of a serious incident which poses a confirmed immediate threat to members of the Walsh community (as determined by the Campus Police) the University has various systems in place for ensuring information is communicated promptly to members of the campus community:

### **Walsh Emergency Alert System - WU Alert**

The Walsh Emergency communication system allows the university to send time-sensitive notifications via the Walsh University Emergency Alert System (voice messages, emails, and text messages). This system will be used only in the case of an emergency such as school closures, natural disasters or imminent threats. Some or all of these methods of communication may be activated in the event of a confirmed immediate threat to the Walsh campus community. Students, faculty and staff may update their emergency contact information for WU Alert through the Walsh University Cavalier Center – [www.walsh.edu](http://www.walsh.edu). The Walsh Emergency Alert System – WU Alert is tested at the beginning of the Fall and Spring semesters. These tests are publicized in advance.

### **Walsh University Website**

The University will post updates during a critical incident on the University website. Members of the community at large who are interested in receiving information about emergencies on campus should monitor the Walsh website and are cautioned not to overload university phone lines and cell phones which may be needed to coordinate the emergency response.

### **General Campus Notifications**

For less time-sensitive notification when there is not an immediate emergency threatening the safety of the campus community, the following notification methods may be used: campus email, printed postings in high-visibility areas.

## **TIMELY WARNING PROVISION**

Walsh University is required to make a timely warning report to the campus community when a crime that the institution considers to be a threat to the students and employees is reported to a campus security authority or a local police agency. Timely warning reports will be available on electronic and posted printed materials.

## **SEXUAL VIOLENCE AND SUPPORT**

Walsh University desires to establish and maintain a safe and secure campus environment. The University prohibits any form of actual or attempted nonconsensual physical contact of a sexual nature, including acts using force, threat, intimidation, or advantage gained by the offended person's mental or physical incapacity or impairment of which the offending person was aware or should have been aware. Sexual assaults and attempted sexual assaults are classified as criminal acts under chapter 2907 of the Ohio Revised Code. A sexual assault committed by a member of the campus community could result in immediate dismissal from Walsh University as well as subject the perpetrator to criminal and civil charges. Victim/survivors of sexual assault or attempted sexual assault are encouraged to immediately report the incident to the Campus Police Department, (330) 316-1088. In addition, the incident can further be reported to any following University departments:

**Main Campus**

Any Residence Life staff, including Hall Directors	(330) 419-1951   Director on Duty
Associate Dean of Students	(330) 490-7538
Vice President for Athletics/Athletic Director	(330) 490-7303
Associate Vice President for Student Affairs/Dean of Students	(330) 490-7417
Campus Ministers	(330) 490-7345
Health Services	(330) 490-7030

**Title IX Coordinator and Deputies**

Tiffany Kinnard-Payton	<a href="mailto:tkpayton@walsh.edu">tkpayton@walsh.edu</a>	(330) 490-7538   Coordinator
Anna Ball	<a href="mailto:aball@walsh.edu">aball@walsh.edu</a>	(330) 490-7517   Deputy, Athletics
Kristi Campbell	<a href="mailto:kcampbell1@walsh.edu">kcampbell1@walsh.edu</a>	(330) 490-7105   Deputy, Student Affairs
Jason Fautas	<a href="mailto:jfautas@walsh.edu">jfautas@walsh.edu</a>	(330) 490-7437   Deputy, Athletics
Vanessa Frieman	<a href="mailto:vfrieman@walsh.edu">vfrieman@walsh.edu</a>	(330) 490-7177   Deputy, Admissions
Meredith Soduk	<a href="mailto:msoduk@walsh.edu">msoduk@walsh.edu</a>	(330) 490-7529   Deputy, Faculty
Davidcia Stubbs	<a href="mailto:dstubbs@walsh.edu">dstubbs@walsh.edu</a>	(330) 490-7542   Deputy, Human Resources

***We strongly encourage members of the Walsh community to consider contacting Rape Crisis Services at (330) 452-1111 and/or the local hospitals for additional support services.***

Walsh University recognizes the individual’s option to notify appropriate law enforcement agencies, including on- and off-campus police departments. Walsh personnel will assist the individual in notifying these authorities if he/she requests this assistance. University staff will ensure the individual is notified of on- and off- campus counseling or other service agencies for victim/survivors of sexual offenses. In addition, the University will discuss reasonable and available options to change academic and/or living situations after an alleged sexual offense if requested by the victim/survivor.

**SEXUAL ASSAULTS AND HARASSMENT**

Sexual assaults are by far the most prevalent, serious crimes committed on university campuses. Women can be particularly vulnerable to this type of criminal violence, but sexual assaults are not just limited to women. Assaults can be committed by strangers, but the majority are perpetrated by someone the victim/survivor knows.

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

Other types of sexual assaults include sodomy, oral copulation, rape by foreign objects and sexual battery (the unwanted touching of an intimate part of a person for the purpose of sexual arousal).

Sexual assaults and attempted sexual assaults severely damage the health and safety of all students, but they especially damage the well-being of victim/survivors/survivors. A sexual assault committed by a member of the campus community against another member of the campus or local community could result in immediate dismissal from campus and/or from classes. Sexual assaults are in violation of the Ohio Criminal Code, so criminal or civil charges may also be pressed.

**Sexual harassment** is any unwanted conduct of a sexual nature such as, unwelcome sexual advances, request for sexual favors and other verbal, non-verbal or physical conduct of a sexual nature.

**Consent** is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time.

- Consent can be withdrawn at any time.

- Consent cannot be assumed based on silence, the absence of “no” or “stop”, the existence of a prior or current relationship, or prior sexual activity. Consent requires a “yes.”
- Consent cannot be coerced or compelled, including but not limited to by the use of force, threat, deception or intimidation.
- Consent cannot be given by someone who is incapacitated.
- Consent cannot be given by someone who is not of legal age to provide it.

**SEX OFFENSES, BY DEFINITION**

**Sexual Assault (Sex Offenses)**, as defined by the FBI Uniform Crime Reporting (UCR) is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

**Rape (FBI UCR)** - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

**Fondling (FBI UCR)** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim/survivor is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

**Incest (FBI UCR)** – Non-forcible sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.

**Statutory Rape** – Non-forcible sexual intercourse with a person who is under the statutory age of consent. Refer to page 40 of The National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program, 2013 Handbook (NIBRS).

**FEDERAL LAW - VIOLENCE AGAINST WOMEN ACT (VAWA) CRIME CATEGORIES**

**Domestic Violence** – Includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim/survivor, by a person with whom the victim/survivor shares a child in common, by a person cohabitating with or has cohabitated with the victim/survivor as a spouse, or by any other person against an adult or youth victim/survivor who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

**Dating Violence** – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim/survivor. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of a relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purpose of this definition,

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse; and
- Dating violence does not include acts covered under the definition of domestic violence.

**Stalking** - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress.

For the purpose of this definition,

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

**CAMPUS SEX CRIMES PREVENTION ACT**

Sexual offenders are required by law not only to register with their local sheriff, but also to notify the state if they are a student at or work on the campus of an institution of higher education. A listing of sexual offenders for each county is available on the following websites:

*Contact Campus Police at (330) 490-7474 to assist with any questions you may have.*

Main Campus Stark County Sheriff’s website: [www.starkcountyohio.gov/sheriff](http://www.starkcountyohio.gov/sheriff) (330) 430-3800

## **VICTIM/SURVIVOR INFORMATION**

If you are a victim/survivor of a sexual assault at this institution, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment.

Reporting an assault to the local law enforcement or Campus Police does not require filing criminal charges, but it does allow all support systems to be put in place for the survivor. Filing a police report will provide the opportunity for collection of evidence helpful in prosecution and will allow the student to be connected with the appropriate support and medical resources.

Reporting is best done as soon as possible after the assault, but it may be done at any time. The university will assist students who report sexual assault in obtaining medical support and information regarding available counseling, support, law enforcement and legal and services. The university will also assist students in notifying the Police if the student requests the assistance of law enforcement.

If requested by the victim/survivor, and if reasonably available, the university will assist the victim/survivor with connecting to the Title IX office which can assist the victim/survivor with exploring options to address academic, housing and financial concerns. Options may include, but are not limited to, academic/financial aid guidance and discussion of options, assistance in withdrawing from classes or adjusting academic schedule, transitioning the victim/survivor into another residential facility, or emergency housing. Additionally, assistance will be available to address changes in working situations if requested and reasonably available. The assistance described is available regardless of whether the victim/survivor chooses to report the crime to campus police or local law enforcement.

Victims/survivors who choose to notify the Police should be aware of the importance of the immediacy of reporting the incident and the importance of preserving physical evidence at the assault scene as well as on the person assaulted. If possible, a victim/survivor of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal examination. The gathering of physical evidence can provide important evidence and support of criminal charges leading to a successful prosecution. Faculty, staff, students, and university volunteers who are reporting an immediate assault should be accompanied to a health care facility of their choice to allow for collection of evidence and treatment. If a sexual assault victim/survivor chooses to report the incident days, weeks, or even months after the assault, important support systems are still available and can be arranged; however, criminal investigations become much more difficult.

Sexual assaults for which individuals seek medical treatment must be reported to the appropriate police agency by health care officials. Ohio Law (ORC 2921.22) requires the university to contact the Police anytime it has knowledge that a felony has been committed or a felony may have been committed. However, as noted above, students are not required to file a police report or to speak with police if they desire.

## **SEXUAL OFFENSE EDUCATION, AWARENESS AND PREVENTION PROGRAMS**

Walsh University seeks to create a campus community focused on awareness, prevention, and support as it relates to instances of relationship and sexual violence by providing education and prevention programs to our campus community. All Freshman and transfer students are required to complete the Campus Clarity "Think About It" online program. In addition, Student Affairs departments (including, but not limited to Title IX, Student Conduct & Community Standards, Counseling Services, Residence Life, and Campus Police) offers sexual assault education and information programs to University students and employees upon request.

Each academic year, Student Affairs, Title IX, Student Conduct & Community Standards, Campus Police, Residence Life, Counseling Services, Athletics, and agencies from outside the University community present programs to educate our students, faculty and staff. Additional programming occurs each Fall semester during the annual Domestic Violence Week and each Spring during Women's History Month. All programs are advertised electronically and in printed formats. For program availability, contact the Student Affairs Office at (330) 490-7301.

## **PREVENTION AND BYSTANDER INTERVENTION INFORMATION**

As a member of the Walsh University community, we expect you to intervene and stop incidents before they occur. Talk to your friends and colleagues about it so they will also intervene:

1. **Notice the Situation** – Bystanders must first notice harmful actions taking place. Educate yourself about interpersonal violence and share this information with your friends and colleagues. If you're not able to recognize a situation that is harmful, it is less likely you will take action.
2. **Interpret the situation as harmful**– Bystanders also need to evaluate the situation and determine whether it is harmful – or at least one in which someone needs assistance. Again, if you do not interpret a situation as one in which someone needs assistance, then there is no need to provide help.
3. **Assume Responsibility** – Another decision bystander's make is whether they should assume responsibility for assuming responsibility for the harmful situation and providing help.
4. **Attempt to Help** - Help the person leave the situation, confront a behavior, diffuse a situation, or call for other support/security. Confront friends who make excuses for other people's abusive behavior. Speak up against racist, sexist, and homophobic remarks.



### ***Tips for intervening in a situation potentially involving sexual assault, relationship violence, or stalking:***

- **Keep yourself safe.**
- Recruit help if necessary.
- Avoid using violence.
- Be honest and direct whenever possible.
- If things get out of hand or become serious, contact Campus Police (330-490-7474) or 911.

### **RISK REDUCTION**

Sexual and relationship violence can happen to anyone. As a member of our campus community, we encourage you to increase your awareness of personal safety and empower others to do the same as active bystanders. With no intent of victim/survivor blaming and recognizing that only abusers are responsible for their abuse, the following are strategies to reduce your risk of sexual assault or harassment (obtained from: Rape, Abuse, & Incest National Network, [www.rainn.org](http://www.rainn.org)):

- **Stay alert.** When you're moving around on campus, be aware of your surroundings. Consider inviting a friend to join you or asking Campus Police for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.
- **Be careful about posting your location.** Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other social media settings.
- **Make others earn your trust.** A new environment can foster a false sense of security. They may feel like fast friends, but give people time to earn your trust before relying on them.
- **Think about Plan B.** Spend some time thinking about back-up plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can't use a credit card? Do you have the address to your residence hall or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- **Make a plan.** If you're going to a party or social gathering, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don't leave someone stranded in an unfamiliar or unsafe situation.
- **Trust your instincts.** If you notice something that doesn't feel right, it probably isn't. If you see something suspicious, report it immediately.
- **Protect your drink.** Don't leave your drink unattended, and watch out for your friends' drinks if you can. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It's not always possible to know if something has been added to someone's drink. In drug-facilitated sexual assault, a perpetrator could use a substance that has no color, taste, or odor.
- **Know your limits.** Keep track of how many drinks you've had, and be aware of your friends' behavior. If one of you feels extremely tired or more drunk than you should, you may have been drugged. Leave the party or situation and find help immediately.

### **PROCEDURES VICTIM/SURVIVORS SHOULD FOLLOW IF AN INCIDENT OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT OR STALKING HAS OCCURRED**

The first priority of a victim/survivor of sexual assault or domestic violence is to get to a place of safety, then to obtain necessary medical attention as soon as possible. Area hospitals have staff members that are authorized to perform medical/legal examinations. An assault should be reported directly to:

- 911;
- The Police Department who has jurisdiction where the assault occurred;
- Walsh University Campus Police | 330-490-7474;
- The Student Health Center | 330-490-7030;
- Title IX Coordinator or Deputies; or
- Any Walsh University Campus Security Authority (CSA)

Walsh University strongly advocates that a victim/survivor of a sexual assault or domestic violence, dating violence, or stalking reports the incident to the Walsh University Police Department in a timely manner, it is the victim/survivor's choice to make such a report, and the victim/survivor has the right to decline involvement with the police.

Confidentiality may not be guaranteed in instances involving an imminent threat, such as:

- A weapon
- Physical force or violence
- When the victim/survivor is a minor
- Pattern by same perpetrator
- Significant threat to University

The University also urges the Reporting Party to report all instances of sexual misconduct or criminal activity to local law enforcement. The Reporting Party may contact local law enforcement directly, whether or not a report has been filed with the University. If requested, University can assist the Reporting Party in notifying law enforcement or legal service organizations to learn about these remedies. The Reporting Party may also decline to notify law enforcement.

A person may report an incident to either the police, the University or to both.

### **EVIDENCE**

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining orders of protection related to the incident more difficult. If a victim/survivor chooses not to make a formal report regarding an incident, he/she nevertheless should consider speaking with Walsh University Campus Police or other law enforcement agencies to preserve evidence in the event that the victim/survivor changes his/her mind at a later date.

*Preserving Evidence for Sexual Assaults* - Physical evidence is crucial in helping to prosecute assailants in cases of rape or sexual assault. Physical evidence must be collected in a timely manner by a certified medical facility. Prior to a medical/legal exam, victim/survivors of rape or assault should not bathe, change clothes, douche, use the toilet (if possible), smoke or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that the evidence may be preserved. If victim/survivors do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted diseases.

*Preserving Evidence for Victim/survivors of Violence* - Victim/survivors of violence should not bathe or change clothes prior to documentation of physical evidence. Preserving evidence may be necessary to prove criminal domestic violence, dating violence, stalking, or in obtaining a protection order. If victim/survivors do not opt for forensic evidence collection, health care providers can still treat injuries.

*Preserving Evidence for Victim/survivors of Stalking* - Victim/survivors of stalking should save evidence such as any letters, notes, emails, phone calls, videos, photos, texts, social media postings, computer screenshots, voicemails, or any other form of evidence that would be helpful.

Walsh University is obligated by law to make Timely Warning Notices to protect the campus. The statistical information and Timely Warnings will not contain any names or specific locations to maintain the confidentiality of a victim/survivor.

## **PROCEDURES FOR INSTITUTIONAL ACTION IN CASES OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, GENDER-BASED MISCONDUCT, STALKING, RETALIATION, AND OTHER FORMS OF SEX DISCRIMINATION**

### **POLICIES AND PROCEDURES FOR STUDENT, EMPLOYEES AND UNIVERSITY VOLUNTEERS**

#### **WHAT IS TITLE IX?**

Title IX is part of the 1972 re-authorization of the Higher Education Act and stipulates that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Title IX requires all schools receiving federal financial assistance to take reasonable steps to create a safe, nondiscriminatory learning environment.

Walsh University is committed to providing support and assistance to members of our campus community impacted by all forms of sex discrimination, including, but not limited to harassment, sexual assault, dating violence, domestic violence, gender based misconduct, stalking, retaliation, or other forms of sex discrimination. If there is a violation of this Policy, the University will take steps to end the sex discrimination, prevent its recurrence and to remedy its effects.

## PROCEDURAL DEFINITIONS

For the purposes of determining whether a course of conduct constitutes a violation under the policy and its corresponding procedures, the relevant definitions are listed below.

“*Student*” is any person who is currently enrolled at Walsh University.

“*Employees*” are categorized as staff or faculty of Walsh University.

“*Staff*” are employees of Walsh University (full-time, part time, or casual) where the majority of their work responsibilities are considered non-teaching activities of various types in support of the educational, research, and service programs of the University.

“*Faculty*” of the university consists of those individuals with either faculty rank or status.

“*University volunteer*” is defined as any uncompensated individual who is authorized by a University department or division to perform service for or on behalf of the University, or to gain personal or professional experience.

“*Reporting Party*” means the individual who reportedly experienced sexual misconduct, regardless of whether such individual reports such sexual misconduct to the University or participates in the University’s conduct process for responding to complaints of sexual misconduct described herein.

“*Third Party Reporter*” any individual who reports a violation of this Policy to the University.

“*Responding Party*” means the individual or entity alleged to have committed acts constituting sexual misconduct, regardless of whether such individual has entered into the University’s conduct process for responding to complaints of sexual misconduct described herein.

*Sexual Harassment* – any unwanted conduct of a sexual nature such as, unwelcome sexual advances, request for sexual favors and other verbal, non-verbal or physical conduct of a sexual nature.

*Sexual Assault* - Any sexual act directed against another person, without consent of the victim/survivor, including instances where the victim/survivor is incapable of giving consent.

*Rape* - the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim/survivor. This offense includes the rape of both males and females.

*Fondling* - the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim/survivor, including instances where the victim/survivor is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

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

“*Domestic Violence*” – means a felony or misdemeanor crime of violence committed by –

- A current or former spouse or intimate partner of the victim/survivor
- A person with whom the victim/survivor shares a child in common;
- A person who is cohabitating with or has cohabitated with the victim/survivor as a spouse or intimate partner;
- A person similarly situated to a spouse of the victim/survivor under the domestic or family violence laws of the jurisdiction receiving grant monies [under VAWA]; or
- Any other person against an adult or youth victim/survivor who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

“*Dating Violence*” means violence committed by a person –

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

“*Stalking*” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to –

- Fear for his or her safety or the safety of others; or
- Suffer substantial emotional distress.

According to Walsh University, domestic or dating violence occurs when one person uses physical force, threatening or intimidating behavior so as to injure or abuse another person in that relationship. Examples include, but are not limited to, slapping, grabbing, pushing, kicking, and hitting. Both women and men can be victim/survivors of this type of violence.

Walsh University does not condone the use of violence by any individual – even those involved in courting relationships. This type of behavior could result in dismissal from campus. Due to the dynamics involved in domestic or dating violence, disciplinary procedures may be adapted in order to better meet the needs of both parties including referrals to counseling and support resources.

Walsh strives to maintain an environment where people of different beliefs and values can learn to live harmoniously. Therefore, any type of verbal or nonverbal harassment, intimidation, retaliation or threatening behavior on the part of students will not be tolerated. Depending on the circumstances, this type of behavior could result in dismissal from campus.

### **WHEN SHOULD I CONTACT A TITLE IX COORDINATOR OR DEPUTY?**

Any student or employee who has concerns about sex discrimination including sexual harassment, sexual violence, or sexual misconduct is encouraged to seek the assistance of a Title IX Coordinator.

#### **Outreach to the Walsh University Title IX Office if you:**

- Wish to understand your options if you think you may have encountered sex discrimination or sexual misconduct.
- Become aware of a situation that you feel may warrant a University investigation.
- Need help on how to process or handle a situation by which you are indirectly affected.
- Seek guidance on possible strategies for addressing a challenging or difficult situation.
- Have questions on Walsh University’s policies and procedures.

#### **Title IX Coordinator**

Tiffany Kinnard-Payton, M.A. | Associate Dean of Students  
Student Affairs – David Campus Center (Suite 103) | (330) 490-7538

### **DISCLOSING AND/OR REPORTING OPTIONS**

Walsh University recognizes a distinction between disclosing and reporting incidents of harassment, sexual assault, dating violence, domestic violence, gender-based misconduct, stalking, retaliation, or other forms of sex discrimination. Disclosing an incident may or may not result in a formal report, depending on whom the information is communicated. Please know that all full- and part-time Walsh University employees, including administration, faculty, staff, and student paraprofessionals, such as Resident Assistants and Campus Ministry Peacemakers, are mandated to report any sexual misconduct incidents directly to the Title IX Coordinator or Title IX Deputies, unless they are one of the confidential resources outlined below.

\*If you are unsure if you would like to make a formal report regarding an incident of harassment, sexual assault, dating violence, domestic violence, stalking, or retaliation, Walsh University’s Counseling Services, Walsh University Health Services, University Senior Chaplain, Domestic Violence Project, Inc (Canton, Ohio), and COMPASS Sexual Assault, Education, Prevention and Support (Canton, Ohio) are confidential resources available to you for disclosure. Confidential resources will not report the disclosure of these incidents to Title IX or Campus Police without a victim/survivor/survivor’s written permission, and to the extent they are permitted to promise confidentiality under the law.

Additionally, please note that all of the resources listed below made available in writing to complainants once the information has been disclosed to the Title IX office, and the receiving of this information is not dependent on the filing of a formal report.

### **STUDENT | ON-CAMPUS CONFIDENTIAL RESOURCES**

#### **Counseling Services | David Campus Center (Suite 104) | (330)490-7348**

- Francie Morrow, LPCC-S | Executive Director of Counseling and Health Services
- Lisa Lutz, LPCC-S | College Counselor
- Megan Rhoads, LPC | College Counselor/Programming and Outreach Coordinator
- Brenda Watkins, LPC | College Counselor



**Health Services | Cechinni Health & Wellness Complex | (330) 490-7030**

- Dr. Melanie Mirande, MD
- Andrea Prewitt, BSN, RN
- Karen Tylke, RN

**University Wellness | Paul and Carol David Center-Bottom Level | (330)244-4735**

- Megan Allen, Director of University Wellness  
*\*NOTE: The Director of University Wellness can serve as a confidential resource only when providing healthy lifestyle consultations and fitness assessments.*

**University Senior Chaplain | Our Lady of Perpetual Help Chapel | (330) 490-7051**

- Fr. Thomas Cebula  
*\*NOTE: The University Senior Chaplain may only promise confidentiality to students when in the Sacrament of Reconciliation. Outside of this sacrament, he is unable to provide confidentiality and is considered a mandatory reporter of the university.*

**EMPLOYEE | ON-CAMPUS CONFIDENTIAL RESOURCES**

**Health Services | Cechinni Health & Wellness Complex | (330) 490-7030**

- Dr. Melanie Mirande, MD
- Andrea Prewitt, BSN, RN
- Karen Tylke, RN

**University Senior Chaplain | Our Lady of Perpetual Help Chapel | (330) 490-7051**

- Fr. Thomas Cebula\*  
*\*NOTE: the University Senior Chaplain may only promise confidentiality to students when in the Sacrament of Reconciliation. Outside of this sacrament, he is unable to provide confidentiality and is considered a mandatory reporter of the university.*

**STUDENT AND EMPLOYEE | OFF-CAMPUS CONFIDENTIAL RESOURCES**

**Domestic Violence Project, Inc. | (330) 453-7233**

Available Victim/survivor Services:

- 24-Hr. Confidential Hotline (330-453-7233)
- Emergency Shelter
- Transitional Housing
- Legal Advocacy Services
- Outreach and Aftercare Advocacy
- Medical Advocacy

**COMPASS Sexual Assault Education, Prevention and Support | (330) 452-1111)**

Available Victim/survivor Services:

- 24-Hr. Confidential Hotline (330-453-7233)
- Counseling
- Case Management
- Outreach Advocacy
- Legal Advocacy
- Hospital Advocacy

**STUDENTS, EMPLOYEES AND VISITING GUESTS | ON-CAMPUS REPORTING**

**Title IX Coordinator**

Tiffany Kinnard-Payton, M.A., Associate Dean of Students  
Student Affairs – David Campus Center (Suite 103) | (330) 490-7538

**Title IX Deputy Coordinators**

Anna Ball, Head Softball Coach  
Cechinni Health & Wellness Complex | (330) 490-7517

Kristi Campell, Director of International Student Services  
Student Affairs-David Center | (330) 490-7105

Jason Fautas, Associate Director of Athletics-Director of Compliance  
Cechinni Health and Wellness Complex | (330) 490-7437

Vanessa Freiman, Associate Director of Undergraduate Admissions  
Bill Rambo Office of Admissions-David Center | (330) 490-7177

Meredith Sodik, Director of Academic Support Services  
Farrell Hall 209 | (330) 490-7529

Davidcia (Dee) Stubbs, Human Resources-Benefits Specialist  
Farrell Hall | (330) 490-7542

### **Law Enforcement Notification**

The University also urges the Reporting Party to report all instances of sexual misconduct or criminal activity to local law enforcement. The Reporting Party may contact local law enforcement directly, whether or not a complaint has been filed with the University. If requested, University can assist the Reporting Party in notifying law enforcement or legal service organizations to learn about these remedies. The Reporting Party may also decline to notify law enforcement.

A person may report an incident to either the police, the University, or both.

**Effect of Law Enforcement Notification:** The filing of a formal report of sexual misconduct under this Policy is independent of any criminal investigation or proceeding. The University typically does not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation or to take any necessary interim remedies to protect the Reporting Party and the University community. However, the University may temporarily delay its investigation to enable law enforcement to gather evidence and to engage in a preliminary investigation of sexual misconduct matters that may also violate state or federal law.

The standards for finding a violation of criminal law are different from the standards for finding a violation of this policy. Therefore, 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/or decline to prosecute.

### **First Contact with the Title IX Office**

If a student, employee, or university volunteer would like to communicate with the Title IX Office, an initial meeting can be scheduled with the Title IX Coordinator or a designee. The Title IX Coordinator or a designee will meet with the Reporting Party to obtain information regarding the incident(s), to provide information regarding available on- and off-campus resources, and to ensure the Reporting Party is aware of their rights and responsibilities in the resolution process should they choose to file a formal report. The initial meeting may be followed by 1) filing a formal report or 2) a request to take no further action.

### **Intermediate/Supportive Measures**

In the case of domestic violence, dating violence, sexual assault, gender-based misconduct, stalking, retaliation and other forms of sex discrimination, the Title IX Coordinator (or designee) may take immediate action to assist the Reporting Party in resuming educational activities while deciding the next steps, if any, to pursue against a Responding Party or while awaiting the results of a resolution process. Intermediate measures include but are not limited to, the following:

- Providing an escort
- Changing the Reporting Party's class schedule or room assignment in the residence halls
- Arranging academic accommodations
- Waiving the service fee for on-campus health center services
- Issuing no contact orders
- Limiting the responding party's access to campus
- Limiting the responding party's access to facilities and activities
- Changing the responding party's course schedule or room assignment, and/or
- Implementing other appropriate educational or prevention strategies to address the environment in which the offense took place.
- When appropriate, intermediate measures can include a responding party being placed on interim suspension.

This information will be provided in writing. Additionally, it is not required for a report to be filed and/or investigated for intermediate/supportive measures to be implemented, as deemed necessary by the Title IX office.

### **Filing a Report**

Any current students, employees, or university volunteers may file a formal report of domestic violence, dating violence, sexual assault, gender-based misconduct, stalking, retaliation, or other forms of sex discrimination against other current students, employees or university volunteers connected to the university. All reports are submitted directly to the Title IX Coordinator or Title IX Deputies.

It is strongly encouraged to submit a report as soon as possible after the incident takes place or becomes known in order to optimize opportunities to secure evidence and witnesses. As there is no time limit on reporting violations of this policy, if a Reporting or Responding Party is no longer affiliated with Walsh University (e.g. a report is made after a community member has withdrawn, graduated or no longer employed and left their position), The University will still provide reasonably available remedial and supportive measures or take other appropriate action.

To file a formal report, members of the Walsh University community are encouraged to contact the Title IX Coordinator to schedule an initial meeting.

### **Rights of the Reporting Party and Responding Parties**

The Reporting Party and the Responding Party are entitled to the same opportunities during an institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceedings by an advisor of their choice.

Both the Reporting Party and Responding Party shall be simultaneously informed, in writing, of: 1) the outcome of any institutional disciplinary proceedings that arise from an allegation of domestic violence, dating violence, sexual assault, or stalking; 2) the institutions' procedures for the Reporting Party and the responding party to appeal the results of the institutional disciplinary proceeding; and 3) any change to the results that occurs prior to the time that such results become final - and when such results become final.

### **Timeline**

Following the filing of a formal report with the Reporting Party, the Title IX officer assigned to the report has approximately ten (10) business days to provide the Reporting Party with detailed notes regarding their meeting. The Reporting Party has three (3) business days to review and edit the notes to ensure the accuracy of their formal statement. Additionally, the Complainant will receive communication that confirms the intermediate measures that have been put into place.

As a general rule, the entire matter is to be addressed within a 60-day time frame. However, the university reserves the right to adjust this timeline should additional time be necessary. This adjusted timeline, in addition to the reasons for the extension of time, will be provided to the Reporting Party and Responding Party in writing. Examples for the need for extended time include, but are not limited to, extensive number of witnesses; by request of the Reporting Party; illness; or request by the Reporting Party to move to a formal process, which the Reporting Party can request at any time.

### **Mediation**

If the Reporting Party wishes to proceed beyond the initial report and any intermediate measures in place, the responding party will be contacted and interviewed. It is important to understand that the rights available to the Reporting Party are also available to the Responding Party. This includes the opportunity to pursue an informal process of resolution, such as mediation – but only in cases of sexual harassment. It is not appropriate to conduct a mediation in cases of sexual assault. At any time, the complainant has the right to pursue a formal process.

### **Standard of Proof**

At the conclusion of a Title IX investigation, which involves a thorough review of all information available, including witness interviews, the Title IX officer will make a ruling. The standard of proof used for all Title IX cases is a preponderance of evidence. This means a greater than 50% chance (based on the evidence provided by within the investigation) that the responding party is responsible for the violation as indicated in the filed report.

If there is a finding of responsibility, the finding will be forwarded as follows for sanctioning:

- Staff and University Volunteers– to the Director of Human Resources and the employee's direct supervisor. Together, in collaboration with the supervising Vice President and Title IX Office, sanctions will be assigned.

- Faculty– to the University Provost and the faculty members’ division chair. Together, in collaboration with the supervising Vice President and the Title IX Office, sanctions will be assigned.
- Students – to the Associate Dean of Students/Chief Conduct Officer. Sanctions will be assigned accordingly.
- Third parties – to the supervising Vice President who, in consultation with the appropriate administrative staff, will create a deterrence plan.

## **STUDENT - POSSIBLE SANCTIONS**

Depending on the nature of the charges, the following sanctions are possible, but not limited to:

### **Sexual Assaults or Attempted Sexual Assaults**

- Level IV: Suspension or Expulsion Status: Recommendation to the Vice President for Student Affairs for suspension or expulsion from Walsh University; loss of access to university facilities and services; removal from residential community; loss of extracurricular and athletic privileges and/or scholarships.

### **Domestic Violence/Dating Violence**

- Level II: Community Probation Status: behavior contract, loss of guest visitation privileges, restrictions of visitation to certain residence halls or campus areas, weekends off campus.
- Level III: University Probation Status: loss of athletic privileges or extracurricular involvement; loss of scholarships; loss of residency/community privileges; restitution if applicable, residence hall reassignment.
- Level IV: Suspension or Expulsion Status: Recommendation to the Vice President for Student Affairs for suspension or expulsion from Walsh University; loss of access to university facilities and services; removal from residential community; loss of extracurricular and athletic privileges and/or scholarships.

### **Gender-Based Misconduct**

- Level II: Community Probation Status: behavior contract, loss of guest visitation privileges, restrictions of visitation to certain residence halls or campus areas, weekends off campus.
- Level III: University Probation Status: loss of athletic privileges or extracurricular involvement; loss of scholarships; loss of residency/community privileges; restitution if applicable, residence hall reassignment.
- Level IV: Suspension or Expulsion Status: Recommendation to the Vice President for Student Affairs for suspension or expulsion from Walsh University; loss of access to university facilities and services; removal from residential community; loss of extracurricular and athletic privileges and/or scholarships.

### **Sexual Harassment or Stalking**

- Level III: University Probation Status: loss of athletic privileges or extracurricular involvement; loss of scholarships; loss of residency/community privileges; restitution if applicable, residence hall reassignment.
- Level IV: Suspension or Expulsion Status: Recommendation to the Vice President for Student Affairs for suspension or expulsion from Walsh University; loss of access to university facilities and services; removal from residential community; loss of extracurricular and athletic privileges and/or scholarships.

### **Retaliation**

Interim Suspension/removal from campus – including athletic and extracurricular involvement pending the outcome of the student conduct case. Charges of retaliation are as separate matter from the Title IX issues and will be addressed promptly through the student conduct system.

## **EMPLOYEE - POSSIBLE SANCTIONS**

Walsh University Employee Handbook: Professional and Support Staff (A.17): “Disciplinary Action: It is the intent of the University to assist employees in the improvement of their performance prior to disciplinary action being taken. However, employee disciplinary action may be required to assure performance standards, and university rules and regulations are met. The University will always attempt to discipline in a corrective manner, which is consistent with the ideals and mission of the University. Various forms of discipline, depending upon the seriousness of the problem, may be used including: verbal warning, written warning, probation, suspension and discharge.”



### **Walsh University Employee Handbook: Faculty**

If the faculty member is found in violation of any form of sexual harassment, faculty will face “appropriate and necessary discipline up to and including termination.” Also refer to moral turpitude discussion regarding tenured faculty in the Faculty Handbook.

### **Retaliation**

Charges of retaliation are as separate matter from the Title IX issues and will be addressed promptly through the Human Resources office in collaboration with the employee’s direct supervisor.

### **Appeal**

Walsh University affords both the Complainant and responding party, with Title IX cases the right to appeal based on due process concerns including but not limited to where a sanction is substantially disproportionate to the findings; or where previously unavailable relevant evidence could significantly impact the outcome of the case. Both parties will be provided information regarding the date and time of the appeal deadline, and information about the appeal officer and his/her contact information.

## **ALCOHOL AND DRUGS**

Persons on the Walsh University campus and at SPS Program locations must comply with state and federal laws concerning the manufacture, presence, possession, use, sale, or distribution of narcotics and dangerous drugs. The presence, possession or use of any alcoholic beverages on campus is limited to those who are of legal drinking age as per Ohio State Law (age 21). In addition, the Student Handbook outlines additional restrictions that apply to persons living or visiting residence halls as well as strict guidelines concerning the use of alcohol at social events serving alcohol.

Chemical dependency affects all areas of an individual’s life. Assistance should be sought to determine the nature and the extent of the problem. If an individual is identified by professionals as a chemical user or abuser of substance, University authorities will provide an opportunity for appropriate treatment. Refer to the Walsh University Student Handbook for a complete statement on the University’s policy concerning drugs and alcohol with information about available support services and programs.

## **MISSING STUDENTS WHO RESIDE ON-CAMPUS POLICY STATEMENT**

If a member of the Walsh University community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the Walsh University Campus Police at (330) 490-7474. This policy, with its accompanying procedures, establishes a framework for cooperation among members of the University community aimed at locating and assisting students who are reported missing. A student shall be deemed missing when he or she is absent from the University for more than 24 hours without any known reason.

All reports of missing students shall be directed to Campus Police, which shall investigate each report and make a determination whether the student is missing in accordance with this policy. Most missing person reports in the university environment are a result of a student changing their normal routine and failing to inform roommates, friends or family of this change. Community members are encouraged to develop a clear communication plan with family/friends.

If a missing student is under 18 years of age and not emancipated, the law mandates that the University notify the parent or guardian of the missing student immediately. Ohio law also requires that all missing persons under the age of 22 will also be reported to the North Canton Police Department immediately at which time the information will be entered into the national on-line registry for missing persons.

All residential students are required to identify an emergency contact person to be contacted by the University in case a student is determined to be missing. This form will be kept on file with the Residence Life office through the Walsh eRezlife Housing Portal and used only in the event of a missing person investigation. It is also important to understand that each student has the responsibility to enter and update their general emergency contact information on the Walsh University Cavalier Center – which may or may not be identical to the contact information listed on the Housing Portal *Resident Student Missing Person Emergency Contact*.



## 2018 CRIME STATISTICS

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The information in this report is part of Walsh University's continued commitment to safety and security on and off campus, and is provided in compliance with the Crime Awareness and Campus Security Act of 1990 and requirements of the Higher Education Opportunity Act. The calendar year is used for reporting purposes. Information was obtained from the Walsh University Campus Police Department, Department of Residence Life, the Office of Student Affairs/Student Conduct & Community Standards, and North Canton Police Department.

This report contains general information and should not be considered comprehensive. Policies may be updated and are available through the Walsh University Campus Police Department. Additional information can be obtained by contacting the Associate Vice President for Student Affairs/Dean of Students at (330) 490-7417 or the Chief of Campus Police at (330) 490-7373.

The Walsh University Campus Police Department is located in Region V of the U.S. Department of Education, Office of Postsecondary Education. Inquiries concerning compliance with the 1990 Campus Safety Act can be sent to: Douglas A. Parrott, Area Case Director, Federal Student Aid, U.S. Department of Education, 500 W. Madison Street, Ste 1576, Chicago, IL 60661. Telephone inquiries may also be made by calling 312-730-1511.

The 2018, 2017 and 2016 crime statistics are presented on pages 19-20 of this report.



# WALSH UNIVERSITY

PRIVATE NONPROFIT, 4-YEAR OR ABOVE INSTITUTION

## SAFETY AND SECURITY REPORT

### 2018 SUMMARY

	On-Campus Non-Residence			Residence Hall			Public Property			Non-Campus Property			Totals		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>REPORTED:</b>															
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	1	0	3	11	1	0	0	0	0	0	0	3	12	1
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Sexual Assault (Sex Offenses)</i>															
Rape	0	0	0	2	1	1	0	0	0	0	0	0	2	1	1
Fondling	0	0	0	1	0	2	0	0	0	0	0	0	1	0	2
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Violence Against Women Act (VAWA Offenses)</i>															
Dating Violence	0	0	0	0	0	2	1	0	0	0	0	0	1	0	2
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	2	5	0	0	0	0	0	0	0	2	5

	On-Campus Non-Resident			Residence Hall			Public Property			Non-Campus Property			Totals		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>DISCIPLINARY REFERRALS:</b>															
Alcohol	5	4	2	64	117	72	0	0	0	0	0	0	69	121	74
Drugs	0	2	2	9	29	22	0	0	0	0	0	0	9	31	24
Weapons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	On-Campus Non-Resident			Residence Hall			Public Property			Non-Campus Property			Totals		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
<b>ARRESTS:</b>															
Alcohol	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drugs	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1
Weapons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

<b>2018 HATE CRIMES</b>	<b>Race</b>	<b>Ethnicity</b>	<b>Country of Origin</b>	<b>Sexual Orientation</b>	<b>Gender</b>	<b>Gender Identity</b>	<b>Religion</b>	<b>Disability</b>
Murder	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny Theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction or Property Damage	0	0	0	0	0	0	0	0

<b>2017 HATE CRIMES</b>	<b>Race</b>	<b>Ethnicity</b>	<b>Country of Origin</b>	<b>Sexual Orientation</b>	<b>Gender</b>	<b>Gender Identity</b>	<b>Religion</b>	<b>Disability</b>
Murder	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny Theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	1	0	0	0
Destruction or Property Damage	0	0	0	0	0	0	0	0

<b>2016 HATE CRIMES</b>	<b>Race</b>	<b>Ethnicity</b>	<b>Country of Origin</b>	<b>Sexual Orientation</b>	<b>Gender</b>	<b>Gender Identity</b>	<b>Religion</b>	<b>Disability</b>
Murder	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny Theft	0	0	0	0	0	0	0	0
Intimidation	1	0	0	0	0	0	0	0
Destruction or Property Damage	0	0	0	0	0	0	0	0





# WALSH UNIVERSITY

## ANNUAL FIRE SAFETY REPORT 2018 SUMMARY

CAMPUS FIRE SAFETY OFFICER  
**Louis Darrow, Chief of Campus Police**

### **REPORTING OF FIRES**

If a fire occurs on Walsh University campus property, community members should immediately call 911 to report the fire, or Campus Police at (330) 490-7474. If 911 is called, please contact Campus Police after your call to inform them that emergency personnel are en route and to provide directional information as need to respond to the emergency. If a member of the Walsh University community finds evidence of a fire that has been extinguished, and the person is not sure whether Campus Police has already responded, the community member should immediately notify Campus Police to investigate and document the incident.

Fire alarms alert community members of a potential hazard. Community members are required to heed their warning and evacuate a building immediately upon hearing a fire alarm in a facility. Individuals should use the nearest stairwell and/or exit to leave the building immediately. Community members should familiarize themselves with the exits in each building. When a fire alarm is activated, the elevators in most buildings will stop automatically. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency button and/or call Campus Police to notify them of your location.

### **FIRE SYSTEM**

The fire system in the Walsh University Residence Halls is operated by the AUTOCALL TFX Series Fire Control System. The system uses modem microcontroller based processing to provide system alarm and fault reporting functions. In the event of a sounding alarm, the automated system contacts the control dispatch who in turn contacts the designated university staff members: (1) Campus Police Office on Duty, (2) Resident Director of Duty, (3) Chief of Campus Police, (4) Director of Facilities, (5) Walsh University Reception Desk (David Campus Center).

### **FIRE RELATED RESIDENCE HALL POLICIES**

**Cooking** - Cooking in the residence halls is extremely limited due to sanitary, electrical and fire safety concerns. Only those appliances listed as permissible under the “Electrical and Fire Safety Considerations” section of the Walsh University Student Handbook are allowed for cooking purposes. Microwaves are allowed in all the residence halls. Cooking is permitted in Lemmon Hall, The Commons and the University Apartments (Brauchler, Meier and Stein Halls) due to kitchen facilities and fire safety equipment. Even in these buildings, appliances must be of a reasonable safety standard as determined by the judgment of the Residence Life staff.

**Electrical Appliances** - Due to safety considerations, the following items are prohibited from the residence halls: portable heaters, propane grills, halogen lamps, incense, hot plates, toaster ovens, candles.

**Fire Alarms/Equipment** - Any individual responsible for pulling a false fire alarm or tampering with fire equipment (detectors, fire extinguishers, pull boxes, etc.) will be subject to serious disciplinary action and criminal charges.

**Smoking** - All Walsh University buildings are considered smoke-free environments. Students, faculty, and staff may not smoke in any classrooms, hallways, bathrooms, offices, lounges or meeting rooms of any building.

Designated smoking areas exist on campus as outlined by the State of Ohio and meet state requirements for appropriate distance requirements to prevent smoke entering academic or residential buildings. Designated smoke areas have a cigarette receptacle clearly visible. Please contact Human Resources at (330) 490-7210 or Residence Life at (330) 490-7107 for clarification of the policy or identification of designated smoking locations.

**Grills** - Propane grills are not permitted in the residence halls under any circumstance. Students may use charcoal grills for cooking, provided these grills are situated at least 15 feet away from any residential building and reasonable safety measures are used while grilling. Charcoal grills may not be used for cooking in student rooms. This includes the balcony areas of the University Apartments (Brauchler, Meier and Stein Halls).

## **EDUCATION & TRAINING**

The North Canton Fire Department provides a variety of education and training opportunities for both Residence Life staff and students alike. The Residence Life Professional Staff meets with the North Canton Fire Department twice per year to review safety protocols for fire and evacuation. This includes a walk-through of each residence hall area to check safety standards.

In addition, the Resident Assistant staff takes part in a two-hour fire safety training seminar coordinated through the North Canton Fire Department prior to the beginning of each academic year. This training includes instruction on how to use a fire extinguisher and how to safely exit a burning building.

The North Canton Fire Department also provides student education on fire safety in the residence halls during the University's Safety & Security Week held annually during the fall semester. Officers from the North Canton Fire Department educate our students on residence hall room safety, including presentations on cooking, use of electrical appliances, and expectations regarding the use of appropriate power cords. The fire department also simulates the conditions of a fire on a residence hall floor by fogging-up a hallway and allowing students to crawl through to find the emergency exit. Students are given information on how to properly navigate their way out of a burning building.

## **EVACUATION PROTOCOL**

In the event of a sounding alarm, University staff and Campus Police immediately respond to the alarm location to oversee proper evacuation. Residential students are instructed to find the nearest, safest exit and gather in a designated area outside of the residence hall facility. Residence Life staff members monitor students as they gather together to help determine that the building has been properly evacuated by all residents. On the Main Campus, only Walsh University Campus Police, in consultation with the North Canton Fire Department, can make the determination as to when it is safe for students to return to the building.

Serious emergencies, such as fire, require cooperation of the entire Walsh University community. Failure to cooperate in such emergencies (e.g. refusal to vacate a residence hall /classroom during a fire alarm) may result in serious disciplinary action and civil fines.

## **EVACUATION FIRE DRILLS AND EQUIPMENT INSPECTION/TESTING**

Fire testing is held quarterly in the Walsh University residence halls. This is coordinated through the North Canton Fire Department. Predetermined dates are arranged at the onset of each semester (two tests per semester). Each residence hall is tested independently with evacuation times reviewed by the North Canton Fire Department. An acceptable evacuation time is under two minutes. If a residence hall is not evacuated in this amount of time, the students are notified and a follow-up drill is scheduled in the later weeks of the semester. Residence hall occupants must receive a passing time in order to receive a "passing" rating from the North Canton Fire Department.

The fire system in the residence halls is inspected twice a year. This involves an inspection of all smoke alarm heads, control panels, pull stations, and sounding alarms. The inspection is carried out by Simplex Grinnell and residence hall maintenance. Additionally, fire safety equipment in common areas is checked daily by the Residence Life staff. Extinguishers and pull stations are inspected to ensure that tampering has not occurred.

## **WALSH UNIVERSITY 2018 FIRE STATISTICS**

The information in this report is part of Walsh University's continued commitment to safety and security on and off campus, and is provided in compliance with the requirements of the Higher Education Opportunity Act. Information collection is required for the main campus as it applies only to on-campus housing. The calendar year is used for reporting purposes. Information was obtained from the Walsh University Campus Police Department, Department of Residence Life, the Office of Student Affairs and the North Canton Fire Department.

For the purpose of safety reporting, a fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. This pamphlet contains general information and should not be considered comprehensive. Policies may be updated and are available through the Walsh University Campus Police Department. Additional information can be obtained by contacting the Associate Vice President for Student Affairs/Dean of Students at (330) 490-7301 or the Chief of Campus Police at (330) 490-7373. Documentation concerning the description of the nature of the fire, date and time of the fire, and the general location of the fire is kept with the Campus Police Office and the Office of Residence Life.

The Walsh University Campus Police Department is located in Region V of the U.S. Department of Education, Office of Postsecondary Education. Inquiries concerning compliance can be sent to: Douglas A. Parrott, Area Case Director, Federal Student Aid, U.S. Department of Education, 500 W. Madison Street, Ste 1576, Chicago, IL 60661. Telephone inquiries may also be made by calling 312-730-1511.

The 2018, 2017 and 2016 fire statistics by campus building are located on page 23.

WALSH UNIVERSITY  
**2018 ANNUAL FIRE SAFETY REPORT SUMMARY**

<b>FIRE DETECTION SYSTEMS</b>	<b>Fire Alarm Monitoring Autocall TFX Fire Control System</b>	<b>Partial Sprinkler System</b>	<b>Full Sprinkler System</b>	<b>Smoke Detection</b>	<b>Fire Extinguisher Devices</b>	<b>Evacuation Route Posted in Individual Residential Unites</b>	<b>Number of Fire Drill Evacuations per Academic Year</b>
Betzler Tower	X		X	X	X	X	4
Brauchler Hall	X		X	X	X	X	4
Lemmon Hall & Commons	X		X	X	X	X	4
Menard Hall	X	X		X	X	X	4
Meier Hall	X		X	X	X	X	4
Olivieri Towers	X		X	X	X	X	4
Seanor Hall	X	X		X	X	X	4
Stein Hall	X		X	X	X	X	4
Wilkof Towers	X		X	X	X	X	4

1. Partial Sprinkler System is defined as having sprinklers in common areas only.
2. Full Sprinkler System is defined as having sprinklers in common areas and individual rooms.
3. Each housing facility has four (4) scheduled evacuation fire drills per academic year. If students fail to evacuate in the approved timeframe, Walsh and the North Canton Fire Department will schedule additional drills until the building passes two evacuation fire drills per semester.

<b>2018 RESIDENCE HALL FIRES</b>	<b>Total Number of Fires</b>	<b>Date</b>	<b>Time</b>	<b>Cause of Fire</b>	<b>Injuries Requiring Medical Treatment</b>	<b>Deaths Related to Fire</b>	<b>Value of Property Damaged by Fire</b>
Betzler Tower	0	-	-	-	-	-	-
Brauchler Hall	0	-	-	-	-	-	-
Lemmon Hall & Commons	0	-	-	-	-	-	-
Menard Hall	0	-	-	-	-	-	-
Meier Hall	0	-	-	-	-	-	-
Olivieri Towers	0	-	-	-	-	-	-
Seanor Hall	0	-	-	-	-	-	-
Stein Hall	0	-	-	-	-	-	-
Wilkof Towers	0	-	-	-	-	-	-

<b>2017 RESIDENCE HALL FIRES</b>	<b>Total Number of Fires</b>	<b>Date</b>	<b>Time</b>	<b>Cause of Fire</b>	<b>Injuries Requiring Medical Treatment</b>	<b>Deaths Related to Fire</b>	<b>Value of Property Damaged by Fire</b>
Betzler Tower	1	12/7/17	2:02pm	Cooking	0	0	\$35
Brauchler Hall	0	-	-	-	-	-	-
Lemmon Hall & Commons	1	8/11/17	12:37am	Electrical	0	0	\$500
Menard Hall	0	-	-	-	-	-	-
Meier Hall	0	-	-	-	-	-	-
Olivieri Towers	0	-	-	-	-	-	-
Seanor Hall	0	-	-	-	-	-	-
Stein Hall	0	-	-	-	-	-	-
Wilkof Towers	0	-	-	-	-	-	-

<b>2016 RESIDENCE HALL FIRES</b>	<b>Total Number of Fires</b>	<b>Date</b>	<b>Time</b>	<b>Cause of Fire</b>	<b>Injuries Requiring Medical Treatment</b>	<b>Deaths Related to Fire</b>	<b>Value of Property Damaged by Fire</b>
Betzler Tower	0	-	-	-	-	-	-
Brauchler Hall	0	-	-	-	-	-	-
Lemmon Hall & Commons	0	-	-	-	-	-	-
Menard Hall	0	-	-	-	-	-	-
Meier Hall	0	-	-	-	-	-	-
Olivieri Towers	0	-	-	-	-	-	-
Seanor Hall	0	-	-	-	-	-	-
Stein Hall	0	-	-	-	-	-	-
Wilkof Towers	0	-	-	-	-	-	-



**WALSH**  
**UNIVERSITY**  
*A Catholic University of Distinction*

2020 East Maple Street  
North Canton OH 44720