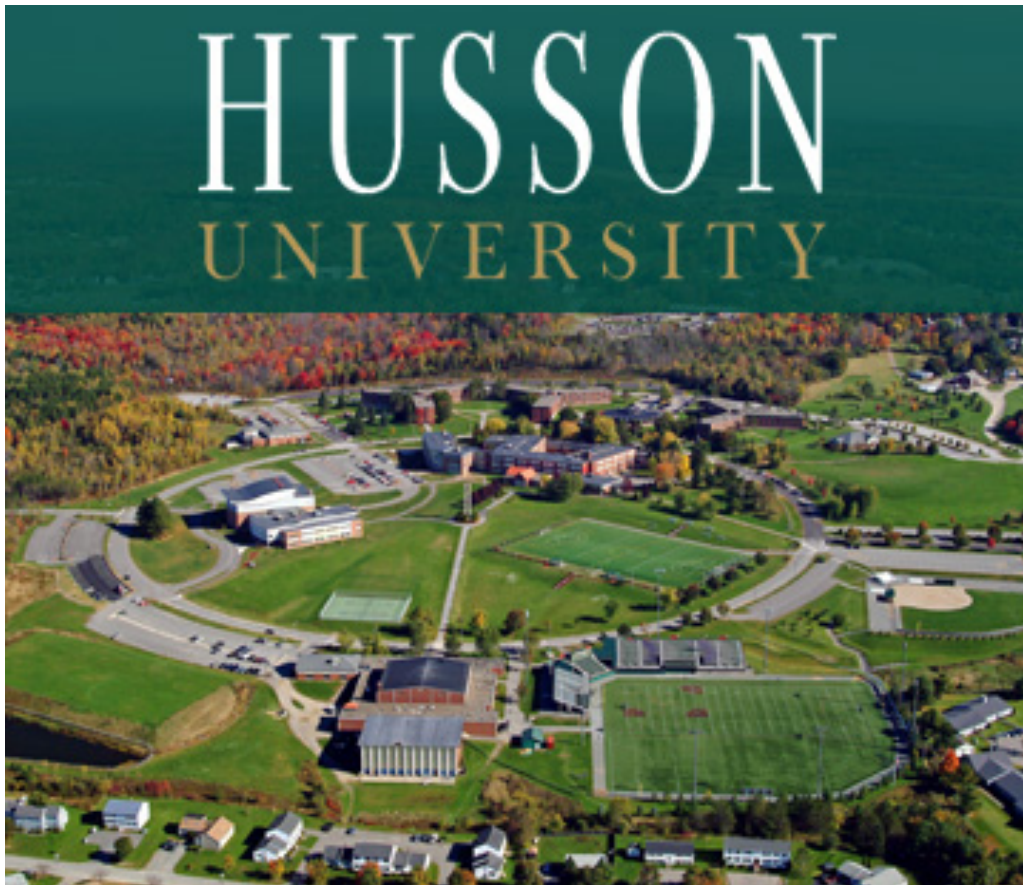


ANNUAL CLERY REPORT

2015

Campus Crime, Fire, Alcohol, and Illegal Drugs for Students and Employees of Husson University and Prospective Students and Employees



Office of Safety and Security
1 College Circle
Bangor, ME 04401-2929
(207)941-7911
www.husson.edu/security

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INTRODUCTION

Husson University is a safe community in which to study, work, live, and visit. Contained within this report you will find our campus crime & fire statistics for the 2014 school year. We are confident that after seeing these statistics, that you too will easily come to the same conclusion about our community. Additionally, the State of Maine is consistently ranked as one of the safest states in our Nation. We believe in a collaborative approach to keeping our community safe, and to that end we all share a role in this effort.

Most crimes on campus are crimes of opportunity that are easily prevented with simple common sense and calm awareness. Don't walk alone at night in secluded or poorly lit areas...don't engage in reckless high-risk behavior...don't prop your doors open...don't leave your bicycle unlocked...don't leave valuables unattended...don't leave drinks unattended at a party...and don't leave yourself defenseless and vulnerable by taking illicit drugs or becoming intoxicated.

Husson does everything it reasonably can to create a safe environment, but ultimately you alone are responsible for your safety. Although campus safety is a shared community responsibility, your safety is largely determined by your choices. Together, with the common good in mind, we create a safe community by being aware, reporting suspicious activity and caring for each other's well-being.

Never hesitate to call the Office of Safety and Security at 207-941-7911 when you need help, when you sense that something is wrong, or if someone is in danger. Listen to your intuition and take positive action.

The Office of Safety and Security is committed to your safety. You can rely on us as we rely on you. With your help, we will keep Husson one of the safest University campuses in the country.

THE OFFICE OF SAFETY AND SECURITY

Safety and Security provides 24-hour service and protection to the Husson community with a staff of approximately 8 full-time and 11 part-time officers. Security officers are generally assigned to campus patrol operations. The campus is patrolled by officers in vehicles & on foot. Our communications center answers emergency and routine calls for service, and monitors a network of security cameras and life safety alarm systems.



Safety and Security responds to and investigates reported incidents and policy violations. Excellent interdepartmental relationships are maintained with the City of Bangor, police, fire and rescue, the Maine State Police, the County of Penobscot, and federal law enforcement agencies for operational and training support.

Husson has an all-hazards campus emergency management plan and conducts annual scenario-based drills to test our readiness to respond to any campus emergency. A campus-wide mass notification system (E2Campus) informs students, faculty and staff of campus emergencies within minutes, providing specific safety information and instructions. This same system is used for campus closures due to weather events.

We are proud of the strong relationships we have with faculty, staff, students and the City of Bangor. Only with the confidence, trust and support of the entire campus community can we ensure that Husson remains the very safe and special place that it is.

THE JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998 requires the distribution of an annual security report to all current faculty, staff, and students, and notice of its availability to prospective students, faculty, and staff. The annual security report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Husson University, and on public property within or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and fires in campus residential buildings.



ANNUAL REPORT 2014 - CAMPUS CRIME, FIRE, ALCOHOL, AND ILLEGAL DRUGS

This information is provided to meet the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998 and has been prepared by Safety and Security.

Each fall, e-mail notification are made to students and employees providing web site address access for this report. The URL is also included on the web sites of Human Resources and Admissions to inform prospective students and employees. You can link directly to the site at www.Husson.edu/security

Crime statistics, compiled throughout the year, are published annually, and this report is updated as necessary. You may obtain a paper copy of this report by contacting Safety and Security, 106 Peabody Hall, 207-941-7911.

The Clery Act Public Crime Log and the Clery Act Public Fire Log may be viewed at the Safety and Security office.

DEVELOPING INFORMATION FOR THIS REPORT

The preparation of crime statistics on an annual basis involves coordinating among Safety and Security, the Office of the Dean of Student Life, and the Bangor Police Department for collecting statistics. This coordination also occurs in statistical gathering of data from those with “significant responsibility for students and campus activities.” Safety and Security updates all campus safety and security information for the campus crime report. Safety and Security contacts appropriate law enforcement agencies with jurisdiction over campus and non-campus properties to collect annual statistics. Safety and Security prepares a daily crime log describing reported incidents. A copy of the daily log may be obtained at Safety and Security, 1 College Circle, Bangor, Maine, or it may be viewed online at the Safety and Security webpage.

CAMPUS ENFORCEMENT AUTHORITY

Safety and Security is composed entirely of non-sworn campus security officers. Safety and Security officer law enforcement authority is limited to that which is granted to any private citizen under Title 17-A, Section 16 of the Maine Revised Statutes Annotated. Safety and Security officers do not have arrest powers. Safety and Security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at Husson University. Officers’ conduct investigations of all incidents and submit detailed reports. Safety and Security coordinates with the Bangor Police Department in the investigation of crimes occurring on campus, as outlined in a memorandum of understanding between the University and the Bangor Police Department. Safety and Security officers have the authority to issue parking tickets, which are billed through the Bursar’s Office.

CAMPUS SECURITY AUTHORITIES

A campus security authority is any individual (or individuals) who have responsibility for campus security, but who do not constitute a campus police department or campus security department. This includes officials of the University who have 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 in that capacity.

Office of Residence Life Dean: Carl Stiles (207) 941-7107 (o) (207) 941-7190 (f) Asst. Director: Colby Cain (207) 941-7910 (o) RD Bell Hall: Sterling Pingree (207) 941-7680 (o) RD Carlisle Hall: Hilary Platt (207) 941-7127 (o) RD Hart Hall: Spencer McBreairty (207) 941-7900 (o) RD DLC: Chris Tejas (207) 941-7703 (o) (207)	Events and Summer Programs Director: Mike Foster (207) 941-7063	Health Services Director: Carl Stiles (207) 941-7107 (o) (207) 941-7190 (f)	Dean of Student Success / OASIS Dean: Sharon Wilson-Barker (207) 992-1934 (o) (207) 992-4926 (f)
	Student Employment Director: Liana Fellis (207) 941-7083 (o) (207) 941-7095 (f)	Athletics Director: Frank Pergolizzi (207) 973-1069 Assistant Director: Janine Gmitter (207) 941-7021 (o) (207) 973-1015 (f)	Dean of Academic Affairs Dean: Lynn Coy-Ogen (207)992-4918 (207)973-1021

Emergency Procedures

TO CONTACT SAFETY and SECURITY: 207-941-7911 or ACTIVATE YOUR POMCO SAFETY DEVICE

Location: 106 Peabody Hall

www.Husson.edu/security

FIRES

- Activate the nearest fire alarm pull station
- Call Safety and Security at **941-7911**
- Notify occupants and help those needing assistance in the immediate area
- Help confine the fire by closing the doors as you exit
- Evacuate the building through the nearest exit
- Do NOT reenter the building until authorized to do so by emergency personnel

BUILDING EVACUATION

- When the building alarm is activated, evacuation is mandatory – do not assume it is a drill
- Do NOT use elevators, or shut down your computer
- Take only personal belongings (i.e., keys, jacket, bag)
- Close doors along your route as you exit
- Move all personnel to a safe area

SUSPICIOUS OBJECT OR PACKAGE

- Do NOT touch or disturb the object or package
- Do NOT use your cell phone near the object or package
- Evacuate the immediate area
- Call Safety and Security at **941-7911**

BOMB THREATS

- Get as much information as possible from the caller
- Call Safety and Security at **941-7911**
- Follow instructions from emergency personnel

SUSPICIOUS BEHAVIOR

- Do NOT physically confront the person
- Do NOT let anyone into a locked room/building
- Do NOT block a person's access to an exit
- Call Safety and Security at **941-7911**

MEDICAL EMERGENCIES

- Call Safety and Security at **941-7911**
- If certified in First Aid and/or CPR, begin administration
- Do not attempt to move the person unless necessary

GAS LEAKS, FUMES, OR VAPORS

- Do NOT pull the fire alarm
- Do NOT use light switches or electrical equipment
- Call Safety and Security at **941-7911**
- Clear the area immediately if instructed to do so by the emergency dispatcher

PERSON WITH A WEAPON

- If possible, exit the building immediately and call Safety and Security at **941-7911**
- If you cannot exit – clear the hallway immediately and/or remain behind closed doors in a barricaded room, if possible. Stay away from windows. Call Safety and Security at **941-7911**
- Evacuate the room only when instructed
- Do NOT attempt to confront or apprehend the person, unless as a last resort to protect yourself or others
- Your options: RUN-HIDE-FIGHT

WATER LEAK OR FLOODING

If you can do so safely:

- Secure vital equipment, records, and hazardous materials
- Shut off nonessential electrical equipment
- Move all personnel to a safe area
- Call Work Order for assistance with flood clean-up at **725-3333** during business hours, or **725-3314** after hours

OIL OR HAZARDOUS MATERIALS SPILLS

- If the incident is indoors, close all doors in order to isolate the area if it is safe to do so
- From a safe area, call Safety and Security at **941-7911**
- Be prepared to provide the following information:
 - Name of the material
 - Quantity of material
 - Time of the incident
 - Location of the incident
 - If anyone was injured or exposed to material
 - If a fire or explosive is involved
- Evacuate if necessary

IMPORTANT CAMPUS TELEPHONE NUMBERS

Emergency Numbers

Abused Women	1-800-537-6066
Adult and Child Abuse	1-800-452-1999
AIDS Hotline	1-800-851-2437
Alcoholics Anonymous	1-800-737-6237
Bangor Fire and Rescue	911 / 207-947-7382
Bangor Police Department	911 / 207-947-7382
Civil Liberties Union	207-774-5444
Crisis (Hotline)	1-888-568-1112
Eastern Maine Medical Center	207-973-7000
Human Rights Comm.	207-624-6050
Husson Counseling Services	207-941-7981
Husson University Emergency	207-941-7911
Husson Security (Non-Emergency)	207-941-7770
Husson University Health Services	1-800-941-7625
Maine Department of Human Services	1-800-482-7520
Maine Drug Enforcement	207-822-0380
Mid Coast Walk-In Clinic	207-406-7500
National Abortion Hotline	1-800-772-9100
Planned Parenthood	207-725-8264
Rape Response Services	1-800-310-0000
Sexual Assault Support Center	1-800-822-5999
Spruce Run – Womancare Alliance	1-800-863-9909
St. Joseph Healthcare	207-907-1000
Substance Abuse Resource Ctr.	1-800-499-0027

REPORTING PROCEDURES



If you observe a crime or suspicious situation, or see a safety problem, immediately notify Safety and Security. Your awareness is essential to campus crime prevention. For non-critical emergencies or business calls, dial 941-7911. For serious emergencies, dial 911.

Safety and Security is responsible for the reporting and follow-up of any criminal incident that occurs on the Husson University campus, in coordination with the Bangor Police Department, as necessary. Crimes committed in other jurisdictions should be reported to the police agency where the offenses occurred. To ensure that timely warnings are issued, and that accurate statistics are included in this annual disclosure, please immediately report any criminal offenses to a member of Safety and Security, or to your respective dean, director, department head, or Campus Security Authority.

On-Campus Reporting

When members of the Husson community receive a report of criminal activity on campus, they should immediately contact Safety and Security. They may also contact a designated Campus Security Authority who will then consult with Safety and Security.

Off-Campus Reporting

If criminal activity takes place in an off-campus location, Husson University community members should contact the local, county, or state police department with jurisdiction.

When a Husson student is involved in an off-campus offense, Safety and Security officers may assist in the investigation, in cooperation with local, state, or federal law enforcement authorities. Law enforcement authorities routinely work with and communicate with Safety and Security on any incidents occurring on campus or in the immediate neighborhoods and business areas surrounding campus. Safety and Security officers may respond to student-related incidents that occur in proximity to campus. Safety and Security officers have direct radio communications with the Bangor Police, Fire and Rescue services to facilitate rapid response to any emergency situation.

ANONYMOUS REPORTING PROCEDURES



If you are the victim of a crime, or a witness to a crime, and do not want to pursue action within the Husson University system or the criminal justice system, you may still want to consider making an anonymous report. With your permission, Safety and Security and/or a law enforcement agency can file a report on the details of the incident without revealing your identity. Additionally, Husson University provides you the option of filing a report anonymously. The purpose of an anonymous report is to comply with your wish to keep

the matter private, while taking steps to ensure the future safety of the community. With such information, the University can keep an accurate record of the number of incidents involving students, determine where 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 crime statistics for Husson University. To file an anonymous report, call Safety and Security at 941-7911.

HUSSON UNIVERSITY RESIDENTIAL FIRE STATISTICS 2013-2015

FIRE STATISTICS – RESIDENTIAL HALLS											
Year	Residential Facilities	Total Fires in Each Building	Fire Number	Date	Time	Cause of Fire	Category of Fire	Number of Injuries that Required Treatment	Number of Deaths	Value of Property Damaged by Fire	Case Number
2015	Bell Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Carlisle Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Hart Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	DLC	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2014	Bell Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Carlisle Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Hart Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	DLC	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2013	Bell Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Carlisle Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Hart Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	DLC	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

HUSSON UNIVERSITY CAMPUS CRIME STATISTICS 2013-2015

CLERY CRIME STATISTICS	On-Campus				Non-Campus Property	Public Property
	Year	Residences	Other	Total	Total	Total
CRIMINAL HOMICIDE						
Murder/Non-Negligent Manslaughter	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Negligent Manslaughter	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

SEX OFFENSES						
Forcible Sex Offenses	2015					
	2014					
	2013	1	0	1	0	0

Rape	2015	1	0	1	0	0
	2014	1	0	1	0	0
	2013					
Fondling	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013					
Non-Forcible Sex Offenses	2015					
	2014					
	2013	0	0	0	0	0
Incest	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

CLERY CRIME STATISTICS	On-Campus				Non-Campus Property	Public Property
Offense Type	Year	Residences	Other	Total	Total	Total
CRIMINAL OFFENSES						
Robbery	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Aggravated Assault	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Burglary	2015	5	0	5	0	0
	2014	6	2	8	0	0
	2013	3	1	4	0	0
Motor Vehicle Theft	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Arson	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

ARRESTS						
Liquor Law Violations	2015	0	4	4	0	0
	2014	1	2	3	0	0

	2013	0	4	4	0	0
Drug Law Violations	2015	0	13	13	0	0
	2014	1	0	1	0	0
	2013	0	9	9	0	0
Illegal Weapons Possession	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

JUDICIAL REFERRALS						
Liquor Law Violations	2015	62	4	66	0	0
	2014	80	4	84	0	0
	2013	73	2	75	0	0
Drug Law Violations	2015	48	11	59	0	0
	2014	66	10	76	0	0
	2013	48	6	54	0	0
Illegal Weapons Possession	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

CLERY CRIME STATISTICS	On-Campus				Non-Campus Property	Public Property
Offense Type	Year	Residences	Other	Total	Total	Total
Domestic Violence	2015	0	0	0	0	0
	2014	0	1	1	0	0
	2013					
Dating Violence	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013					
Stalking	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013					

HATE CRIMES							
ON CAMPUS	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/National Origin
Murder/Non-negligent	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0

	2013	0	0	0	0	0	0
Negligent Manslaughter	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Sex Offenses: Forcible	2015	0	0	0	0	0	0
	2014						
	2013	0	0	0	0	0	0
Rape	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013						
Fondling	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Sex Offenses: Non-forcible	2015	0	0	0	0	0	0
	2014						
	2013	0	0	0	0	0	0
Incest	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Robbery	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Aggravated Assault	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Burglary	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Motor Vehicle Theft	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

HATE CRIMES							
ON CAMPUS	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Arson	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Any Other Crime Involving:							
Simple Assault	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0

	2013	0	0	0	0	0	0
Intimidation	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

HATE CRIMES							
OFF CAMPUS	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Larceny	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Destruction of Property	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Murder/Non-negligent	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Negligent Manslaughter	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Forcible Sex Offenses	2015						
	2014						
	2013	0	0	0	0	0	0
Rape	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013						
Fondling	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013						
Non-Forcible Sex Offenses	2015						
	2014						
	2013	0	0	0	0	0	0
Incest	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Sex Offenses: Non-forcible	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Robbery	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Aggravated Assault	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

Burglary	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Motor Vehicle Theft	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

HATE CRIMES							
OFF CAMPUS	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Arson	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Any Other Crime Involving:							
Simple Assault	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Intimidation	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Larceny	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

HATE CRIMES							
PUBLIC PROPERTY	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Destruction of Property	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Murder/ Non-negligent	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Negligent Manslaughter	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Forcible Sex Offenses	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Rape	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Fondling	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0

	2013	0	0	0	0	0	0
Non-Forcible Sex Offenses	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Incest	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Robbery	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Aggravated Assault	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Burglary	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Motor Vehicle Theft	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

HATE CRIMES							
PUBLIC PROPERTY	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Arson	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Any Other Crime Involving:							
Simple Assault	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Intimidation	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Larceny	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0
Destruction of Property	2015	0	0	0	0	0	0
	2014	0	0	0	0	0	0
	2013	0	0	0	0	0	0

CLERY CRIME DEFINITIONS

Murder and Non Negligent Manslaughter: The willful killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

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

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of 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.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary for an injury to result when a gun, knife, or other weapon is used in the commission of the crime.)

Burglary: The unlawful entry of a structure to commit a felony or a theft. (For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.)

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify a motor vehicle theft for all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned – including joyriding.)

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

Hate Crime: Criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a performed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, ethnicity, national origin, or gender identity. Hate crimes include those crimes (defined above) and larceny, simple assault, intimidation, and the destruction/damage/vandalism of property (defined below).

Larceny: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Simple Assault: The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the persons having custody or control of it.

Arrest and Referral for Disciplinary

Action:

Arrest is defined as persons processed by arrest, citation or summons. Referral for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction. Clergy Act statistics are disclosed for arrests and referrals regarding liquor law violations, drug law violations, and illegal weapons possession. Disclose violations of the law resulting in arrests and referrals, but do not include violations of institutional policies if there is no violation of the law.

Liquor Law Violation: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still, furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; or any attempts to commit any of the foregoing violations.

Note: this list does not include public drunkenness and driving under the influence.

Drug Law Violation: Violations of State and local laws related to the possession, sale, use, growing, manufacturing, and making of illicit drugs.

Weapon Law Violation: The violation of laws or ordinances regulating weapons.

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.

1. Violence includes, but is not limited to, sexual or physical abuse *or* the threat of such abuse.
2. The existence of a social relationship of a romantic or intimate nature with the victim is determined based on:
 - a. The reporting party's statement;
 - b. The length of the relationship;
 - c. The type of relationship; and
 - d. The frequency of interaction between the persons involved in the relationship.
3. The term *dating violence* excludes acts covered under the definition of *domestic violence*.

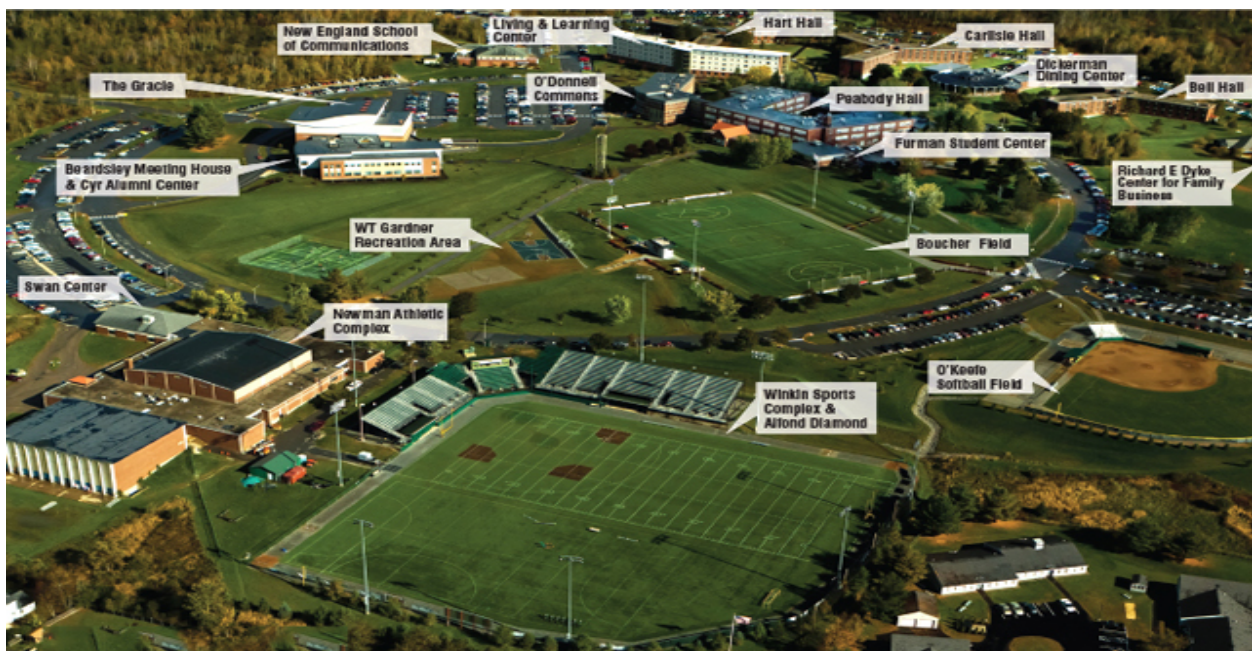
Domestic violence: A felony or misdemeanor crime of violence committed by any of the following individuals:

1. A current or former spouse *or* intimate partner of the victim; *or*
2. A person with whom the victim shares a child in common; *or*
3. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; *or*
4. A person similarly situated to a spouse of the victim under the domestic or family laws of the jurisdiction in which the crime of violence occurred; *or*
5. Any other person against an adult or youth victim who is protected under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Engaging in a *course of conduct* directed as 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.

1. A course of conduct is two or more acts, including, but not limited to:
 - a. Acts in the which the 'stalker' directly, indirectly, or through third parties by any action, method, device, or means,
 - b. Follows, monitors, observes surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
2. Substantial emotional distress is significant mental suffering or anguish that may, *but does not necessarily require*, medical or other professional treatment or counseling.
3. A reasonable person is one under *similar circumstances and with similar identities to the victim*.

CLERY GEOGRAPHICAL MAP – MAIN CAMPUS



GEOGRAPHIC DEFINITIONS

Campus:

- (1) 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
- (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Residence:

A subset of crimes on campus that includes only those crimes that were reported to have occurred in resident halls, or other residential facilities.

Non-campus building or property:

- (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
- (2) 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.

List of non-campus buildings and properties:

- (1) Southern Maine Campus, 340 County Road Westbrook, ME 04092
- (2) Darling House – 37 Jillian Way Glenburn, ME 04401
- (3) Quirk House – 891 Broadway, Bangor, ME 04401
- (4) President's House – 840 Broadway, Bangor, ME 04401
- (5) 670 Acres of undeveloped land around Pushaw Lake in Glenburn, ME 04401
- (6) Leased Classroom space 246 Sylvan Road, Bangor, ME 04401
- (7) Leased Classroom space at Northern Maine Community College, 33 Edgemont Dr., Presque Isle, ME, 04769

Public Property:

All public property, including thoroughfares, streets, sidewalks, and parking facilities that are within the campus, or immediately adjacent to and accessible from the campus.

Source: *The Handbook for Campus Crime Reporting, U.S. Department of Education, Office of Postsecondary Education, 2011.*

CRIME PREVENTION, PERSONAL SAFETY, AND SECURITY AWARENESS PROGRAMS

POMCO Personal Safety Device

The pocket-sized POM device is a one-button instant connection to Husson University's Campus Safety and Security. It's not just an alert. You have the option for two-way conversation with emergency help.



Safe Walk Escorts

The Department of Safety & Security provides "safe walk" escorts on campus for all members of the campus community. The purpose of this program is to provide a "safe walk" on University property with a security assistant or patrol officer.

To call for a safe walk escort, simply contact the Department of Safety & Security at extension 7911 or call at 207-941-7911. If you are at the security office, please pick up the black courtesy phone and call an officer to meet you at your location.



RAD - Defense Instruction

Rape Aggression Defense or "R.A.D." Systems of Self Defense offers programs for women, children, men and seniors. These offerings provide a truly holistic approach to self-defense education, supporting the necessity of continuous learning in order to provide realistic options for each population as they go through life. Husson offers classes in R.A.D. throughout the year for faculty, staff, and students.

Lighting on Campus



Lighting fixtures on campus are monitored for malfunctions. Work orders are submitted to affect repairs and these work orders are given priority. Areas where lighting could be enhanced to improve safety are reported to the Facilities Department for evaluation. All members of the Husson community are encouraged to report lighting safety concerns to the Facilities Department or to the

Office of Safety and Security.

Speaking Engagements

Members of Safety and Security regularly present information regarding personal safety, alcohol and drug education, and crime prevention. To request a safety meeting for your room or residence hall, contact the Safety and Security administrative offices at 207-941-7911.

EMERGENCY NOTIFICATION SYSTEMS

- **e2Campus**

e2Campus is Husson University's premiere emergency notification system. In the event of an emergency, school closing, or other circumstances, you will be sent an “**Eagle Alert**” by text message and/ or e-mail alert notifying you of the nature of the situation or closing and if any action is needed.

Your phone number and email address from your CAMS record will automatically be added to the notification system. For questions regarding the content of the Alerts, please contact the Safety & Security Office at 941-7911, or visit the Safety and Security web page. In an urgent but non-life threatening situation, University administrators have the option to deliver a more selective emergency message directly to those listed on-campus telephone numbers and email addresses, as well as to a telephone number designated by the individual, to specific campus populations and/or the community as a whole.

As the effectiveness of this system is dependent on the accuracy of the information maintained on file, all members of the campus community are urged to regularly update their electronic contact numbers and addresses - students through the Registrar's Office, and faculty and staff through Human Resources. This system is tested semiannually, in coordination with recommended informational updates.

- **ATI – Acoustic Technologies Incorporated**

This is an outdoor electronic siren which provides reliable outdoor alarm tones and emergency voice instructions for outdoor applications. This system covers our entire campus, and is a supplement to our e2Campus notification system. This system enables us to immediately send announcements/notifications in a variety of different directions on campus with minimal sound delay.

Shelter-in-Place Procedure

The general procedure during a life-threatening emergency is to remain inside the building you are in and seek a place of safety. Remain in a locked interior room and stay away from windows. Leaving a building may expose you to danger.

- If you are inside, stay where you are. Collect any readily available supplies and keep a telephone at hand.
- If you are outdoors, go to the nearest campus building and seek shelter.
- Locate an interior room, above ground level, and with no windows, if possible.
- Close and lock all doors and windows and stay away from them.
- Turn off air conditioners, heaters, and fans. Close vents to ventilation systems.
- Await further instructions from emergency services personnel.
- If the building is unsafe to remain in, evacuate and seek shelter in the nearest campus building.

Evacuation Procedures

In the event that it becomes necessary to evacuate specific buildings to mitigate a life-threatening emergency, campus security authorities will coordinate their efforts with emergency responders as follows.

- At the direction of campus security authorities or the responding On-Scene Commander (OSC), the building's fire alarm will be activated (if it has not been already) and you will be evacuated according to established plans.
- Do not burden yourself with unnecessary items, or use the building's elevators. Follow all instructions given by Security or response personnel.

- You will be directed away from the building to a designated safe zone, where you will be processed by emergency response services to address any injuries or other concerns.
- If the evacuation will be prolonged, University Administrators will arrange for the temporary relocation of the building's occupants as necessary.
- No one will be allowed to reenter the building without the express permission of the OSC.

ACTIVE SHOOTER - HOW TO RESPOND

(U.S. Department Of Homeland Security)

Profile of an Active Shooter

An Active Shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearm(s) and there is no pattern or method to their selection of victims.

Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.

Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation.

How to Respond When an Active Shooter is in Your Vicinity

Quickly determine the most reasonable way to protect your own life. Remember that customers and clients are likely to follow the lead of employees and managers during an active shooter situation.

1. Evacuate (RUN)

- a. If there is an accessible escape path, attempt to evacuate the premises. Be sure to:
 - Have an escape route and plan in mind
 - Evacuate regardless of whether others agree to follow
 - Leave your belongings behind
 - Help others escape, if possible
 - Prevent individuals from entering an area where the active shooter may be
 - Keep your hands visible
 - Follow the instructions of any police officers
 - Do not attempt to move wounded people
 - Call 911 when you are safe

2. Hide Out (HIDE)

- a. If evacuation is not possible, find a place to hide where the active shooter is not likely to find you.
- b. Your hiding place should:
 - Be out of the active shooter's view
 - Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door)
 - Not trap you or restrict your options for movement

c. To prevent an active shooter from entering your hiding place:

- Lock the door
- Blockade the door with heavy furniture
- Silence your cell phone and/or pager
- Turn off any source of noise (i.e., radios, Televisions)
- Hide behind large items (i.e., cabinets, desks)
- Remain quiet

3. Take action against the active shooter (FIGHT)

a. As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- Acting as aggressively as possible against him/her
- Throwing items and improvising weapons
- Yelling
- Committing to your actions

When Law Enforcement Arrives

Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in where the last shots were heard.

- Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets and other tactical equipment
- Officers may be armed with rifles, shotguns, handguns
- Officers may use pepper spray or tear gas to control the situation
- Officers may shout commands, and may push individuals to the ground for their safety

How to React When Law Enforcement Arrives:

- Remain calm, and follow officers' instructions
- Put down any items in your hands (i.e., bags, jackets)
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as holding on to them for safety
- Avoid pointing, screaming and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

Information to provide to law enforcement or 911 operator:

- Location of the active shooter
- Number of shooters, if more than one
- Physical description of shooter/s
- Number of potential victims at the location

The first officers to arrive to the scene will not stop to help injured persons. Expect rescue teams composed of additional officers and emergency medical personnel to follow the initial officers. These rescue teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in removing the wounded from the premises.

Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control and all witnesses have been identified and questioned. Do not leave until law enforcement authorities have instructed you to do so.

Reactions of Faculty/Staff During an Active Shooter Situation

Students are likely to follow the lead of faculty/staff during an emergency situation. During an emergency, faculty/staff should be prepared to:

- Remain calm
- Take immediate action
- Provide direction to students
- Evacuate students via a planned evacuation route to a safe area if possible
- Lock and barricade doors, turn off lights, remain quiet
- If all options are no longer available, formulate a plan to fight if necessary

Recognizing Potential Violence

An active shooter in your workplace/classroom may be a current or former employee/student, or an acquaintance of a current or former employee/student. Intuitive faculty and staff may notice characteristics of potentially violent behavior in a coworker/staff member/or student. Alert Human Resources, Safety & Security, Students of Concern, or Counseling Services if you believe an employee/coworker, or student exhibits potentially violent behavior.

Indicators of Potential Violence

Individuals typically do not just “snap,” but display indicators of potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated. Potentially violent behaviors by an individual may include one or more of the following (this list of behaviors is not comprehensive, nor is it intended as a mechanism for diagnosing violent tendencies)

- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism: vague physical complaints
- Noticeable decrease in attention to appearance and hygiene
- Depression/withdrawal
- Resistance and overreaction to changes in policy and procedures
- Repeated violations of university policies
- Increased severe mood swings
- Noticeably unstable, emotional responses
- Explosive outbursts of anger or rage without provocation
- Suicidal: comments about “putting things in order”
- Behavior which suspect of paranoia, (“everybody is against me”)
- Increasingly talks of problems at home
- Escalation of domestic problems into the workplace/classroom; talk of severe financial problems
- Talk of previous incidents of violence
- Empathy with individuals committing violence
- Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes

TIMELY WARNINGS

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Safety and Security will post timely warnings for the University community to notify members of the community about serious crimes that occur on campus. Having knowledge of such crimes will assist community members in making informed decisions about their personal safety and help prevent similar crimes from occurring. These warnings will be posted if a serious crime on campus constitutes an ongoing or continuing threat to the community. These crimes may be reported to Safety and Security, a campus security authority, or to the Bangor Police Department. The decision to issue a timely warning shall be decided on a case-by-case basis in compliance with the Clery Act. The decision is made by the Director, or his designee, considering all available facts, including whether the crime is considered a serious or continuing threat to students or employees, and the possible risk of compromising law enforcement efforts. Safety and Security issues timely warnings for the following incidents:

- Criminal Homicide
- Aggravated assault
- Sex Offenses
 - Dating violence
 - Domestic violence
 - Sexual assault
 - stalking
- Robbery
- Burglary
- Motor Vehicle Theft
- Major incidents of Arson
- Other crimes as determined necessary by Director of Safety and Security, or designee

Safety and Security does not issue timely warnings for the above listed crimes if:

- The suspect(s) is apprehended and the threat of imminent danger to the Husson University community has been mitigated by the apprehension.
- A report was not filed with Safety and Security, or if Safety and Security was not notified by campus security authorities in a manner that would allow the office to post a “timely” warning to the community. Unless there are extenuating circumstances, a report that is filed more than five days after the date of the alleged incident may not allow Safety and Security to post a timely warning to the community. This type of situation will be evaluated on a case-by-case basis.

A timely warning and updates may be distributed to the campus through any one or more of the following means:

- e2Campus/Eagle Alert: A mass notification system that automatically sends brief voice, email and text alerts to the community regarding an emergency situation on the Husson campus.
- University email and voicemail
- Safety and Security website: [Security Alerts](#)
- Fliers posted on bulletin boards in academic buildings, residence halls, outdoor boards and kiosks, and administrative buildings.
- Local area radio and television stations and print media.

A copy of the timely warnings will be filed in the corresponding case file. Safety and Security may also issue “Security Alerts,” when necessary, to apprise the Husson community of safety issues and concerns. These alerts will include information and recommendations so that members of the Husson community may make informed decisions about personal safety.

Safety and Security also maintains a daily crime log that contains crimes reported to the department. The daily crime log is available at the Safety and Security administrative offices in Peabody hall, or on the Safety and Security website.

EMERGENCY PREPAREDNESS

Husson University is committed to open communications and coordinated emergency management of incidents occurring in our community. We operate under the principles of the National Incident Management System (NIMS) and the Incident Command System (ICS). Planning, exercises, and actual campus incident response drive our application of various degrees of ICS coordination and oversight. It is our intent to hone our readiness and continuously improve our incident response by paying close attention to the needs of our organization and constituents, and by applying lessons learned from local, national and international crisis responses.

Husson University has a detailed all-hazards Campus Emergency Response Plan (ERP) in place to manage the anticipated issues associated with a declared disaster on campus, defined as an event that has the potential to:

- Seriously impair or halt the operations of the University; or
- Result in mass casualties or extensive property damage; or
- Significantly impact the campus community or geographic region.

In addition to our Emergency Response Plan, Husson is implementing Unit Plans, which are specific to each building on campus.

Examples of potentially disastrous circumstances could include a major storm, extensive fire or explosion, chemical release, prolonged utility failure, act of violence or terrorism, or epidemic disease. This planning conforms to the most recent recommendations of the Department of Homeland Security (DHS), and is coordinated with parallel efforts by local, county and state law enforcement, and emergency response agencies. The key components of the plan include:

- Preventative measures designed to protect the overall safety of the campus community;
- Phased decision-making guidance based upon real-time reporting at the international, national, regional, state, and local levels;
- Providing continuity of services for the on-campus population for the duration of any emergency; and
- Recovery and returning to normal operations as soon as feasible.

This is a public copy of the Husson University Campus Emergency action Plan. The CEMP is reviewed and updated regularly and drills are conducted at the end of each academic year to emphasize a topical issue of concern and test the University's response measures.

ANNUAL EMERGENCY EXERCISE

The University typically conducts an annual exercise of the Campus Emergency Action Plan (CEAP) at the close of the academic year. This exercise - tabletop, functional, or live - includes members from the university, and representatives of local response agencies, as appropriate to the scenario.

MUTUAL AID AGREEMENTS

Husson University (Facility) maintains Mutual Aid Agreements with the Bangor Police Department, Bangor Fire Department. These agreements, which were updated and signed in 2008, specify the following:

The Facility will provide access to and copies of its emergency planning documents, including at least annual updates; familiarize the Agencies with the physical layout of the facility, including access and emergency egress routes, and the location and properties of the hazardous materials being handled at the facility; and include the Agency's personnel in its emergency planning process, training and exercises. The named Agencies will provide services as needed or requested by the University within the specification of its charter and profession, in this case fire, rescue and emergency medical response services.

CAMPUS EMERGENCY RESPONSE PLAN (ERP)

1. What is a Minor Incident?

A Minor Incident is defined as a local event with limited impact, which does not affect the overall functioning capacity of the University. The Emergency Response Plan (ERP) would not be activated.

1. What is an Emergency?

An Emergency is defined as a serious event that completely disrupts one or more operations of the University. Multiple University resources are involved; the Emergency Response Plan (ERP) may be activated to the extent necessary.

2. What is a Disaster?

A disaster is any event that may seriously impair the operation of the University, causes mass casualties, and/or results in severe property damage. Such events may include major storms, catastrophic fires or explosions, large-scale chemical releases, epidemic diseases, or terrorist actions. The CEMP is not intended to address isolated or small-scale incidents, such as an individual accident or act of violence, minor oil or chemical spills, or a single-building fire.

3. How is the Plan activated?

The Plan is activated by the University President or their designee upon report of any event determined by the University Administration to be a disaster, rather than an isolated emergency. Once activated, key University personnel are notified of the event, and they or their designated alternates are convened as the **Campus Emergency Management Team (CEAP)** to assess and coordinate the University's response to the disaster.

4. Who is involved in the University's response?

The EMT membership includes senior representatives of the University Administration, Facilities Management, Safety and Security, Residential Life, Academic Affairs, Student Life, Human Resources, Dining Services, Information Technology, Health Services, and Public Affairs.

5. What are the priorities of the responders?

All emergency response actions are governed by the following protocols:

- **Initial Assessment** of the event to determine response actions;

- **Life Safety** of individuals is to be assured immediately;
- **Protection of Property** by limiting and controlling the extent of the event;
- **Population Welfare** of persons in need of shelter and care; and
- **Recovery** to normal operations as soon as feasible.

6. What facilities does the University have to deal with a disaster?

Upon declaration of a disaster, an **Emergency Operations Center (EOC)** is activated. The EOC is where the EMT convenes, establishes communications, and centralizes its response efforts in conjunction with outside agencies. The Security Communications Center in Peabody hall is responsible for routing emergency information. Newman Gymnasium is a designated Red Cross emergency and evacuation shelter, both for the University and the surrounding community.

7. How will I know when a disaster has been declared, and what to do?

The University community and any potentially affected populations will be notified directly through their workplace, email and voicemail, by automated messages via the e2Campus/Eagle Alert system, and/or by public announcements through the media, that an event has occurred and what actions should be taken. Follow up information will be provided in a similar fashion through our office of Marketing and Public Affairs. In any event, the directions of the On-Scene Commander (typically the senior Fire or Police officer present) are to be followed immediately.

8. What can I do to prepare for a disaster?

Be aware of the physical conditions of your workplace, such as knowing where the fire exits and alarm boxes are located. Have a contingency plan to address personal concerns, such as necessary medications and emergency contact numbers, in the event of an evacuation or isolation. Report any unusual activities or concerns to Security at **207-941-7911**. Above all, remain calm and follow the instructions of the University Administration and the emergency responders.

9. Who can answer my questions about the University's emergency planning?

For more information, please contact:

Raymond Bessette, Exec. Director
Office of Safety and Security
(207) 94
bessetter@husson.edu

Wynne Guglielmo
Environmental, Health and Safety
(207) 941-7853
guglielmow@husson.edu

Five Phases of Emergency Management



CAMPUS FIRE SAFETY RIGHT-TO-KNOW ACT

Pursuant to the provisions of the federal Higher Education Act (HR 4137) as enacted August 14, 2008 as the **Campus Fire Safety Right-To-Know Act**, this report provides an annual disclosure of fire safety standards and measures with respect to campus residences for the calendar year 2012.

On-Campus Student Housing Fire Safety Informational Chart

Building Name	#Annual Evacuation/ drills	Primary Rallying Point	Secondary Rallying Point	Evacuation Plans & Placards	SA	RB	NG	CO	SPR	HAZ	Fire Extinguisher Devices
Darling's Learning Center	0	Lot 8B	DDC Walkway	Y		y		Y	Y		Y
Hart Hall	0	Lot 10	Lot 9A	N	Y	Y			N		Y
Carlisle Hall	0	Lot 10	CFB Lot	N	Y	Y			N		Y
Bell Hall	0	Lot 12	CFB Lot	N	Y	Y			N		Y
Notes: SA = Stand-alone smoke detectors present (in combination with a report-back system unless otherwise noted) RB = Report-back detectors present, automatic alarm NG = Natural gas detectors present CO = Carbon monoxide detectors present SPR = Sprinklers present HAZ = High-hazard suppression systems present (Commercial Kitchens, Chemical Storage, Electronics)											

Definitions:

Fire – Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire drill – A supervised practice of a mandatory evacuation of a building for a fire.

Cause Of Fire – The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure or act of nature.

Fire-Related Injury – Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term person may include students, employees, visitors, firefighters, or any other individuals.

Fire-related death – Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire. Dies within one year of injuries sustained as a result of the fire.

Fire Safety System – Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing system, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

Value of Property Damage – The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

On Campus Student Housing Facility – Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

FIRE SAFETY REPORT LOG

1. An institution that maintains on-campus student housing facilities must maintain a written, easily understood fire log that records, by the date that the fire was reported, any fire that occurred in an on-campus student housing facility. This log must include the nature, date, time and general location of each fire.
2. An institution must make an entry or an addition to an entry to the log within two business days of receipt of the information.
3. An institution must make the fire log for the most recent 60-day period open to the public inspection during normal business hours. The institution must make any portion of the log older than 60 days available within two business days of a request for public inspection.
4. The Clery Act Fire Log may be viewed at the Safety and Security office.

Provisions of the **Campus Fire Safety Right-To-Know Act** require the University to:

1. **Collect statistics concerning fire reports in each on-campus student housing facility during the previous year, and annually submit to the Secretary of Education a report on same, including:**
 - Number and causes of fires reported
 - Number of fire-related injuries that required treatment at a medical facility
 - Number of fire-related deaths
 - Value of fire-related property damage

An annual letter with this information is submitted to the Secretary of Education.

2. **Document a description of each on-campus student housing facility fire safety systems, including the fire sprinkler systems.**

There is a building specific Emergency Preparedness and Response Plan which includes emergency protocols for fire evacuation procedures. Emergency egress procedures are also included in our Campus wide Emergency Action Plan (EAP). The only residence hall equipped with sprinkler systems is the Darling's Learning Center.

3. **Document the number of regular mandatory supervised fire drills.**

Supervised fire drills are conducted by Safety and Security once per semester.

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4. **Document policies or rules on portable electrical appliances, smoking, and open flames (such as candles), procedures for evacuation, and fire education and training programs provided to students, faculty, and staff.**

The following guidance documents are available pursuant to this provision:

- Husson University is a smoke free campus.
- Husson University has building specific Emergency Preparedness and Response Plans for each residence hall on Campus.
- Fire evacuation training is provided to residence staff annually as part of new staff orientation.

5. **Document plans for future improvements in fire safety, if determined necessary by the University.**

We are reinstituting our annual testing program.

6. **Make, keep, and maintain a log recording all fires in on-campus student housing facilities, including the nature, date, time, and location, and make annual reports to the campus community on such fires.**

All campus fire reports are recorded and maintained electronically by the Office of Safety and Security.

Students and employees should report all fires to the Office of Safety and Security at 941-7911.

For more information, please contact:

Office of Environmental, Health & Safety
Wynne Guglielmo
(207) 941-7853
guglielmow@husson.edu

HEALTH AND SAFETY IN UNIVERSITY RESIDENTIAL HALLS

Students should pay particular attention to fire safety and prevention in the residence halls. In order to prevent potential hazards, electrical circuits should not be overloaded. The use of extension cords is illegal. Only UL approved power cords can be used. Materials of any sort should not be hung near light fixtures or from smoke-heat detectors. Doorways and entryways should be free of obstruction at all times in order to expedite a quick exit in case of an emergency. Room entrances may not be blocked by closets. Room doors must open all the way. Smoking is prohibited on campus, along with the use of candles and incense.

In case of fire:

- Secure appropriate clothing, shoes and towel.
- Leave the room with lights on and blinds open. Close the door.
- Leave the building as quickly as possible, using designated exit routes. Do not run. Evacuation plans are posted on each residence hall floor; each student should be familiar with them.

No one may re-enter an evacuated building without authorization from the Fire Department.

BUILDING ACCESS AND SECURITY

Academic and support buildings are available to authorized members of the campus community and to official visitors and/or individuals who have legitimate business needs during hours the buildings are open.

Buildings are secured on a set lock-up schedule. Entry after scheduled hours is only available to faculty, staff, and authorized students, as determined by the appropriate academic or administrative offices.

Buildings are patrolled regularly by Safety and Security officers, and many entrances are monitored by security cameras.

Certain buildings are alarmed for the protection of contents and personnel and the alarms are activated when any illegal entry is made. Immediate response to the alarm location is made by Safety and Security and Bangor Police, as necessary.

All Husson residence halls are secured with an electronic card access system that allows authorized students to gain access to a building by swiping their card through a card reader located on exterior and interior doors.

Residential Life staff members perform regular assigned building checks, in addition to regular patrol checks made by Safety and Security.

Safety and Security will admit a specific individual or group to a building or room after hours, on weekends, vacations and holidays, only if the office has received authorization from an authorized department representative prior to the date the facilities are to be used.

All members of the Husson community are expected to immediately report suspicious activity, suspicious persons, or crimes in progress within campus buildings and throughout the campus.

Special Residential Programs

Husson University hosts many non-matriculated students during the academic year and summer months for participation in special athletic and education programs. The Office of Events and Summer Programs oversees the participants' orientation and housing arrangements. Each participant is given a unique, temporary identification and key card. Orientation materials include information relative to campus safety and security. Additionally, visitors are encouraged to view Safety and Security's public website, which details additional policies and information, including the most recent Clery Campus Crime Report.

QUIET HOURS

University-mandated quiet hours are 9:00 pm to 9:00 am Sunday through Thursday and 1:00 am to 10:00 am Friday and Saturday. Each residence hall floor may establish additional quiet hours according to the desires and needs of its residents.

- *Courtesy Hours*

Courtesy hours are in effect at all times in the residence halls. You have the right to ask others to refrain from making noise when that noise interferes with your study, sleep, or general use of your room. If a resident requests another resident to lower the volume or reduce the amount of noise, the expectation is to accommodate the request and reduce the amount of noise.

WEAPONS POLICY

Use or possession of weapons on University premises or at University sponsored activities, including, but not limited to: firearms, ammunition, air/gas/spring operated paintball guns or pellet guns, knives (other than utensils), firecrackers, and explosives is strictly prohibited.

ALCOHOL POLICY

Husson University has policy for underage drinking and encourages those of legal age who choose to drink to drink responsibly. To foster these objectives, Husson supports and may offer the following: alcohol education programs, counseling, social norms campaigns, substance-free housing, individual interventions, parental notification policies, and disciplinary procedures for alcohol-related violations to protect the health and safety of all students. Additionally, all students should be familiar with Maine State Laws pertaining to the sale, consumption, or possession of alcoholic beverages.

Persons under the age of 21:

It is against state law, and hence University policy for anyone under the age of 21 to possess, sell, acquire, consume or be in the presence of alcohol. Therefore, students will be in violation of the *Student Conduct Code* and/or Residence Life policies if found drinking alcohol, in the same room as alcohol, transporting/transferring alcohol, being intoxicated, and/or participating in any activity involving alcohol.

Persons 21 years of age or older:

A student who is 21 or older may responsibly possess and consume alcohol in designated areas only. They may not possess, consume, or provide alcohol while in the company of those under the age of 21. Being in the same room with alcohol and a person under the age of 21, whether the alcohol is being consumed or not, is still considered providing to a minor. This is against state law and is a violation of the *Student Conduct Code* and/or Residence Life policies.

When consuming or in the presence of alcohol, a government issued photo ID is required that certifies that you are at least 21 years of age. This identification must be produced upon request by a Husson University official or a law enforcement officer.

General Alcohol Policy

- All students are responsible for the actions of their guests. This includes informing all visitors of the Husson University alcohol policy and making sure they are following such policy.
- Persons are expected and required to assume responsibility for their behavior at all times and understand that being under the influence of alcohol does not lessen their accountability.
- No kegs, party balls, funnels, or other common source containers are allowed.
- Husson University officials reserve the right to inspect any property on campus or person in order to address any public safety concerns.
- Any alcohol that is confiscated will not be returned and persons will be subject to prosecution by the Bangor Police Department. All alcohol and containers will be disposed of after confiscation and documentation.
- Public intoxication is unacceptable. This includes any behavior which could reasonably be considered a disturbance or dangerous to others or oneself as determined by a Husson University Official.
- Alcohol consumption or possession by persons of any age is not allowed during posted chemical free periods including final exam times, breaks, etc.
- Alcohol is not permitted at any time by any person of any age in chemical-free areas or non-designated areas.
- There are no drinking games allowed on campus, whether alcohol is involved or not.

Sanctions for Violations of the Alcohol Policy

A student found responsible for a violation of the *Alcohol Policy* will be subject to disciplinary action through the *Student Conduct Code*. The following sanctions for an alcohol violation can include, but are not limited to:

- Warning
- Educational Assignments
- Parent Notification
- Counseling Referral
- Community Service
- Restitution
- Behavioral Contract
- Suspension
- Dismissal

Substance Abuse Evaluation and Treatment

Husson University understands that alcohol is an addictive mind-altering substance that can impair judgment and function. When students exhibit behaviors that suggest the potential for future problems, the University may refer the student to Counseling Services for a substance abuse evaluation. Additionally, if students are concerned about their use of alcohol or other substances they are encouraged to use Counseling Services to identify ways to help themselves.

Laws in Maine Regarding Alcohol Possession

From the official website of Maine (Maine.gov):

Illegal Possession

It is a civil violation for any person under the age of 21 to possess liquor or imitation liquor except if it is within the scope of their employment or in their home in the presence of their parent. Fines for illegal possession are as follows:

- 1st offense: \$100 to \$300;
- 2nd offense: \$200 to \$500; and
- 3rd or subsequent offenses: \$500.

Youths 17 years or younger are charged with the juvenile crime of illegal possession.

Furnishing Liquor to a Minor

It is a criminal offense to furnish liquor to a minor.

- 1st offense: minimum fine of \$500 and up to one year in jail;
- 2nd offense: within 6 years – mandatory \$1,000 minimum fine, none suspended;
- 3rd offense: within 6 years – mandatory \$1,500 minimum fine, none suspended.

Furnishing a Place to Consume

It is a criminal offense to allow a minor under a person's control or in a place under that person's control to possess or consume liquor. Fine for illegal possession is as follows:

- 1st offense and subsequent offenses: up to a \$2,000 fine and up to one year in jail.

DISCIPLINARY PROCEDURES

Husson University is neither a police agency enforcing the law nor a sanctuary protecting those who violate laws regarding alcohol or other drugs. The University is vitally invested in maintaining an environment conducive to physical and psychological safety, intellectual development, and personal maturation. In accordance with these goals, the University acknowledges its obligation to provide clear standards of behavior regarding the use of alcohol, to determine levels of disciplinary sanction appropriate to the nature of any given alcohol-related infraction, and to address consistently violations of alcohol regulations that come to its attention.

Although any alcohol-related violation is subject to disciplinary consequences, the University is most urgently concerned with those behaviors and accompanying attitudes that threaten the physical or psychological safety or well-being of self or others, infringe upon the rights of others, or are otherwise disruptive to the community. Following established guidelines, members of the Dean of Student Life staff will determine disciplinary action

resulting from conduct violations, and in some cases, criminal or civil authorities. Sanctions imposed by the University may range from a warning letter for a relatively minor first-time violation, to immediate suspension or dismissal for egregious violations or a pattern of multiple offenses. Students may also be expected to pay restitution for any and all damages occurring as a result of their behavior.

Husson University Security Officers will note and report all alcohol violations that come to their attention whether observed at parties or other social events, in campus public spaces, or during routine “walk-throughs” of residence halls. All other members of the community (proctors or other students, faculty, administrators, or support staff) may call attention to suspected violations of the Alcohol Policy, and are expected to play an appropriate role in enhancing the safety and well-being of members of the community. Reports of violations or suspected violations of the Alcohol Policy will be made to the office of the Dean of Student Life.

Above all, it must be emphasized that Husson students are responsible for their personal behavior as well as the conduct of their guests in all private spaces at the University and campus facilities. The ingestion of alcohol or other drugs in no way constitutes an excuse for behaviors that violate University policy or Maine state laws, or otherwise infringe upon the rights of others.

ASSESSMENT AND TREATMENT

Since alcohol is a psychoactive substance that presents the possibility of addiction and other negative physical and psychological consequences, the University feels a responsibility to provide assessment and treatment (within certain parameters) to those individuals whose alcohol-related behaviors indicate the potential for such consequences. Such individuals who come to the attention of the University will be referred, usually by the Office of the Dean of Student Life, to either Husson’s Health Service or Counseling Service for a substance use evaluation. This evaluation may result in a recommendation for treatment, which could take place individually or in a group, either on-campus or at an outside agency, depending on the particular circumstances and needs of the individual.

ILLEGAL DRUG POLICY

It is against the law, and hence University policy for anyone to use, possess, sell, acquire, manufacture or distribute illicit drugs or other controlled substances. Therefore, students will be in violation of the *Student Conduct Code* and Residence Life policies if found:

- In the presence of any drugs or drug paraphernalia.
- Drugs includes, but not limited to, marijuana, heroin, narcotics, controlled substances or prescribed medications that are not in the appropriate prescription container and/or do not have a valid prescription.
- Paraphernalia includes, but not limited to, grinders, rolling papers, pipes, bongs, clips, blunts, sploofs, vaporizers and hookahs.
- Using any drugs or controlled substances.
- Distributing all types of drugs and/or drug paraphernalia.

General Drug Policy

- All students are responsible for the actions of their guests. This includes informing all visitors of the Husson University policies and making sure they are following such policy.
- Husson University Officials reserve the right to inspect any property on campus or person in order insure any public safety concerns.
- Being in the presence of the odor of marijuana and/or any other controlled substances may result in a search of property or person at the determination of a Husson University official. The outcome of this search may result in disciplinary action(s).

- Any drugs or drug paraphernalia that is confiscated will not be returned. All items will be turned over to the Bangor Police Department. It is the discretion of the Bangor Police Department or appropriate agencies to pursue any local, state or federal criminal or civil charges.
- Illicit drugs are defined as all drugs and similar substances, whether of organic or chemical origin, the possession of which is unlawful, unless the student can show a current valid prescription in the appropriate prescription container issued in the name of the student.

Sanctions for Violations of the Drug Policy

A student found responsible for a violation of the *Drug Policy* will be subject to disciplinary action through the *Student Conduct Code*. The following sanctions for a drug violation can include, but are not limited to:

- | | | |
|---------------------------|-----------------------|---------------------|
| • Warning | • Counseling Referral | Behavioral Contract |
| • Educational Assignments | • Community Service | • Suspension |
| • Parent Notification | • Restitution | • Dismissal |

Laws in Maine Regarding Drug Possession

Penalties in Maine vary greatly depending on the type and quantity of drug, number of offences and whether drugs are perceived as being possessed for personal use or trafficking. The minimum offense for marijuana is a fine of over three-hundred and fifty dollars and the maximum involves both a fine and imprisonment. Possession of Cocaine, prescription stimulants and opioids at any quantity is considered a Class C crime and penalties include both fines and imprisonment.

Maine statutes related to possession and use of drugs is beyond the scope of this document, and can be accessed [here](#).

DRUG-FREE WORKPLACE ACT

The Drug-Free Workplace Act of 1988 requires recipients of federal monies to provide and maintain a drug-free workplace. In compliance with this federal provision, students and employees should review the University's alcohol and illegal drug policies for a detailed description of standards of conduct, health risks, community resources for support and treatment, and institutional disciplinary and criminal sanctions.

Husson has no intention of intruding into the private lives of its employees; however, the University does retain the right and responsibility to expect both students and employees to conduct themselves in a manner that will not jeopardize the health and safety of others. Some of the drugs that are illegal under state or federal law include marijuana, heroin, hashish, cocaine, hallucinogens, and depressants and/or stimulants when not prescribed for medical care.

Any student under the influence of illegal drugs or who possesses or consumes illegal drugs at Husson is subject to University disciplinary procedures and action, up to and including dismissal from the institution. The illegal manufacture, distribution, or sale of illegal substances on the premises is strictly prohibited and will constitute an offense warranting dismissal. Any illegal substance found shall be turned over to an appropriate law enforcement agency.

As part of the drug-free awareness program, Husson will continue to advise and inform students and employees of the dangers of drug use and abuse in the workplace. Upon request, Husson will offer non-financial assistance to students and employees seeking treatment or rehabilitation services. Referrals for assistance are available from the University Counseling Service.

COUNSELING AND TREATMENT

<i>Contact:</i>	Colleen Owens, Director		
<i>Location:</i>	Student Health Center	<i>Phone:</i>	941-7184

Hours: Monday-Friday, 8:00 am-4:30 pm
Email: owensc@husson.edu

Husson's Counseling Services Center (CSC) provides free, time-limited services to all Husson students. The CSC assists students in their pursuit of success by helping students use their strengths and resources to overcome barriers and to develop new strategies to improve mood, relationships and performance. Counselors also assist students who may be concerned about their use of alcohol or drugs. Counselors provide an objective, supportive service in which students can better understand the sources of their problems and identify ways to solve them.

Counseling Services also assists in the development of programs, presentations and workshops on a number of topics including: performance improvement, stress management, healthy lifestyles, relationships and conflict resolution, alcohol and substance abuse, diversity, sexuality and orientation/identification, violence, suicide and mood disorders. Counseling Services is open daily Monday through Friday. If you would like to make an appointment for yourself, or are concerned about a fellow student, give the center a call.

The Student Health Center also serves students as a resource for needs surrounding drug and/or other substances use needs.

FEDERAL DRUG LAWS

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are provided for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of Federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

A. Denial of Federal Benefits 21 U.S.C. 862

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to 5 years for a first conviction, 10 years for a second conviction, and permanent denial of Federal benefits for a third conviction. Federal drug convictions for possession may result in denial of federal benefits for up to 1 year for a first conviction and up to 5 years for subsequent convictions.

B. Forfeiture of Personal Property and Real Estate 21 U.S.C. 853

Any person convicted of a federal drug offense punishable by more than 1 year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

C. Federal Drug Trafficking Penalties 21 U.S.C. 841

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list below is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces a mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 U.S.C. 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

D. Federal Drug Possession Penalties

Persons convicted on federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000.

ALCOHOL POISONING

The Husson University Office of Safety and Security is responsible for your health and safety first. We have a relationship with our student body that is based on trust and mutual respect. Students will usually be the first to see that a fellow student is in danger from the abuse of alcohol or other drugs. Students should never hesitate to call Husson Security at 941-7911, or in cases of unconsciousness 911. We rely on you. We are here to help our students and keep them safe.

How alcohol poisoning can be fatal:

- Intoxication increases the gag reflex. An intoxicated person who has passed out can choke on their own vomit.
- Alcohol is a depressant, inhibiting the brain's ability to function. When a person has consumed too much alcohol the brain will start to shut down. Extremely intoxicated people may stop breathing or their heart may stop beating.
- Because it takes time for alcohol to enter the blood stream, some people tend to drink more than their body can handle because they don't yet feel the effects.

Signs and Symptoms of Alcohol Poisoning:

- Unconscious or semiconscious
- Breathing at a rate of 8 breaths per minute or slower
- Breaths come every 8 seconds or slower
- Skin is cold, clammy, bluish, and/or pale
- Confused or altered mental state
- Vomiting
- Seizures

What to do for someone with alcohol poisoning:

- NEVER leave the person alone
- Don't allow the person to "sleep it off"
- To avoid choking, have the person lie down on his side or on his stomach
- Have someone get the Proctor/RA on duty
- Have someone call Security at 941-7911
- Keep the person awake. If the person falls asleep or passes out, wake them up
- Don't give the person any medications; mixing medicine with alcohol can be fatal

Safe Drinking Advice:

- Never leave your drink unattended or with someone you don't know and trust.
- Know who is pouring your drink and watch them pour it.
- Don't drink anything that has an abnormally salty taste. The drink might contain GHB, a known date rape drug.

- Don't drink anything that appears abnormally cloudy, because it could contain a drug.
- Alternate drinking alcoholic and non-alcoholic beverages. This will help keep you hydrated and allow your body time to process the alcohol.
- Eat well. Food absorbs some of the alcohol and slows its entry into the bloodstream.
- Go to parties with trusted friends who can be counted on to watch out for one another and see that you arrive home safely.
- Use a sober designated driver or invite a friend who agrees to stay sober.

If you suspect a friend might have alcohol poisoning, get help immediately by calling Safety and Security at 941-7911.

DATE RAPE DRUGS

What are date rape drugs?

These are drugs that are sometimes used to assist a sexual assault. Sexual assault is any type of sexual activity that a person does not agree to. It can include touching that is not okay; putting something into the vagina; sexual intercourse; rape; and attempted rape. These drugs are powerful and dangerous. They can be slipped into your drink when you are not looking. The drugs often have no color, smell, or taste, so you can't tell if you are being drugged. The drugs can make you become weak and confused -- or even pass out -- so that you are unable to refuse sex or defend yourself. If you are drugged, you might not remember what happened while you were drugged. Date rape drugs are used on both females and males.

The three most common date rape drugs are:

- **Rohypnol**
- **GHB**
- **Ketamine**

These drugs also are known as "club drugs" because they tend to be used at dance clubs, concerts, and "raves."

The term "date rape" is widely used. But most experts prefer the term "drug-facilitated sexual assault." These drugs also are used to help people commit other crimes, like robbery and physical assault. They are used on both men and women. The term "date rape" also can be misleading because the person who commits the crime might not be dating the victim. Rather, it could be an acquaintance or stranger.

What do the drugs look like?

- Rohypnol comes as a pill that dissolves in liquids. Some are small, round, and white. Newer pills are oval and green-gray in color. When slipped into a drink, a dye in these new pills makes clear liquids turn bright blue and dark drinks turn cloudy. But this color change might be hard to see in a dark drink, like cola or dark beer, or in a dark room. Also, the pills with no dye are still available. The pills may be ground up into a powder.

What effects do these drugs have on the body?

These drugs are very powerful. They can affect you very quickly and without your knowing. The length of time that the effects last varies. It depends on how much of the drug is taken and if the drug is mixed with other drugs or alcohol. Alcohol makes the drugs even stronger and can cause serious health problems -- even death.

Are these drugs legal in the United States?

Some of these drugs are legal when lawfully used for medical purposes. But that doesn't mean they are safe. These drugs are powerful and can hurt you. They should only be used under a doctor's care and order.

- Rohypnol is NOT legal in the United States. It is legal in Europe and Mexico, where it is prescribed for sleep problems and to assist anesthesia before surgery. It is brought into the United States illegally.
- Ketamine is legal in the United States for use as an anesthetic for humans and animals. It is mostly used on animals. Veterinary clinics are robbed for their ketamine supplies.
- GHB was recently made legal in the United States to treat problems from narcolepsy (a sleep disorder). Distribution of GHB for this purpose is tightly restricted.

Is alcohol a date rape drug? What about other drugs?

Any drug that can affect judgment and behavior can put a person at risk for unwanted or risky sexual activity. Alcohol is one such drug. In fact, alcohol is the drug most commonly used to help commit sexual assault. When a person drinks too much alcohol:

- It's harder to think clearly.
- It's harder to set limits and make good choices.
- It's harder to tell when a situation could be dangerous.
- It's harder to say "no" to sexual advances.
- It's harder to fight back if a sexual assault occurs.
- It's possible to blackout and to have memory loss.

The club drug "ecstasy" (MDMA) has been used to commit sexual assault. It can be slipped into someone's drink without the person's knowledge. Also, a person who willingly takes ecstasy is at greater risk of sexual assault. Ecstasy can make a person feel "lovey-dovey" towards others. It also can lower a person's ability to give reasoned consent. Once under the drug's influence, a person is less able to sense danger or to resist a sexual assault.

Even if a victim of sexual assault drank alcohol or willingly took drugs, the victim is NOT at fault for being assaulted. You cannot "ask for it" or cause it to happen.

How can I protect myself from being a victim?

- Don't accept drinks from other people.
- Open containers yourself.
- Keep your drink with you at all times, even when you go to the bathroom.
- Don't share drinks.
- Don't drink from punch bowls or other common, open containers. They may already have drugs in them.

-
- If someone offers to get you a drink from a bar or at a party, go with the person to order your drink. Watch the drink being poured and carry it yourself.
 - Don't drink anything that tastes or smells strange. Sometimes, GHB tastes salty.
 - Have a nondrinking friend with you to make sure nothing happens.
 - If you realize you left your drink unattended, pour it out.
 - If you feel drunk and haven't drunk any alcohol -- or, if you feel like the effects of drinking alcohol are stronger than usual -- get help right away.

Are there ways to tell if I might have been drugged and raped?

It is often hard to tell. Most victims don't remember being drugged or assaulted. The victim might not be aware of the attack until 8 or 12 hours after it occurred. These drugs also leave the body very quickly. Once a victim gets help, there might be no proof that drugs were involved in the attack. But there are some signs that you might have been drugged:

- You feel drunk and haven't drunk any alcohol -- or, you feel like the effects of drinking alcohol are stronger than usual.
- You wake up feeling very hung over and disoriented or having no memory of a period of time.
- You remember having a drink, but cannot recall anything after that.
- You find that your clothes are torn or not on right.
- You feel like you had sex, but you cannot remember it.

What should I do if I think I've been drugged and raped?

- Get medical care right away. Call 911 or have a trusted friend take you to a hospital emergency room. Don't urinate, douche, bathe, brush your teeth, wash your hands, change clothes, or eat or drink before you go. These things may give evidence of the rape. The hospital will use a "rape kit" to collect evidence.
- Call the police from the hospital. Tell the police exactly what you remember. Be honest about all your activities. Remember, nothing you did -- including drinking alcohol or doing drugs -- can justify rape.
- Ask the hospital to take a urine (pee) sample that can be used to test for date rape drugs. The drugs leave your system quickly. Rohypnol stays in the body for several hours, and can be detected in the urine up to 72 hours after taking it. GHB leaves the body in 12 hours. Don't urinate before going to the hospital.
- Don't pick up or clean up where you think the assault might have occurred. There could be evidence left behind -- such as on a drinking glass or bed sheets.
- Get counseling and treatment. Feelings of shame, guilt, fear, and shock are normal. A counselor can help you work through these emotions and begin the healing process. Calling a crisis center or a hotline is a good place to start. One national hotline is the National Sexual Assault Hotline at 1-800-656-HOPE.

MISSING STUDENT POLICY

This policy applies to students who reside in campus housing, defined as Bell Hall, Carlisle Hall, Hart Hall, and the Darling's Learning Center and any and all off-campus facilities leased by Husson University for the purpose of housing residential students. The purpose of this policy is to establish procedures for the University's response to reports of missing students, as required by the Higher Education Act.

For purposes of this policy, a student will be considered missing if a roommate, classmate, faculty member, family member, or other person has not seen the person in a reasonable amount of time. A reasonable amount of time may vary with the time of day and information available regarding the missing student's daily schedule, habits, punctuality, and reliability. Students will also be considered missing immediately if their absence has occurred under circumstances that are suspicious or cause concerns for their safety.

Procedures for Designation of Emergency Contact Information

In addition to registering a general emergency contact, students residing in campus housing as designated above, have the option to identify confidentially an individual to be contacted by Husson University in the event that the student is determined to be missing for more than 24 hours. If a student has identified such a contact, University officials will notify that confidential individual no later than 24 hours after the student is determined to be missing. A student who wishes to identify a confidential contact can do so through the Office of Residence Life or the Department of Campus Safety and Security. A student's confidential contact information will be accessible only by authorized University and law enforcement officials in the course of the missing person investigation.

Official Notification Procedures for Missing Persons

Any individual on campus who has information that a residential student may be a missing person should contact a member of the Residence Life staff and/or Campus Safety and Security forthwith. Residence life staff, when notified of a missing student, will notify Campus Safety and Security forthwith.

Residence Life staff and Campus Safety and Security staff will gather information about the residential student from the reporting person and from the student's acquaintances (description, clothes last worn, where student might be, who student might be with, vehicle description, information about the physical and mental well-being of the student, an up-to-date photograph, class schedule, etc.). Appropriate University staff and resources will be utilized to assist with locating the missing student.

After investigating a missing person report, should the Husson University Department of Campus Safety and Security determine that the student has been missing for 24 hours, the department will notify the Bangor Police Department and the missing student's emergency contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not emancipated, University officials will also notify the missing student's parent(s) or legal guardian(s) forthwith.

If it is immediately apparent that foul play is suspected (e.g., witnessed abduction), the Campus Safety and Security duty officer will immediately contact the Bangor Police Department and the Executive Director of Campus Safety and Security. The Executive Director of Campus Safety and Security will in turn notify the Dean of Student Life forthwith.

NOTE: If a commuter or nontraditional student is believed missing, the reporting person should immediately notify Campus Safety and Security and/or local law enforcement authorities. The Campus

Safety and Security department will utilize University resources to assist outside agencies with these investigations as requested.

Our missing student policy can be found online here (<http://www.husson.edu/security-policies>).

WORKPLACE VIOLENCE PREVENTION

Husson University will not tolerate any form of violence in the workplace. Workplace violence may be defined as either physical or verbal aggression and may occur in various forms, including verbal threats and assaults. It is very important that all employees and supervisors are aware of this policy and report directly to Safety and Security any incidents that they perceive as potentially violent. The appropriate supervisor or department head should also be notified. In an effort to prevent workplace violence at Husson University, all reported threats will be thoroughly investigated through a cooperative effort by the appropriate supervisors, department heads, Human Resources and Safety and Security.

Caution and common sense can minimize the risk of workplace violence. All employees should keep in mind the following **Personal Safety Tips**:

- Never open the door of your office to a stranger before or after regular business hours.
- Notify Safety and Security if working exceptionally early or late hours alone.
- When alone, do not mention this fact to telephone callers.
- Build a rapport with other employees to facilitate distinguishing strangers from co-workers.
- Report any strange or threatening looking individuals to Safety and Security.
- Make a mental note of suspicious strangers in case a later crisis does occur.

Any employee who engages in any form of workplace violence will be subject to disciplinary action up to and including immediate termination of employment. Supervisors must document any event or report of workplace violence in their areas and advise Security of the same, even if the threat or situation does not at first seem serious. The report should be thorough and contain as many detailed facts as possible including:

- name of person reporting the incident
- name of the employee alleged to have been violent or threatening
- date of the report and incident
- location where the incident occurred
- name(s) of the potential victims
- name(s) of witnesses
- description of details of the incident
- specific description of verbal or physical violence that occurred
- details that might assist in identification (e.g., license plate number, etc.)

DISCRIMINATION POLICY

Respect for the rights of all and for the differences among us is essential for the Husson community. Discrimination or harassment of others because of race, ethnicity, nation of origin, religious affiliation, gender, age, sexual orientation, gender identity and/or expression, physical disability, or other characteristics has no place in an intellectual community. If members of the Husson community experience or witness any apparent incident of harassment or discrimination by students, faculty, or staff, they may discuss their concerns or request advice from deans, academic advisors, proctors, or resident advisors. Such incidents violate both the ideals of the University and its Social Code and may be subject to appropriate disciplinary sanctions. When such incidents violate the statutes of the State of Maine, criminal prosecution may be pursued.

HAZING POLICY

Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization. The express or implied consent of the Complainant is not a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and constitute violations of this Policy.

University Policy and Maine Law

Hazing is strictly prohibited at Husson by University policy and by Maine law. Violation of the hazing policy may subject an individual or recognized organization or team to disciplinary action, either administrative or via the Judicial Board, with penalties up to and including suspension or dismissal for individuals and suspension or termination in the case of a student organization or team. In addition to incurring serious University-imposed consequences for violations of Husson policy, students and organizations may be subject to criminal prosecution by legal authorities for violation of the Maine injurious hazing law, which defines “injurious hazing” as: “any action or situation which recklessly or intentionally endangers the mental or physical health of a student enrolled at an institution in this State.”

Identifying Hazing

Hazing is a form of victimization. It is premeditated and not accidental. Hazing consists of a broad range of behaviors that may place another person in danger of physical or psychological discomfort or harm or of activities that demonstrate disregard for another person’s dignity or well-being. A level of coercion is often involved, i.e. those being hazed either couldn’t or didn’t feel they could opt out because of the peer pressure involved and the desire to belong to the group.

The determination of whether a particular activity constitutes hazing will depend on the circumstances and context in which that activity is occurring. Here are some key questions to consider:

- Is a person or group being singled out because of status?
- Are the activities being planned in advance?
- Is there a risk of real or even perceived physical or psychological discomfort or harm, i.e. was it demeaning, abusive or dangerous?
- Is there a concern about safety?
- Is there a level of coercion and peer pressure involved and how easily are people able to opt out?
- Will current members refuse to do exactly what the new members are being asked to do?
- Do the activities interfere with students’ other activities or obligations (academic, extracurricular, family, religious, etc.)?
- Is alcohol involved?
- Is there a sexual element to the activity?
- Do any activities violate University policy or federal, state or local law?

Some incidents of hazing are more serious than others. Generally, the greater the actual or potential physical or psychological harm, the more severe the hazing. Hazing incidents typically involve perpetrators (the planners and organizers), bystanders (those who participate but were not hazed or involved in the planning or organizing), and victims (those who were hazed). All involved are

responsible for their behavior, but consequences will generally differ based on the seriousness of the incident and one's level of responsibility, planning, or participation.

There are new-member activities that are positive and/or educationally valid, e.g. community service projects, movie nights, ropes course training, tournaments around team history, etc. Ask if you would have any reservations describing the activity to parents, grandparents, a professor, dean, police officer or judge; or ask how you would feel if the activity was photographed and appeared in the Orient or on Facebook, YouTube, or local TV. If either or both would unsettle you, then the activity probably constitutes hazing.

Hazing has dangerous potential to harm individuals, to damage organizations and teams, and to undermine the educational mission of the University and the fundamental values of our learning community. As such, no student, University employee, University volunteer, student organization, athletic team, or other University-recognized group or association shall conduct or condone hazing activities, consensual or not.

Taking Action

When in doubt about an activity, ask a dean or a coach or other University employee who works with student organizations or teams. They can provide additional examples of behaviors that might constitute hazing, examples of positive group bonding activities and rites of passage for new members, assistance with organizing legitimate events to foster teamwork and cohesiveness, and other relevant information and support.

At Husson, where community members look out and care for one another, students and employees are expected to intervene personally or by calling Security if they encounter activities that put others in physical or psychological harm or discomfort as long as they can do so without jeopardizing their own safety or the safety of others. By stepping up and taking action, bystanders are frequently able to put an end to inappropriate behavior before things get out of hand. Husson students and employees should notify appropriate University officials (Security, deans in the Office of Student Life, coaches or other University officials who have responsibilities for student organizations) of any perceived instance of hazing as defined by University policy and/or law and do so as soon as possible so the activity can be stopped or the allegations can be investigated.

Reports may be made directly or anonymously by submitting an anonymous letter to an appropriate University official or asking a University official that the report remain anonymous. (207) 941-7911

STUDENT SEXUAL MISCONDUCT POLICY AND PROCEDURE

The health, safety and well-being of students is the University's primary concern. If you or someone you know may be the victim of any form of Sexual Misconduct, you are strongly urged to seek immediate assistance from the appropriate community resource. Assistance can be obtained 24 hours a day, seven days a week from:

- Husson University Counseling Services 207-941-7981
- Husson University Health Services 207-941-7625
- Rape Response Services 1-800-310-0000
- Coalition Against Sexual Assault 1-800-871-7741
- Spruce Run-Womancare Alliance 1-800-863-9909

Further information about Title IX and sex discrimination in education is available from the Office for Civil Rights, 400 Maryland Avenue, SW, Washington, DC 20202-1100 (by Customer Service Hotline: (800)

SEXUAL HARASSMENT POLICY

I. Overview

Husson University is committed to maintaining an environment that is free from unlawful harassment and discrimination of all kinds and will not tolerate discrimination against or harassment of any individual or group based upon race, color, religion, national origin, sex, sexual orientation, age, disability, citizenship, or veteran status in matters of admissions, employment, housing, or services or in the educational programs or activities it operates, or any factor that is a prohibited consideration under applicable law.

Title IX of the Educational Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions, like Husson University, that receive federal financial assistance. Sexual Misconduct and Gender Based Violence may create a hostile environment, which limits or denies students' ability to participate in or benefit from the school's educational program. Husson University has a zero tolerance policy for Sexual Misconduct and Gender Based Violence, which can occur in many forms and has a broad impact on the community. When a complaint of Sexual Misconduct or Gender Based Violence is made and advanced according to this policy, the University will take action to protect the person making the complaint, promote a safe campus community and render sanctions against those found to have violated the Policy.

II. Scope of the Policy and Geographic Jurisdiction

This Policy applies to allegations of Sexual Misconduct or Gender Based Violence involving any current Husson University student.

This Policy applies to any allegation of Sexual Misconduct or Gender Based Violence against a Husson student, regardless of where the alleged Sexual Misconduct or Gender Based Violence occurred. Complaints of Sexual Misconduct or Gender Based Violence against a student by a faculty or staff member should be made to the Title IX Coordinator and will be adjudicated according to Husson University's Sexual Misconduct and Gender Based Violence Policy hereinafter referred to as the Sexual Misconduct Policy.

So long as the Respondent is matriculated as a Husson University student, there is no time limit associated with invoking this Policy. Nevertheless, students are encouraged to report alleged Sexual Misconduct or Gender Based Violence immediately in order to maximize the University's ability to obtain evidence and conduct a thorough and reliable investigation. Failure to promptly report alleged Sexual Misconduct or Gender Based Violence may result in the loss of relevant evidence and Witness testimony.

Under no circumstances will the University allow an impending graduation to compromise its resolution processes. The conferral of a degree may therefore be postponed or deferred, if necessary, until resolution of any Sexual Misconduct or Gender Based Violence charges.

III. Resources

If you are the victim of Sexual Misconduct or Gender Based Violence, your safety and medical needs are paramount. Seeking assistance immediately is important to protect yourself and the

members of the University community and to preserve physical and other evidence. Husson strongly encourages anyone who believes an instance of Sexual Misconduct or Gender Based Violence has occurred to report the incident as soon as reasonably possible to the University's Title IX Coordinator, David Casavant, who can be reached at 207-941-7132 or by email at casavantd@husson.edu. He is available to help connect students to the resources available on campus and in the community, including making reports to law enforcement, as well as to explain the processes available through this Policy.

The following are available resources for all community members. Please contact the following if you need assistance:

- Police (City of Bangor): 911 or 207-947-7382
- Campus Safety and Security 207-941-7911

IV. Confidential Resources

If you wish to disclose this information confidentially to an agency who will not release your name to University officials or law enforcement agencies, the following resources are also available:

- Husson University Counseling Services 207-941-7981
- Husson University Health Services 207-941-7625
- Rape Response Services 1-800-310-0000
- Coalition Against Sexual Assault 1-800-871-7741
- Spruce Run-Womancare Alliance 1-800-863-9909

Only the people on this list are considered confidential resources under Title IX. Any other employees of the University, including faculty, coaches, residential life, student and professional staff and deans, are considered Responsible Employees and therefore must report incidents of Sexual Misconduct and Gender Based Violence involving a student to the Title IX Coordinator.

Further information about Title IX and sex discrimination in education is available from the Office for Civil Rights, 400 Maryland Avenue, SW, Washington, DC 20202-1100 (by Customer Service Hotline: (800) 421-3481; fax: (202) 453-6012; TDD: (877) 521-2171; email: OCR@ed.gov; or on the web at <http://www.ed.gov/ocr>).

V. Definitions

Coercion. Coercion is inappropriate pressure to engage in sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear that they do not want to engage in activity of a sexual nature, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point may be coercive.

Complainant. The complainant is the person making an allegation or complaint of Sexual Misconduct or Gender Based Violence.

Complaint. A complaint is a formal notification, either orally or in writing, of the belief that sexual misconduct has occurred.

Consent. Consent means words or actions that show a knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is active, not passive, and is given by clear actions or words. Consent may not be inferred from silence, passivity, or lack of active resistance alone. Consent cannot be gained by Force, by ignoring or acting in spite of the objections of another, or by

taking advantage of the Incapacitation of another, where the Respondent knows or reasonably should have known of such Incapacitation. The use of alcohol or other drugs will never function to excuse behavior that violates this Policy, and being intoxicated does not diminish one's responsibility to obtain consent.

A current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity. In some situations, an individual may be deemed incapable of consenting to sexual activity because of circumstances or the behavior of another, or due to their age. Examples of such situations include, but are not limited to, incompetence, impairment from alcohol and/or other drugs, fear, unconsciousness, intimidation, coercion, confinement, isolation, or mental or physical impairment.

FERPA means the Family Educational Rights and Privacy Act, 20 U.S.C. Section 1232(g); 34 C.F.R. Part 99.

Force. Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that overcomes resistance or produces consent. There is no requirement that a person has to resist the sexual advance or request, but resistance is a clear demonstration of non-consent. The presence of force is not demonstrated by the absence of resistance. Sexual activity that is forced is by definition non-consensual, but non-consensual sexual activity is not by definition forced.

Gender Based Violence is a broad term encompassing, among other things, Dating Violence, Domestic Violence, and Stalking. Gender Based Violence can occur between strangers or acquaintances, including people involved in both long term and brief intimate partnerships. Gender Based Violence can be committed by someone of any gender, and it can occur between people of the same or different sex.

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 victim. The existence of such a relationship will be determined based on 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 abuse, physical abuse, emotional violence or the threat of such violence and does not include acts that meet the definition of Domestic Violence.

Domestic Violence as defined by Maine law to mean felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, 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, by a person similarly situated to a spouse of the victim under the domestic law of Maine 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 Maine.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Examples of stalking include: unwanted, intrusive, and frightening communications by phone, mail, and/or email; repeatedly leaving or sending unwanted items such as gifts; following or waiting for a person at places such as home, school or work; making direct or indirect threats of harm to a person, or the person's children, relatives, friends or pets; damaging or threatening to damage property; harassment through the internet or social media; and posting information or spreading rumors about a person.

Other offenses when based on gender:

Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;

Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender;

Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;

Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the University community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity;

Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the 1st Amendment).

Intimate Partner Violence, defined as any physical, sexual, or psychological harm by a current or former partner or spouse. This type of violence can occur among heterosexual or same-sex couples, whether cohabitating or not, and does not require sexual intimacy. IPV can vary in frequency and severity, can occur on a continuum, and can include acts of physical violence, sexual violence, threats of physical or sexual violence, or psychological or emotional violence. Psychological or emotional violence is a broad term that results in trauma to a victim caused by acts, threats of acts, or coercive tactics, and can include acts of humiliation, intimidation, isolation, stalking, and harassment.

Incapacitation means the physical and/or mental inability to make informed, rational judgments. Incapacity can result from, among other things, mental disability, sleep, blackouts, flashbacks, involuntary physical restraint, or from intentional or unintentional taking of alcohol and/or other drugs. Where alcohol or other drugs are involved, Incapacitation is determined by how the substance consumed impacts a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. The perspective of a reasonable person will be the basis for determining whether one should have known about the impact of the use of alcohol and/or other drugs on another's ability give consent.

Respondent means the individual who is alleged to have committed one or more acts of Sexual Misconduct or Gender Based Violence.

Responsible Employee means any University employee: who has the authority to take action to redress Sexual Misconduct or Gender Based Violence; who has been given the duty of reporting incidents of Sexual Misconduct or Gender Based Violence by students to the Title IX Coordinator or other appropriate school designee; or whom a student could reasonably believe has this authority or duty. This includes but is not limited to faculty, coaches, residential life staff, and deans.

Retaliation means any behavior of harassment, including intimidation, threats, and other adverse action, against any Complainant or third party cooperating in the investigation of a Complaint under this Policy.

Sexual Misconduct is a broad term encompassing Sexual Exploitation, Sexual Harassment, Non-Consensual Sexual Contact, and Non-Consensual Sexual Intercourse, as defined in this Policy. Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate sexual relationship. Sexual Misconduct can be committed by someone of any gender, and it can occur between people of the same or different sex.

Non-Consensual Sexual Contact means Sexual Contact that occurs without Consent.

Non-Consensual Sexual Intercourse means Sexual Intercourse that occurs without Consent.

Sexual Contact means any intentional sexual touching by a person upon a person that is without consent and/or by force. Sexual Contact includes, but is not limited to, intentional contact with the breasts, buttocks, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts (including clothing covering any of these areas); any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice, with any object.

Sexual Exploitation means taking sexual advantage of another person without Consent, and includes, without limitation: causing or attempting to cause the Incapacitation of another person in order to gain a sexual advantage over such other person; recording, photographing or transmitting identifiable images of private sexual activity and/or the intimate parts (including genitalia, groin, breasts or buttocks) of another person; allowing third parties to observe private sexual acts; engaging in voyeurism; and/or knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection.

Sexual Harassment means unwelcome conduct of a sexual nature. Where sexual harassment is sufficiently severe or pervasive that it substantially interferes with a student's University employment, academic performance, participation in University programs or activities, or living, learning or working environment, the sexual harassment creates a hostile environment in violation of Title IX and this Policy.

Sexual Harassment may include, for example, unwelcome physical contact; sexually explicit comments in person or via phone, letter, note, gift, text message, email or other electronic medium; sexual advances; requests for sexual favors; unwelcome invitations to engage in sexual activity; unwelcome commentary about an individual's body or sexual activities; threatening to engage in an unwelcome sexual act with another person; engaging in indecent exposure; and stalking or cyber stalking. A single instance of unwelcome conduct of a sexual nature may constitute Sexual Harassment if it is sufficiently serious.

Title IX and this Policy also prohibit gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

Sexual Intercourse means penetration (anal, oral or vaginal) by a penis, tongue, finger or an inanimate object, no matter how slight the penetration.

Sexual Misconduct Appellate Review Panel means the panel consisting of 3 members from a pool of trained faculty and staff appointed by the Dean of Student Life to review appeals taken from the decision of the Title IX Coordinator.

Student. The term "student" includes all persons taking courses at the University, either full-time or part-time, pursuing undergraduate, graduate or professional studies. Persons who withdraw after allegedly violating the Sexual Misconduct Policy, who are not officially enrolled for a particular term but who have a continuing relationship with the University, or who have been notified of their acceptance for admission are considered "students" as are persons who are living in University residence halls, although not enrolled in this institution.

University. The term University means Husson University

VI. Privacy v. Confidentiality

The University is committed to protecting the privacy of all individuals involved in a Complaint under this Policy. All University employees who are involved in the University's Title IX response receive specific instruction about respecting and safeguarding private information. Throughout the process,

every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review of the report.

Privacy and confidentiality have distinct meanings under this policy.

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

Confidentiality: Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without the express permission of the individual. These campus and community professionals include mental health providers, rape crisis counselors, and attorneys, all of whom have legally protected confidentiality. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others.

VII. Clery Reporting

Husson Safety and Security Department is required by Federal mandate to report all incidents of sexual violence under the Clery, Campus Sexual Violence Elimination, and Violence Against Women Reauthorization Acts. These Acts require that the University provides current and prospective students and employees, the public, and the Department of Education with crime statistics and campus crime prevention programs and policies. Reports do not include personally identifying information including the name of the victim.

VIII. Federal Timely Warning Reporting Obligations

If a report of misconduct discloses a serious or continuing threat to the University community, the University may issue a campus-wide timely warning (which can take the form of an email to campus) to protect the health or safety of the community. The timely warning will not include any identifying information about the victim. Even where there is no imminent threat, the University may send campus-wide email notifications on all reported sexual misconduct. At no time will the University release the name of the victim to the general public without the express consent of the victim. The release of the accused’s name to the general public is guided by FERPA and the Clery Act. All University proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title VII, Title IX, and state and federal law. No information shall be released from such proceedings except as required or permitted by law and University policy.

IX. Retaliation Prohibited

It is a violation of this Policy to retaliate against any person making a complaint of Sexual Misconduct or Gender Based Violence or against any person cooperating in the investigation of (including testifying as a Witness to) any allegation of Sexual Misconduct or Gender Based Violence. Retaliation should be reported promptly to the Advisor and may result in disciplinary action independent of any sanction or interim measures imposed in response to the underlying allegations of Sexual Misconduct or Gender Based Violence. Retaliation is adjudicated under the guidelines of this Policy.

X. Complaint Procedures

Upon receipt of a written or verbal complaint or other report that a violation of this Policy has or

may have occurred, the Title IX Coordinator will appoint a Supporter to assist the alleged victim through the process. The Supporter will first meet with the Complainant, or the alleged victim if the Complainant is not the victim, to determine whether he or she wishes to pursue a Complaint and whether interim measures to protect the victim or the University community are necessary.

In this preliminary phase of the process, the Supporter will seek to determine whether the victim wishes to pursue a formal resolution, or does not wish to pursue resolution of any kind. The Supporter will explain the processes available under this Policy and will answer any questions the victim has. The Supporter will inform the victim that he or she (a) should never be required to work out a problem or resolve an issue directly with the Respondent without University involvement; and (b) should be notified that mediation is not appropriate, even on a voluntary basis, for allegations made under this Policy.

If the Complainant wishes to pursue a formal resolution, the Supporter in conjunction with the Title IX Coordinator will prepare a written Complaint to be signed by the Complainant. The Title IX Coordinator will provide a Notice of Complaint to the Respondent, to be delivered either in person or by e-mail, and will simultaneously deliver a copy to the Complainant. The Notice of Complaint will be effective upon delivery.

Even if the Complainant does not wish to pursue resolution, requests that no action be taken, or requests that the Complaint remain private or elects not to participate in the process, Husson University has an obligation to respond to reports of violations of this Policy. The University's ability to respond may be limited if a Complainant wishes to remain anonymous.

If the Complainant requests that his or her name or other identifiable information not be disclosed to the Respondent, the Supporter will inform the Complainant that the University's ability to respond may be limited and that Title IX prohibits retaliation. If the Complainant requests that his or her Complaint not be resolved, such request shall be in writing and include a waiver of investigation and resolution. The University will evaluate the Complainant's request(s) for privacy or no action in the context of the University's commitment to provide a safe and non-discriminatory environment for all students. In order to make such an evaluation, the Title IX Coordinator may conduct a preliminary investigation into the alleged Sexual Misconduct or Gender Based Violence and may weigh the Complainant's request(s) against the following factors: the seriousness of the alleged Sexual Misconduct or Gender Based Violence; the Complainant's age; whether there have been other complaints of Sexual Misconduct or Gender Based Violence against the same Respondent; and the Respondent's right to receive information about the allegation if the information is maintained by the University as an "education record" under FERPA. The Supporter will inform the Complainant if the University must move forward with an investigation or take disciplinary action against the Respondent, because the safety of a student or students is in question, and therefore cannot ensure privacy. In cases where the University is able to ensure privacy, because the safety of a student or students is not in question, the Title IX Coordinator reserves the authority to undertake an appropriate inquiry, issue a "no-contact" order, and take other reasonably necessary measures.

XI. Interim Measures.

During the investigation and until allegations are resolved, the Title IX Coordinator, or designee, may issue interim restrictions, including, but not limited to the following: no-contact or stay away orders between the Complainant and the Respondent, interim suspension, temporary exclusion from areas of campus, removal from or relocation to another residence hall, changes in academic/course schedules, or limiting participation in certain events, gatherings, or activities, among other measures. Interim measures should not be construed to suggest that any decision has been made about the merits of the cases. Accommodations may be provided to individuals involved, regardless of whether formal proceedings are instituted, including academic/course schedule changes; housing reassignments; safety

escorts; safety/crime prevention briefings; and other protective or safety measures. Interim restrictions and accommodations are considered and implemented on a case-by-case basis by the Title IX Coordinator.

XII. Investigation.

Where a Complainant elects to file a Complaint, a trained, neutral investigator will be appointed to conduct a prompt, thorough, and impartial investigation of the Complaint. The investigation will involve interviews of the Complainant, Respondent and may involve interviews with other witnesses, the collection of documents or other physical/electronic information. Individuals who are interviewed during the investigation will be advised that the matter is confidential and that retaliation is prohibited by this Policy.

A Complainant and Respondent may both provide information and suggestions to the investigator during the investigation, but the investigator has independent authority to exercise judgment in determining how to conduct the investigation. While neither the Complainant nor Respondent are specifically prohibited from contacting others who may be involved with the investigation, any attempt to hinder the investigation or otherwise tamper with evidence or witnesses will be dealt with sternly and may be a violation of this or other policies.

The Complainant and Respondent are each permitted to have an advisor of choice present during all phases of the investigation and during any statement the Complainant or Respondent makes as provided for in Section XIX, below. Advisors are not, however, permitted to speak or to participate directly in the investigation. Additionally, the advisor is not permitted to advocate on behalf of the student.

At the conclusion of the investigation, the investigator will prepare a written report detailing the information that was collected. The report will include: summaries of interviews with the Complainant, the Respondent and each third-party Witness and any Expert Witnesses; where applicable, photographic, electronic and forensic evidence; and a detailed written analysis of the events in question. The report will also make a recommendation of whether there is a sufficient basis for the Title IX Coordinator to consider the matter. The report shall be made available, concurrently, to the Title IX Coordinator, the Dean of Students, the Complainant and the Respondent. If either the Complainant or the Respondent believes that the investigator has inaccurately reported a witness's statement, they should immediately request that the Investigator seek clarification from that witness.

XIII. Other Misconduct

When conducting the investigation, the University's primary focus will be on addressing the alleged misconduct and not on other Husson University alcohol or other drug policy violations that may be discovered or disclosed. Husson encourages reporting and seeks to remove any barriers to reporting. Husson recognizes that an individual who is or was under the influence of alcohol or other drugs at the time of the incident may be hesitant to make a report because of potential Student Code of Conduct consequences for such behavior. An individual who reports Sexual Misconduct or Gender Based Violence, either as a Complainant or a third party witness, will not be subject to disciplinary action by the University for personal consumption of alcohol or other drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. Decisions regarding amnesty under this paragraph will be made by the Title IX Coordinator in conjunction with the Dean of Student Life. Title IX or other University officials, however, may initiate an educational discussion or recommend other educational or therapeutic remedies regarding alcohol or other drugs for the reporting individual(s). Providing false claims so as to obtain amnesty is an abuse of process and will be met with stern sanctions.

The filing of a Complaint under this Policy is independent of any criminal investigation or proceeding, except in cases where it is determined that conducting proceedings might impede a criminal investigation or otherwise not be in the best interests of a law enforcement agency or a Complainant, the University will not wait for the conclusion of any criminal proceedings to commence its own investigation and impose needed interim measures.

XIV. Acceptance of Responsibility.

At any point before the matter is being considered by the Title IX Coordinator, the Respondent may accept responsibility for a violation of this Policy. If a Respondent accepts responsibility for having violated this Policy, the Title IX Coordinator will determine the appropriate sanction within 5 business days and send written notification of the sanction imposed and the appeal process to the Complainant and Respondent.

XV. Consideration by the Title IX Coordinator.

When the investigation is complete, the matter will be considered by the Title IX Coordinator.

The Complainant and Respondent will each, separately, have an opportunity to submit a statement, either in writing or in person before the Title IX Coordinator. Thereafter, the Title IX Coordinator will consider the investigator's report and any statements made or submitted by the Complainant and/or Respondent and will ultimately determine whether, by a preponderance of the evidence, meaning more likely than not, the Respondent violated this Policy and what sanctions, if any, should be imposed. The decision will be delivered to the Complainant and Respondent either in person or via email on the same day.

In most cases, a decision will be issued within approximately 60 days of the date of the Complaint; however, some investigations may necessarily be longer than others.

XVI. Sanctions

The University may impose a range of sanctions and protective measures following a final determination of a violation of this Policy. The sanctioning decision will be informed by the degree to which the behavior was intentional, irresponsible, or without knowledge.

Factors pertinent to the determination of what sanction applies include, but are not limited to, the nature of the conduct at issue, prior disciplinary sanctions of the Respondent (available to the Title IX Coordinator only upon a finding of responsibility to the allegation), Respondent's willingness to accept responsibility for his/her actions and previous University response to similar conduct.

The broad range of sanctions includes: permanent expulsion; suspension for an identified time frame or until satisfaction of certain conditions, or both; temporary or permanent separation of the parties, including changes in academic schedules, reassignment of residence, and no contact orders, with additional sanctions for violating orders; successful completion of sexual or relationship sensitivity training/awareness education program/bystander intervention training; successful completion of alcohol and other drug awareness and abuse prevention program; counseling or mentoring; educational programs that focus on rehabilitation of the mindset; volunteering or community service requirements; loss of University privileges; delays in obtaining administrative services and benefits from the University (e.g. only: holding transcripts, delaying registration, graduation, diplomas); and; any other discretionary sanctions that are directly related to the violation or conduct and that are aimed at eliminating sexual misconduct, preventing its recurrence, and addressing its effects.

XVII. Appellate Review Procedures

Both the Complainant and Respondent shall have the right to appeal the decision of the Title IX Coordinator. Appeals must be submitted in writing to the Dean of Students within 5 business days from the day the decision is delivered to the parties. Within 5 business days of receiving an appeal, the Dean of Students will appoint a Sexual Misconduct Appellate Review Panel consisting of 3 members from a pool of trained faculty and staff.

The Sexual Misconduct Appellate Review Panel will limit its review of the Title IX Coordinator's decision to the record, including the investigator's report, supporting documents or other evidence, and any statement by the Complainant, the Respondent, and/or Title IX Coordinator regarding any issue raised in the appeal. In order for an appeal to be granted, the appeal must demonstrate at least one of the following:

- i. procedural error(s) that may have prejudiced the Title IX Coordinator; or
- ii. evidence unavailable at the original proceeding, which would likely have affected the decision.

If the Panel grants the appeal, it shall direct the Title IX Coordinator to reconsider the case with appropriate corrections or appoint a designee to hear the case, either of which could eliminate, reduce or increase the sanction.

XVIII. Miscellaneous

The Title IX Coordinator, Supporter, the members of the Sexual Misconduct Appellate Review Panel, and any individuals who serve as designees will have received annual training to serve in their respective capacities that draws on professional and expert resources.

In the event of any actual or apparent conflict of interest, the Title IX Coordinator shall appoint someone else to serve in the assigned capacity. In the event the Title IX Coordinator has an actual or apparent conflict, the Deputy Coordinator will serve in the capacity of the Coordinator.

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Husson University reserves the right to amend this policy to better align with or to respond to changes in regulations, case law, or the expectations established by the United States Department of Education. Concerns, questions, or complaints regarding this policy may be directed to:

David J. Casavant, Esq., CPA
Associate Provost for Academic Affairs
Title IX Coordinator
Husson University
One College Circle
Bangor, ME 04401
207-941-7132
casavantd@husson.edu

Assistants as well as the Office of the Dean of Student Life, Counseling Services, Health Services, and Security.

PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING

Husson University is engaged in ongoing efforts to provide training aimed at preventing dating violence, domestic violence, sexual assault and stalking. A primary emphasis is with incoming students who

receive such training in the Husson Experience (first year transition) course. Additionally, students and employees have received training through guest speakers brought on campus to discuss issues of Title IX, the roles of responsible employees, and sexual assault. Student focus groups have helped the University assess the incidents of sexual assault as well as determine the best means for advancing prevention efforts.

Online modules through CampusClarity and The Law Room will formalize training to assure that efforts at the University are comprehensive for employees and students and that they include primary prevention and risk reduction.

Prior and ongoing training considers definitional matters with particular emphasis on notions of consent and bystander intervention as more fully explained below.

SEXUAL ASSAULT BYSTANDER INTERVENTION

While there is an ongoing need on University campuses for response to survivors of sexual assault and relationship abuse, there is a growing effort to prevent these types of violence before they occur.

It is important to recognize that sexual assault and relationship abuse are not just women's issues. Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse.

One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence. Bystander intervention is a simple concept: We are all obligated to act when we witness an act of violence or something that contributes to a culture that supports violence.

While you may easily recognize violence if you witness it first-hand, you may not recognize warning signs as easily. So the first step is to learn to recognize those things that contribute to violence.

We know that this type of violence is systemic and deeply rooted in our culture. While this makes eradicating it difficult, this knowledge also gives us hope that sexual assault and relationship abuse are preventable if we all actively work to change the culture that promotes this violence.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent toward women.
- A person or institution blaming survivors of sexual assault and relationship abuse for their own victimization.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.

While these individual acts may not directly cause an act of violence, it is important to consider that these acts cumulatively create a culture in which violence against others is tolerated and even encouraged. Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, you also have hundreds of opportunities to intervene on an everyday basis.

Other more obvious warning signs are:

- Someone leading someone else to a private location when you know that they are too intoxicated to consent.

- A heated argument between two partners that seems to be escalating or includes examples of other types of abuse such as psychological or financial abuse or sexual harassment.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Most people might witness these events and think, “Someone else will do something about it.” But if everyone assumes that others will exercise the responsibility to act, then it is likely that the opportunity to prevent a violent act will be missed and the situation may become more dangerous and detrimental. Thus, it is important to act early and hold ourselves and each other accountable.

While we are asking you to do *something*, we do not encourage you to put yourself or others at risk. Maintain safety at all times and keep in mind that you should proceed with caution to avoid harm to yourself or further exacerbating the situation for the victim. There are several creative and conventional ways that you can intervene, either directly or indirectly, to prevent someone from being hurt. Depending on your personality and the situation, any one of these might be appropriate, and it is up to you to determine how to handle it in the safest way possible.

Here are some ideas for ways to intervene:

- Address the potential perpetrator directly - Ask them to stop what they are doing and tell them that it is not acceptable or condoned by you, your peers, your group/organization, or the University.
- Create a distraction to divert the attention of the potential perpetrator (for example: start a conversation about something else, tell them they are needed to assist with something, ask the potential survivor to accompany you away from the setting, etc. Say almost anything (use discretion) to allow the potential survivor to escape the situation.
- Enlist the help of a friend or other bystander. Draw their attention to the situation and quickly strategize with them to step in. Ask them to join you in approaching the potential victim or perpetrator or by calling Security while you address the parties involved.

Above all else, remember that you have the power to **DO SOMETHING** to prevent sexual assault or relationship abuse from occurring. We ask and trust that you will exercise this power and contribute to the safety and wellness of our campus community.

Source: The Stanford University Office of Sexual Assault & Relationship Abuse Education & Response

We live in time of dramatic cultural and social change, and as our society has become more aware of our shared responsibility to promote the well-being and happiness of its citizens, we better understand our role in preventing violence and creating a safe environment.

As part of this effort, Husson University is joining IT'S ON US, a national campaign through Generation Progress, Center for American Progress, to support the idea that it is up to all of us to





help prevent sexual assault.

So, what is IT'S ON US?

IT'S ON US Campaign Mission Statement

IT'S ON US is a cultural movement aimed at fundamentally shifting the way we think about sexual assault.

IT'S ON US is a rallying cry inviting everyone to step up and realize that the solution begins with us. It's a declaration that sexual assault is not only a crime committed by a perpetrator against a victim, but a societal problem in which all of us have a role to play. We are reframing sexual assault in a way that inspires everyone to see it as their responsibility to do something, big or small, to prevent it. We are asking everyone to create an environment, be it a dorm room, a party, a club or a sports team, or the greater college campus, where sexual assault is unacceptable and survivors are supported.

Raising awareness. Holding ourselves and each other accountable. Looking out for someone who cannot consent.

IT'S ON US. All of us.

For information on the campaign, or to take the national online pledge for IT'S ON US, please visit www.itsonus.org.

For information on Husson University's Title IX policy on the prevention of sexual assault, [visit our webpage here](#).

You can look up information on Maine's Sex Offender Registry at the following link: <http://sor.informe.org/cgi-bin/sor/index.pl>