



2024 ANNUAL SECURITY REPORT

Campus Crime, Fire, Alcohol, and Illegal Drugs

HUSSON
UNIVERSITY

Office of Safety and Security
1 College Circle
Bangor, Maine 04401
207-941-7911 -

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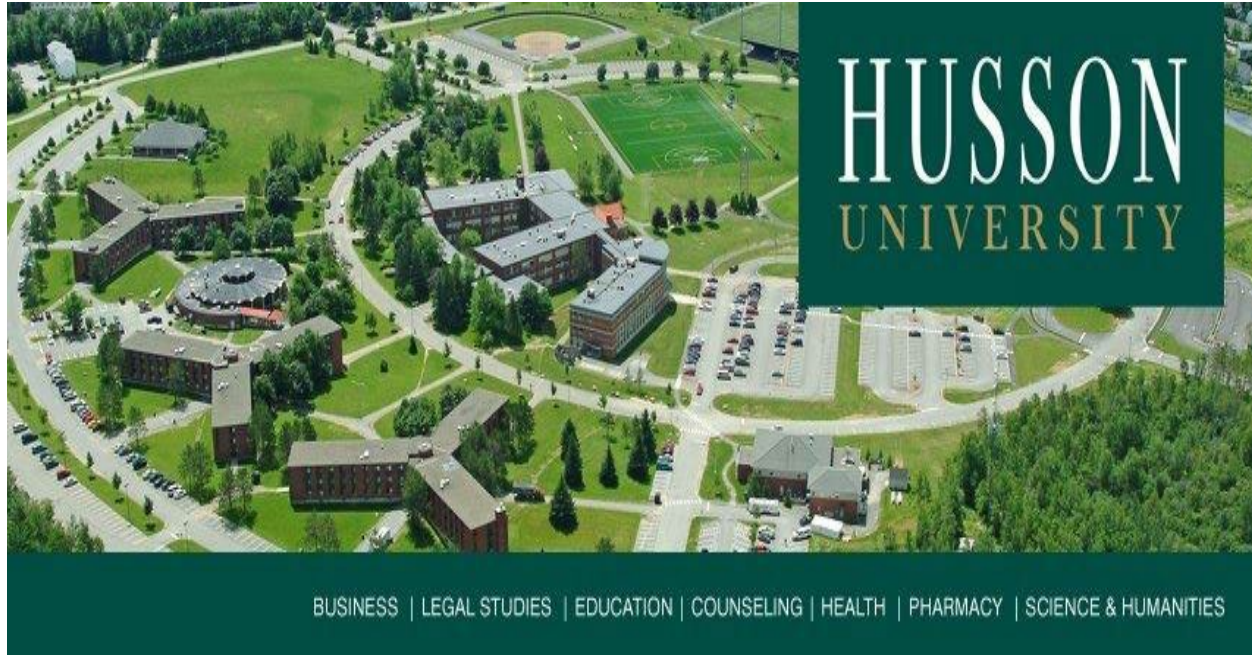
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INTRODUCTION

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 2021, 2022 and 2023 calendar years. 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.

Although we live in such a safe state, and within the confines of a city with the third largest municipal police department, this does not mean we can take our safety for granted. Our Safety & Security team is constantly seeking innovative ways to assure the safety of our community. We also recognize that the success of our safety endeavors should not be credited solely to the department of Safety & Security. A safe campus community requires a collaborative approach by our faculty, staff, and students.

Husson University is committed to your safety. Please do not hesitate to reach out to the office of Safety & Security with any questions or concerns (207-941-7911). For easier access to our services, you can download our “EagleSafe” mobile application for free at either the Google Play Store (android devices) or the Apple Store (for iPhone devices).



THE OFFICE OF SAFETY AND SECURITY

Husson University Safety and Security provides 24-hour service and protection to the Husson community with a staff of 13 full-time and 5 part-time officers.



Safety & Security works closely with our Student Life staff to enforce the student code of conduct, and policy/procedure safety violations within our community. Our Safety & Security team also works closely with our Counseling Services and Wellness Center Staff to assure that members or our community receive the support necessary to be successful here at Husson. We value our role in the student development process.

Safety & Security utilizes state of the art technology and a multi-layered approach in communicating pertinent information amongst our community members. Safety & Security utilizes RAVE/AppArmor as our primary mass notification system. This system is enhanced by the availability of our “EagleSafe” mobile application which serves as a portal to many safety applications and reporting tools. This multi-layered approach provides redundant pathways for two-way communication with members of our community in emergency situations.

We recognize that technology alone will not be the primary factor in assuring a successful outcome in an emergency situation. Instead, it will be the strong working relationships we build with our surrounding first responders that will create safe outcomes. Husson University enjoys a strong working relationship with our State, County and local first responders in our region.



THE JEANNE CLERY ACT

Under the federal *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)*, postsecondary schools are required to disclose statistics for certain crimes that occurred on campus and on public property within and immediately adjacent to school-owned buildings and property. In the statistics we are required to include crimes that were reported to our department as well as crimes reported to local and state law enforcement agencies.

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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 notifications are made to students and employees providing access to this report. You can link directly to the site at www.Husson.edu/security

Crime statistics are compiled throughout the year and published annually. 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 information contained within this report is provided through Husson University's Department of Safety & Security. Annually, Safety & Security consults with the Dean of Students, the Title IX Coordinator, and the applicable law enforcement agencies to retrieve additional Clery reportable crime data. The Department of Safety & Security also maintains an incident-based reporting system to facilitate an accurate count of Clery reportable incidents.

CAMPUS ENFORCEMENT AUTHORITY

Husson University Safety & Security is a full time 24/7 security department. Our officers are non-sworn (no powers of arrest) and their authority is limited to that which is granted to any private citizen under M.R.S.A. Title 17-A, § 16.



CAMPUS SECURITY AUTHORITIES

As referenced in the 2016 Clery handbook - A *Campus Security Authority* includes 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	Primary Phone	Email
Dean: Pamela Kropp-Anderson	(207) 941-7107 (o)	kroppandersonp@husson.edu
Assoc. Dean of Student Life: Troy Morehouse	(207) 941-7109 (o)	morehouset@husson.edu
Director of Campus Life: Michael Maberry	(207) 941-7910 (o)	maberrym@husson.edu
RD Carlisle Hall: Autumn Thompson	(207) 941-7127 (o)	thompsona@husson.edu
RD Bell Hall: Rachel Sayward	(207) 941-7680 (o)	saywardr@husson.edu
RD Hart Hall: Delaney John-Zensky	(207) 941-7900 (o)	johnzenskyd@husson.edu
RD DLC: Kylie Donovan	(207) 941-7703 (o)	donovanky@husson.edu
Events and Summer Programs	Primary Phone	Email
Coordinator: Sterling Pingree	(207) 941-7063 (o)	pingrees@husson.edu
Student Employment	Primary Phone	Email
Operations Mgr: Dwan Anderson	(207)-941-7070 (o)	andersondw@husson.edu
Health Services	Primary Phone	Email
Lead Counselor: Nichole Proulx-King	(207) 941-7990 (o)	proulxkingn@husson.edu
Athletics	Primary Phone	Email
Director: John Sutyak	(207) 973-1069 (o)	sutyakj@husson.edu
Asst. Director: Janine Gmitter	(207) 941-7021 (o)	Gmitterj@husson.edu
Dean of Student Success / OASIS	Primary Phone	Email
Dean: Matthew Holsapple	(207) 992-1934 (o)	Holsapplem@husson.edu
Dean of Academic Affairs	Primary Phone	Email
Provost Lynne Coy-Ogan	(207) 992-4918 (o)	Coyoganl@husson.edu

EMERGENCY PROCEDURES

TO CONTACT SAFETY and SECURITY: Call 207-941-7911 to immediately reach an officer on duty.

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**
- Ensure that the scene is stable and safe.
- Administer first aid
- If the person is unresponsive and not breathing, begin CPR and obtain an AED

- 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 Maintenance for assistance with flood clean-up at **941-7020** during business hours, or **941-7911** 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
- Evacuate if necessary
- From a safe area, call Safety and Security at **941-7911**
- Be prepared to provide the following information:
 - Name & Quantity of the material
 - Location & Time of the incident
 - If anyone was injured or exposed to material
 - Any fire or explosive involved?

IMPORTANT CAMPUS TELEPHONE NUMBERS

Abused Women Hotline	1-800-537-6066
Adult Crisis Hotline	1-888-568-1112
Adults 8:00-5:00	1-800-624-8404
Adult and Child Abuse	1-800-452-1999
AIDS Hotline	1-800-851-2437
Alcoholics Anonymous	1-800-737-6237 207-774-4335
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
Northern Light Medical Center	207-973-7000
Human Rights Comm.	207-624-6290
Husson Counseling Services	207-941-7184
Husson University Emergency	207-941-7911
Husson Security (Non-Emergency)	207-941-7770
Husson University Health Services	207-941-7625
Maine Department of Human Services	1-800-482-7520 207-941-4737
Maine Drug Enforcement	207-941-4739 1-800-452-6457 Drug Tip Hotline
Medical Walk-In Clinic NL	207-973-8030
National Abortion Hotline	1-877-257-0012
Planned Parenthood M.W.C.	207-947-5337 1-800-871-7741 call or text
Rape Response Services	207-973-3651
Sexual Assault Support Center	1-800-822-5999 1-800-863-9909
Spruce Run – Womancare Alliance	207-973-3651
St. Joseph Healthcare	207-907-1000
Substance Abuse Resource Ctr.	1-877-340-0184

REPORTING PROCEDURES

On-Campus Reporting

To report suspicious or concerning activity, you can reach the office of Safety & Security through our “EagleSafe” mobile app, or by calling 207-941-7911. Our security team is responsible for receiving, responding to, and investigating incidents on our campus.

Off-Campus Reporting

If criminal activity takes place at an off-campus location, you should contact the local, county, or state law enforcement with jurisdiction by dialing (9-1-1) or the non-emergency number for the appropriate agency.

ANONYMOUS REPORTING PROCEDURES

Husson University provides you the option of filing a report anonymously. Our EagleSafe mobile application provides a tool for anonymous reporting. We recognize and understand that there are times and circumstances when an individual wishes to make a report, but wants to keep their identity private. Although an anonymous report may limit the scope of our response, it does provide a mechanism for campus authorities to be aware of concerning patterns of behavior, crimes or threats. This information may be addressed specifically or in a more global manner as we try to keep our community safe. Anonymous reporting is not solely for reporting incidents that have already occurred, but it may also be utilized as a tool to look out for the health and welfare of our community as a whole. This is a valuable tool which helps us ensure that members of our community who may be struggling get the help they need. Reports filed in this manner are counted and disclosed in the annual crime statistics for Husson University.



CRIME STATISTICS CHART

Crime Reported	Year	Campus Crime (residence)	Campus Crime (non-residence)	CAMPUS TOTAL	Non- Campus	Public Property
Aggravated Assault	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Arson	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Burglary	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	1	1	0	0
Manslaughter by Negligence	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Murder & Non- negligent Manslaughter	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Rape	2023	1	0	1	0	0
	2022	0	0	0	0	0
	2021	1	0	1	0	0
Fondling	2023	0	0	0	0	0
	2022	1	0	1	0	0
	2021	0	0	0	0	0
Incest	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Robbery	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Dating Violence	2023	1	0	1	0	0
	2022	0	0	0	0	0
	2021	2	0	2	0	0
Stalking	2023	1	0	1	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0

ARRESTS & DISCIPLINARY REFERRALS

Crime Reported	Year	Campus Crime (residence)	Campus Crime (non-residence)	CAMPUS TOTAL	Non-Campus	Public Property
ARRESTS						
Liquor Law Violations	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	1	0	1	0	0
Drug Law Violations	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Illegal Weapons Possession	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
JUDICIAL REFERRALS						
Liquor Law Violations	2023	56	0	56	0	0
	2022	18	4	22	2	0
	2021	42	1	43	0	0
Drug Law Violations	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	27	3	30	0	0
Illegal Weapons Possession	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0

HATE CRIMES (BANGOR CAMPUS)

2023: There were zero (0) reportable hate crimes

2022: There were zero (0) reportable hate crimes

2021: There were zero (0) reportable hate crimes

DEPARTMENT OF EDUCATION CLERY 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. Clery 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:

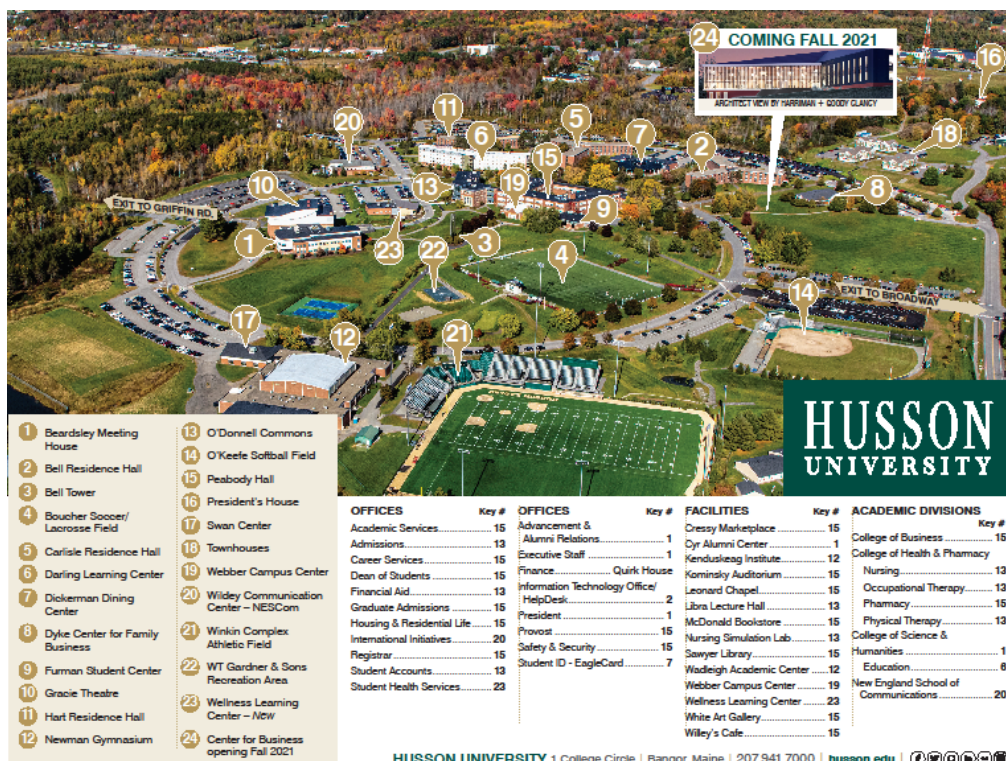
1. A current or former spouse *or* intimate partner of the victim; *or*
2. A person with whom the victim shares a child in common; *or*

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) Quirk House – 891 Broadway, Bangor, ME 04401
- (2) President's House – 840 Broadway, Bangor, ME 04401
- (3) 363 Acres of undeveloped land around Pushaw Lake in Glenburn, ME 04401
- (4) Husson University Research and Lab Facility 79 Marshall Road, Bangor, ME 04401

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, 2016.

CRIME PREVENTION, PERSONAL SAFETY, AND SECURITY AWARENESS PROGRAMS



EagleSafe is Husson University's personal mobile safety app. You can download this free app by visiting either the Google Playstore (Android users) or the iTunes store (iPhone users). The EagleSafe mobile app will allow you to receive campus notifications and alerts, as well as stay up to date on a variety of campus events and emergency information

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. Or, you can initiate a virtual safe walk through your EagleSafe mobile app using the 'Friend Walk-Drive' safety feature.

RAD - Defense Instruction

Rape Aggression Defense or "R.A.D." Systems of Self Defense offers programs for women. 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 anticipates offering these classes in R.A.D. throughout the year for faculty, staff, and students.

Lighting on Campus

Lighting is evaluated on a routine basis to ensure that all areas of campus frequented by students are sufficiently illuminated. Physical lighting fixtures on campus are monitored for malfunctions. Work orders are submitted to effect repairs and these work orders are given priority. Areas where lighting could be enhanced to improve safety are reported to the Maintenance Department for evaluation. All members of the Husson community are encouraged to report lighting safety concerns to the Maintenance Department or to the Department of Safety and Security.

Security Cameras on Campus

Husson University has installed over 300 cameras in public areas of our campus. These cameras provide coverage over a large percentage of roadways, parking areas and public areas of our buildings. Cameras are recorded for use in investigations.

Speaking Engagements / PSA's

Members of Safety and Security regularly present information regarding personal safety, de-escalation techniques, 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 & SAFETY FEATURES

Rave / AppArmor Emergency Notification System and the “EagleSafe” Mobile Safety App.

The emergency notification system and the EagleSafe mobile app collectively provide smartphone users with instant notifications and access to Husson University’s safety resources in order to facilitate effective communication and to provide access to valuable safety and convenience features.

Features of the platform include:

- ☐ Emergency safety plans and resources;
- ☐ Mass notifications through multiple platforms;
- ☐ Mobile Blue Light safety tool;
- ☐ Social Escape safety tool;
- ☐ Friend Walk-Drive monitoring tool
- ☐ Real-time chat with dispatch;
- ☐ Geolocation tracking features;
- ☐ Interactive crime mapping;
- ☐ Student support resources;



SHELTER-IN-PLACE PROCEDURE

In more serious types of emergency situations, we may send an emergency alert message advising you to “SHELTER IN PLACE.” The following are some points to consider should you receive this directive:

- 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

It may become necessary to evacuate a specific building because of an alarm or an alert message directing you to do so. It is important to note that our campus evacuation plans never direct individuals to congregate in any specific area. You should exit the building as fast and as safely as possible, and avoid congregating in large groups close to the building that has been evacuated. The following are important considerations in this situation:

- Do not waste valuable time trying to retrieve personal items or use the building's elevators. Follow all instructions given by Security or response personnel.
- In some instances, 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 is expected to last an extended period of time, 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 Safety & Security or a campus authority.

ACTIVE SHOOTER – RESPONSE GUIDE

(U.S. Department Of Homeland Security)

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 5 to 7 minutes - before law enforcement arrives on the scene - individuals must be prepared both mentally and physically to deal with an active shooter situation.

The first step in properly responding to a threat is to always be aware of your surroundings and the options to quickly exit the area. Be familiar with the locations of fire alarms, fire extinguishers, AEDs, and other emergency equipment. Quick, decisive action is critical. Recognize a threat, accept that you are in danger and act to protect yourself and others if possible.

How To Respond When You Hear Or Become Aware Of An Active Shooter

Quickly determine the most reasonable way to protect your own life. Remember that students are likely to follow the lead of campus authorities (faculty/staff) 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 devices
 - 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 swiftly, decisively, and aggressively
 - Throwing items and improvising weapons
 - Yelling to disrupt and distract the shooter.
 - 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 direct individuals to the ground for their safety

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

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 be focused on stopping the violence, and may 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
- Recognize and accept that an immediate exists
- Provide clear direction to students
- Assess options to maximize the safety of individuals in your immediate area
- Act quickly and decisively to; **RUN** to a safer environment, **HIDE** in a secure location with doors locked or barricaded, lights off, and quiet. **FIGHT** as a last resort to defend yourself and others.

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 expressing excessive 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

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 Associate Vice President of Safety and Security or their designee after evaluating 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 may issue timely warnings for the following types of incidents:

- | | |
|----------------------|---|
| ● Criminal Homicide | ● Robbery |
| ● Aggravated assault | ● Burglary |
| ● Sex Offenses | ● Motor Vehicle Theft |
| ○ Dating violence | ● Major incidents of Arson |
| ○ Domestic violence | ● Other crimes as determined necessary |
| ○ Sexual assault | by the Associate Vice President of |
| ○ Stalking | Safety and Security, or their designee. |

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

- The suspect(s) has been apprehended and the threat of imminent danger to the 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.

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

- *EagleSafe mobile safety app*: A mass notification system that automatically sends a brief electronic notification to the community regarding an emergency situation on the Husson campus.
- University email, voicemail, and social media
- Safety and Security website: [Security Alerts](#)
- Information displayed on digital boards across campus
- Fliers posted on bulletin boards in academic buildings, residence halls, outdoor boards and kiosks, and administrative buildings.
- Local area radio and television stations and media resources.

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 inform 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 offices in 106 Peabody Hall.



EMERGENCY PREPAREDNESS

Husson University is committed to open communication 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). 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 emergency or 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 has implemented 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.

The Husson University Campus Emergency Response Plan (ERP) is reviewed and updated regularly and drills are conducted throughout the academic year. These drills are based on actual or likely scenarios and

focused on mitigating the impact of a crisis while testing and evaluating the University's response measures.

MUTUAL AID AGREEMENTS

Husson University (Facility) maintains Mutual Aid Agreements with the Bangor Police Department, Bangor Fire Department and Bangor High School (Agency). These agreements, which were updated and signed in 2020, specify the following:

The Facility will provide access to, and copies of 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 Agencies' personnel in 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, law enforcement, and emergency medical response services. Bangor High School will provide short term shelter in the unlikely event of a campus evacuation. Husson University hosts training for local first responders (most recently June 2022) to familiarize officials with the campus and facilities.

CAMPUS INCIDENT MANAGEMENT PLAN

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 of the University. The Emergency Response Plan (ERP) would not be activated.

2. 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.

3. What is a Disaster?

A Disaster is any event that may seriously impair the operation of the University, cause 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 ERP is not intended to address isolated or incidents that are small in size, scope, or duration, such as an individual accident or act of violence, minor oil or chemical spills, or a single-building fire.

4. How is the Plan activated?

The Plan is activated by the Incident Commander 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 **Emergency Response Team (ERT)** to assess and coordinate the University's response to the disaster.

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

The ERT 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 Communications.

6. What are the priorities of the responders?

All emergency response actions are governed by the following priorities:

- **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.

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, the EAGLE SAFE mobile safety app, 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 Communications.

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

Be aware of your environment and the location of fire exits and alarm boxes. Have a contingency plan to address personal concerns, such as necessary medications and emergency contact numbers in the event of an evacuation or isolation. Become familiar with our campus "**Run, Hide, Fight**" protocols. Report any unusual activities or concerns to Security at **207-941-7911**. Above all, remain calm, use common sense for your own personal safety, 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:

Christopher Grotton, Associate Vice President
Husson University
Campus Safety and Security
(207) 941-7785
grottonch@husson.edu

Five Phases of Emergency Management



ANNUAL FIRE SAFETY REPORT [34 CFR 668.49(B)]

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 2023.

ON-CAMPUS STUDENT HOUSING FIRE SAFETY INFORMATIONAL CHART

Building Name	#Annual Evacuation/ drills	Evacuation Plans & Placards	SA	RB	NG	CO	SPR	HAZ	Fire Extinguisher Devices
Darling's Learning Center	Y	Y	N	Y	Y	Y	Y	N	Y
Hart Hall	Y	Y	Y	Y	Y	Y	N	N	Y
Carlisle Hall	Y	Y	Y	Y	Y	Y	N	N	Y
Bell Hall	Y	Y	Y	Y	Y	Y	N	N	Y
Townhouse #16	Y	N	N	Y	N	N	Y	N	N
Townhouse #26	Y	N	N	Y	N	N	Y	N	N
Townhouse #29	Y	N	N	Y	N	N	Y	N	N

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)

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
2023	Bell Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Carlisle Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Hart Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	DLC	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 16	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 26	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 29	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
2022	Bell Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Carlisle Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Hart Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	DLC	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 16	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 26	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 29	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
2021	Bell Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Carlisle Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Hart Hall	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	DLC	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 16	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 26	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A
	Townhouse 29	0	N/A	N/A	N/A	N/A	N/A	0	0	N/A	N/A

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 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 Darling Learning Center and Townhouse units are equipped with sprinkler systems.

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

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

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 “Unit Plans” for every building 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.**

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 207-941-7911.

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:

- Activate the nearest fire alarm pull station
- Call Safety and Security at 207-941-7911
- Secure appropriate clothing, shoes and towel
- Leave the room with lights on and blinds open. Close the door.
- Notify occupants and help those needing assistance in the immediate area
- 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.
- 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 ACCESS AND SECURITY

The Department of Safety & Security is responsible for the security of all campus buildings. Our buildings are patrolled regularly by security staff, as well as monitored remotely via our video surveillance system. A new system installed in 2024 provided electronic access to exterior entrances of all buildings.

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 is prohibited.

Weapon is defined as any device, instrument, material or substance, designed for and capable of causing serious bodily injury or death; or any other device which, in the manner it is intended to be used by the actor, is capable of producing or threatening death or serious bodily injury. This includes firearms and explosive materials



ALCOHOL POLICY

Husson University has a policy for underage drinking and encourages those of legal age who choose to drink, to do so 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 or consume 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 with 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. This 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 in some circumstances 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 (Title 28A 2501)

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: \$200 to \$400;
- 2nd offense: \$300 to \$600; and
- 3rd or subsequent offenses: \$600.

Furnishing a Place to Consume (Title 28A 2801)

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: a fine of not less than \$500 up to \$2,000 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 consistently address 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, designated member(s) of the Student Life staff will determine disciplinary action resulting from conduct violations. 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 Health Services or Counseling Services 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.

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 *Residential Life Policies & Procedures* if found:

- In the presence of any drugs or drug paraphernalia.
- Drugs include, 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, spoofs, vaporizers and hookahs.
- Using any drugs or controlled substances.
- Distributing all types of drugs and/or drug paraphernalia.

General Drug Policy

- Illegal, recreational, illicit drugs, and paraphernalia, including all forms of marijuana and marijuana derivatives, are not permitted on campus.
- 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 to mitigate 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 discretion of a Husson University official. The outcome of this search may result in disciplinary action(s), and in rare circumstances referral to local, state, or federal authorities.
- Confiscated drugs or drug paraphernalia will be evaluated to determine if – and under what circumstances – they may be legally possessed. In certain circumstances confiscated property may be returned to the owner at the discretion of Safety & Security.
- 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.

Medical Marijuana

Husson University receives federal funds to support the academic progress of all its students and the Federal Government does not recognize the use of marijuana for medical purposes.

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 | • Community Service |
| • Educational Assignments | • Restitution |
| • Housing Reassignment | • Behavioral Contract |
| • Parent Notification | • Suspension |
| • Counseling Referral | • Dismissal |

Laws in Maine Regarding Drug Possession

Penalties in Maine vary greatly depending on the type and quantity of drug, number of offenses and whether drugs are perceived as being possessed for personal use or trafficking. 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](#).

STATEMENT ON LEGALIZATION OF MARIJUANA IN MAINE

What does legalization of marijuana in Maine mean for Husson? To remain in compliance with Federal regulations regarding controlled substances:

1. An individual may not possess, smoke, or consume marijuana on campus, including medical marijuana.
 - a. Husson University, under Title IV, receives federal funds for financial aid. The Federal Government maintains that marijuana is a controlled substance and thus Husson has stated that the use or possession of marijuana, or any other controlled substance, is against policy.
2. Husson University is a smoke-free, tobacco-free campus since 2014 for the health and well-being of all members of the campus community.
3. Husson University will continue to investigate suspicion of the use or possession of marijuana and/or paraphernalia by members of the campus community. This behavior will be addressed through the *Student Conduct Code* for students and through policies for behavior expectations of employees, staff, and faculty contained within the Employee Handbook(s).

The law prohibits driving while under the influence of marijuana, the use of marijuana products in public, and furnishing marijuana products to anyone under the age of 21. Also stated within the law are limitations on the amount of marijuana a person may possess. To support the well-being and health of all members of our campus community, if you feel that you are in need of support services for addiction or other health concerns, the Student Wellness Center will provide you with local resources available to assist you. Counseling Services will also have area resources for persons seeking to address mental health needs associated with use and addiction.

OTHER DRUG INFORMATION

Other Drugs

Barbiturates: The use of barbiturates can result in a slowed heart rate and breathing, slowed reactions, confusion, weakened emotional control, distortion of reality, reduced awareness, and intoxication.

Tranquilizers: Tranquilizers (such as Valium, Librium, Ativan, and Tranzene) effects include slowed heart rate and breathing, lowered blood pressure, relaxation, drowsiness, confusion, loss of coordination, intoxication, and changes in personality.

Cannabis: The active ingredient in marijuana, hashish, and hashish oil is delta-9-tetrahydrocannabinol or THC. Use of THC results in an increase in heart and pulse rate, reddening of the eyes, dryness in the mouth, lowered body temperature, stimulated appetite, loss of coordination, brief sense of well-being, intoxication, possible confusion, distortion of reality, impaired short-term memory, restlessness, and hallucinations. Other possible effects of abuse include depression, panic, varying degrees of tolerance, and psychological and physical dependence. Over-use may cause paranoia. Long-term heavy use is associated with chronic lung disease and possibly lung cancer.

Hallucinogens: Hallucinogens, such as Ecstasy, LSD, and PCP are substances capable of distorting perceptions, sensations, self-awareness, and emotions.

Ecstasy (N-methyl-3, 4-methylenedi-oxyamphetaime or MDMA) causes several side effects, including increased heart rate and blood pressure. A more serious risk is tied to hypothermia, or elevated body temperature, which can result in death.

LSD (Lysergic Acid Diethylamide) induces increased heart rate, blood pressure, blood sugar, irregular breathing, and, euphoria, loss of ability to separate fact from fantasy, distortion of senses, hallucinations, paranoia, panic, and violence. Hazards include:

1. quick development of tolerance,
2. increased risk of birth defects in user's children,
3. the reoccurrence of effects (flashbacks) even without further use, and
4. death due to accidental overdose or suicide.

PCP effects (phencyclidine) are unpredictable and are similar to LSD, but are more intense distortion.

Stimulants: Stimulants increase central nervous system activity. Amphetamine use results in increased heart rate and blood pressure, loss of appetite, increased activity levels, feeling of alertness, and self-confidence followed by depression. Heavy usage can result in hallucinations, paranoia, and drug-induced psychosis. Long-term use can result in psychological and physical dependence; withdrawal can result in suicidal depression.

Cocaine, another stimulant drug, may cause quickened pulse and circulation, sharpened reactions, restlessness, feelings of well-being, alertness, overconfidence, confusion, anxiety, depression, paranoia, nervous exhaustion, and hallucinations. Hazards associated with cocaine use include physical and psychological dependence, destruction of nasal tissue from snorting the drug, lesions in lungs caused by smoking the drug, convulsions, respiratory paralysis, cardiac arrest, and death can result from overdose.

Narcotics: Narcotics are opiate drugs which relieve pain and induce sleep. Drugs included in this category are heroin, morphine, opium, codeine, methamphetamine, and methadone. Effects of usage include shallow breathing, reduction in appetite and thirst, reduction in sex drive, drowsiness, brief euphoria, lethargy, heaviness of limbs, apathy, loss of ability to concentrate, loss of judgment, and self-control. Hazards of abuse include physical and psychological.

MISSING STUDENT POLICY

This policy applies to students who reside in campus housing, defined as Bell Hall, Carlisle Hall, Hart Hall, the Darling Learning Center, the Townhouses, as well as 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 Associate Vice President of Campus Safety and Security. The Associate Vice President 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**:

- Trust your instinct: if something ‘doesn’t look right’...it probably isn’t!
- Familiarize yourself and take advantage of safety programs and technology available at Husson University.
- 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 in order distinguish 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 is defined as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student. Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade, or disgrace any person regardless of location, intent, or consent of participants; or which might include destroying or removing public or private property as a condition of admission into, affiliation with, or continued membership in a group or organization. The express or implied consent of the victim is not a defense. The apathy or acquiescence of these students does not exempt them from responsibility. Anyone with knowledge of these acts may be held responsible.

University Policy and Maine Law

In accordance with Maine statute set forth in 20-A MRSA Chapter 401, Husson University has a zero tolerance policy on hazing. Violation of the hazing policy may subject an individual or recognized organization or team to disciplinary action, 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 subjected to civil penalties and/or criminal prosecution for violation of Maine statutes, to include “injurious hazing” which is defined 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

Although some definitions of hazing vary, all definitions have commonalities:

- A power differential exists between the in-group, and those who want to join.
- It is intentional.
- Consent of the complainant does not absolve responsibility of any involved.

Put simply, hazing is a form of victimization. It is premeditated, not accidental. Hazing consists of a broad range of behaviors that may place another person in danger of physical or psychological discomfort, 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 could not or did not 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 conduct in which that activity is occurring. Here are some key questions to consider:

- Is a person or group being singled out because of status?
- Does an intentional power dynamic exist?
- Will current members refuse to do exactly what the new members are being asked to do?
- Is there a risk, whether real or perceived, of 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?

- 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? Put simply, is any of this illegal?
- Is the activity being kept a secret? If so, why?

Some incidents of hazing are more egregious than others. Generally, the greater the actual or potential physical or psychological harm, the more severe the hazing. However, this does not mean subtle hazing is any more acceptable. Subtle hazing is often defined as behavior that emphasizes a power imbalance between two groups, i.e. new members versus returning members. This type of hazing is easily identified by a lack of mutual respect. Often viewed as harmless by many, this form of hazing can have detrimental psychological effects on the members and can inhibit the development of a cohesive group. All forms of 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 that are not hazing, i.e. community service projects, movie nights, ropes course training, tournaments around team history, etc. If you are unsure if your activities constitute hazing, ask if you would have any reservations describing the activity to parents, grandparents, a professor, dean, police officer or judge. Also, ask how you would feel if the activity was photographed and appeared in the newspaper, on social media, YouTube, or local TV? If this 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, 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, we are all community members who are expected to look out and care for one another. Because of this, 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. Anonymous reports may be submitted by using the anonymous reporting tool with the EagleSafe mobile app.



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 207-941-7625
- Husson University Health Services 207-941-7625
- Husson University Human Resources 207-941- 7131
- Husson University Safety & Security 207-941-7911
- Bangor Police Department 207-947-7382
- 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) 421-3481; fax: (202) 453-6012; TDD: (877) 521-2171; email: OCR@ed.gov; or on the web at [Office for Civil Rights](#)).

HUSSON UNIVERSITY SEXUAL MISCONDUCT AND GENDER BASED VIOLENCE POLICY

Husson University Title IX Sexual Harassment Policy

Husson University does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admissions and employment. Inquiries about Title IX may be referred to Husson University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. Husson University's Title IX Coordinator is David Casavant, Peabody Hall 122, casavantd@husson.edu, (207) 941-7132.

Husson University's non-discrimination policy and grievance procedures can be located at <https://www.husson.edu/about/human-resources/non-discrimination-policy> and on page 5 of the Husson Student Handbook. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX.

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 online and 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 Campus Clarity and The Law Room have formalized 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 has joined 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 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>