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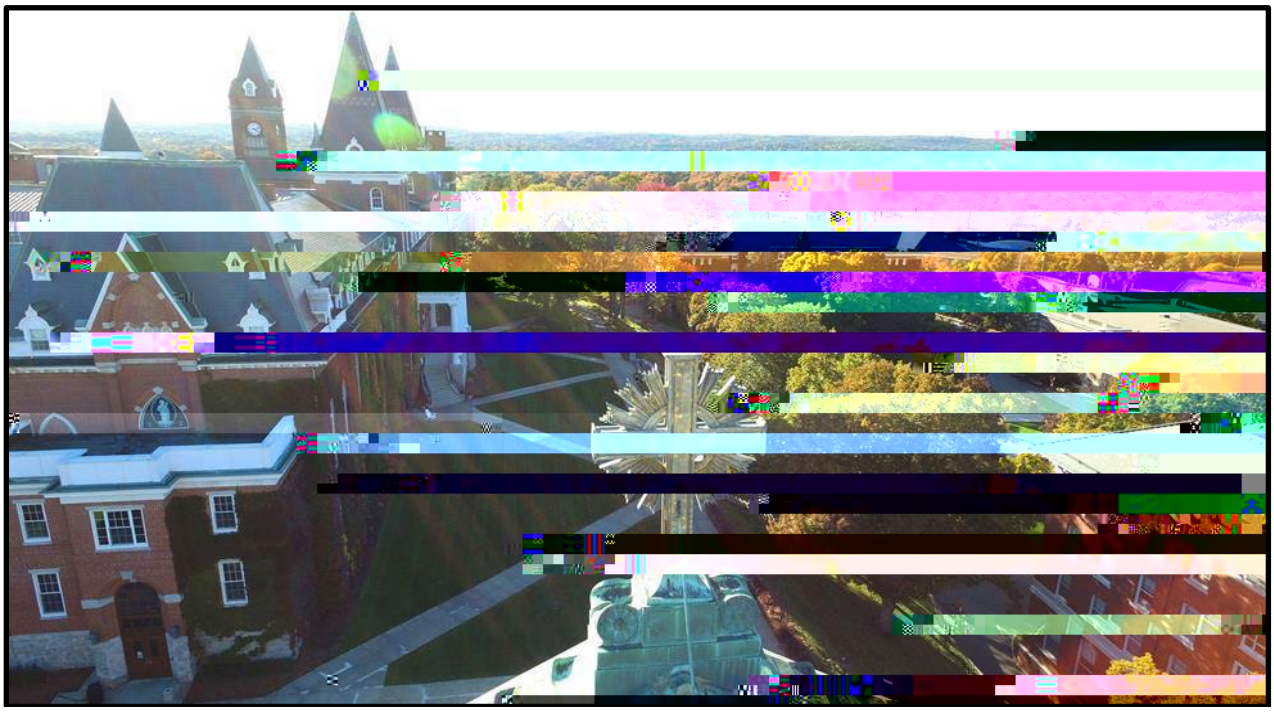
Annual Security and Fire Safety Report

Published October 1, 2024 for crimes reported in 2023



Clery Act Overview

The federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (more commonly referred to as the "Clery Act") is a consumer protection law that aims to provide transparency concerning campus crime policy and statistics. In order to comply with Clery Act requirements, colleges

maintains crime statistics for publication in the Annual Security and Fire Report each year.

The Department of Public Safety police officers enter all reports of all crime incidents reported to the department in an automated case management software program called Report Exec. Once an officer enters the report, a Department of Public Safety administrator reviews the report to ensure it is appropriately classified in the correct crime category. The Department of Public Safety periodically examines the data to ensure that all crimes that have been reported are recorded in accordance with the crime definitions outlined in the FBI National Incident Based Reporting System (NIBRS) Handbook.

The Department of Public Safety maintains a close relationship with the Worcester Police Department and the West Boylston Police Department to ensure that we are notified of any crime report that is made directly to the Worcester Police Department and/or the West Boylston Police Department.

Campus Security Authorities

The Clery Act requires the College to dista.602 -1.157 er meu9 (en)8 (t(s)5.5 ((d)-4 ic)-192)-4 (e)]TJe (h)8.1 (e(e r)- i

To keep the campus community informed, the College will issue Timely Warnings for Clery Act crimes (which include murder, arson, aggravated assault, robbery, burglary, motor vehicle theft, sexual assaults, and hate crimes) occurring on campus, other College-controlled property, and/or public property immediately adjacent to campus that are reported to the Department of Public Safety or other College Campus Security Authorities or are reported to the College by local police agencies, and are determined by the College to represent a serious or continuing threat to students, employees and our campus community. The College will issue Timely Warnings through email notifications.

The purpose of a Timely Warning is to notify the campus community of the incident and to provide information that may enable community members to protect themselves from similar incidents. The College will issue Timely Warnings whenever the following criteria are met:

1. A Clery crime is committed, and;
2. in the College's Clery geography; and
3. there is a serious and continuing threat to the campus community.

Timely Warnings will not include the names of victims.

Additionally, the College may, in some circumstances, issue Crime or Safety Alerts via email when there is a pattern of crimes against persons or property that may not be categorized as Clery Act crimes.

The Director of Public Safety and/or the Director of Title IX Initiatives, or their designees, will make the determination in consultation with other offices, if a Timely Warning is required. The Director of Public Safety, or his or her designee, is responsible for issuing the Timely Warning.

For incidents involving crimes that occur off campus and not in the College's Clery geography, the College may issue an advisory to the College community if the crime occurred in a location used and frequented by students and employees.

The College also has the ability to send notifications to any person who is not a student, faculty or staff members and who elects to opt in through the RAVE Alert system. Individuals can text "HCAlert" to 67283 to receive these messages. These messages are a very effective way to send important information to the campus community and others, and can assist members of the community to make informed choices about safety.

Emergency Response and Evacuation Procedures

Emergency Management Plan

The Holy Cross Emergency Management Plan addresses the College's response to emergencies by taking an all-hazards approach. The Emergency Response Team (collectively, "ERT") including but not limited to designated representatives from the Department of Public Safety, Finance and Administration, Student Affairs, Facilities, and Athletics, have primary responsibility for maintaining the plan. The Emergency Management Plan can be found here: https://www.holycross.edu/emergency-management

Training, Drills and Exercises

No less than once a year, the ERT will plan and conduct or cause to be planned and conducted a simgeuct35 0 -1 ( )0.5 (E)9 (l)-9.27 Td[(F)0.8 (an)8 (ed)ned"-2.3 (e:)2.9 cstleoo-4 (e(s)5.5 (P)-8.3 a i)2.9 (g)8 (n)( )0.5 (gg)

community, their guests, and visitors during the day, at night and on weekends depending on scheduled events and time of the year.

Access to Residence Facilities
All exterior doors to student residence halls and most residential corridors are locked 24 hours a day. An electronic computerized card access system monitors all exterior doors and the corridor doors to the residential areas.

Access to the halls is by the Holy Cross Crusader One Cards, which are issued by the Department of Public Safety. The cards are programmed to allow access into the residence halls. Students are encouraged to report all missing and lost cards as soon as possible to the Department of Public Safety. All reported missing and lost cards are immediately removed from the card access system and replacement cards are issued.

All overnight guests of students must be registered through the online form located here: https://www.holycross.edu/campus-life/housing/visitor-registration. They must register their motor vehicle with the Department of Public Safety.

Maintenance and Security of Campus Facilities
The College maintains a very strong commitment to campus safety and security. The College reviews all employee injuries, reports of hazards and makes recommendations to the College Administration for corrective action. Members of the Department of Public Safety and the Department of Facilities regularly observe the College grounds, exterior lighting, parking lots and access to all buildings and reports concerns through the Department of Facilities.

The Department of Public Safety,

Residence Hall Security and Res Life Staff Training

Crime prevention programs accompanied by literature and other printed materials are available for

Recognized Student Organizations Off-Campus

There are no officially recognized student organiz

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College of the Holy Cross Sexual Misconduct Policy

I. Statement of Values and Commitment to Non-Discrimination

Concerns about this policy may be raised with the Title IX Coordinator. Individuals may also raise concerns

required by applicable law.

IV. Core Principles Relating to this Policy

The College is committed to the following core principles:

sex discrimination prohibited by this Policy, as well as other forms of discriminatory conduct that are not acceptable to the College. Failure to report may be a separate ground for discipline under this Policy, the EO Policy, or other College policies.

VI. College Resources and Community Resources

There are several departments within the College community that can be called upon to respond to 7incidents of inappropriate behavior and can serve as supports to individuals in many ways. As relevant to this Policy and the EO Policy, these resources are available to both Complainants and Respondents and other community members regardless of where the alleged event occurred (except as prohibited by law).

A. Primary Confidential Resource Provider ("PCRP")

If you are not sure if you want the College to know there was an incident triggering this Policy, you may wish to contact the PCRP. The PCRP is trained in awareness and prevention of sex discrimination, sex-based harassment, sexual assault, dating or domestic violence or stalking and in responding to harm in a

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employees, student-employees or other student roles, when they are the individual that has personally been subject to the reportable conduct.

B. Anonymous Reporting

The College maintains an anonymous reporting form for those individuals who desire to report a complaint anonymously. Anonymous reports are permitted and will be reviewed and routed to the Office of Title IX and Equal Opportunity. Do not submit any personally identifiable information on the report form if you desire to remain anonymous. The anonymous reporting tool is available at this **link** and from the College's Sexual Respect and Title IX website at **https://www.holycross.edu/office-title-ix-and-equal-opportunity**. The anonymous reporting form may not be used to satisfy a Responsible Employee's reporting obligation. The College may be required in accordance with state and/or federal law to: (i) investigate or address the alleged sex discrimination, including when the alleged act was reported anonymously; (ii) assess whether a report triggers the need for a timely warning or emergency notification under law or College policy, the obligations of which may, in limited circumstances, result in the release of the reporting party's identity if provided; and (iii) disclose the identity of a reporting party (if known) to another employee or a third party. In addition, the extent of the College's response may depend on the level of detail shared in the report.

C. Reporting to Law Enforcement

Individuals who believe that they may have been victims of a crime are encouraged to file a criminal

of any students, employees, or other persons; or whether the alleged conduct prevents the College from ensuring equal access on the basis of sex in any of its programs or activities. The Title IX Coordinator will consider several factors including, but not limited to:

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- ” 5HDVRQDEOH VDIHW\ FRQFHUQV UHJDUGLQJ LQLWLDWLRQ R
- ” 7KH VFRSH RI WKH DOOHJHG VH[GLVFUL mination, including whether there appears to be a pattern or history of alleged perpetration or violence, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals.
- ” 7KHUH H[LVWV D WKUHDW DOOHJHG WKDW DQ LQGLYLGXDO threatened further or future violence, or there is a risk that additional acts of sex discrimination would occur if a complaint were not initiated.
- ” 7KH VHYHULW\ RI WKH DOOHJHG VH[GLVFULPLQDWLRQ L established, would require the removal of an individual from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence.
- ” :KHWKHU WKH PLVFRQGXFW ZDV DOOHJHG WR KDYH EHHQ F
- ” 7KH DJH DQG UHODWLR nship of the parties, including whether the Respondent is an 14employee of the College and/or whether the Respondent holds a position of power over the impacted LQGLYLGXDO V RU RWKHUV ” 7KH LPSDFWHG LQGLYLGXDO L
- ” $ SDUW\ GRHV QRW ZDQW WR JR forward because of threats, coercion, or other conduct that could be viewed as a form of intimidation.
- ” 7KH DYDLODELOLW\ RI HYLGHQFH WR DVVLVW D GHFLVL -maker in determining whether sex discrimination occurred; and
- ” :KHWKHU WKH &ROOHJH FRXOG HQG WKH DO leged sex discrimination and prevent its recurrence without initiating its grievance procedures.

If the Title IX Coordinator decides to initiate a Complaint, they will inform the Complainant prior to proceeding and address reasonable concerns about the Complainant's safety or the safety of others, including through providing supportive measures prior to proceeding. The Title IX Coordinator will also, to the extent possible, share this information with the individuals responsible for handling the College's response and others involved in the investigation and the oversight thereof. If a Complainant requests that the College inform the Respondent that the Complainant asked the College not to investigate or seek discipline, the College will honor the request and inform the Respondent that the College made the decision to proceed independently. If the Title IX Coordinator decides not to initiate a complaint, they will consider continuing supportive measures for the Complainant, such as increased or targeted education or prevention measures, increased monitoring, security or supervision, conducting surveys and/or revisiting its policies and practices. If utilized, such action is not a form of sanction.

D. Disclosure of Sex-Based Harassment at Public Awareness Events

The College recognizes the importance of public awareness events such as "Take Back the Night," candlelight vigils, "survivor speak outs" and other public forums to raise awareness and to allow community members to support each other and speak out. Holy Cross will not consider information conveyed from such events as a formal report, though information learned at such public events may be considered as it relates to broader sex-based harassment, and it may take action if the Title IX Coordinator indicates that there is an imminent and serious threat to the health or safety of any community member. This response can include the Title IX Coordinator offering and coordinating supportive measures, offering an informal resolution process, or initiating a complaint. Reports that do not indicate the need for an immediate response may be considered by the College to inform its prevention and education efforts. This includes providing tailored training on sex-based harassment when the College has information of multiple potential incidents at a location or in a program or activity.

XI. Prohibited Conduct and Other Important Definitions

The definitions in this section apply to all College community members. All members of the College community are responsible for being familiar with and abiding by them. This section includes not only the

1. Sex-Based Discrimination or Harassment

Sex-based discrimination is a form of sex discrimination, including discrimination and harassment based on actual or perceived sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity or expression, marital or parental status. Sex-based harassment also includes

another. A more detailed definition of these behaviors, as prohibited by state or federal law is included at this link.

c. Relationship Violence (Dating Violence or Domestic Violence)

Relationship Violence may include Domestic Violence or Dating Violence. Relationship violence is any intentionally violent or controlling behavior of one individual by a person who is currently or was previously in a relationship with that individual. Relationship violence may include actual or threatened physical injury, sexual violence, psychological or emotional abuse, and/or progressive social isolation. If

state of undress, without their knowledge or consent. Even if a person consented to sexual activity, photographing or recording someone without their knowledge and agreement goes beyond the boundaries of that consent. Dissemination of photographs or video/audio of someone involved in sexual activity, or in a state of undress, without their knowledge or consent constitutes a separate and additional act of misconduct. This may differ from Sexual Exploitation based on individual facts and circumstances, including the relationship and activities of the parties. For example, recording and then uploading content of otherwise consensual activity would be prohibited if the individual did not have affirmative consent to share the content. Similarly, consent can be revoked at any time, an individual may revoke consent to share the video with the warning that the College may not be able to stop the spread of such content if it is outside of the College's jurisdiction. The College also reserves the right to adjudicate Media-Based Misconduct under the EO Policy if the College, in its sole discretion, is satisfied that the behavior does not rise to the level of constituting sex-based discrimination or sex-based harassment as defined in this Policy.

h. Aiding or Assisting

The aiding or assisting in the commission of an act(s) of sexual violence or sex discrimination is prohibited. The College also reserves the right to adjudicate Aiding and Assisting under the EO Policy if the College, in its sole discretion, is satisfied that the behavior does not rise to the level of constituting sex-based discrimination or sex-based harassment as defined in this Policy.

3. Retaliation

Retaliation includes acts or attempts to retaliate or seek retribution against a party, a witness, or any individual or group of individuals involved in the making of a complaint or participating in the process set forth in this Policy. This includes, but is not limited to, subjecting a person to an adverse action because they made a complaint under any portion of this Policy, made a report, or responded to, assisted or participated in any manner in an investigation under this Policy. Retaliation may include continued abuse or violence and other forms of harassment. For example, words or actions that are only a minor annoyance or lack of good manners do not constitute retaliation. Retaliation allegations may be consolidated with other forms of prohibited conduct defined in this section if the facts and circumstances significantly overlap. The College retains discretion to adjudicate the allegation separately or under the EO Policy, another College policy or procedure.

4. Other Violation.

Any other violation of the prohibitions set forth in this Policy, including, but not limited to, violation of the prohibition on employee relationships with students, violation of the prohibition of supervisory employee relationships with others, violation of the duty of honesty or cooperation, a failure to [illegible]

or reverse its decisions on the supportive measures applicable to them. This request is made to an appropriate and impartial employee, who will review the prior decision on supportive measures to determine whether it is consistent with the supportive measures standard articulated above. Where circumstances change materially, the parties also can request that the supportive measures applicable to them be modified or terminated.

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misconduct, if known.

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otherwise at the conclusion of the process.
- , Q cases alleging sex-based harassment and (b) discrimination cases not involving sex-based harassment in which both the Complainant(s) and Rc40f3 (a)-7.8 (s)-2p(h b)-12 6.48 -0 0 6.4812 (Rc4l1P)-12.2 (.

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Complainant's prior sexual conduct with the Respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the Complainant and Respondent, by itself, does not demonstrate or imply the Complainant's consent to the alleged sex discrimination at issue or mean that there cannot be a determination that sex discrimination occurred.

5. The Parties' Identification of Potential Witnesses and Documentation

The parties have the equal opportunity (and are expected) to provide the Investigator(s) with the timely identification of potential witnesses who have relevant and specific information about the reported conduct and with whom they would like the Investigator(s) to spe1 (ga)-72m-(ga)91Bi sp 9 (do3 (or)1.q)-4 011 (i)-5.1 (ke)-1

The parties will have an opportunity to review the Draft Investigation Report and all relevant 30evidence collected by the Investigator(s) and may submit written comments about the content of the Investigation Report to the Investigator(s) within five (5) business days of the date they are notified that the Investigation Report is available for review. This review will take place at a secure location and in a secure manner determined by the College. The time to submit written comments can be extended for a brief period if the Title IX Coordinator concludes, in their sole discretion, that the additional time is warranted. Likewise, the secure location and manner of reviewing the Investigation Report can be modified if the Title IX Coordinator deems it necessary and appropriate. The College will consider disability-related

selected members proposed to the Determination Panel or Determination Official. If a conflict of interest or allegation of bias is raised regarding any of the individuals so assigned, the Title IX Coordinator will consider the nature of the conflict and the allegation about bias and determine if different individuals should be assigned to the Determination Panel or as the Determination Official. The Title IX Coordinator may consult with other College personnel (and shall consult with the chair of the Committee on Faculty Affairs in the case of any conflict of interest with respect to a proposed Determination Panel member or Determina

broad discretion. In appropriate circumstances, the Title IX Coordinator may give special instructions to the Determination Panel or Determination Officer. The Determination Panel is encouraged to seek unanimity in result, though it may make determinations based on a two-thirds majority.

3. Determination Panel or Determination Officer Decision

Upon reaching a determination of responsibility, the Determination Panel or Determination Officer, as applicable, will provide a written notification of its determination to the Title IX Coordinator. This written determination will include the following:

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evidence standard.

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otherwise impermissible evidence and determination whether sex-discrimination occurred.

If the Determination Panel or Determination Officer found that sex-based discrimination or other violation occurred, the parties will be informed that the matter is referred to an individual(s) that will assign sanctions (the "Sanctioning Official"). If requested by the Title IX Coordinator, the Determination Panel or Determination Officer may provide recommendations for disciplinary sanctions, if any; any potential remedies to be provided to the Complainant; and, to the extent appropriate, remedies to be provided to other students identified by the College as experiencing the effects of the sex-based discrimination, which recommendations shall be non-binding.

4. Preponderance of the Evidence

All findings and determinations of responsibility for a violation of this Policy will be made using a preponderance of the evidence standard. This standard requires the determination of whether it is more likely than not that a fact exists or a violation of this Policy occurred. Please note that the preponderance of the evidence standard is not the standard used for criminal culpability and a determination of responsibility under this Policy does not equate with a finding of a violation of criminal laws. Conversely, lack of a prosecution or conviction in a criminal proceeding does not necessarily imply that this Policy was not violated. The two procedures are significantly different and utilize different standards for determining violations.

5. Consolidation

The College reserves the right to consolidate cases in which there are one or more Complainants and/or one or more Respondents, as defined under this Policy. The College will consolidate cases where the allegations arise out of the same facts or circumstances or implicate a pattern. For example, if during a single College-sponsored event a Respondent is alleged to have committed Prohibited Conduct against more than one Complainant, the College may consolidate those complaints for investigation and adjudication under this Policy. If a case is consolidated, the College will consider individualized supportive measures, as appropriate, and will provide individual notice to each party. All parties are entitled to the

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Sanctioning Official. The Title IX Coordinator, in consultation with other College officials as appropriate, will determine whether a disqualifying conflict of interest and/or bias exists, in which case the Title IX Coordinator will appoint a different Sanctioning Official. The Title IX Coordinator's decision regarding any conflicts is final. Once it is determined that there is not a conflict, the Title IX Coordinator will provide the Sanctioning Official with a copy of the written notification of determination of responsibility of the Determination Panel or Determination Official as well as the Investigation Report, the parties' responses to that Report (if any), and information provided by Human Resources, Community Standards or other appropriate department concerning any prior College discipline of the Respondent. Following determination of sanction(s), the Sanctioning Official shall notify the Title IX Coordinator of the sanction(s).

Sanctioning Officials will be assigned as follows and based on the role of the Respondent:

" Students: Sanctions regarding students will be determined by the Associate Dean of Students or their designee, who may do so in consultation with other College officials.

" Teaching Faculty: Sanctions regarding teaching faculty will be determined by the Provost/Dean of the College (or their designee) in consultation with other College officials as appropriate. If the Sanctioning Official determines that a sanction of dismissal of a teaching faculty member is recommended, the sanction will be reviewed under the process set forth in Section XII.G.5.

" Exempt Employees, Other Than Teaching Faculty: Sanctions regarding exempt employees, as defined by the College, will be determined by the Employee's Senior Vice President or Vice President (or their designee) or in the case of an employee in the Athletics Department or who reports to the President, the President's designee. The Vice President of Human Resources (or their designee) will be consulted, and any other College officials may be consulted, on any sanction, as appropriate. In case of a finding with respect to the President, the Executive Committee of the Board will determine the appropriate sanction.

" Non-Exempt Employees and Third Parties: Sanctions regarding non-exempt employees, as defined by the College, including vendors, independent contractors and other third parties will be determined by the Vice President of Human Resources (or their designee), who may consult with other College officials, as appropriate.

2. Types of Sanctions

The following are a non-exhaustive list of sanctions that may be considered in individualized situations and a full list of sanctions with respect to findings of dating violence, domestic violence, sexual assault and stalking. Note that sanctions may be combined and tailored to the behavior for which the Respondent was found responsible:

" Employees, including Faculty Members: Sanctions for Respondents who are faculty members or other employees may include, but are not limited to, one or more of the following: dismissal from employment, non-renewal of an employment contract, suspension (without pay), probation, reprimand, warning, restitution, training and/or counseling, no-contact order, removal from an administrative appointment, removal of one or more job responsibilities with a corresponding salary reduction, removal from a committee, removal from a leadership position, reassignment of advisees, prohibition against new advisees, limitation or loss of rights or privileges, loss of awards and/or honors, and/or community service, among others.

" Students: Sanctions may include, but are not limited to, one or more of the following: expulsion, suspension, probation, reprimand, warning, restitution, education or counseling, no-contact order, restriction from extracurricular programs or activities, loss of leadership opportunity or positions in activities, housing restriction/relocation, and/or loss or restriction from College employment, limitation or loss of rights or privileges, loss of awards and/or honors, and/or community service.

" Third Parties

F. Notification of Outcome

be further disclosed to anyone else without specific approval of the Title IX Coordinator, except as necessary to protect the safety of one or more individuals. The College reserves the right to make exceptions and provide appropriate notification in circumstances that may impact (or have impacted) the health or safety of the College community. In making such statements, the College will also consider federal and state privacy laws.

" ,I WKH DOOHJHG YLFWLP LV GHFHDVHG EHFDXVH RI D FULPH sexual contact, stalking, domestic/dating violence or hate crime, the next of kin of such alleged victim will be provided the notice of outcome upon written request to the Title IX Coordinator.

G. Appeals

The following appeal process applies to all appeals other than those filed when the Respondent is a

Opportunity of the Other Party to Review the Appeal

Even though it is stated above, this reaffirms that the Title IX Coordinator will provide a copy of the Teaching Faculty Respondent's appeal to the Complainant. The Complainant may submit materials that they wish to have considered in the appeal process within seven (7) business days of receipt of the appeal.

Appointment of Appeal Panel

In the instance a Teaching Faculty Respondent appeals, the Chair of the Committee on Faculty Affairs in consultation with the Title IX Coordinator will convene a three-member Appeal Panel (the "Appeal Panel") consisting of tenured members of the Committee on Faculty Affairs (or other tenured faculty members from a previously established pool in the event there are not enough members of the Committee on Faculty Affairs to so serve) who have received training on sex discrimination cases and appeals. The Title IX Coordinator will provide the parties with the names of the persons assigned to the Appeal Panel for their

END OF SEXUAL MISCONDUCT POLICY

In addition, through a variety of academic programs and departments, including the Gender, Sexuality and Women's Studies concentration, the College offers numerous opportunities to learn about sexist,

College activities, even if the intended purpose is for medicinal reasons. These prohibitions also extend to products derived from marijuana such as edibles. In addition, drug related paraphernalia such as pipes, bowls, bongs, grinders, vaporizers, or other such devices are also prohibited. Though performing work under the influence of or impaired by marijuana is prohibited, employee requests for a reasonable accommodation to use medical marijuana off-site in compliance with Massachusetts law will be evaluated on a case-by-case basis in compliance with state law and any competing federal or contractual obligations.

The College also prohibits the use or transfer of any alcoholic beverage by any employee while on College premises or while performing any job-related activity, whether on or off College premises other than the moderate consumption of alcohol by off-duty employees over 21 years of age while attending a College function at which the College has authorized alcohol to be served. Some College employees over 21 years of age may be required to possess or transport alcohol in connection with the proper performance of their positions (e.g., service of alcohol at a College function at which the College has authorized alcohol to be served).

The College forbids serving alcohol to anyone under the legal drinking age.

For information on student eligibility for federal financial aid related to convictions for drug-related offenses, please see this website. https://studentaid.gov/understand-

COMMUNITY RESOURCES:

1. Alcoholics Anonymous - Worcester Area Intergroup 100 Grove Street, Suite 314 Worcester MA 01605, 508-752-9000. Local meeting look-up at: http://www.aaworcester.org/MeetingList.aspx?GRP=WAI
2. Smart Recovery - https://smartrecovery.org/

The College's group health insurance plan may provide certain benefits during drug or alcohol rehabilitation to subscribers. For information, consult the booklet or website describing benefits available under the plan, or contact your health insurance carrier.

While the College recognizes substance abuse as a treatable condition, there are positions of such critical nature that substance abuse may be grounds for immediate termination including safety sensitive positions and positions which require possession of a driver's license. In addition, addiction and/or substance abuse do not excuse a violation of College policy or applicable law.

Alcohol and Other Drug Education for Students

All incoming students whether they are first year or transfer students are expected to take an on-line course that educates students regarding substance use in College. "Matters of Substance: College Edition" is a web-based educational course designed to address the critical issues of alcohol and other drug use and the impact on the college experience and personal health. These are issues that affect college students in the United States and throughout the world. This course exposes students to different students' perspectives on alcohol and cannabis use and helps to prepare them to think about their own goals regarding substance use.

In addition, incoming students attend a program facilitated by the Office of Student Wellness Education and the SWEET Peer Education Group (focus on substance use) during Fall Orientation. The program reinforces the education that was provided in the online courses regarding risk reduction in student substance use as well as emphasizes social norms data and alternative events, groups, and resources for students who choose to be substance free or are in recovery. Students may access alcohol and drug educational information, counseling, and referral through a variety of offices on campus. These include the Office of Student Wellness Education , Counseling and Psychological Services, Health Services and the Office of the College Chaplains.

The Office of Student Wellness Education presents additional programs to the campus wide community throughout the academic year. These include Alcohol Awareness Week, campus speakers, substance free community programming, and weekly all-recovery and harm reduction meeting. Other alcohol education occurs, when the office staff presents training and workshops to a variety of campus groups including: Orientation Leaders, Resident Assistants, and athletic teams. For students who have violated the College alcohol policy, educational meetings are a component of the college sanctioning procedure. Students who have violated the college alcohol and drug policy may be required to meet with a professional member from the office, for an educational meeting. Students who have required hospitalization due to alcohol intoxication are required to meet with the office staff for BASICS or CASICS, (Brief Alcohol/Cannabis Screening and Intervention for College Students), or are referred to on or off-campus resources.

Campus Advisory Board on Alcohol (CABA)

This Board is composed of students, faculty, staff and administrators. The primary responsibility is to make

of those involved. The drills are conducted in cooperation with Residential Life professional staff, the Department of Public Safety, and the Worcester Fire Department.

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Tampering with or misuse of fire alarms, fire extinguishers, smoke detectors, or any fire safety equipment or signage is prohibited.

In the event of a fire or fire alarm, students should:

- Ensure that it is safe to leave your room by checking your room door for heat or other signs of fire
- Close all doors behind you when vacating your room, suite or apartment.
- Do not use an elevator. Evacuate immediately via designated stairwells and exits
- Do not reenter the building until permitted to do so by Public Safety or another College official
- Immediately report any knowledge of the cause of an alarm to Public Safety (e.g. smoke due to cooking)
- Always follow directions of Public Safety, Residence Life, Worcester Police and/or Worcester Fire

Students and employees should notify the Department of Public Safety at 508-793-2222 or Worcester
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Clery Act Crime Definitions

- Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.
- Negligent Manslaughter: The killing of another person through

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> reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress is defined as significant mental suffering or anguish that may, but does not necessarily require medication or other professional treatment or counseling.

The definition of the Massachusetts crime of "stalking" is different than the federal definition. The above definition reflects the federal definition reportable under the Clery Act.

"Stalking" under Massachusetts law requires that the suspect engage in a pattern of conduct or series of acts in at least 3 incidents directed at a specific person that would cause a reasonable person to suffer substantial emotional distress and involves a threat with intent to cause imminent fear of death or serious bodily harm.

"Stalking" under the federal definition and as reflected in the statistics below requires that the suspect engage in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. Under this federal definition. "course of conduct" means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. A threat is not required under the federal definition.

Arrests and Referrals for Discipline for Violations of Liquor, Drug and Weapons Laws

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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 conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction, damage or 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 person having custody or control of the property.

See Chart of Crime Statistics **next page**

Collected Statistics

CATEGORY	VENUE	2021	2022	2023
Murder & Non-Negligent Manslaughter	On Campus	0	0	0
	In dormitories or other residential facilities	0	0	0
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Negligent Manslaughter	On Campus	0	0	0
	In dormitories or other residential facilities	0	0	0
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Sexual Assault (Sex Offenses)				
Rape	On Campus*	3	3	0
	In dormitories or other residential facilities	3	3	0
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Fondling	On Campus*	2	5	4
	In dormitories or other residential facilities	2	5	2
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Incest	On Campus*	0	0	0
	In dormitories or other residential facilities	0	0	0
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Statutory Rape	On Campus*	0	0	0
	In dormitories or other residential facilities	0	0	0
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Domestic Violence	On Campus*	0	1	0
	In dormitories or other residential facilities	0	1	0
	In or on a non-campus building or property	0	0	0
	On public property	0	0	0
Dating Violence	On Campus*	3	1	2

CATEGORY	VENUE	2021	2022	2023
Stalking	On Campus*	3	2	4
	In dormitories or other residential facilities	0	0	1