2026

University of Mary Hardin-Baylor

Annual Fire and Security Report

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Prepared & Distributed
Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

https://go.umhb.edu/resources/police/policies-reports#1845

DISCLOSURE OF CAMPUS SECURITY POLICIES AND CAMPUS CRIME STATISTICS

Annual Campus Fire and Security Report (Clery Act Report)

The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* is a federal law originally known as the Campus Security Act. This law, which is enforced by the U.S. Department of Education, requires universities participating in federal financial aid programs to disclose information regarding crimes occurring on, and immediately adjacent to university property (20 USC§1092(f)).

In compliance with federal reporting requirements contained in the *Clery Act*, the University of Mary Hardin-Baylor (UMHB or University) Police Department publishes the University's Annual Security and Fire Safety Report. The University's Clery Report contains statistical information for the previous three years pertaining to reported crimes and fires that occurred:

1. On-campus,
2. In certain off-campus buildings,
3. On property owned or controlled by UMHB, and/or
4. On public property within, or immediately adjacent to and accessible from the campus.

In addition, this report includes information pertaining to university policies which address campus safety and crime prevention, sexual assault, alcohol and other drugs, and access to the campus.

A copy of the University of Mary Hardin-Baylor Annual Campus Fire and Security Report is available for your review. A printed copy of this report can be obtained by contacting the University Police Department at (254) 295-5555 or at https://go.umhb.edu/resources/police/policies-reports

DISCLOSURE OF CRIME and FIRE STATITICS

The University of Mary Hardin-Baylor Police Department collects and reports statistical information pertaining to reported crimes and fires. These statistics are compiled and made available via the University Police Department (UPD's) daily police blotter and annually in the University's Clery Report. This report is prepared using the following resources:

1. Internal university reports.
2. Information provided by Campus Security Authorities (identified below).
3. Information shared by the Belton Police Department.
4. Information shared by other law enforcement resources.

Daily Crime and Fire Log

The purpose of the Daily Crime and Fire Log is to provide timely information pertaining to criminal offenses, non-criminal incidents and fires reported to the University Police Department (UPD). The Daily Crime and Fire Log lists reported offenses and/or incidents that occurred on campus, areas immediately adjacent to campus, as well as off-campus properties that support the University's educational mission.

The University Police Department's daily *Crime and Fire Log* maintains active information for a period of 60 days and is available for review at the UPD located at:

UMHB Police Department
Mabee Student Success Center
905 Moore Avenue, Suite 107
Belton, Texas 76513

Incidents listed in the daily log come from the same sources as those used to compile the Clery Report.

Crimes may be temporarily withheld from the Daily Log under the following circumstances:

1. The disclosure will jeopardize the confidentiality and safety of a victim or the integrity of an ongoing investigation.
2. The disclosure may cause a suspect to flee or evade.
3. The disclosure may result in the destruction of evidence.

The following information is contained in the Daily Log:

1. Date/Time the crime or fire was reported.
2. Date/Time Frame the crime or fire occurred.
3. General location of the crime or fire
4. Nature of the crime or fire
5. Disposition of the case

NOTIFICATION OF ANNUAL REPORT

On an annual basis, the UPD sends an e-mail to all current students, faculty, and staff. Additionally, all prospective students and prospective employees are entitled to request a copy of the University of Mary Hardin-Baylor Annual Campus Security and Fire Report. Printed copies of the report may also be obtained at the University Police Department located in suite 107 of the Mabee Student Success Center, by calling (254) 295-5555, by emailing police@umhb.edu or by writing to:

UMHB Police Department
UMHB Box 8350
900 College
Belton, Texas 76513

Information regarding the location and availability of the Annual Campus Security and Fire Report is also located:

1. In the Health and Safety Section located on the university's "Consumer Information" page, located at https://www.umhb.edu/resources/ir/consumer-information.
2. On page 46 of the Student Handbook https://www.umhb.edu/students/student-handbook#1845.
3. On page 4 of the Guide to Campus Housing https://www.umhb.edu/students/student-handbook#1845.

4. On the Careers at UMHB webpage https://www.umhb.edu/resources/careers/home#1845.
5. In every university course catalog https://www.umhb.edu/resources/registrar/catalog#1845
6. When presenting a tabletop display to students in common areas of the university, the UMHB Police Department provides printed material including Clery notifications and Title IX information.
7. On page 47 of the Student Organizations handbook, and
8. In various academic program student handbooks.

This information is accessible by current students and employees as well as the general public.

The full text of the annual report can be located on the UPD web site at:
https://go.umhb.edu/resources/police/policies-reports#1845

HOW TO REPORT A CRIME, FIRE OR OTHER EMERGENCY

The University of Mary Hardin-Baylor is concerned about all criminal acts, fires, and medical emergencies that occur on or near campus. Members of the UMHB community and our guests are encouraged to report all fires, health emergencies and criminal acts as soon as possible by contacting the UMHB Police Department.

First, call 911 directly when:

- Summoning an ambulance for a medical emergency
- Reporting a fire
- Reporting a crime in progress

In addition to dispatching medical and fire personnel, 911 dispatchers should also notify the UPD police department. **Tell the 911 dispatcher your specific campus location (especially if you are calling from a cell phone).**

Second, as time and circumstances allow:

- Call the UPD at (254) 295-5555 immediately after you disconnect from 911.
- Send a reliable person outside to watch for emergency vehicles and direct them to the scene.

Third, as time and circumstances allow:

- For MEDICAL EMERGENCIES: provide basic first responder care as needed (within the scope of your training) until emergency personnel arrive.
- For FIRE: activate nearby fire alarms, evacuate the area, and assist others.
- For CRIMES IN PROGRESS: evacuate or shelter in place, as appropriate to the situation.

For non-emergency situations on campus

Call UMHB Police directly at (254) 295-5555.

In addition, reports of suspected criminal activity may be made to an individual identified below as a Campus Security Authority.

Emergency Contact Numbers

Fire, Medical, Police Emergency:	911
UMHB Police Department (from a campus telephone):	5555
UMHB Police Department (from off-campus or cell phone):	254-295-5555

If you call to report an emergency, please provide the following information:

1. Your name
2. The location of the emergency
3. The type of emergency
4. A description of the scene, persons, and vehicles (including license plate numbers) involved.

Please remember to speak clearly and slowly. If you can safely do so, follow the instructions provided by the 911 operator and do not disconnect until told to do so.

Medical Emergencies

When injuries or situations requiring emergency medical treatment or an ambulance service occur, individuals should call 911 directly. Be prepared to give the call-taker your location, the nature of the injury, and the need for additional medical assistance. As time and circumstances allow call UMHB Police at ext. 5555 immediately after you disconnect from 911. Send a reliable person outside to watch for the emergency vehicles and direct them to the scene. If circumstances allow provide basic first responder care as needed (within the scope of your training) until emergency personnel arrive.

Fire

In the event of a fire on campus, individuals should call 911 directly. Be prepared to give the call-taker the location of the fire, the type of fire, the extent of the fire, and if anyone is trapped by the fire. As time and circumstances allow, individuals should call UMHB Police at ext. 5555 immediately after disconnecting from 911.

Individuals should activate nearby fire alarms and assist others as they evacuate the building.

Emergency or Crime in Progress

The University of Mary Hardin-Baylor Police Department is part of the Bell County 911 system. Students and employees calling from a campus phone can dial 911 to report an emergency or crime in progress.

The 911 emergency telephone number should only be used to report an emergency. It is unlawful to call 911 in non-emergency situations. Callers to 911 should realize that when reporting an emergency, their telephone numbers may be automatically displayed on a viewing screen located at the answering point. This process provides the call taker with the ability to re-establish communications should the call be disrupted.

The University of Mary Hardin-Baylor Police Department will respond to all reported criminal activity and/or emergencies occurring on campus or on public property adjacent to the campus.

Reporting Non-Emergency Crimes or Fires

To ensure accurate information is included in the university's annual report, students, university employees and university guest are encouraged to report all crimes and fires occurring on or near the campus or in any building

owned or leased by the university. These reports will help the university know how to make the campus a safer place. Reports of crimes or fires can be made to the UMHB Police Department in person in suite 107 of the Mabee Student Success Center, by contacting a police officer on patrol, or by telephone. Reports may also be made to the Belton Police Department or Fire Department.

Non-Emergency Telephone Numbers

UMHB Police Department:	(254) 295-4587
Belton Police Department:	(254) 933-5840
Belton Fire Department:	(254) 933-5881

Individuals are encouraged to promptly report all crimes, including off campus incidents.

Criminal activity should be reported to the UMHB Police Department, or other appropriate law enforcement agency. The UMHB Police Department can assist individuals who wish to report off campus incidents to the appropriate law enforcement agency (or the Title IX Coordinator if applicable to the incident).

Victims of a crime are encouraged to report their victimization. They may however decide if and when to report the crime. Individuals are encouraged to report crimes when the victim is unable to make a report for themselves.

Reporting Crimes to Other Campus Security Authorities

Another option for reporting crimes is to make a report to a person who the university has identified as a "Campus Security Authority." These individuals include:

University Police Department	254-295-5555
Dean of Students	254-295-4590
Dean of Student Services, Title IX Coordinator and Non-Discrimination Compliance Officer	254-295-4870
Vice President for Student Affairs and Deputy Title IX Coordinator	254-295-4496
Associate Director, Athletics & Compliance Officer	254-295-5046
Associate Vice President for Human Resources	254-295-4527

Confidential Reporting Procedures

UMHB understands that many victims have a strong desire for their report to be treated confidentially. If a student requests that his or her name not be disclosed to the accused person or that the University not investigate or take disciplinary action against the accused person, the University will carefully consider the request and honor it if possible. However, in such a case the University's response may be limited by law or the inability to conduct an investigation.

If the University determines that it can keep a report confidential, all reasonable steps will still be taken to respond to the complaint consistent with the request for confidentiality. The University will provide the complainant supportive measures as described below, which may include changes to a housing situation, class schedule, etc.

Any request for confidentiality can be withdrawn at any time, and the University will proceed with any appropriate course of action.

Honoring a request not to reveal a complainant's name to an accused person, not to conduct an investigation, or not to punish the accused person will limit the University's ability to respond fully to the complaint and take any appropriate disciplinary action.

There are situations in which the University must override a request for confidentiality in order to meet its obligations under federal law to provide an educational environment, which is safe and free from sexual harassment. If the accused person has been accused before of committing similar acts or if the circumstances indicate that the accused person is likely to harm others, the Title IX Coordinator may be required to file a Formal Complaint and University may be required to investigate the report and take appropriate action to make the campus safe.

Except as may be permitted by law or as necessary to carry out the grievance procedure, the University must keep confidential the identity of:

- any individual who has made a report or complaint of sex discrimination;
- any individual who has made a report or filed a Formal Complaint of Sexual Harassment;
- any Complainant;
- any individual who has been reported to be the perpetrator of sex discrimination;
- any Respondent; and
- any witness.

A person who wants to be assured that a report will be kept confidential can:

1. Make an anonymous electronic report to the University of an allegation of sexual harassment, sexual assault, dating violence, domestic violence, or stalking committed against or witnessed by the student or employee, regardless of the location at which the alleged offense occurred. The report can be made using the **REPORT IT!** link found in this policy and at the bottom right corner of the University's Internet home page.
2. Make an anonymous complaint or report to an outside pastor, therapist, doctor, or attorney who is legally obligated to maintain patient or client confidentiality. Students who choose this option are requested to ask the professional to make a confidential report to the University without including facts that would reveal the student's identity.
3. Students can elect to make a report to a University-designated Confidential Resource. The University has designated limited categories of employees as Confidential Resources with whom students may speak confidentially about sexual harassment or sexual violence. These Confidential Resources are:
    - UMHB Student Counseling Center Licensed Counselors when acting in their professional role in the provision of counseling.
    - UMHB Student Health Center Registered Nurses when acting in their professional role in the provision of healthcare services to a student.

Unless given permission to disclose more information by the complainant, these Confidential Resources will only disclose the type of incident, date, and location if known, and not reasonably calculated to disclose personally identifiable information about the individual but will not disclose the individual's name or other identifying details to the Title IX Coordinator.

When employees designated as Confidential Resources receive information outside of the scope of their professional roles, the employees are required to share all information with the Title IX Coordinator.

While the University will probably not be able to take any disciplinary action against a person who is accused through an anonymous or confidential report, reporting may allow University officials to have a better picture of crime on the campus and warn the campus community about methods or patterns of crimes or other incidents.

A victim of any type of crime who does not want to pursue action within the University disciplinary system or the criminal justice system is nevertheless encouraged to make an anonymous report or a confidential report to a Confidential Resource. Upon the victim's request, a report of the details of the incident can be filed with the University without revealing the victim's identity. Such an anonymous or confidential report helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

Anonymous Witness Reporting Procedures

The university has procedures for victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual security report. Individuals may provide the university with information pertaining to crimes occurring on or near campus by completing the appropriate report form located online at https:/www.umhb.edu/report-it

Off-Campus Organizations and Activities

The Belton Police Department provides primary law enforcement services for all incidents occurring off-campus and within the Belton city limits. Although Belton PD is the primary responding agency for off-campus incidents, the UMHB Police Department may assist in off-campus matters involving students.

The University does not have officially recognized organizations with off-campus locations.

TIMELY WARNINGS, EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The University Police Department will notify the UMHB community upon confirmation of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of students or employees. There are two categories of notifications: timely warnings and emergency notifications.

Timely Warning

A timely warning will be provided when a crime reportable in the annual security report has occurred and creates a serious or continuing threat to the safety or property of students and employees. When a determination has been made that a timely warning should be issued, the Police Department will take reasonable steps to ensure the prompt notification of the UMHB community. Although most notifications will be sent by email to a student or employee's UMHB email address, the UMHB Police Department may choose to provide notification through one or any combination of the following modes which includes the University's Emergency Notification System (Cru Alert), email, voicemail, website, student newspaper or other publications, and news releases to local media. Such warning(s) may include the type of emergency; the date, time, and location of any crime; information about any suspect; and other information.

The decision to issue a timely warning is made by the Chief of the UMHB Police Department or his designee on a case-by-case basis. Timely warnings are designed to alert the campus community and provide information to

prevent future occurrences. The decision to issue a timely warning notification is based upon the nature of the crime, whether the crime presents a serious or continuing threat to the campus community, and the possible risk of compromising law enforcement efforts.

The university communicates with local police requesting their cooperation in informing the institution about crimes reported to them that may warrant timely notifications.

Anyone who has information of an incident which may warrant the issuance of a timely warning should report the circumstances to the University of Mary Hardin-Baylor Police Department, by phone 254-295-5555 (5555 if using a university telephone) or in person at the University Police Department located in suite 107 of the Mabee Student Success Center.

During the 2025 reporting period, the University Police Department sent the following notifications:

Criminal Activity	0
Weather	5
Traffic	0

Emergency Notifications, Response and Evacuation Procedures

When a situation arises either on or off campus that, in the judgment of the Chief of the UHMB Police Department or his designee, constitutes an ongoing or continuing threat to the campus, a campus-wide emergency warning may be issued. The warning may call for a particular emergency response or, in appropriate circumstances, evacuation.

This type of notice is designed to provide the campus community with information relating to a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees. The threat could be natural (such as weather) or man-made. **The University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the Police Department or other area law enforcement, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.** Depending on the nature of the emergency or dangerous situation, the University may elect to notify only that segment of the campus community likely to be affected.

The Cru Alert system provides the university with a platform for alerting students and employees. Information and instructions may be sent using one or more of the following methods:

1. Text message to students' and employees' cell phone # (if on file)
2. Audio message to students' and employees' cell phone or other telephone (if on file)
3. Email notification to all student and employee UMHB email accounts (automatic)
4. Outdoor mass notification system
5. Designated websites (www.umhb.edu)
6. Radio and TV alerts through local news media
7. Other communications platforms (e.g., X, Instagram, Facebook, etc.)
8. The University's website and the UMHB Police Department's website are immediately accessible via computer by all employees, students, and guests.

When appropriate, notification regarding emergencies may be provided to persons outside the campus community (parents, neighboring communities, etc.).

Notifications Procedures

Notifications will provide a brief description of the timely warning or emergency response notice. When additional information is available, it may be provided using one or more of the methods listed above. The information sent may caution people to avoid certain areas of the campus, advise if classes are cancelled due to an emergency, or provide vital information on what actions are necessary.

The UMHB Police Department is responsible for confirming facts which would indicate that timely warnings and emergency notifications ("Cru Alerts") are appropriate. This confirmation involves collecting information from campus sources, local law enforcement, civil defense authorities, and other governmental or non-governmental authorities as appropriate under the circumstances.

The UMHB Police Department has the primary responsibility for issuing a "Cru Alert," determining the content of the "Cru Alert," and determining which notification methods will be utilized.

The university conducts test of the Cru Alert system to ensure operational readiness and effectiveness.

In addition, emergency response and evacuation procedures are tested twice each semester in residence halls.

Directions to Receive Text and Phone Messages

Voice and text messages are sent to the contact number currently on file with the university. It is, however, the responsibility of each member of the UMHB community to ensure all contact information on file with the university is current and accurate.

Updating Contact Information for Notifications

Students: It is the responsibility of each student to maintain updated and accurate contact information with the UMHB Registrar's Office. Students may also update contact information in myCampus by clicking on the myAccounts tab. Students may enter multiple points of telephone contact which may include parents or guardians.

Employees: All employees may update their contact information through the university's HRIS system at any time. The updated information is then entered by Human Resources into the 'Cru Alert System'.

Shelter in Place Procedures

"Shelter-in-Place" is a request to seek immediate indoor shelter following the announcement of an emergency condition. Sheltering-in-Place means to make a shelter of the building that you are in. Sheltering can be related to a variety of situations: severe weather emergencies, hazardous conditions, chemical release, or criminal activity. The basic concept behind Sheltering-In-Place (SIP) is to put barriers between yourself and the danger, while maintaining awareness, communications, and safety.

If the situation warrants and it is safe to do so, evacuation of a hazardous environment is preferred. Sheltering-in-Place should only be used when it is not safe to evacuate your current location. In some instances, it is safer to shelter in place than to evacuate a building, for example if smoke or fire is immediately outside your room; a violent person is in the building, live electrical wires bar access to the exit; individuals with mobility disabilities are on upper or lower floors.

When to "Shelter-in-Place"

A shelter-in-place notification may come from several sources, including the Police Department, Residence Life, other University employees, or other authorities utilizing various communications tools. In most situations, the activation of the university's outdoor siren system will be your first indication.

How to "Shelter-in-Place"

No matter where the situation occurs, the basic method of sheltering-in-place will remain the same. However, some situations may necessitate taking different precautions when sheltering-in-place. Should the need arise, follow these basic steps, unless instructed otherwise:

- If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of an emergency.
- If you are outdoors, take shelter in the nearest building or follow instructions from emergency personnel.

Locate an adequate room to shelter in. It should be:

1. Rooms with no windows or exterior door.
2. Rooms that have little or no ventilation.
3. The room(s) should have adequate space for everyone to be able to sit in. Avoid overcrowding by selecting several rooms if necessary.
4. For HazMat incidents choose rooms above the ground floor.
5. For severe weather, choose rooms on the ground or basement levels.
6. Shut and lock all windows (tighter seal) and close exterior doors.
7. During a HazMat incident, turn off air conditioners, heaters, and fans. In addition, you should also close and block all air vents.
8. Unless sheltering from an active shooter where silence is important, turn on a radio or TV and listen for further instructions.

Please consider the following recommendations when responding to a sheltering-in-place notification:

1. Stop instruction or work and move to a safe location.
2. If there are others in the building, provide for their safety by asking them to stay – not leave.
3. Unless there is an imminent threat, call your emergency contact to let them know where you are and that you are safe.
4. If you are told there is a danger of explosion, close the window shades, blinds, or curtains.
5. Close and when necessary, lock doors leading into the room/floor. Closing and locking doors helps to provide additional safety while Sheltering in Place.
6. Understand that it may become necessary for university personnel to shut down the air handling system to prevent fumes or smoke from entering the building.
7. Remain indoors for your safety and the safety of others.
8. Stay in place until the danger has passed, or conditions warrant an immediate evacuation. The University will use the CruAlert System to make an "all clear" announcement.

Shelter-in-place -- Hazardous Materials

If an interior hazardous material release occurs, evacuate the building and area.

If an exterior hazardous material release occurs (including chemical, biological, or radiological) a Shelter-In-Place order may be initiated. The following are additional recommendations for sheltering in place during an exterior hazardous material release:

1. Move indoors and remain there.
2. Once indoors, remain in an office, classroom, residence hall room, or other indoor space. The best rooms to enter are interior rooms with no windows.
3. Encourage everyone to move into rooms and not congregate in large public areas.
4. Close and lock windows, doors, and seal the room as much as possible.
5. Shut off heating, ventilation, air conditioning (HVAC) units if possible.
6. Pull down blinds, turn off lights and any other electronic equipment.
7. Monitor local media sources and the UMHB website (www.umhb.edu).
8. As warranted the university will send additional messages through the CruAlert System.
9. When possible, help others, especially those who are physically disabled.
10. Remain as calm as possible and know that the emergency situation is the central focus of emergency response personnel.
11. If in a vehicle driving on campus, leave campus immediately – obeying traffic and speed regulations.
12. Remain Sheltered-In-Place until informed by university officials that it is safe to leave, or conditions warrant an immediate evacuation.

Shelter-in-Place -- Violent Person/Hostile Intruder

If one or more persons pose a serious threat to the campus, a Shelter-In-Place (SIP) notification may be issued. This would usually involve some form of violence which necessitates immediate action. The following recommendations provide guidance when seeking shelter in this type of situation.

1. Move indoors to a safe location.
2. Get into a room, office, residence hall room, meeting room, etc. and lock all doors and windows.
3. Blockade doors with large/heavy furniture, or other heavy objects.
4. Pull down blinds, block windows in the door in an effort to obstruct vision from the hallway, turn off lights.
5. If unable to get indoors, lie flat, get behind an obstruction, put distance between yourself and the danger and await police.
6. Remain quiet, silence cell phones, and any other noise producing objects.
7. Stay low to the ground, on floor, near solid interior walls, staying away from windows and doors.
8. Take cover under furniture, or other large objects placing as many items as possible between you and the threat.
9. Do not peek out windows, or doors, to see what may be occurring.
10. Do not evacuate if a fire alarm is activated unless you are positive a fire is occurring.
11. If possible, and safe to do so, report the location of the violent person by dialing 911.
12. Do not remain on your cell phone unless a life and death emergency is occurring in your immediate vicinity.
13. Help others, especially the physically disabled, move to shelter.
14. If you are in a vehicle during a Shelter-In-Place (SIP) for a violent person, leave campus immediately. Obey traffic and speed regulations.
15. Remain in your Shelter-In-Place (SIP) location until informed by police or circumstances warrant an immediate evacuation.
16. When Police arrive, do not run at them, or make sudden movements. Do not hold anything in your hand that could be mistaken for a weapon.
17. Obey ALL commands given by police officers.

For additional information pertaining to active shooters, please view the Run, Hide, Fight video produced by the City of Houston and review the additional information at: https://www.umhb.edu/resources/police/active-shooter-training#1845

Shelter-in-place -- Weather Emergency

Severe weather may require a Shelter-In-Place (SIP) notification. The most likely scenario would be a tornado warning or sighting of a tornado close to campus. The following are additional recommendations in the event of a Shelter-in-Place warning because of a tornado:

1. If outside seek shelter in the closest building.
2. If possible, Do Not seek shelter in any large, free span room such as a gym or auditorium.
3. Move to the lowest floor in the building; the basement is the best option if available.
4. The best room choice is an interior room with no windows, or a small windowless first floor interior room like a closet or restroom.
5. If windows are in the room, close and lock windows, and doors, pull down blinds.
6. Center yourself under large furniture, or other objects, and protect yourself from flying glass or debris.
7. Remain as close to the floor as possible, stay out of corners and away from outside walls.
8. Keep listening to the radio or the television until you are told the danger has passed.
9. Remain in your Shelter-In-Place (SIP) location until informed by university officials that it is safe to leave, or conditions warrant an immediate evacuation.
10. After notifying your emergency contact, remain off the cell phone, especially after a tornado strike.
11. If anyone is seriously injured, dial 911 and request assistance. Report minor injuries to university personnel.

Evacuation Procedures

An evacuation is the movement of individuals from a dangerous, or potentially dangerous environment, to a safe place. Examples are the evacuation of a building due to a bomb threat or fire. In an extreme situation (e.g., a HazMat accident), large portions of, and perhaps the entire campus may be required to evacuate.

How Will I Know to Evacuate?

An evacuation notification may come from several sources, including the fire alarm system, UMHB Police Department, University staff, or other authorities utilizing the university's emergency communications system.

How to Evacuate

You should evacuate a facility upon hearing an alarm or other official announcement. As you leave, close but do not lock doors, turn off lights and computers. Use designated corridors and fire exit stairs that lead to the ground level. Leave the building in an orderly manner. You should not use elevators. Assemble at the Evacuation Assembly Point(s). It is important that you follow the instructions of emergency personnel. If you are aware of any individuals who remain in the building during an evacuation, please provide that information to university personnel. Do not re-enter the building until an "All Clear" announcement is given by emergency personnel.

Evacuation Assembly Points

Evacuation Assembly Points are the location(s) to which all building occupants should report following a building evacuation. Most Evacuation Assembly Points are pre-identified locations, although specific incidents may

require the assembly point to be moved. Emergency Assembly Points consist of Exterior Assembly Points (fair weather evacuations); Protected Assembly Points (foul weather evacuations); and Interior Shelter locations when sheltering due to a storm event (i.e., tornado).

General information about the emergency response and evacuation procedures for UMHB are publicized each year as part of the university's Clery Act compliance efforts. This information is also available at the UMHB Police Department's virtual headquarters located at:

https://go.umhb.edu/resources/police/policies-reports#1845

CAMPUS FACILITIES

The University of Mary Hardin-Baylor campus is private property, and the University reserves the right to restrict access to the campus. During scheduled business hours, the University (excluding certain housing facilities) is open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all University facilities is by key, if issued, or by admittance via the UMHB Police Department or Residence Life staff.

Locking Procedures for Residence Halls

In residence halls, and Farris Hall, all exterior doors are locked 24 hours a day.

All apartment doors are equipped with a card access device.

Living areas with card access on front, side, and back doors also use a camera system to view these doorways. Residents who bring in a guest after hours (12:00 a.m.) are required to remove any head covering and their guest(s) are required to do the same.

Card Access

In living areas with card-access locks, residents do not receive keys, as their CRU Cards will serve as their key and are subject to the key policy. There is a charge for a lost CRU Card. Students can purchase a replacement CRU Card from the CruCard Office, which is located on the first floor of the Mabee Student Success Center.

A resident may allow residents, or guests (same- sex only in residence halls) to enter the building with them until 12 a.m. After 12 a.m. everyone entering the building in which they reside must use their own access card for entry. Residents are required to remove any head covering and their guest(s) are required to do the same.

If a student's CRU card is not working or the resident does not have their card with them, the resident can use their "Mobile ID" or contact the UMHB Police Department to open the door. Prior to midnight residents should contact a Residence Life staff member for assistance.

Records created through the use of access cards, cameras, and other security devices may be retained by the university and used for security purposes, investigations and other legitimate educational interests.

Keys

In living areas with key-locking doors, the Residence Life Staff will issue each resident a key to their assigned room or apartment. Residents are responsible for their own keys as well as any issued mail keys. Under no

circumstances are keys to be duplicated or loaned to other individuals. Failure to return originally issued keys at check-out will result in a charge for the amount it costs to re-core the door and provide new keys (to ensure each resident's safety). Students are charged $75 for housing keys lost and/or not returned at the time of check out.

Scheduling

During extended breaks, doors will remain secured and only individuals with prior approval will be granted access.

Emergencies may necessitate changes or alterations to any posted schedules. Some facilities may have individual hours, which may vary at different times of the year. In these cases, the facilities will be secured according to schedules developed by the department responsible for that facility.

Maintenance

Both the University Police Department and Physical Plant regularly check to make sure pathways are well lit and egress lighting is working in hallways and stairwells.

Residential Inspections

Members of the Residence Life staff or other UMHB employees, agents, and contractors authorized by the University will, at times, be required to enter a resident's room, apartment, or campus house, without prior notice for custodial or maintenance work, to handle emergencies, to check for health or fire hazards, to inspect for drugs, alcohol, or other contraband, or to otherwise ensure compliance with university rules and regulations. If it is necessary to enter a room, the staff member will knock first, but if there is no answer or the student does not open the door, entry with a key may be required. Residents should respond by opening the door when a staff member identifies him/herself.

The university reserves the right to remove, store and/or dispose of any prohibited item(s) found in a student's housing, belongings, or assigned storage. In most cases, the student will be required to remove the item. If contraband, such as weapons, alcohol, drugs, drug paraphernalia, or any item that could potentially present a danger to residents is found, university staff can remove or dispose of the item immediately.

https://go.umhb.edu/restart/student-housing#1845: Students are responsible for reviewing these notices.

Safety concerns should be reported to the UMHB Police Department, Residence Hall Director or the UMHB Physical Plant.

University personnel inspect each building on an annual basis. In addition, cursory inspections of most facilities are conducted on a weekly basis by Residence Life Staff and the UMHB Police Department.

Deficiencies noted are reported to the UMHB Physical Plant in the form of a work order.

UNIVERSITY LAW ENFORCEMENT

The University of Mary Hardin-Baylor Police Department operates under the authority given to private universities in section 51.212 of the Texas Education Code and section 2.12 of the Texas Code of Criminal Procedures. All UMHB officers are licensed and certified as Texas Peace Officers by the Texas Commission on

Law Enforcement and are vested with all rights, powers and privileges associated with the position of Peace Officer in the State of Texas. All officers have arrest authority.

Jurisdiction

The UMHB Police Department employs full-time and part-time police officers. The UMHB Police Department is a diverse and progressive organization which desires to exceed the expectations of those we serve. Some of the services provided include assistance to stranded motorists; development of crime prevention programs; investigation of reported crimes, disturbances, traffic accidents, and driving violations; service as safety escorts for students and staff on campus; and patrol and inspection of campus grounds and buildings as a deterrent to criminal activity and to detect potential safety or security concerns.

The UMHB Police Department is located in suite 107 of the Mabee Student Success Center. The Department is staffed 24 hours per day, 365 days a year, with administrative offices open Monday - Friday, 8:00 a.m. to 5:00 p.m. except on campus holidays and weekends. The UMHB Police emergency number is answered 24 hours a day, 7 days a week including holidays. If you are in need of assistance, call 254-295-5555, or call ext. 5555 from any campus telephone.

The primary mission of the UMHB Police Department is to protect the safety of students and university employees and property owned or controlled by students, employees, or the University. The UMHB Police Department is the primary reporting and investigating law enforcement agency for many crimes occurring on the UMHB campus.

The UMHB Police Department has a close working relationship with state and local law enforcement agencies, particularly the City of Belton Police Department. The Belton Police Department is the primary reporting and investigating law enforcement agency for all crimes occurring outside the boundaries of the campus and certain crimes which occur on campus. The UMHB Police Department cooperates with the Belton Police Department with respect to campus crimes and in the coordinated response to emergencies anywhere within Bell County.

The UMHB Police Department and the Belton Police Department typically cooperate under the terms of a written Memorandum of Understanding which addresses issues such as jurisdiction, cooperation, communications, and sharing of information. Frequent meetings or telephone conversations between the UMHB chief of police (or his designee) and the Belton Police allow for exchanges of routine information on a timely basis.

The University recognizes that laws and rules are necessary for society to function and supports the enforcement of law by governmental agencies and the enforcement of rules by officials of the University. All persons on property owned or under the control of the University are subject to these laws and rules at all times. While the University is private property, federal, state and local law enforcement officers may enter the campus to conduct business as appropriate.

Community Oriented Policing and Crime Prevention are the basic philosophies which guide the University of Mary Hardin-Baylor Police Department. The department's law enforcement strategies are built on these fundamental policing practices which emphasize risk reduction and the implementation of lasting solutions to problems. This approach to campus policing requires new resolve from citizens and new ways of thinking from police officers.

The goal of community policing is to reduce crime and fear while at the same time maintaining a sense of order. Likewise, campus crime prevention efforts are designed to identify potential crime/safety risks and implement action to remove or reduce these risks. This style of policing has built a bond between members of the UMHB

community and the university. UMHB Police officers interact with members of the UMHB community on a daily basis and encourage them to be a part of this vital effort. Our goal is to develop a strong partnership with the community and encourage citizen involvement. The effectiveness of the UMHB police department is directly linked to the support it receives from members of the UMHB community.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

The UMHB Police Department conducts multiple crime prevention presentations throughout the year at various seminars and events. During these presentations, officers provide information designed to remove or reduce the opportunity for crime to occur. Unless specified otherwise, all events are open to students, staff, and university guests.

Information and Education

UPD provides students with information on UPD services through the Student Handbook, the UMHB website and other publications. A violence-free workplace policy is distributed to employees. Throughout the year, the UMHB police and other administrative personnel take the opportunity to speak on personal safety, crime prevention and crime reporting. To obtain further information on any of the following programs or in response to any other questions, students are encouraged to contact UMHB Police Department at (254) 295-4587 or the Dean of Students at (254) 295-4590.

Security Surveys

Weekly lighting surveys are conducted in an effort to ensure all exterior lighting is operational. In addition, UPD officers inspect university facilities each day in an effort to identify and address observable security/safety hazards.

Surveillance cameras are located in many areas of the campus. UMHB Police Department is responsible for overseeing the installation and maintenance of these systems. The university authorizes certain employees to monitor surveillance video.

Operation Identification

"Operation Identification" is a nationally recognized personal property identification program. This program seeks to deter theft and/or aid in the recovery of stolen property. In this program owners identify their personal property by engraving their driver's license number or other unique number onto their property. Next the owner creates an inventory which includes a description of the property and corresponding serial number. For unusual or high value items such as jewelry, valuable artwork, special equipment, etc., it is advisable to take video or pictures. You can borrow an engraver from the UMHB Police Department.

Personal property should be inscribed with the owner's driver's license number and state identifier (i.e., TX12345678). University property should also be marked with a "UMHB" inventory tag.

Bike and property registration services are available throughout the year.

"Never Walk Alone" Safety Escort

The UMHB Police Department provides safety escorts for any member of the university community from the hours of dusk to dawn. Safety escorts during daylight hours may be provided when documented safety concerns exist. This service is limited to locations on campus.

Specialized Programs

The UMHB Police Department has numerous special safety and crime reduction programs for specific department/offices and/or student groups. These programs include:

1. Active shooter response.
2. Theft/burglary prevention.
3. Responding to bomb threats
4. Dealing with violence on campus.

Specialized programs are conducted throughout the year, upon request. Additionally, new employees are required to complete an on-line Active Shooter Response training module.

Asset Protection Program

Security awareness programs are developed to help administrators and facility managers identify potential theft hazards and implement procedures designed to increase the security for department property and facilities. Each of these programs usually lasts approximately 30 to 45 minutes.

For more information about campus security and ways that you can take responsibility for the security of yourself and those around you, visit the CRIME PREVENTION section of the police department's website: http://police.umhb.edu/crime-prevention

UNIVERSITY POLICIES

Weapons On Campus

UMHB prohibits the possession of:

1. any dangerous weapon as defined by Chapter 46 of the Texas Penal Code (either openly or in a concealed manner), or
2. facsimiles of dangerous weapons, such as "hoax bombs", water guns, or toy guns and knives, on campus and at all University-sponsored events and trips.
3. BB and pellet guns.
4. Prohibited weapons include (but are not limited to) Clubs, Explosive Weapons, Handguns, Firearms, "location-restricted" Knives with a blade over 5 1/2 inches, Chemical dispensing devices (other than a small chemical dispenser such as pepper spray sold commercially for personal protection), and Conducted Energy Device - CED or "tasers" (other than a small CED which is sold commercially for personal protection and does not resemble a firearm).

Any personal protective device allowed on campus should not be displayed except when the need for self-defense can be reasonably anticipated.

If allowable personal protection devices or any object allowed on campus is displayed or otherwise misused by a person in a manner or circumstance that would reasonably be perceived as a threat, that conduct will be considered a violation of the university's rules of conduct and also may constitute a crime under state or federal law.

As a private religious university, UMHB policy, as allowed by state law, prohibits the possession of firearms, explosives, weapons, or any item that may be construed as such, in any building or property under university control. **This prohibition applies regardless of whether a state license to carry a firearm has been issued to the possessor.** There are some limited exceptions to this policy including but not limited to certified and licensed law enforcement personnel who are authorized to carry a firearm. Anyone found violating the university's weapons policy shall be subject to the disciplinary policies and procedures applicable to students, as well as criminal prosecution.

University policy does not prohibit the storage or transportation of a firearm or ammunition in a locked, privately owned or leased motor vehicle by a person who is authorized to possess the firearm.

Policy Regarding Alcohol and Drug Use

The university is committed to the spiritual, mental, social, and emotional development of students and believes that growth in these areas is greatly impaired by mind-altering substances. Education and learning are especially impaired by alcohol abuse and other drug use. It is the goal of the university to provide an alcohol and drug-free environment in which to live, work, and learn, to discourage the use of alcohol and drugs and to promote sobriety. The UMHB community cares deeply about the health and safety of our students. Furthermore, UMHB recognizes the heightened dangers associated with alcohol and drug use. The consequences of life choices and decisions that students make extend far beyond the college experience.

Therefore, the possession, use, sale, purchase, manufacturing, or distribution of alcohol, illegal or controlled substances, mind or perception altering drugs, or the misuse of chemicals such as glues or solvents, is strictly prohibited on campus and at all University sponsored events and trips. Intoxication or impairment, on or off campus is a violation of the Student Standards of Conduct. Any student who engages in conduct that violates the UMHB Student Standards of Conduct or federal, state, or local laws is subject to discipline whether or not civil or criminal penalties are also imposed for such conduct.

If a student violates this policy, at a minimum, the university will impose a disciplinary penalty of disciplinary probation for a specified period of time. Other penalties that may be imposed include suspension from school, suspension of rights and privileges, payment for damage to or misappropriation of property, expulsion, or such other penalty deemed appropriate under the circumstances. The university reserves the right to require students to submit to an alcohol or drug test for reasonable cause and/or periodically after a violation of this policy has occurred.

If a student violates this policy, the Dean of Students may also notify other university officials, such as the student's work supervisor (if the student is also employed at UMHB), a Dean or Program Director of an academic clinical program in which the student is enrolled (i.e. nursing, PT, OT, PA), and Athletics or other co-curricular programs in which the student participates. The student may be subject to additional sanctions from these university officials, including suspension or dismissal from that employment, academic program and/or cocurricular activity.

The university may allow students under some circumstances to voluntarily submit an alcohol or drug test result from a drug testing facility approved by the university, in conjunction with a code of conduct review process. The Dean of Students will serve as the point of contact for this type of alcohol and drug testing, unless the testing is in conjunction with specific program requirements, as described in the next paragraph.

In addition to the University's Drug and Alcohol Policy, certain programs within the university have a drug and alcohol policy (which may include requirements for drug testing) applicable specifically to participants in that program. Information will be published and made available directly to program participants.

The only exception to this policy is the lawful use of prescription medications by the person for whom the medication was intended, or the reasonable use of over-the-counter medications for their intended purpose.

Exceptions to Disciplinary Action

In order to encourage students to seek medical attention if necessary for themselves or other students and to promote students' safety, the university will not impose disciplinary sanctions for violation of the alcohol policy against a student who:

- requested emergency medical assistance in response to the possible alcohol overdose of the student or another person;
- was the first person to make the request for medical assistance; and
- requested emergency medical assistance for the possible alcohol overdose of another person, remained on the scene until the medical assistance arrived; and cooperated with medical assistance and law enforcement personnel.
- makes a good faith report to the University as a complainant or as a witness to an incident of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking. (see Title IX section for more on this topic).

Misconduct Defined

UMHB maintains a learning community of Christian discipline, promoting a way of life that reflects and honors the teachings of Jesus Christ. Therefore, community life at UMHB is a disciplined life. Community standards reflect biblical principles, and traditional Christian teaching and encourage students, staff, and faculty to live their lives accordingly.

Our desire is that all people reach their greatest potential in Jesus Christ. The intent of all discipline is to enhance growth, maturity, responsibility for one's own behavior and accountability for one's own actions.

Students are called to a high standard of behavior in order to establish and maintain an environment conducive to learning and personal growth. Within the context of UMHB's mission and Christian standards, students are expected to develop and maintain high personal and behavioral values. These expectations include, but are not limited to, the following:

- Respect for the personal worth, dignity and rights of others.
- Respect for the right and necessity of UMHB to develop and maintain a Christian atmosphere conducive to academic study and personal growth.
- Respect for UMHB's longstanding tradition of honesty, moral and ethical integrity.
- Respect for the diverse backgrounds, personalities, convictions and spiritual traditions of students, staff, and faculty who comprise the UMHB learning community.
- Respect for local, state, and federal laws and ordinances.
- Respect for the discipline, policy, procedures, and authority established by UMHB for the management of university activities, the well-being of the members of the university community, and the integrity of the university.

- Willingness to offer service, support, guidance, and friendship to others.
- Regard for the nature of a moral community by embracing the need to hold accountable members of the UMHB learning community whose conduct falls outside the boundaries of Christian behavior, university policy, and state and federal laws, rule, or regulation punishable as a crime within three (3) calendar days of charges being filed.

Sanctions For Misconduct

The university will normally use a progressive system of discipline for students but reserves the right to consider the totality of a situation (including mitigating or aggravating factors, previous incidents, current academic performance, etc.) and may impose one or more sanctions for any instance of misconduct. The university may use the following sanctions or another sanction which the university deems appropriate under the circumstances:

- Censure: Oral or written warning to the student that he or she is engaging in conduct which violates university rules, regulations, or policies.
- Reprimand: Written warning that continuation or repetition of misconduct may result in a more severe sanction.
- Fines: a monetary fine may be assessed as part of a disciplinary process.
- Probation: Written notice explaining the serious nature of misconduct and outlining the terms of probation. The terms of probation may prohibit a student from participating in co-curricular activities.
- Restitution: Requirement to reimburse or otherwise compensate another for damage or loss of property resulting from a student's misconduct. Common assessment or group billing may be made to students in a residence hall for damages occurring in common areas shared by groups of residents.
- Eviction: Probation or removal from residence halls or other campus facilities as designated in the written notification. The housing deposit will not be refunded to a student who is evicted from the residence halls.
- Suspension: Termination of student status at the university for a specified period of time. A student who has been suspended will be given a reasonable time in which to leave the campus and remove his or her property.
- Expulsion: Termination of student status at the university permanently or for an indefinite period of time. A student who has been expelled will be given a reasonable time in which to leave the campus and remove his or her property.

Interventions and services such as mentorship, educational resources, and recommendations or requirements to engage in a course of counseling with a counselor recommended by the university or selected by the student with the university's consent may be used in addition to sanctions in order to assist the student.

If a student is found responsible for misconduct, the Dean of Students may also notify other appropriate university officials, such as the student’s work supervisor (if the student is also employed at UMHB), academic officials, and Athletics or other co-curricular programs in which the student participates. Depending on the nature of the misconduct and the nature of the employment or program, the student may be subject to additional sanctions from these university officials, including suspension or dismissal from that employment, academic program and/or co-curricular activity.

DRUG AND ACOHOL INFORMATION

Available Drug or Alcohol Counseling and Rehabilitation Services

UMHB Student Counseling Center Services offers confidential and anonymous referral information regarding community substance abuse resources. UMHB Alcohol and Drug Education Program offers a variety of educational programs related to college students and the use of alcohol or other drugs. Printed information and confidential educational consultations are available to students to assist them with alcohol and/or other drug-related questions or concerns.

Call (254) 295-4696 or come to the UMHB Student Counseling, Center (8 a.m. to 5 p.m. weekdays) to obtain information, request assistance, or schedule an appointment. Click here for more information.

Legal Sanctions Applicable to Drug and Alcohol Use

More important information about the harms and consequences of drug use, including describing a drug's effects on the body and mind, overdose potential, origin, legal status, identification of controlled substances, and other key facts are found in the comprehensive publication "Drugs of Abuse." The publication also offers a list of additional drug education and prevention resources, including DEA websites. "Drugs of Abuse" can be accessed here:

https://www.getsmartaboutdrugs.gov/sites/default/files/2025-03/Drugs-Abuse-2024.pdf

Federal Penalties and Sanctions:

21 United States Code 844: Penalties for simple possession:1st conviction: Up to one year imprisonment and fined at least $1,000, or both. After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years, and fined at least $2,500, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years, and fined at least $5,000, or both. Special sentencing provisions for possession of flunitrazepam: Imprisoned for not more than 3 years and/or fined.

21 United States Code 853: Property Forfeitures: Any person convicted of a violation of U. S. drug law that is punishable by imprisonment for more than one year shall be subject to forfeiture to the United States, irrespective of any provision of State law. Forfeiture could include personal and real property used to possess or to facilitate possession of a controlled substance.

21 United States Code 859: Distribution to persons under age 21: First offense: Twice the maximum punishment authorized under section 841, not less than one year. Second offense: Three times the maximum punishment authorized, and not less than one year.

21 United States Code 881: Subject Forfeitures: Upon conviction the following shall be subject to forfeiture to the United States and no property right shall exist in them. Forfeiture can include all money, real property, vehicles, boats, aircraft, firearms, paraphernalia, or any other conveyance used to transport or conceal a controlled substance.

18 United States Code 922(g): Possession of a Firearm: It shall be unlawful for any person who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year, who is an unlawful user of or addicted to any controlled substance to possess a firearm.

State Penalties and Sanctions:

Texas Penal Code Sec. 49.02: Public Intoxication: Being intoxicated in public such that one is a danger to oneself or others is a Class C misdemeanor, punishable by a fine of up to $500.

Texas Penal Code Sec. 49.04: Driving while intoxicated is a Class B misdemeanor and punishable by a minimum jail time of 72 hours and/or up to six days if shown at trial during the time of the offense the person had an open container in their possession. If an analysis of a specimen of the person's blood, breath, or urine showed an alcohol concentration level of 0.15 or more at the time the analysis was performed, the offense is a Class A misdemeanor.

Texas Alcoholic Beverage Code Sec. 106.02: Purchase or Attempt to Purchase Alcohol by a Minor: A person under 21 years of age commits an offense if they purchase an alcoholic beverage. The offense is a Class C misdemeanor, punishable by a fine of up to $500. If previously convicted at least twice, the offense is punishable by a fine of not less than $250 or more than $2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement.

Texas Alcoholic Beverage Code Sec. 106.04: Consumption of Alcohol by a Minor: A person under 21 years of age commits an offense if they consume an alcoholic beverage. The offense is a Class C misdemeanor, punishable by a fine of up to $500. If previously convicted at least twice, the offense is punishable by a fine of not less than $250 or more than $2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement.

Texas Alcoholic Beverage Code Sec. 106.05: Possession of Alcohol by a Minor: A person under 21 years of age commits an offense if they consume an alcoholic beverage. The offense is a Class C misdemeanor, punishable by a fine of up to $500. If previously convicted at least twice, the offense is punishable by a fine of not less than $250 or more than $2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement.

Texas Alcoholic Beverage Code Sec. 106.06: Purchase of Alcohol for a Minor; Furnishing Alcohol to a Minor: A person commits an offense if the person purchases an alcoholic beverage for or gives an alcoholic beverage to a person under 21 years of age. The offense is a Class A misdemeanor, punishable by a fine of up to $4000; confinement in jail not to exceed one year; or both the fine and confinement. The offense is a state jail felony if it is shown in trial that the person who purchased an alcoholic beverage for or gave an alcoholic beverage to a person under 21 years of age, and because of the consumption of alcohol, caused another person serious bodily injury or death. The offense is punishable by confinement of up to two years in jail and a fine not to exceed $10,000; or both.

Texas Alcoholic Beverage Code Sec. 106.07: Misrepresentation of Age by a Minor: A person under 21 years of age commits an offense if he falsely states that he is 21 years of age or older or presents any document that indicates they are 21 years of age or older to a person engaged in selling or serving alcoholic beverages. The offense is a Class C misdemeanor, punishable by a fine of up to $500. If previously convicted at least twice, the offense is punishable by a fine of not less than $250 or more than $2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement.

Texas Health and Safety Code Sec. 481.101: Criminal Classification: The criminal penalties for violations for controlled substances include materials, compounds, mixtures, or preparation containing controlled substances and are divided into Penalty Groups 1 through 4.

Texas Health and Safety Code Sec. 481.112 to 481.114: Manufacture or Delivery of Controlled Substance: The delivery or possession of controlled substances with the intent to manufacture controlled substances for Penalty Group 1 and 1-A is punishable by a jail term of 15 years to life and up to a $250,000 fine. If in the presence of a child (481.1122) the punishment is a jail term of 20 years and up to a $300,000 fine. For Penalty Group 1-B is punishable by a jail term of 20 years to life and up to a $500,000 fine. For Penalty Group 2 or 2-A is punishable by a jail term of 10 years to life and up to a $100,000 fine. For Penalty Group 3 or 4 it is punishable by a jail term of 10 years to life and up to a $100,000 fine.

Texas Health and Safety Code Sec. 481.115- 481.118: Possession of Controlled Substance: The illegal possession, or use of controlled substances in Penalty Group 1 or 1-B may be punished by 10 years to life in prison and up to a $100,000 fine. Possession, or use of controlled substances in Penalty Group 1-A may be punished by 15 years to life in prison and up to a $250,000 fine. Possession, or use of controlled substances in Penalty Group 2, 2-A, 3, or 4 may be punished by 5 years to life in prison and up to a $50,000 fine.

Texas Health and Safety Code Sec. 481.120: Delivery of Marihuana: The distribution of marijuana to a minor is punishable by 10 years in prison and/or up to a $100,000 fine.

Texas Health and Safety Code Sec. 481.121: Possession of Marihuana: The possession of marijuana may be punishable for 5 years in prison and/or up to a $50,000 fine.

Texas Health and Safety Code Sec. 481.122: Delivery of a Controlled Substance or Marihuana to a Child (Under 18 years of Age): The distribution of penalty Group 1, 1-A, 1-B, 2 or 3 or marijuana to a minor is punishable by 10 years in prison and/or up to a $100,000 fine.

Texas Health and Safety Code Sec. 483.042: The delivery of a Dangerous Drug by a person not authorized by law to manufacture the drug, delivery or, offer of delivery of a Dangerous Drug is punishable by a state jail felony.

Texas Health and Safety Code Sec. 483.043: The manufacture of a Dangerous Drug by a person not authorized by law to manufacture the drug, delivery or, offer of delivery of a Dangerous Drug is punishable by a state jail felony.

Texas Health and Safety Code Sec. 483.045: A person who forges or alters a prescription of Dangerous Drugs commits a Class B misdemeanor unless it is shown at trial of the defendant that the defendant has previously been convicted of an offense, in which event the offense is a Class A misdemeanor.

Health Risks Associated With Drug and Alcohol Use

Drugs

Narcotics including opioids such as hydrocodone, oxycodone, heroin, and fentanyl can cause euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. The symptoms of an overdose of narcotics are slow and shallow breathing, clammy skin, convulsions, coma, and possible death. Persons experiencing withdrawal from addiction to narcotics can experience watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating.

Depressants such as barbiturates and benzodiazepines (Xanax, etc.) can cause slurred speech, disorientation, and drunken behavior. An overdose of a depressant results in shallow respiration, clammy skin, dilated pupils, weak

and rapid pulse, coma, and possible death. Withdrawal symptoms include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants such as amphetamines, methylphenidate, and cocaine (or its derivative, crack cocaine) can cause increased alertness or euphoria, an increased pulse rate and blood pressure, insomnia, and loss of appetite. An overdose of stimulants results in agitation, anxiety, an increase in body temperature, hallucinations, convulsions, and possible death. Withdrawal symptoms include apathy, long periods of sleep, irritability, depression, and/or disorientation.

Hallucinogens such as LSD, mushrooms or psilocybin, and club or "designer drugs" cause illusions and hallucinations and poor perception of time and distance. The effects of an overdose include psychosis and possible death.

Marijuana, THC infused edibles, and hashish can cause euphoria, increased appetite, relaxed inhibitions, and disoriented behavior. The effects of an overdose include fatigue, paranoia, and possible psychosis. Withdrawal symptoms include insomnia, hyperactivity, difficulty with attention, cannabinoid hyperemesis syndrome, and decreased appetite.

Alcohol

Alcohol consumption may cause a number of changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, convulsions, or potentially delirium tremens. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

Alcohol and Other Dangerous Drugs Biennial Report

The university also publishes an Alcohol and Other Dangerous Drugs Biennial Report. The purpose of this report is to comply with the Drug-Free Schools and Campuses Regulation (EDGAR Part 86). Institutions of Higher Education (IHE) receiving federal funds or financial assistance are required to maintain programs which prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. To comply with this regulation, IHE, such as the University of Mary Hardin-Baylor, are required to complete biennial reviews of their Alcohol and Other Drug (AOD) program to determine effectiveness and consistency of enforcement of sanctions, along with the number of alcohol and drug violations.

For a printed copy of either report, please contact the UMHB Police Department at (254) 295-5555, or visit in person at 905 Moore Avenue, Suite 107, Belton, Texas, 76513.

INFORMATION ON REGISTERED SEX OFFENDERS

In compliance with federal law, Texas requires current address registration by residents of the State, and non-residents who have entered the State to work or attend school, who have been convicted of sexually violent offenses or offenses involving sexual abuse or exploitation of minors. Information on registered sex offenders may be obtained at https://publicsite.dps.texas.gov/SexOffenderRegistry.

Federal law permits UMHB to publish the names of all registered sex offenders on campus. For more information, please contact the UMHB Police Department at (254) 295-5555.

SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE and STALKING

Sexual Violence

Sexual violence refers to a broad range of physical sexual acts perpetrated without a person's consent, including where a person is incapable of giving consent due to an intellectual or other disability or to the victim's use of drugs or alcohol. A number of different acts fall into the category of sexual violence, including but not limited to rape, sexual assault, sexual battery, and sexual coercion.

Federal law requires the university to publish in this report the definitions of sexual assault, dating violence, domestic violence, and stalking under both Texas law and the Violence Against Women Act (VAWA). Dating violence, domestic violence, sexual assault, and stalking are crimes under Texas law and are also prohibited by the University's code of student conduct. Every student and employee are provided notice of and access to the annual security report.

Definitions under Texas law

Sexual Assault
A person commits the offense of "sexual assault" if the person intentionally or knowingly:

1. causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;
2. causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent;
3. causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;
4. causes the penetration of the anus or sexual organ of a child by any means;
5. causes the penetration of the mouth of a child by the sexual organ of the actor;
6. causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor;
7. causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or
8. causes the mouth of a child to contact the anus or sexual organ of another person, including the actor. (V.T.C.A., Penal Code § 22.011)

Fondling is also considered by the University to be a sexual assault.

Dating Violence
"Dating violence" means an act, other than a defensive measure to protect oneself, by an actor that:

1. is committed against a victim:
   a. with whom the actor has or has had a dating relationship; or
   b. because of the victim's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and
2. is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault.

A "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship is determined based on consideration of:

1. the length of the relationship;
2. the nature of the relationship; and
3. the frequency and type of interaction between the persons involved in the relationship. (V.T.C.A., Family Code § 71.0021)

Domestic Violence
"Domestic violence," also known as "family violence," means:

1. an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself;
2. abuse, as that term is defined by Sections 261.001(1)(C), (E), and (G), by a member of a family or household toward a child of the family or household; or
3. dating violence. (V.T.C.A., Family Code § 71.004)

Stalking
A person commits an offense if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that:

1. constitutes an offense under Section 42.07, or that the actor knows or reasonably should know the other person will regard as threatening:
   a. bodily injury or death for the other person.
   b. bodily injury or death for a member of the other person's family or household or for an individual with whom the other person has a dating relationship; or
   c. that an offense will be committed against the other person's property;
2. causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person's property, or to feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended; and
3. would cause a reasonable person to:
   a. fear bodily injury or death for himself or herself;
   b. fear bodily injury or death for a member of the person's family or household or for an individual with whom the person has a dating relationship;
   c. fear that an offense will be committed against the person's property; or

d. feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended. (V.T.C.A., Penal Code § 42.072)

Definitions under Violence Against Women Act

Domestic Violence

A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. Course of conduct = two or more acts, including when a person directly or indirectly follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

The university requires students to conduct themselves in accordance with its code of conduct, including provisions relating to sexual misconduct and compliance with applicable laws.

Sexual misconduct, as defined in the university's student code of conduct, is subject to disciplinary action, including expulsion.

Consent

The Importance of Consent: Engaging in conduct of a sexual nature without the consent of both persons involved may constitute Sexual Assault or Sexual Harassment. Consent is an active, ongoing agreement to engage in a certain act or be exposed to a certain situation. Sexual activity without meaningful, explicit, and ongoing consent may be a violation of state and local law. This includes forcing, threatening or coercing an individual into sexual contact under duress and/or against his or her free will. When consent is requested verbally or physically, the absence of any explicit verbal or physical response constitutes lack of consent. Consent can be withdrawn at any

time, but once consent has been established a person who changes his or her mind should communicate the withdrawal of consent through words or actions.

A person may be incapable of giving consent due to age, an intellectual or other disability, being asleep or unconscious, or being under the influence of drugs or alcohol. If a person is incapacitated (that is, lacking the physical or mental ability to make informed, rational judgments) to the extent that he or she cannot understand the fact, nature, or extent of the sexual situation, there can be no consent. Consent for sexual activity is absent if a sober, reasonable person in the position of the person who is initiating further sexual activity would have known that the other person was incapable of consent.

Because incapacity may be difficult to discern, it is better to err on the side of caution. When in doubt, assume the other person is incapacitated and unable to give effective consent. The responsibility for establishing true consent falls on the initiator of further sexual activity, even if that person has also been drinking. Being intoxicated or drunk is never a defense to a complaint of violating the University's policy on sexual misconduct.

Education Programs and Campaigns

Educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault and stalking for all incoming student and new employees include:

- Mandatory primary prevention and awareness online training program for all incoming students and new employees.
- New students who take classes on campus are also provided with in-person training opportunities during the Fall semester Welcome Week agenda.

Ongoing awareness and education programs include:

- Mandatory online and/or in-person training for the following student groups:
    - Student-Athletes, Band students and “One Voice” choir students, cheerleaders, student government association officers and representatives, student tutors employed by the university, and campus activities student leadership group.
- Mandatory online training for student officers and adult sponsors of all university-sponsored student organizations.
- Mandatory in-person and online training for all Resident Assistants and student “Cru” leaders in fall semester, and again in spring semester for newly appointed Resident Assistants.
- Safe Break Campaign prior to Spring Break provided to students by a multi-disciplinary team to include student counseling, UMHB police, student life and Title IV offices.
- National Night Out Event

Other Content Included in the University’s Prevention and Awareness Programs

The University’s policies require that students and employees receive information and training with respect to the following concepts as part of both the University’s primary prevention and awareness programs and its ongoing prevention and awareness campaigns:

Bystander Intervention

Bystanders are individuals who witness situations that appear to be potentially dangerous or criminal and who, by their presence, have the opportunity to (a) contribute to the negative behavior, (b) do nothing, or (c) provide assistance if safe to do so. Being an active bystander means being aware of the situation and choosing to act in a

positive way if safe to do so. The Bystander Effect states that here are many reasons individuals might not intervene in a situation:

- They assume the situation isn't a "problem" and fail to interpret the situation as needing help
- They assume the situation is "none of their business" and fail to take personal responsibility
- They assume someone else will "do something"
- They believed that other people "weren't bothered" by the problem
- They felt they did not know how to intervene or did not have the skills to intervene
- They felt their personal safety would be at risk
- UMHB promotes active strategies to use to as a bystander who intervenes in a situation (adopted with permission from William and Mary College's Bystander Intervention Play Book)
- Step in and separate the two people. Let them know your concerns and reasons for intervening. Be a friend and let them know you are acting in their best interest. Take responsibility to make sure everyone makes it home safely.
- Create a distraction: This is an especially useful technique in dealing with situations in which there is a higher risk of physical violence. Use a distraction to redirect the focus somewhere else. Divert the attention of one person away from the other person. Have someone standing by to create distraction and redirect the other person's focus if needed.
- Group Intervention - There is safety and power in numbers. This strategy allows you to evaluate the situation and recruit the help of friends to determine your best move.

Personal Safety

- Use the buddy system. Walk or jog in groups of three or more.
- When you attend social gatherings, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- If you do not have traveling companions during hours of darkness, use the *Never Walk Alone* safety escort service on campus, no matter how short the distance. Call UPD at (254) 295-5555 to request an officer to meet you and walk you to or from your vehicle or next campus destination.
- When travelling, plan your route in advance and let others know where you are going and when you will be back.
- Travel in well-lit and well-populated areas. Avoid isolated or dark areas.
- Remain aware of your surroundings with your eyes up and alert while walking.
- Walk with confidence and purpose.
- Do not wear earphones while walking or jogging.
- Before exiting a building or car, look around the area for anything suspicious.
- Trust your instincts – if you feel unsafe, get to a safe location, and call 911 or UPD at (254-295-5555).
- If confronted by a situation, try to remain calm. If it is safe to do so, try to get a detailed description of suspects or suspicious persons and/or their vehicle(s).
- Do not use ATMs (automated bank teller machines) alone, at night, or when someone suspicious is nearby.
- Know the locations of emergency telephones.
- Stay informed about crimes on and around campus.
- Stay alert, and plan ahead for "What if...?"

Residential/Workplace Safety

- Know your neighbors or co-workers. You are the best one to determine who does not belong.
- Do not prop open exterior doors.
- When entering a building with access control, do not allow strangers to enter behind you.
- Always lock your door when you leave, sleep, or work late.
- If you see someone you consider suspicious or out of place, call UPD immediately.

Protect Your Property

- Register your vehicle and bicycle with UPD.
- Record the serial numbers of your belongings. Engrave or permanently mark items with a unique identifying number.
- Keep your car locked. Store items out of sight or in your room/office.
- Coats, backpacks, and purses should remain with you or be locked up.
- Lock your bike using a substantial lock – a quality U-lock or a chain that is heavy enough to deter theft.

Risk Reduction

Options designed to decrease perpetration and bystander inaction and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

Policy Regarding Sexual Harassment & Sexual Violence: Reporting and Resolving Grievances

The University of Mary Hardin-Baylor maintains the following policy on sex discrimination and sexual harassment in compliance with Title IX of the Education Amendments of 1972 and the Title IX regulations in 34 CFR Part 106. The University provides notice of this policy to applicants for admission and employment, students, and employees to the extent required by law.

The University does not unlawfully discriminate in its programs and activities on the basis of sex and complies with state and federal laws prohibiting sex discrimination. The requirement not to discriminate on the basis of sex applies to admissions, except undergraduate admissions as provided by Title IX.

As a non-profit Christian institute of higher learning, the University exercises its rights under state and federal law to use religion as a factor in making employment decisions. Some regulations issued under Title IX relating to discrimination on the basis of sex are not consistent with the University's religious tenets and do not apply to the University (34 CFR § 106.12(a)).

Questions or inquiries about the application of the University's policy prohibiting sexual harassment or the application of Title IX and the Title IX regulations to the University's programs and activities may be addressed to the Assistant Secretary of the Department of Education or to:

Dr. Kasey Blomquist
Title IX Coordinator
Bawcom Student Union, Room 227
900 College Street, Belton, Texas 76513
254-295-4870
kblomquist@umhb.edu

Dr. Brandon Skaggs
Vice President for Student Life and Deputy Title IX Coordinator
Bawcom Student Union Building
900 College Street, Belton, Texas 76513
(254) 295-4496
bskaggs@umhb.edu

Harassment and Retaliation Are Prohibited

The University strives to create a campus environment that is free of unlawful discrimination and harassment for all of its students and employees. Students and employees who violate the University's discrimination and harassment policies are subject to disciplinary sanctions as described in this policy and may be subject to criminal charges.

No University employee or student shall retaliate in any way against a person for making a complaint, testifying, assisting, or participating in any manner in an investigation or complaint proceeding. Retaliatory actions which are prohibited include intimidation, threats, coercion, or discrimination against any such individual. Complaints of retaliation will be investigated by the University under the same complaint processes and standards, which applied to the original underlying complaint.

Harassment

Harassment is verbal or physical conduct by any individual, which creates an intimidating, offensive, or hostile environment. If harassment involves age, race, color, sex, gender, disability, national origin, or religion, it may be a form of illegal discrimination. Harassment is contrary to the Christian standards of conduct expected of all members of the University community. The University strictly prohibits harassment directed at any student, employee, or visitor to UMHB, whether or not that conduct is illegal in the eyes of the law.

Examples of harassment include:

1. Communicating verbally or non-verbally, through any medium of communication, offensive or degrading jokes, comments or gestures to, about, or in the presence of another person.
2. Degrading jokes, comments or gestures to, about or in the presence of another person.
3. Using abusive language or directing abusive conduct toward a particular person or group
4. Communicating rumors, defamatory statements or inflammatory comments, verbally or non-verbally, through any medium of communication concerning a particular person or group.
5. Harassment, including verbal and nonverbal behaviors that convey insulting, hostile and degrading attitudes about persons based on their gender.
6. Bullying (any kind of conduct, speech, gesture, communication or other act which causes or is intended to cause one to suffer fear of physical harm, alarm, intimidation, humiliation or embarrassment, or which creates a hostile environment). Bullying can be a form of unlawful harassment. Whether the conduct is illegal or not, bullying is prohibited by the University.
7. Sexual Harassment, including sexual violence (see below for more information).
8. Retaliation for having reported the harassment.

Sexual Harassment

One kind of sexual harassment occurs when decisions about a student's grades, educational opportunities, or University employment depend on the student's response to sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature. At other times, sexual harassment may create an

environment which is hostile to education or University employment. Even a single instance, if sufficiently severe, may constitute sexual harassment (for example, in the case of dating violence or a sexual assault). Conduct can be sexual harassment whether or not any harassment or hostile feelings were intended.

Forms of Sexual Harassment

Sexual harassment may take many forms, including but not limited to:

Verbal Conduct such as epithets, derogatory comments, slurs or unwanted sexual advances, invitations or comments. Other examples include such conduct as persistent, unwanted sexual or romantic attention; discussing or rating another's sexual attributes, attractiveness, or clothing; or asking or commenting about someone's sexuality or sex life.

Visual/Electronic Conduct such as derogatory posters, cartoons, calendars, drawings, pictures, or text; sexually-related or sexually-explicit images, video, audio, or other material which implicitly or purportedly depict or portray a real person whether the material is authentic, artificially enhanced, or artificially generated, and whether disseminated through hard copy or electronically through e-mail, internet, or other mediums.

Physical Conduct that is sexual in nature and directed at an individual because of his/her sex, such as unnecessary touching, patting, hugging or brushing against another's body; assault; blocking normal movement; or interference with work.

Threats and Demands to submit to sexual requests in order to keep a job, or academic status, or to avoid some other loss or consequence, and offers of job benefits or academic opportunity in return for sexual favors.

Sexual Exploitation which includes, but is not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
- Distributing or displaying on a device for others to see: images or recordings that are, or purport to be, sexually explicit, nude, or intimate videos, photos, drawings, or audio recordings of an individual without the individual's consent
- Invasion of sexual privacy, such as publicly revealing the private or intimate information of an individual without that individual's consent
- Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
- Taking pictures, video, or audio recording of another person in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity; or disseminating sexual pictures without the photographed person's consent)
- Prostituting another person
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)
- Forcing a person to take an action against that person's will by threatening to show, post, or share information,

video, audio, or an image that depicts the person's nudity, sexual, or intimate activity
- Knowingly soliciting a minor for sexual activity
- Engaging in sex trafficking
- Knowingly creating, possessing, or disseminating child sexual abuse images or recordings
- Creating or disseminating by any medium false or computer-generated images, videos, or audio representations of individuals doing or saying sexually related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes)

Other Sexual Misconduct

The University is guided by the understanding that human sexuality is a gift from the creator God and that the purpose of this gift includes the procreation of human life and the uniting and strengthening of the marital bond in self-giving love. These purposes are to be achieved through heterosexual relationships within marriage. In addition to sexual harassment, sexual assault, dating violence, domestic violence, or stalking, misuses of God's gift will be understood to include, but not be limited to, incest, adultery, fornication, and homosexual behavior.

UMHB will strive to deal in a constructive and redemptive manner with all who fail to live up to this high standard. Nothing will be done to encourage abortions or other drastic actions that might bring great harm to those involved. Dealing individually with each case, efforts will be made to counsel and assist those involved. Consistent with the statement of UMHB concerning sexual misconduct, the University shall thoroughly review the facts and circumstances of each allegation of sexual misconduct involving a student and determine if the allegation is supported by a preponderance of the evidence. The University may impose a sanction against the individual that is appropriate for the act committed. Students are encouraged to simultaneously pursue counseling through the University's Counseling Services or other professional counselor so that the disciplinary experience may be a catalyst for redemption in his or her life.

The sanctions the University may impose against a student for an act of sexual misconduct are those set forth in the student disciplinary policy section of the UMHB Student Handbook entitled "Sanctions for Misconduct" and range from censure to expulsion.

The sanctions the University may impose against an employee for an act of sexual misconduct or other violations of the University's policies includes loss of merit raise, ineligibility for promotion, demotion, suspension, reduction in pay and any other available sanction, up to and including termination of employment.

On and Off-Campus Conduct

Students and employees are expected to comply with the University's policies that prohibit sexual harassment, sexual misconduct, sexual assault, domestic violence, dating violence, and stalking, whether on or off campus. Any student who witnesses or experiences such conduct on campus or off-campus is encouraged to report the matter as described in the Reporting section of this policy.

Disability Accommodation

A Complainant, Respondent, or Witness who needs an accommodation because of a disability in order to be able to participate fully in any process described in this policy should contact the University's Title IX Coordinator as soon as possible. The University is committed to making this policy accessible to every participant with or without a reasonable accommodation.

Reporting Sexual Harassment or Sexual Violence

Emergency Reporting

If you have immediate concerns for your safety, first call 911, then call the UMHB Police at 254-295-5555. If you witness or experience any emergency involving sexual assault, dating violence, domestic violence, stalking or any other crime of violence, first call 911, then call the UMHB Police. More information about reporting emergencies and crimes is included in Section Six of the Student Handbook and on the UMHB Police webpage.

Reporting to University Authorities

Any person who has experienced or observed unwelcome conduct relating to sex discrimination, including sexual harassment, sexual assault, dating violence, domestic violence, or stalking can make a report to University authorities identified below whether or not the person reporting is the person who may be the object of conduct being reported. The report will be promptly forwarded confidentially to the Title IX Coordinator so that important information can be provided to the Complainant regarding options, complaint procedures, and supportive measures.

Some examples of matters which are appropriate for a complaint within this section include:

- A complaint of sex discrimination or sexual harassment, sexual assault, dating violence, domestic violence, or stalking carried out by University employees, other students, or third parties.
- A complaint of gender inequity in any program of the University, including athletics.
- A complaint of any violation of the University's policy against discrimination or harassment (see page 2 of this policy).

A report may be made:

- in person during normal business hours;
- at any time during or outside of normal business hours by mail, telephone, or email;
- through the University's REPORT IT online system (including anonymous reports); or
- at any time using any other means that results in the Title IX Coordinator receiving the verbal or written report;

to the following UMHB Title IX officials:

Dr. Kasey Blomquist
Title IX Coordinator
Bawcom Student Union, Room 2227
900 College Street, Belton, Texas 76513
(254)295-4870, kblomquist@umhb.edu

Dr. Brandon Skaggs
Vice President for Student Life and Deputy Title IX Coordinator
Bawcom Student Union, 2nd floor
900 College Street, Belton, Texas 76513
(254) 295-4496, bskaggs@umhb.edu

Students and employees are encouraged to report such conduct before it becomes severe or pervasive, so that the University can take appropriate steps to prevent the situation from creating an environment which is hostile to

education or the workplace.

See section on **How To Report** below for more information.

Mandatory Employee Reporting

A University employee who, in the course and scope of employment, witnesses or receives information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual harassment, Sexual Assault, Dating Violence, or Stalking and is alleged to have been committed by or against a person who was a student enrolled at UMHB or an employee of UMHB at the time of the incident must promptly report the incident directly to the Title IX Coordinator or Deputy Title IX Coordinator. Employees who are themselves the target of sexual harassment are encouraged, but not required, to report the harassment.

Graduate Assistants, Resident Assistants and Cru Leaders are also required to report directly and immediately to the University's Title IX Coordinator, Deputy Title IX Coordinator, or the Dean of Students any incident they have information about regarding sexual harassment, sexual assault, domestic violence, dating violence, or stalking committed by or against a University employee or student, whether on or off campus.

An employee designated by the University to receive confidential reports from students should not report any information that would violate a student's expectation of privacy. See section on **Confidential Reporting** below for more information.

Amnesty for Voluntary Student Reports of Sexual Harassment, Sexual Assault, Dating Violence, or Stalking

The University wishes to encourage good faith reports of sexual harassment or sexual violence. Therefore, the University will not pursue disciplinary action against a student enrolled at the University who makes a good faith report to the University as a complainant or as a witness to an incident of sexual harassment, sexual assault, dating violence, domestic violence, or stalking.

This amnesty for voluntary reporting applies only to conduct occurring at or near the time of the reported incident, regardless of the location at which the incident occurred or the outcome of the University's resolution process. Amnesty for voluntary reporting in this context applies to any violations of the Code of Student Conduct, including personal consumption of alcohol or other drugs (underage or illegal), except that amnesty does not apply to the reporting student's own commission or assistance in the commission of sexual harassment, sexual assault, dating violence, domestic violence, or stalking.

The University may investigate to determine whether a report was made in good faith. A grant of amnesty does not preclude non-disciplinary action in response to a student's misconduct, such as testing, assessment or educational discussion in response to alcohol or other drug use.

How to Report

If a complaint is made in writing, the following information should be included (these elements can be discussed in the meeting if the complaint is made in person):

1. A description of the problem which is the basis for the complaint.
2. When the conduct which is the basis of the complaint occurred.
3. The names and contact information, if known, of any persons whose conduct has created the problem or the complaint.

4. The names and contact information, if known, of any persons who can provide information about or confirmation of the complaint.
5. What, if any, consequences or effects the problem is causing for the complainant.
6. The action or solution requested in order to resolve the complaint.

The University will take appropriate steps to eliminate sexual harassment as quickly as possible. Supportive measures may be provided by the University at any time before, during, or after any investigation and any related disciplinary process has been completed. For a more complete discussion of supportive measures, see page 14 of the policy.

Reporting to Local Law Enforcement

Any student or employee who is the victim of sexual assault, dating violence, domestic violence, stalking or other conduct which may constitute a crime may also make a law enforcement report by contacting the Belton Police Department by phone or in person:

Belton Police Department
711 East 2nd Ave.
Belton, Texas
Call 911 or (254) 933-5840

If you request, the Title IX office will help you report the incident to the Belton Police Department. Any investigation conducted by the Belton Police Department, or any other law enforcement agency to which it may refer you, will be done separate and apart from a University investigation.

Reporting is a Student's Choice

Although students who are victims have the right not to make an official report, UMHB encourages students to report sexual harassment, sexual assault, dating violence, domestic violence or stalking to the University if the student wishes to file a grievance, and/or to the Belton Police Department, if the student wishes to file a criminal complaint. If a student chooses report, he/she is encouraged to do so as soon as possible, enabling the University or the Belton Police Department to act quickly and thoroughly. Filing a report with the Belton Police Department does not constitute filing a report with the University.

Filing a report will not obligate the student to prosecute, but it will help the University take steps to provide a safer campus for the student and others. With the student's report, the University can keep a more accurate record of the number of incidents involving students; determine whether there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger.

Students may also submit complaints to the U.S. Department of Education's Office for Civil Rights.

Confidential Reporting

UMHB understands that many victims have a strong desire for their report to be treated confidentially. If a student requests that his or her name not be disclosed to the accused person or that the University not investigate or take disciplinary action against the accused person, the University will carefully consider the request and honor it if possible. However, in such a case the University's response may be limited by law or the inability to conduct an investigation.

If the University determines that it can keep a report confidential, all reasonable steps will still be taken to respond to the complaint consistent with the request for confidentiality. The University will provide the complainant supportive measures as described below, which may include changes to a housing situation, class schedule, etc. Any request for confidentiality can be withdrawn at any time, and the University will proceed with any appropriate course of action.

Honoring a request not to reveal a complainant's name to an accused person, not to conduct an investigation, or not to punish the accused person will limit the University's ability to respond fully to the complaint and take any appropriate disciplinary action.

There are situations in which the University must override a request for confidentiality in order to meet its obligations under federal law to provide an educational environment, which is safe and free from sexual harassment. If the accused person has been accused before of committing similar acts or if the circumstances indicate that the accused person is likely to harm others, the Title IX Coordinator may be required to file a Formal Complaint and University may be required to investigate the report and take appropriate action to make the campus safe.

Except as may be permitted by law or as necessary to carry out the grievance procedure, the University must keep confidential the identity of:

- any individual who has made a report or complaint of sex discrimination;
- any individual who has made a report or filed a Formal Complaint of Sexual Harassment;
- any Complainant;
- any individual who has been reported to be the perpetrator of sex discrimination;
- any Respondent; and
- any witness.

A person who wants to be assured that a report will be kept confidential can:

1. Make an anonymous electronic report to the University of an allegation of sexual harassment, sexual assault, dating violence, domestic violence, or stalking committed against or witnessed by the student or employee, regardless of the location at which the alleged offense occurred. The report can be made using the **REPORT IT!** link found in this policy and at the bottom right corner of the University's Internet home page.
2. Make an anonymous complaint or report to an outside pastor, therapist, doctor, or attorney who is legally obligated to maintain patient or client confidentiality. Students who choose this option are requested to ask the professional to make a confidential report to the University without including facts that would reveal the student's identity.
3. Students can elect to make a report to a University-designated Confidential Resource. The University has designated limited categories of employees as Confidential Resources with whom students may speak confidentially about sexual harassment or sexual violence. These Confidential Resources are:

    - UMHB Student Counseling Center Licensed Counselors when acting in their professional role in the provision of counseling.
    - UMHB Student Health Center Registered Nurses when acting in their professional role in the provision of healthcare services to a student.

Unless given permission to disclose more information by the complainant, these Confidential Resources will only disclose the type of incident, date, and location if known, and not reasonably calculated to disclose personally

identifiable information about the individual but will not disclose the individual's name or other identifying details to the Title IX Coordinator.

When employees designated as Confidential Resources receive information outside of the scope of their professional roles, the employees are required to share all information with the Title IX Coordinator.

While the University will probably not be able to take any disciplinary action against a person who is accused through an anonymous or confidential report, reporting may allow University officials to have a better picture of crime on the campus and warn the campus community about methods or patterns of crimes or other incidents. These anonymous and confidential reports are counted and disclosed in the annual crime statistics for the University.

Preserving Evidence

Electronic Evidence (may be applicable to any type of complaint)

Remember to preserve electronic evidence. Text messages, emails, voicemails, records of recent phone calls, and posts on social media may all provide critical evidence and should not be deleted from your cellphone, computer, or other device. Police or University investigators can help you document and preserve electronic evidence. Texts, photos, screenshots and/or audio/video recordings may be helpful to establish consent, lack of consent, or lack of the inability to give consent.

Physical Evidence (for complaints regarding sexual violence)

Even if you have no immediate intention to report an incident of sexual violence to the police, preserving evidence will be important in case you later decide to press criminal charges or pursue University disciplinary action against another person. Physical evidence may also help you obtain an order from a court or the University requiring the other person involved to stay away from you.

If you have been sexually assaulted, it is better if you DO NOT shower or bathe, douche, wash hands, use the toilet, brush your teeth, change clothing, or wash clothing or bedding. If you change clothes, carefully place all clothing worn at the time (or bedding) into a non-plastic bag or box.

It may be helpful for you to immediately write down everything you can remember about the incident, including specific information on where the incident occurred; what the assailant(s) looked like (e.g., height, weight, scars, tattoos, hair color, clothes); any unusual odor; any noticeable signs of intoxication; anything the assailant(s) said during the assault; what kinds of sexual activities were demanded and/or carried out; if weapons, threats, or physical force were used; any special traits noticed (e.g., limp, speech impediments, accent, use of slang, lack of erection, etc.); any description of vehicles involved in the incident, etc. Writing it down will not only aid you in recalling details should you choose to report, it also can be empowering as it allows you an element of control in a situation where control had previously been taken away.

Medical Evidence (for complaints regarding sexual violence)

At a hospital, a sexual assault examination (also known as a forensic examination) can be conducted to gather evidence, whether or not you intend to press criminal charges. This procedure includes a physical exam where a doctor or a trained nurse collects the evidence of the assault. You will need to bring an extra set of clothing. The clothing worn during the assault may be collected as evidence.

If you believe you have been drugged, traces of the drug may still be detected for up to 96 hours after ingestion (depending on dosage and individual metabolism). The chances of getting proof are best when the sample is

obtained quickly. In general, evidence collection is best if done immediately following an assault. The more time that passes between the sexual assault and medical collection of evidence, the less likely it is that the evidence will be useful in the prosecution of a criminal case.

Whether or not criminal charges are pursued, victims of sexual violence are encouraged to seek an immediate medical exam to be tested for sexually transmitted diseases and treated for any injuries.

Definitions

As required by Title IX and the Violence Against Women Act, the University defines dating violence, domestic violence, sexual assault, and stalking as follows:

Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence: felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Texas, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Texas.

Sexual Assault: An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, including: rape, fondling, incest, and statutory rape.

(1) Rape is the penetration by the Respondent, no matter how slight, of the vagina or anus of the Complainant with any body part or object; or oral penetration by the Respondent of a sex organ of the Complainant; or oral penetration of the Complainant by the Respondent's sex organ, without the consent of the Complainant.
(2) Fondling (also known as Criminal Sexual Contact) is the intentional touching of the clothed or unclothed genitals, buttocks, groin, breasts, or other body parts of the Complainant by the Respondent
   - without the consent of the Complainant,
   - for the purpose of sexual degradation, sexual gratification, or sexual humiliation;

   Or, the Respondent causing or directing the Complainant's intentional touching of the Respondent's clothed or unclothed genitals, buttocks, groin, breasts, or other body parts
   - without the consent of the Complainant,
   - for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
(3) Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
(4) Statutory rape is sexual intercourse with a person who is under the statutory age of consent. [Under Texas law, individuals younger than 17 years of age are legally incapable of giving consent to sexual penetration or contact by an adult (someone 18 years of age or older) who is three or more years older than the individual.]

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to

(1) fear for his or her safety or the safety of others; or

(2) suffer substantial emotional distress.

For purposes of this definition of stalking, 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.

Sexual Harassment Complaints and Title IX

The University is required to handle certain types of complaints of sexual harassment or sexual violence according to specific requirements of the federal law known as Title IX (see Attachment A). Other complaints are handled under the General Grievance Procedures of this policy (see Attachment B), or under the general codes of conduct processes.

Students and employees making a complaint do not need to decide which procedure will apply to their complaint. The Title IX Coordinator is responsible for determining the proper procedure for resolving all complaints of sexual harassment, sexual assault, dating violence, domestic violence, or stalking, whether a complaint is initially made to the Title IX Coordinator or any other University authority.

When Title IX Applies to a Complaint of Sexual Harassment

By law, a complaint of sexual harassment must be handled under the University's Title IX Grievance Procedure (see Attachment A) if:

A document is filed by a student or employee complainant requesting the University to investigate conduct on the basis of sex that satisfies one or more of the following:

1. A University employee conditioning the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking.

AND

ALL of the following conditions are met:

1. The conduct occurred in a UMHB Education Program or Activity;
2. The conduct occurred against a person in the United States;
3. The complainant is attempting to participate in the University's education program, either as a student or employee;
4. The respondent is enrolled or employed by the University at all times during the grievance procedure; and
5. There are no specific circumstances which prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations in it.

If the Title IX Coordinator determines that the complaint appears to meet all of these requirements, the University will begin to investigate the complaint under the procedures described in Attachment A of this policy. The Title

IX Coordinator can dismiss the complaint or pursue it under Attachment B if the respondent is not enrolled or employed by the University at all times during the grievance procedure or if there are specific circumstances which prevent the University from gathering evidence sufficient to reach a determination.

Other Complaints of Sexual Harassment or Sexual Misconduct

In response to VAWA, Texas law, and the University's rules regarding student and employee conduct, the University has separate rules for handling the following types of conduct if they do not fall under the University's Title IX Grievance Procedure, as explained in the preceding paragraph and on Attachment A. Such conduct includes:

1. Complaints of unwelcome, sex-based verbal or physical conduct that:
    a. in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment; or
    b. in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a person's ability to participate in or benefit from the University's educational programs or activities.
2. Sexual assault.
3. Dating violence.
4. Domestic violence.
5. Stalking.

If the University becomes aware of an allegation of such conduct, whether by reason of a complaint or otherwise, the allegation will be investigated and resolved under the **General Grievance Procedures (Attachment B).** Any appropriate University official may also pursue charges against a student under the procedures described in the Student Misconduct and Discipline section of the Student Handbook.

If the University becomes aware, by reason of the complaint or otherwise, of alleged conduct by an employee that does not constitute Sexual Harassment as defined by Title IX, but violates other University policies, the University may impose disciplinary sanctions on the employee, up to and including termination of employment.

Supportive Measures

The University will offer Supportive Measures as appropriate, as reasonably available, and without fee or charge to the Complainant, the Respondent, or a person who may become a Respondent before or after the filing of a Formal Complaint, including where no Formal Complaint has been filed.

Supportive Measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's educational environment, or deter sexual harassment.

The following are examples of Supportive Measures the University may make available, but other similar measures may also be provided:

1. Additional excused absences from classes or leaves of absence.
2. Extensions of deadlines or other course-related adjustments.
3. Academic support services, such as free tutoring.
4. Providing an escort to move safely between classes and activities.
5. Providing parking closer to residence or classes.

6. Modifications of work or class schedules.
7. Mutual no-contact orders (prohibiting contact with another Party in person or by phone, email, text message, social network, or other means, including a third person).
8. Adjustments to campus housing assignments.
9. Adjustments to campus work assignments.
10. Counseling services.
11. Increased security and monitoring of certain areas of the campus.

The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures with appropriate university administrators. All parties to a mutual order of no contact are provided with specific instructions appropriate to the situation. All parties are instructed to contact the Title IX Coordinator promptly if any party finds the arrangement to be unsatisfactory or if any party finds that excessive contact is occurring. If that occurs, the Title IX Coordinator will identify other options to minimize any contact between the parties involved.

In the event a member of the campus community notifies the university of a protective order from a court, the Title IX Coordinator will provide the UPD Chief a copy of the protective order, a description of the individual subject to the order, and a description of any vehicle the individual is known to drive. UPD patrol officers are directed to remain alert during campus patrols and direct the person subject to such an order to leave the campus if appropriate. The UPD would then notify the Title IX Coordinator and the person who holds the protective order of the action.

Confidentiality of Supportive Measures

The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent to the extent that maintaining such confidentiality would not impair the University's ability to provide the Supportive Measures.

Confidentiality and Non-Disclosure

Information which a Party obtains in the course of the University's investigation of a complaint will generally be considered confidential. The following rules will apply in determining whether a specific item of information is confidential:

- Information that Parties know from their own experience is not confidential and can be shared without limitation.
- A Party can share information which he or she has provided to the University.
- A Party cannot share information that he or she learned only because the other Party or a witness for the other Party shared it with the University during the investigation.
- A Party cannot share the University's work product, including the Investigation Report and testimony or documents collected in the course of the investigation without the University's written permission.
- A Party can share the outcome of any campus disciplinary proceeding brought alleging a sexual offense.
- If a Party agrees to a non-disclosure provision in an informal resolution agreement, the Party must abide by the agreement.

If a student discloses confidential information or shares false information about the investigation or the outcome of any disciplinary proceeding, the student commits a conduct violation subject to separate disciplinary action and sanctions.

Conducting Investigations

The University will attempt to conduct all investigations in as confidential a manner as possible, consistent with acquiring the information needed. Due respect will be given to the rights of complainants, respondents, and witnesses.

All participants in an investigation should keep in mind that the following will be considered misconduct under the University's code of conduct set out in the Student Handbook:

- Intentionally giving false or misleading testimony, evidence, or information to any person acting for the university in an official capacity, including a false report of harassment.
- Failure to cooperate with university officials in the course of a university investigation, except to the extent cooperation may be excused by law.
- Contemptuous, disrespectful, or disorderly behavior.
- Recording or causing to be recorded by audio, photograph, video or other technology, the voice or image of a member of the university's governing board, an administrator, faculty member, staff employee, or other student without first obtaining the recorded person's expressed, written permission.
- Retaliating in any way against a person for making a complaint, testifying, assisting, or participating in any manner in an investigation or complaint proceeding. Retaliatory actions which are prohibited include intimidation, threats, coercion, or discrimination.

Emergency Removal and Administrative Leave

When there is an immediate threat to the physical health or safety of any student, employee, or other individual arising from the allegations of Sexual Harassment, the University may remove any Respondent from the University's Education Program or Activity on an emergency basis during the pendency of the grievance procedure and issue any necessary related no-trespass and no-contact orders. The Title IX Coordinator will make the decision to remove based on an individualized safety and risk analysis. The Title IX Coordinator may consult with other University personnel, departments, or teams to assist in the individualized assessment and risk analysis. In the event of a removal, the University will provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

The Title IX Coordinator may place a non-student employee Respondent on administrative leave during the pendency of a grievance process under this section. This provision for administrative leave or emergency removal does not modify any of the Respondent's rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

Grievance Procedures for Formal Complaints of Sexual Harassment and Sexual Violence Classified as Title IX (Attachment A of the policy)

Definitions

The following words in this policy, when capitalized, mean the following:

Complainant: an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

Consent: an active, ongoing agreement by a person to engage in a certain act or be exposed to a certain situation, given by a person who has the legal capacity to give consent. Under Texas law, a sexual assault is without the consent of the other person if:

(1) the actor compels the other person to submit or participate by threatening to use force or violence against

the other person, and the other person believes that the actor has the present ability to execute the threat;

(2) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;
(3) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it;
(4) the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring;
(5) the actor has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other person's knowledge;
(6) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat;
(7) the actor is a public servant who coerces the other person to submit or participate;
(8) the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person's emotional dependency on the actor;
(9) the actor is a clergyman who causes the other person to submit or participate by exploiting the other person's emotional dependency on the clergyman in the clergyman's professional character as spiritual adviser; or
(10) the actor is an employee of a facility where the other person is a resident, unless the employee and resident are formally or informally married to each other under Chapter 2, Family Code (VTCA, Penal Code § 22011).

Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Decision-maker: the person or persons designated by the University to conduct the Hearing and make a determination on the allegations in a Formal Complaint. No Decision-maker will be a Title IX Coordinator or the Investigator.

Document: a document or electronic submission (such as by email or a form generated by a person using REPORT IT) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the Formal Complaint.

Domestic Violence: felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Texas, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Texas.

Education Program or Activity: a location, event, or circumstance over which the University exercises (or, during the relevant time, exercised) substantial control over both the Respondent and the context in which the Sexual Harassment occurs, including any building owned or controlled by a student organization that is officially recognized by the University.

Facilitator: A person who serves to facilitate an informal resolution of a Formal Complaint through mediation,

arbitration, restorative justice, or a similar process.

Formal Complaint: a document which:

- is filed by a Complainant or signed by the Title IX Coordinator; and
- if filed by the Complainant, he or she is participating in or attempting to participate in the University's education program; and
- alleges Sexual Harassment against a Respondent; and
- requests that the University investigate.

Hearing: The live hearing before a Decision-maker for the purpose of presenting evidence regarding the allegations in a Formal Complaint and allowing for questioning and cross-examination of Parties and witnesses by the Parties' advisors, all in order that the Decision-maker can determine responsibility.

Investigative Report: The written report created by the Investigator that fairly summarizes all relevant evidence obtained during the investigation of a Formal Complaint.

Investigator: The person designated by the University to investigate a Formal Complaint. If more than one person is designated, this term refers to all of the investigators.

Party: Either the Complainant or the Respondent.

Parties: All Complainants and all Respondents with respect to a complaint of Sexual Harassment or with respect to multiple Formal Complaints which have been consolidated.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

Sexual Assault: An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, including: rape, fondling, incest, and statutory rape.

(1) Rape is the penetration by the Respondent, no matter how slight, of the vagina or anus of the Complainant with any body part or object; or oral penetration by the Respondent of a sex organ of the Complainant; or oral penetration of the Complainant by the Respondent's sex organ, without the consent of the Complainant.
(2) Fondling is the touching of the private body parts (buttocks, groin, breasts) of the Complainant by the Respondent for the purpose of sexual gratification without the Complainant's Consent; or the intentional touching of the clothed or unclothed genitals, buttocks, groin, breasts, or other body parts of the Complainant by the Respondent
    - without the consent of the Complainant,
    - for the purpose of sexual degradation, sexual gratification, or sexual humiliation;

    Or, the Respondent causing or directing the Complainant's intentional touching of the Respondent's clothed or unclothed genitals, buttocks, groin, breasts, or other body parts
    - without the consent of the Complainant,
    - for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
(3) Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
(4) Statutory rape is sexual intercourse with a person who is under the statutory age of consent. [Under Texas law, individuals younger than 17 years of age are legally incapable of giving consent to sexual penetration or contact by an adult (someone 18 years of age or older) who is three or more years older than the individual.]

Sexual Harassment: conduct on the basis of sex that satisfies one or more of the following:

(1) A University employee conditioning the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct;

(2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or

(3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

(1) fear for his or her safety or the safety of others; or

(2) suffer substantial emotional distress.

For purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Supportive Measures: non-disciplinary, non-punitive individualized services offered to the Complainant or the Respondent (or one who may become a Respondent) before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

Witness: A person who is identified by a Party or the University as having information relevant to a Formal Complaint.

General Provisions

The University will:

1. Treat Complainants and Respondents equitably by providing remedies to a Complainant where a determination of responsibility for Sexual Harassment has been made against the Respondent.
2. Presume that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance procedure.
3. Follow this grievance procedure before the imposition against the Respondent of any disciplinary sanctions or other actions that are not Supportive Measures.
4. Provide any Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.
5. Design remedies to restore or preserve equal access to the University's Education Program or Activity. Remedies may include the same individualized services described as Supportive Measures, however remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.
6. Require all persons who serve as the Title IX Coordinator, Investigator, Decision-maker, Appeal Decision-maker, or Facilitator not to have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.
7. Ensure that Title IX Coordinators, investigators, decision-makers, and Facilitators receive appropriate training. Part of the training will include how to serve impartially and avoid prejudgment of the facts,

conflicts of interest, and bias.
8. Apply the preponderance of the evidence standard in making determinations with respect to all Formal Complaints, whether against students, faculty, or non-faculty employees.

Notice of Allegations

Upon receiving a Formal Complaint, the University will provide all known parties written notice that includes at least the following:

1. The University's grievance procedure, including any informal resolution process.
2. All allegations which may constitute Sexual Harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known.
3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance procedure.
4. A statement that the Parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
5. A statement that the Parties may inspect and review evidence.
6. A statement that the University's code of conduct prohibits any student or employee knowingly making false statements or knowingly submitting false information during the grievance procedure.

If, in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the initial notice, the University will provide notice of the additional allegations to Parties whose identities are known.

Mandatory Dismissal of a Formal Complaint

If the conduct alleged in the Formal Complaint 1) would not constitute Sexual Harassment even if proved, 2) did not occur in an Education Program or Activity, or 3) did not occur against a person in the United States, then the University must dismiss the Formal Complaint as a complaint of Sexual Harassment under Title IX or this grievance procedure.

Optional Dismissal of a Formal Complaint

Except as provided below, the University may dismiss all or part of a Formal Complaint if at any time during the investigation or hearing:

1. a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations in it;
2. the Respondent is no longer enrolled or employed by the University; or
3. specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations in it.

A Formal Complaint that is dismissed under the process described in this Attachment A will be continued under the process described in Attachment B if the University determines:

1. There are pending disciplinary charges alleging that the Respondent violated the institution's policy or code of conduct by committing sexual harassment, sexual assault, dating violence, domestic violence or stalking, or

2. The University is engaged in a disciplinary process that may result in the Respondent becoming ineligible to reenroll for a non-academic or non-financial reason,

If all or part of a Formal Complaint is dismissed, the University must promptly and simultaneously send written notice of the dismissal and reason(s) for it to the Parties.

Consolidating Formal Complaints

The University may consolidate Formal Complaints:

1. as to allegations of Sexual Harassment against more than one Respondent; or
2. by more than one Complainant against one or more Respondents; or
3. by one Party against the other Party, where the allegations of Sexual Harassment arise out of the same facts or circumstances.

Where a grievance procedure involves more than one Complainant or more than one Respondent, singular references to "Party," "Complainant," or "Respondent" include the plural, as applicable.

Advisors

Designated Advisors and University-Appointed Advisors

A Party may designate an advisor of his or her choice, and the advisor may be an attorney. The University will not limit the choice or presence of an advisor for either a Complainant or a Respondent in any meeting or Title IX grievance proceeding.

The University will appoint an advisor for any Party who does not have one present in the Hearing. University-appointed advisors serve at no cost to a Party. However, advisors appointed by the University serve for the limited purpose of conducting cross-examination at the Hearing. University-appointed advisors are not required to be attorneys or have a level of competency comparable to that of another Party's designated advisor. An advisor is not required to perform any function beyond relaying a Party's desired questions to the other Party and witnesses.

A Party may find that having an advisor is helpful throughout the grievance procedure and not just at the Hearing. Both Parties are encouraged to designate an advisor.

Because the University is required to provide certain information to a Party's advisor, each Party must notify the Title IX Coordinator in writing if he or she has designated an advisor. A Party may obtain an advisor or change the identity of the Party's advisor at any time.

Rules for Advisors

Except during a Hearing, the role of the advisor is limited to providing support, guidance, or advice to the Complainant or Respondent throughout the grievance procedure. The following rules apply to all advisors, including advisors appointed by the University:

1. Advisors are not to answer questions posed directly to any Party or witness, nor otherwise interfere with questioning by the Investigator. An advisor may request reasonable opportunities to confer with the Party being advised.
2. During meetings, a Party and the advisor may talk quietly with each other.
3. Advisors do not have the right to question witnesses except in a Hearing.
4. Advisors may not present opening statements, closing statements, or arguments.
5. Advisors cannot disclose to other persons any confidential student information which is disclosed to the

advisor in the course of the grievance procedure.

6. Advisors must act in a respectful manner at all times; bullying, yelling, and abusive conduct are never permitted.
7. Parties and advisors must not disturb the Hearing or any other proceeding by loudly conferring with one another.
8. Advisors must comply with the decisions and directions of the Decision-maker.

If a Party's advisor (whether designated by the Party or appointed by the University) refuses to comply with these rules, including rules relating to decorum, the University may require the Party to designate a different advisor or, if no other advisor is designated, to accept an advisor appointed by the University to conduct cross-examination on behalf of the Party. The University may remove from any proceeding advisors who become disruptive or who do not abide by the restrictions on their participation.

Informal Resolution

At any time after a Formal Complaint has been filed but before reaching a determination regarding responsibility, the University may facilitate an informal resolution process, such as mediation or restorative justice, which does not involve a full investigation and adjudication. Informal resolution may be particularly appropriate if the facts alleged in a Formal Complaint are not contested or the Respondent has admitted, or wishes to admit responsibility. Before the University and the Parties can proceed with an informal resolution the University must notify the Parties in writing disclosing:

1. the allegations;
2. the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations;
3. that at any time prior to agreeing to a resolution, any Party has the right to withdraw from the informal resolution process and resume the grievance procedure with respect to the Formal Complaint; and
4. any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

The University must obtain the Parties' voluntary, written consent to proceed with an informal resolution process. The formal procedures for resolving a Formal Complaint will normally be suspended during the informal resolution process. If the informal process produces a resolution that is agreed upon by the Parties in writing, the grievance procedure shall end, and no investigation or Hearing shall occur.

The University:

1. may not require any person to waive the right to an investigation and adjudication of a Formal Complaint as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right;
2. may not require the Parties to participate in an informal resolution process;
3. may not offer an informal resolution process unless a Formal Complaint has been filed; and
4. may not offer or facilitate an informal resolution process to resolve allegations that an employee engaged in Sexual Harassment against a student.

Investigating Formal Complaints

<u>The University's Responsibilities</u>

The University will designate one or more investigators to investigate the allegations in the Formal Complaint. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties. The University shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege unless the person holding such privilege has waived it. If the Investigator makes any determinations regarding credibility, those determinations may not be based on a person's status as a Complainant, Respondent, or witness.

The University may restrict who can be present during any meeting or proceeding related to the grievance procedure, including meetings or interviews conducted by the Investigator. However, both the Complainant and the Respondent will have the same opportunities to have others present during any grievance proceeding.

Equal Opportunity to Present and Review Evidence

In the course of the investigation, all Parties have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The University does not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence.

Before completing the Investigative Report, the Investigator will send to each Party and the Party's advisor, if any, all of the evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including:

1. evidence upon which the University does not intend to rely in reaching a determination regarding responsibility; and
2. inculpatory or exculpatory evidence, whether obtained from a Party or another source.

The evidence will be subject to inspection and review by both Parties and may be provided in an electronic format, a hard copy, or a mixture of both. Each Party will have at least ten (10) days to submit a written response to the evidence. This written response shall be the Party's final opportunity to identify and present witnesses and other inculpatory and exculpatory evidence.

If the Investigator finds that Party has provided new evidence (including witnesses) directly related to the allegations, the Investigator will provide the new evidence to both Parties and permit an additional ten (10) days for each Party to respond to the new evidence. The Investigator will consider the Parties' written responses to the evidence before completing the Investigative Report.

Medical and Treatment Records

In gathering evidence, except with the Party's voluntary, written consent the University cannot access, consider, disclose, or otherwise use a Party's records that are:

1. made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity; and
2. made and maintained in connection with the provision of treatment to the Party.

The Investigation Report

After the time for a Party's written response to the evidence has expired, the Investigator will create an Investigative Report that fairly summarizes all of the relevant evidence gathered in the course of the investigation.

At least ten (10) days prior to the Hearing, the Investigator will send each Party and each Party's advisor a copy of the Investigative Report in an electronic format or a hard copy. A Party or a Party's advisor may make a written response to the Investigative Report by providing a copy to the Investigator and the Title IX Coordinator no later than noon of the last business day before the day of the Hearing. The Title IX Coordinator will provide a Party's written response, if any, to the other Party. A copy of the Investigative Report and all written responses by the Parties will be provided to the Decision-maker prior to the Hearing.

Pre-Hearing Procedures

When Hearings Are Required

A live hearing must be held with respect to a Formal Complaint unless the Formal Complaint has been dismissed or the Parties want to resolve the case through an informal resolution process without a completed investigation or adjudication.

Preparing for the Hearing

At least ten (10) days before the Hearing, the University will notify each Party and advisor in writing of the date, time, location, and participants for the Hearing, including the name of each witness whom the University will request to appear at the Hearing (in person or virtually) for the purpose of providing evidence. The Hearing may be conducted with all participants physically present in the same location or, at the University's discretion, any or all Parties, witnesses, and other participants may appear virtually, with technology enabling participants simultaneously to see and hear each other.

Requesting Separate Rooms

At the request of either Party, the University will provide for the Hearing to occur with the Parties located in separate rooms using technology enabling the Decision-maker and Parties to simultaneously see and hear the Party or the witness answering questions. In order to have sufficient time to make the appropriate arrangements, a Party's request to be in a separate room must be made in writing to the Title IX Coordinator at least five (5) business days before the Hearing.

Attendance by Advisors

If a Party does not have an advisor present at the Hearing, the University must provide the Party an advisor of the University's choice without fee or charge to that Party. Unless the University grants a delay for good cause shown, the University shall appoint an advisor for a Party whose designated advisor is absent from the Hearing. The advisor is not required to be an attorney, and shall be responsible to conduct cross-examination on behalf of that Party.

Attendance of Parties and Witnesses; Delay for Absent Witness

The University is prohibited by law from requiring any Party or witness to appear at the Hearing, or from engaging an any act that would intimidate, threaten, coerce, or discriminate against any individual because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, grievance proceeding, or Hearing.

For these reasons, the University is not responsible if a Party or witness fails to appear at the Hearing, and the Hearing may proceed in the absence of the Party or witness. The University may grant a Party's reasonable request to delay the Hearing if that Party or an important witness is unable to attend the Hearing. A request for a delay should be made *as soon as possible* in the manner described below in the section entitled Temporary Delays or Extensions.

Hearings

Convening the Hearing

The Decision-maker shall convene the Hearing at the appointed time. In order to maintain privacy and the integrity of the process, witnesses will not be in the Hearing room or attending by technological means except when providing evidence or being cross-examined. Parties and witnesses will not be "sworn in," but may be reminded that providing false information in connection with the Hearing is a violation of the University's code of conduct for students or expectations for employees.

Questioning Parties and Witnesses

Each Party's advisor will be given an opportunity to ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination must be conducted directly, orally, and in real time by the Party's advisor, and never by a Party personally.

Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Decision-maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Decision-maker may ask both advisors to provide reasons why a question should or should not be considered relevant. The Decision-maker will instruct all Parties and witnesses not to answer any question until the Decision-maker has allowed the question.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless:

1. such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or
2. the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

The Decision-maker shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Because the University's grievance procedure is not a civil proceeding or state action, there is no right against self-incrimination. However, the Decision-maker cannot draw an inference regarding responsibility based solely on a Party's or witness's absence from the Hearing or refusal to answer cross-examination or other questions.

Availability of Evidence

The University will make all of the evidence that was subject to inspection and review by the Parties in connection with the preparation of the Investigative Report available at the Hearing to give each Party equal opportunity to refer to such evidence during the Hearing, including for purposes of cross-examination. Parties must notify the Title IX Coordinator at least three (3) business days prior to the Hearing regarding any physical evidence, transcripts, recordings, or other items requested to be physically available at the Hearing.

Conducting the Hearing

The Hearing will be conducted substantially as provided below. The Decision-maker may recess the Hearing for appropriate and reasonable rest and meal breaks. Any Hearing participant may request a break.

1. The Investigator or Title IX Coordinator will serve as the moderator for the Hearing. The function of the

moderator is to move the proceeding forward in an unbiased manner and to give the Parties and witnesses an opportunity to get their evidence before the Decision-maker.

2. The moderator will review the Complainant's allegations and review the evidence provided by the Complainant and summarized in the Investigative Report. The moderator will ask the Complainant whether he or she wishes to affirm the allegations and evidence as reviewed, and whether he or she would like to make any additional statements.
3. The Respondent's advisor will be given an opportunity to question the Complainant.
4. The moderator will review the Respondent's response to the allegations and review the evidence provided by the Respondent and summarized in the Investigative Report. The moderator will ask the Respondent whether he or she wishes to affirm the response and evidence as reviewed, and whether he or she would like to make any additional statements.
5. The Complainant's advisor will be given an opportunity to question the Respondent.
6. The moderator will bring each witness before the Decision-maker, either in person or through appropriate technology. The moderator will review any evidence provided by the witness and summarized in the Investigative Report. The moderator will ask the witness whether he or she wishes to affirm the evidence as reviewed.
7. The Complainant's advisor will be given an opportunity to question the witness.
8. The Respondent's advisor will be given an opportunity to question the witness.
9. If the University has provided any relevant evidence summarized in the Investigative Report, an appropriate representative or representatives of the University will review such evidence.
10. The Complainant's advisor will be given an opportunity to question the University's representative(s).
11. The Respondent's advisor will be given an opportunity to question the University's representative(s).
12. The Decision-maker may ask questions of any Party, witness, or University representative during the time that person is presenting evidence or being questioned.
13. Each Party, beginning with the Complainant, will have the opportunity to make a brief closing statement to the Decision-maker.
14. After confirming with the moderator that there is no additional evidence or other matters to be addressed, the Decision-maker will adjourn the Hearing.

Record of the Hearing

The University will create an audio or audiovisual recording, or transcript, of the Hearing and make it available to the Parties and to the Decision-maker for inspection and review.

Determination of the Allegations

Letter of Determination

The Decision-maker shall determine whether the Respondent is responsible for each of the allegations in the Formal Complaint that could constitute Sexual Harassment. The Decision-maker shall reach these decisions by applying the preponderance of the evidence standard. In making the determination, the Decision-maker:

1. must make an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence.
2. must not make credibility determinations based on a person's status as a Complainant, Respondent, or witness.
3. cannot draw an inference about responsibility based solely on a Party's or witness's absence from the Hearing or refusal to answer cross-examination or other questions.
4. cannot rely upon evidence or information protected under a legally recognized privilege unless the person

holding the privilege has waived it.

The Decision-maker may consider any statement made by a Party or witness that is otherwise permitted to be considered even if the person who made the statement does not submit to cross-examination at the Hearing. For example, the Decision-maker may consider statements made by the Parties or witnesses during the investigation, emails or text exchanges by a Party leading up to the alleged sexual harassment, and statements about the alleged sexual harassment which the Decision-maker determines to be relevant under this Policy, regardless of whether the person who made the statement submits to cross-examination at the Hearing. The Decision-maker may also consider police reports, Sexual Assault Nurse Examiner documents, medical reports, and other documents even if those documents contain statements of a Party or witness who is not cross-examined at the Hearing.

The Decision-maker shall issue a written determination stating the Respondent's responsibility for the alleged misconduct. The written determination must include:

1. Identification of the allegations potentially constituting Sexual Harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the University's code of conduct to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University imposes on the respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the complainant; and
6. The University's procedures and permissible bases for the complainant and respondent to appeal.
7. A statement that the audio or audiovisual recording or the transcript of the Hearing is available by written request to all Parties for inspection and review.

The Decision-maker shall exercise independent and unbiased judgment with respect to:

1. findings of fact which support the determination(s);
2. conclusions regarding the application of the University's code of conduct to the facts;
3. the determination regarding responsibility as to each allegation; and
4. the rationale for the Decision-maker's conclusions.

The Decision-maker may consult with University officials for information with respect to the procedural steps taken, the University's normal practices relating to appropriate sanctions, and the University's procedures and permissible bases for appeals.

Effective Date of Determination

The University will provide the written determination regarding responsibility to the Parties simultaneously. If neither Party appeals, the determination becomes final on the date on which an appeal would no longer be considered timely.

If a Party appeals the determination, the determination becomes effective on the date the University provides the Parties with the written determination of the result of the appeal, unless the appeal decision requires further proceedings.

The Title IX Coordinator is responsible for effective implementation of any sanctions or remedies.

Sanctions and Remedies

The University can impose a range of disciplinary sanctions and remedies with respect to any misconduct for which a Respondent has been determined to be responsible. Possible disciplinary sanctions and remedies include:

1. Imposing, continuing, or modifying any Supportive Measures.
2. Censure: An oral or written warning to the respondent that he or she is engaging in conduct that violates university rules, regulations, or policies.
3. No contact order: A directive to initiate no contact with the Complainant, including contact in person or by phone, email, text message, social network, or any other means, either directly or through a third party.
4. Reprimand: Written notice that University rules, regulations, or policies have been violated and that continuation or repetition of misconduct may result in a more severe sanction.
5. Fines: A monetary fine assessed for a disciplinary violation.
6. Probation: Written notice explaining the serious nature of misconduct and outlining the terms of probation. The terms of probation may prohibit a student from participating in co-curricular activities and provide for expulsion for violating the terms of probation.
7. Restitution: Reimbursement or other compensation for damage or loss of property.
8. Eviction: Probation or removal from campus housing.
9. Suspension: Termination of student status at the University for a specified period of time.
10. Expulsion: Termination of student status at the University permanently or for an indefinite period of time.
11. For employees: any change to terms and conditions of employment, up to and including termination.

See Student Disciplinary section of the UMHB Student Handbook for information regarding the transcript notation required by state law when a student becomes ineligible to reenroll for a reason that is neither academic nor financial.

Appeals

Right of Appeal

Both Parties may appeal from a determination regarding responsibility, or from the University's dismissal of all or any part of a Formal Complaint. The appeal procedures shall apply equally to both Parties.

Any of the following is an appropriate basis for appeal:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made; or
3. The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Filing an Appeal

In order to appeal, a Party must file a written Notice of Appeal challenging the initial outcome that is received by the Title IX Coordinator within ten (10) days after the written Letter of Determination was issued. The Notice of Appeal must state, at a minimum:

1. every basis for the appeal;
2. a complete statement of the facts and evidence that support each basis for the appeal; and

3. the relief requested as a result of the appeal.

Consideration of an Appeal

The University will promptly notify both Parties in writing that an appeal has been filed and provide a copy of the Notice of Appeal to the other Party. The non-appealing Party shall have ten (10) days from the date of such notice to submit to the Title IX Coordinator a written statement in support of the initial outcome or in opposition to the appeal. A copy of any such written statement shall be provided by the Title IX Coordinator to the appealing Party.

The appeal shall be considered and decided by an Appeal Decision-maker who is not the same person as the Investigator, the Title IX Coordinator, or the Decision-maker that reached the determination regarding responsibility or dismissal. The Appeal Decision-maker shall review the Notice of Appeal, the written response of the non-appealing Party, and may review the record of the Hearing as necessary to reach a conclusion on the appeal. The Appeal Decision-maker shall be bound by the same rules and considerations which apply to a Decision-maker, as described in this grievance procedure. The Appeal Decision-maker does not interview parties or witnesses nor conduct any other type of investigation.

Decision on Appeal

The Appeal Decision-maker shall issue a written decision describing the result of the appeal and the rationale for the result. The written decision shall, insofar as applicable, provide the same type of information required to be included in the initial written determination issued in connection with the Hearing.

The decision on appeal shall be appropriate to the basis or bases for appeal, and may adopt one or more of the following holdings, regardless of which Party filed the appeal:

1. Affirm the initial written determination;
2. Change any part of the written determination, including a change to find responsibility or to find no responsibility;
3. Increase or decrease the sanctions;
4. Require additional investigation (particularly in the case of new evidence that is material, not merely cumulative, and if presented in the Hearing could reasonably have resulted in a different determination); or
5. Order a new Hearing

The written decision on the appeal shall be provided simultaneously to both Parties and shall be final unless additional investigation or a new hearing is ordered.

Scheduled Time Frames for the Grievance Procedure

Normal Time Frames

The University will conclude this grievance procedure in a reasonably prompt manner and in accordance with the following time frames:

1. The University will generally issue the written Hearing determination within ninety (90) days after the filing of the Formal Complaint.
2. The University will generally issue the written appeal determination within thirty (30) days after the filing of the Notice of Appeal.
3. The University will generally conclude any informal resolution process within thirty (30) days after the

Parties agree to an informal resolution.

Temporary Delays or Extensions

The Title IX Coordinator may direct a temporary delay in any step of this grievance procedure or the limited extension of the normal time frames for good cause. The University will notify the Complainant and the Respondent in writing of any temporary delay or limited extension and the reasons for the action.

The Complainant or Respondent may request a temporary delay or limited extension in writing to the Title IX Coordinator. The written request must state the reason for the delay or extension and the length of the delay or extension being requested.

Some examples of situations which may constitute good cause for a delay or extension include: the absence of a Party, a Party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

The University will attempt to accommodate the schedules of Parties and witnesses throughout the grievance procedure in order to provide Parties with a meaningful opportunity to exercise their lawful rights. However, the University will not delay the grievance procedure indefinitely because a Party, witness, or advisor is refusing to cooperate. In order to resolve complaints within reasonable time frames, the grievance procedure can proceed to conclusion even in the absence of a Party or witness.

Retaliation Prohibited

Retaliation Defined

Retaliation shall include the following:

1. Conduct intended to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, 34 CFR Part 106, or this grievance procedure.
2. Bringing disciplinary charges against an individual for code of conduct violations that do not involve sex discrimination or Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint, for the purpose of interfering with any right or privilege secured by Title IX, 34 CFR Part 106, or this grievance procedure.

No Retaliation

Neither the University nor any other person may engage in retaliation against an individual because the individual has made a report or complaint or testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or Hearing under this grievance procedure.

Any person who believes that he or she has experienced retaliation which is prohibited by this grievance procedure may file a complaint or Formal Complaint with the Title IX Coordinator.

Confidentiality

Except as may be permitted by the Family Educational Rights and Privacy Act (FERPA) and the FERPA regulations, or as required by law, including in the conduct of any investigation, hearing, or judicial proceeding under Title IX, the University must keep confidential the identity of:

1. any individual who has made a report or complaint of sex discrimination;

2. any individual who has made a report or filed a Formal Complaint of Sexual Harassment;
3. any Complainant;
4. any individual who has been reported to be the perpetrator of sex discrimination;
5. any Respondent; and
6. any witness.

General Grievance Procedures for Complaints of Sexual Harassment and Sexual Violence NOT classified as Title IX (Attachment B of the policy)

(These procedures are applicable to complaints which are NOT subject to Attachment A - Grievance Procedures for Formal Complaints of Sexual Harassment and Sexual Violence Classified as Title IX)

All complaints or charges subject to these General Grievance Procedures will be reviewed by the Title IX Coordinator or his/her designee and appropriate supportive measures will be offered. The Title IX Coordinator may elect to take no action if a complaint relates to a respondent who is not a University student or employee or if specific circumstances would prevent an effective investigation or determination. All other complaints will be investigated promptly and impartially.

A complaint should generally be in the form of a Formal Complaint in order for the University to undertake an investigation. However, under appropriate circumstances an unwritten complaint may be investigated.

Counselors

Both the complainant and the respondent may have a counselor of their choice (who may be a parent, attorney, etc.) present with them during any meeting with University officials related to the investigation or disciplinary process. The role of the counselor is limited to providing support, guidance, or advice to the party throughout the investigation and disciplinary process. During the meetings, the party and counselor may talk quietly with each other. Counselors do not have the right to question or cross-examine witnesses, present arguments, answer questions posed to a party or otherwise take an active role in the meeting. Counselors cannot disclose to other persons any confidential information which is disclosed to the counselor in the course of the meeting. The University will remove or dismiss counselors who become disruptive or who do not abide by the restrictions on their participation. [Note: "counselors" within the meaning of these General Grievance Procedures should not be confused with "Advisors" who assist the Complainant and Respondent in a live hearing under the Title IX Grievance Procedures.]

Investigations

In the course of the investigation, the University may, with the consent of all parties, use voluntary informal discussions or mediation for resolving complaints. Any party has the right to end the informal process at any time, in which case the investigation shall continue to its conclusion. Any agreed resolution of a complaint should fully and effectively address safety, fairness, and other appropriate concerns of the complainant, the respondent, and the University as a whole.

The University will conduct and conclude an adequate, reliable, and impartial investigation of the complaint within a reasonable time (generally around 60 days) after the complaint has been received. An investigation may occasionally take slightly longer because of unusual circumstances or the absence of necessary parties during school breaks.

The purpose of the investigation will be to determine whether any conduct in violation of University policies has occurred and, if so, to take disciplinary action and, if appropriate, corrective measures. The investigation and disciplinary process will be conducted by officials who receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, and on how to conduct an investigation and disciplinary process that protects the safety of victims and promotes accountability.

Both parties will have the opportunity to review any evidence provided by the other party or any witness or otherwise collected by the University in the course of the investigation. Both the complainant and the respondent may identify witnesses whom the investigator should interview and provide the investigator with questions which they would like to have posed to the other party or any witness. Any relevant, appropriate questions will be asked, and the responses will be considered in reaching a decision. In appropriate circumstances where the credibility of a party or witness is crucial, in the interest of fairness the adjudicator may arrange for cross-examination to occur through a party's counselor or other representative. No party will cross-examine another party.

Every complainant has the right to present his or her case. Every respondent has the right to notice of the allegations against him or her and the right to respond to the allegations. Both the complainant and the respondent will have an equal opportunity to identify witnesses and to furnish other evidence.

Adjudication

Once the investigation is completed, the complaint will be adjudicated by the Title IX Coordinator or his/her designee. Every complainant has the right to present his or her case. Both the complainant and the respondent will have an equal opportunity to present witnesses and other evidence.

The complaint will be decided using a preponderance of the evidence standard (i.e., is it more likely than not that the misconduct occurred?). For students: any of the sanctions listed under Sanctions for Misconduct in the UMHB Student Handbook may be imposed in order to restore the proper educational environment (for example, removal from a student organization or changing class schedules) or to discipline any person guilty of violating the University's rules of conduct. For employees: any change to terms and conditions of employment, up to and including termination.

The adjudicating official may consult with other University officials (which may include appropriate persons from Student Life, Human Resources, and/or a respondent/employee's supervisors) regarding sanctions or disciplinary action to be imposed.

Both parties will be promptly and simultaneously notified in writing of the outcome of the complaint, including the result of the University's disciplinary proceeding, the procedures for either party to appeal the result, any change to the result, and when the results become final. With respect to complaints of sexual harassment or sexual violence, the University will disclose to the complainant information about any sanctions imposed on the respondent when the sanction directly relates to the complainant, such as an order that the respondent stay away from the complainant or that the respondent is transferred to other classes, suspended, removed from a residence hall, expelled, etc. In order to comply with the Clery Act, both parties will also be informed of all sanction information if the offense involved is a sex offense.

Appeals

Both parties may appeal the decision of the adjudicating official. The following appeal procedures shall apply equally to both parties.

Any of the following is an appropriate basis for appeal:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made; or
- Any conflict of interest or bias on the part of any University official involved in the disciplinary process that affected the outcome of the matter.

Disagreement with the findings of fact or the decision based on the facts is not grounds for appeal.

Filing an Appeal

Any appeal must be in writing and received by the Title IX Coordinator within ten (10) days after the written decision was issued. The Notice of Appeal must state, at a minimum:

1. every basis for the appeal;
2. a complete statement of the facts and evidence that support each basis for the appeal; and
3. the relief requested as a result of the appeal.

Consideration of an Appeal

The University will promptly notify both parties in writing that an appeal has been filed and provide a copy of the written appeal to the other party. The opposing party shall have ten (10) days from the date of such notice to submit a written statement in support of the initial outcome or in opposition to the appeal. The Title IX Coordinator shall provide a copy of any party's written statement to the other party.

The appeal shall be considered and decided by an appropriate University employee or designee who was not directly involved in the investigation or adjudication. The appeal decision-maker shall review the written appeal, all written responses of the parties, and such other information as may be necessary to reach a decision on the appeal.

Decision on Appeal

The appeal decision-maker shall issue a written decision regarding the appeal and the rationale for the decision. The decision may:

1. Affirm the initial written determination;
2. Change any part of the written determination, including a change to find responsibility or to find no responsibility;
3. Increase or decrease the sanctions; or
4. Require additional investigation (particularly in the case of new evidence that is material, not merely cumulative, and if presented during the investigation could reasonably have resulted in a different determination).

The written decision on the appeal shall be provided simultaneously to both parties and shall be final unless additional investigation is ordered.

If a student withdraws from the University with pending disciplinary charges that may result in the student becoming ineligible to reenroll for a reason that is neither academic nor financial, the University may not end the disciplinary process until it makes a final determination of responsibility and eligibility to reenroll.

See Student Disciplinary section of the UMHB Student Handbook for more information regarding state law-required transcript notations if a student becoming ineligible to reenroll for a reason that is neither academic nor financial.

Retaliation Is Prohibited
No University employee or student shall retaliate in any way against a person for making a complaint, testifying, assisting, or participating in any manner in an investigation or complaint proceeding. Retaliatory actions, which are prohibited, include intimidation, threats, coercion, or discrimination against any such individual. Any person may report retaliation to the University's Title IX Coordinator:

Dr. Kasey Blomquist, Title IX Coordinator
Bawcom Student Union, Room 2227
900 College St., Belton, Texas 76513
(254) 295-4870

Complaints of retaliation will be investigated by the University under the same complaint processes and standards which applied to the original underlying complaint.

VICTIM RIGHTS STATE OF TEXAS

Victims of certain crimes have rights which must be afforded to them or their close relatives by the State of Texas. The office of the attorney representing the state, and the sheriff, police, and other law enforcement agencies are required to explain those rights and assure that they are provided. Tex. Crim. Proc. Code Ann. § art. 56.02.

MISSING STUDENTS

The University of Mary Hardin-Baylor takes student safety seriously. Anyone who believes a student (whether a residential or commuter student) is missing should immediately report their concern to the University Police, the Dean of Students, the Provost, or the Vice President for Student Life.

In compliance with Section 488 of the Higher Education Act of 2008, the university has specific procedures regarding missing students who live in on-campus housing. A report of a missing resident student will be immediately referred to the university police and attempts made to locate the missing student, which may include:

- Inspecting the student's assigned room
- Conducting a search of campus locations to find the student (library, cafeteria, etc.)
- Attempting to contact known friends or faculty members for last sighting or additional contact information.
- Accessing Cru Card entry logs to determine when the card was last and to track the card for future use.
- Accessing student's vehicle registration information for vehicle location and distribution to authorities
- Reviewing email logs for last login and use of the UMHB email system

Within 24 hours of the time the university determines that a student is missing, the university will:

1. Contact the student's parent or legal guardian if the student is a minor,
2. Contact any person identified in the student's file as the emergency contact person for this purpose, and
3. Notify external law enforcement agencies as appropriate.

Students are encouraged to provide the university emergency contact information that can, upon request, be registered confidentially so that this information will be accessible only to authorized campus officials and that it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

NOTIFICATION TO PARENTS

A student's dependent status is determined according to the Internal Revenue Code 1986, Section 152.

When a dependent student receives a disciplinary response of suspension or dismissal, the parents of the dependent student may be notified by mail. Furthermore, parents of any student under the age of 21 may be notified should their student be placed on conduct probation for violating the UMHB alcohol policy. The university also reserves the right to contact parents when the administration believes that parental contact is in the best interest of the student and/or the university, to the extent allowed by law.

HAZING

The University of Mary Hardin-Baylor prohibits all forms of hazing, including solicitation to engage in hazing and aiding and abetting another person who is engaged in hazing.

The following is a summary of Chapter 37, subchapter F. (§§ 37.151-157) of the Texas Education Code, which prohibits hazing in Texas public or private high schools. Texas Education Code §51.936 applies Chapter 37's prohibition on hazing to institutions of higher education. This summary of Chapter 37 is provided as required by § 51.936(d).

Hazing is a criminal violation under Texas law. A person commits an offense if the person engages in hazing; solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing, recklessly permits hazing to occur; or has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution, or has firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report that knowledge to the Dean of Students, campus police, other appropriate university official, a peace officer, or a law enforcement agency.

Both failing to report hazing and hazing that does not result in serious bodily injury are Class B misdemeanors. Hazing, that results in serious bodily injury is a Class A misdemeanor. Hazing resulting in a death is a state jail felony.

If an organization condones or encourages hazing or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing, the organization may be fined $5,000 to $10,000 or, for incidents causing personal injury or property damage, an amount double the loss or expenses incurred because of the hazing incident. It is not a defense to prosecution that the person hazed consented to the hazing activity.

Any person voluntarily reporting a specific hazing incident to the Dean of Students, another appropriate institutional official, a peace officer, or a law enforcement agency is immune from civil and criminal liability if (1) the person reports the incident before being contacted by the University or the law enforcement agency concerning the incident or otherwise being included in the University's or agency's investigation of the incident, and (2) the Dean of Students or law enforcement agency determines that the person has cooperated in good faith throughout the investigation and disciplinary processes regarding the incident. Immunity does not apply if the person is reporting his or her own act of hazing or if the report is made in bad faith or with malice.

State law does not limit or affect the university's right to enforce its own penalties against hazing.

A. The Education Code defines hazing as "any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization if the act:
B. is any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;
C. involves sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
D. involves consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance, other than as described by Paragraph (E), that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
E. is any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code; or
F. involves coercing the student to consume a drug, or to consume an alcoholic beverage or liquor in an amount that would lead a reasonable person to believe that the student is intoxicated.

Coercion is defined by Texas law and includes, among other things, a threat, however communicated, to expose a person to contempt or ridicule.

Some examples of activities that may meet the definition of hazing and that the university prohibits include, but may not be limited to:

- Paddling in any form, pushing, hitting, or physical threats
- Creation of excessive fatigue, or forced or coerced participation in calisthenics
- Physical or psychological shocks
- Misuse of authority by virtue of one's class rank or leadership position
- Striking another student by hand or with any instrument
- Any form of physical bondage of a student
- Taking a student to an outlying area and dropping him/her off
- Forcing a student into a violation of the law or a university rule such as indecent exposure, trespassing, violation of visitations, etc. Forcing, requiring, or endorsing another student to drink alcohol or any other substance and/or providing such alcohol or other substance
- Theft of property under any circumstances
- Defacing trees, ground, or buildings
- Unapproved quests, treasure hunts, scavenger hunts, road trips, or other such activities
- Causing a person to wear, publicly, apparel that is conspicuous and not normally in good taste
- Engaging in public stunts, buffoonery, or morally degrading or humiliating games or activities
- Late work sessions
- Other activities not consistent with the rules, regulations, and policies of the University of Mary Hardin-Baylor.

Hazing Incident Reports Included in the Annual Security Report

The University includes reportable incidents of hazing in its annual security report. "The term 'hazing', for purposes of reporting statistics on hazing incidents means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:

    - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
    - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
    - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
    - causing, coercing, or otherwise inducing another person to perform sexual acts;
    - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
    - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

For more information on the Annual Security Report, see the previous section of the Handbook entitled – "Annual Security and Fire Safety Report."

How to Report Hazing

To make a report of any type of hazing, or to determine if a proposed activity constitutes hazing, contact the Office of the Dean of Students or, if the Dean of Students is not available, contact the University Police Department. If the hazing incident is currently occurring, it should be reported without delay. If you have immediate safety concerns, first **call 911**, then call the University Police at (254) 295-5555.

Any employee who has firsthand knowledge regarding a planned hazing incident or firsthand knowledge that a specific hazing incident has occurred shall report the matter immediately to the Dean of Students or the University Police.

A Campus Security Authority who has received a report of hazing that occurred in any building or on property owned or controlled by the university is required to report the matter to the University Police.

Disciplinary Procedures for Hazing

Any allegations of hazing will be investigated by the Dean of Students or an investigator designated by the Dean of Students. If the investigation yields evidence of hazing, appropriate disciplinary action will be taken against the individual and/or organization deemed responsible for the hazing. Disciplinary action will follow the processes outlined in the Student Handbook for violations of the student rules of conduct.

https://www.umhb.edu/report-it

Investigating and Processing Claims of Hazing
Allegations of hazing will be investigated by the Dean of Students or an investigator designated by the Dean of Students. If the Dean of Students determines that a preponderance of the evidence gathered in the course of the investigation indicates that hazing has occurred, appropriate disciplinary sanctions will be imposed on any individuals or organizations deemed responsible for the hazing. Disciplinary action and appeals will follow the processes outlined in the Student Handbook for violations of the student rules of conduct.

Campus Hazing Transparency Report
The university will develop a Campus Hazing Transparency Report summarizing findings concerning any established or recognized student organization found to be in violation of the university's standards of conduct relating to hazing as defined in the university's hazing policy for students. The Campus Hazing Transparency Report will include each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including:

- The name of such student organization;
- A general description of the violation that resulted in a finding of responsibility, including
    - whether the violation involved the abuse or illegal use of alcohol or drugs;
    - the findings of the institution, and
    - any sanctions placed on the student organization by the university, as applicable; and
- The dates on which:
    - The incident was alleged to have occurred
    - The investigation into the incident was initiated
    - The investigation ended with a finding that a hazing violation occurred, and
    - The institution provided notice to the student organization that the incident resulted in a hazing violation.

In compliance with the Family Educational Rights and Privacy Act (FERPA), the Campus Hazing Transparency report cannot include personally identifiable information.

The first Campus Hazing Transparency Report must be released by December 23, 2025, and will include data from July 1, 2025, through its date of release. Thereafter, the Campus Hazing Transparency Report will be updated and released at least twice each year, with each report being updated and released no more than six (6) months after the previous Report was updated and released. If there have been no reportable findings during any reporting period, the Report shall state that there were no findings of responsibility for hazing violations during the reporting period. Each Campus Hazing Transparency Report and any supporting documentation for the Report shall be maintained for at least seven (7) years.

Information on University's Website
A statement shall be maintained on the university's website, accessible to the public, which includes:

- the annual availability of the university's hazing statistics;
- a link to the university's Annual Security Report;
- information about the university's policies relating to hazing;
- applicable state and local laws on hazing; and
- the information required for the Campus Hazing Transparency Report.

Training
It is university policy to provide prevention and awareness programs related to hazing. University training programs will include research-informed, campus-wide prevention programs designed to reach students, staff, and faculty. Training programs will focus on

- information on the university's hazing policy (as described above)
- primary prevention strategies intended to stop hazing before hazing occurs, which may include skill building for bystander intervention
- information about ethical leadership
- the promotion of strategies for building group cohesion without hazing

CLERY CRIME DEFINITIONS

Categories of Prejudice

A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

The UPD uses the following definitions when determining bias motivated crimes.

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age, or illness.

Unfounded Reports

The University may omit reports of crime from our statistics only when those reports are determined to be "unfounded." Only sworn or commissioned law enforcement personnel can make a determination that a report was unfounded, and only after a full investigation. Reports are only unfounded if, based on the results of this full investigation and evidence, law enforcement personnel have made a formal determination that the crime report is false or baseless. If someone is charged with a crime, but is then exonerated in a criminal proceeding, that report is not considered unfounded and must be included in the statistics.

All unfounded reports will be identified on the department's blotter and in the Annual Security Report.

No Clery related reports were unfounded for this reporting cycle.

DEFINITIONS OF GEOGRAPHY

The UPD uses the following property descriptions, as defined in the Clery Act (Title 34, Subtitle B, Chapter VI, Part 668, Subpart D, Subsection 668.46) to record crimes by location.

Campus

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to the area identified in paragraph (i) 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).

Non-Campus Building or Property

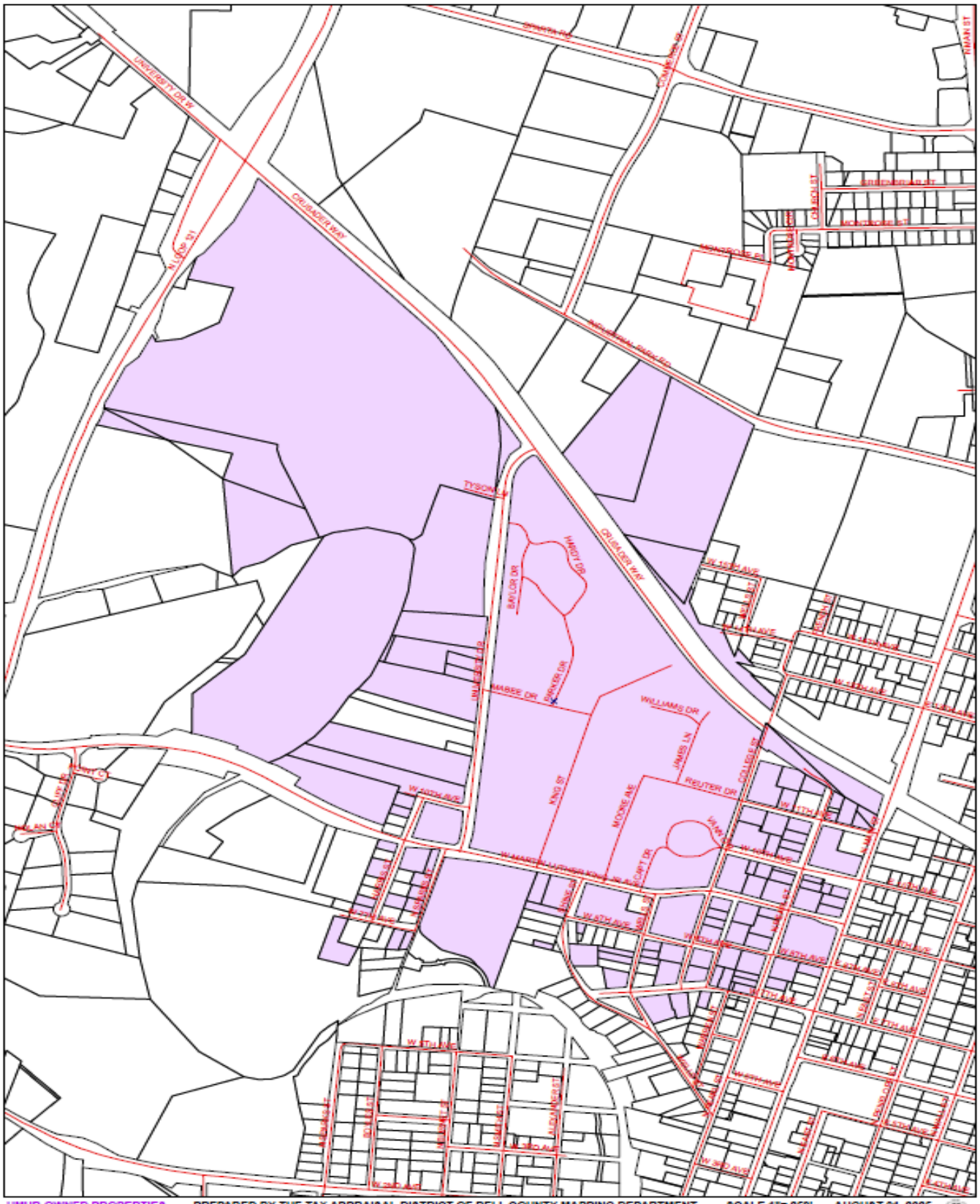
Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

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

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. (continued on next page)

CLERY MAP


UMHB OWNED PROPERTIES
08/01/2025
PREPARED BY THE TAX APPRAISAL DISTRICT OF BELL COUNTY MAPPING DEPARTMENT
SCALE 1"= 260'
AUGUST 01, 2025
CRUSADER WAY
UNIVERSITY DR W
N UNIVERSITY
TYSON ST
HARDY DR
SAYLOR DR
MABEE DR
WILLIAMS DR
JAMES LN
REUTER DR
KING ST
MOORE AVE
COLLEGE ST
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University of Mary Hardin-Baylor
2025 Crime Statistics

	ALL ON-CAMPUS PROPERTY			NON-CAMPUS PROPERTY			PUBLIC PROPERTY			ON-CAMPUS RESIDENTIAL ONLY		
	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024
Aggravated Assault	0	1	0	0	0	0	0	0	0	0	1	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	1	1	0	0	0	0	0	0	0	0	1
Fondling	0	0	2	0	0	0	0	0	0	0	0	2
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	13	15	11	0	0	0	0	0	0	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Forcible - Rape	3	2	5	0	0	0	0	0	0	1	1	5
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0

VAWA Offense Reporting Table

	ALL ON-CAMPUS PROPERTY			NON-CAMPUS PROPERTY			PUBLIC PROPERTY			ON-CAMPUS RESIDENTIAL ONLY		
	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024
Dating Violence	0	4	0	0	0	0	0	0	0	0	2	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	2	0	2	0	0	0	0	0	0	1	0	2

Referrals For Campus Disciplinary Action

(The referral of any person to any campus official who initiates a disciplinary action which may result in the imposition of a sanction.)

	ALL ON-CAMPUS PROPERTY			NON-CAMPUS PROPERTY			PUBLIC PROPERTY			ON-CAMPUS RESIDENTIAL ONLY		
	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024
Drug Law	19	21	16	0	0	0	0	0	0	18	19	8
Illegal Weapons Possession	0	0	1	0	0	0	0	0	0	0	0	0
Liquor Law	11	34	43	0	0	0	0	0	0	11	33	29

Arrests

	ALL ON-CAMPUS PROPERTY			NON-CAMPUS PROPERTY			PUBLIC PROPERTY			ON-CAMPUS RESIDENTIAL ONLY		
	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024
Drug Law	0	1	3	0	0	0	0	0	0	0	0	1
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law	0	1	4	0	0	0	0	1	1	0	0	0

University of Mary Hardin-Baylor
2025 Hate Crime Statistics

	ALL ON-CAMPUS PROPERTY			NON-CAMPUS PROPERTY			PUBLIC PROPERTY			*ON-CAMPUS RESIDENTIAL ONLY		
	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Destruction of property	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0
Larceny Theft	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Other crimes involving bodily injury to any person	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Forcible - Rape	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Non-Forcible (Total)	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0

Annual Fire Safety Report

Prepared & Distributed
Pursuant to the Clery Act

https://go.umhb.edu/resources/police/policies-reports#1845

The University provides the following Annual Fire Safety Report, which includes university policies, procedures, and statistical information, in order to provide important information for students, parents, and employees. This Report complies with federal law, including the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

DEFINITIONS

THE FOLLOWING TERMS ARE USED WITHIN THIS REPORT. DEFINITIONS HAVE BEEN OBTAINED FROM THE HIGHER EDUCATION OPPORTUNITY ACT:

On-Campus Student Housing – A 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 a reasonable contiguous area that makes up the campus.

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

HOW TO REPORT A FIRE

Any student or employee, who sees a fire (flame) or smoke, should immediately dial 911 and then contact the University of Mary Hardin-Baylor Police Department at 254-295-5555.

If you see signs of a fire that has already been extinguished, contact the University of Mary Hardin-Baylor Police Department at 254-295-5555.

SAFETY REPORT REQUIREMENTS

The University of Mary Hardin-Baylor has compiled data for the Annual Fire and Safety Report since 2010. As with other institutions, UMHB is required to report statistics for each on-campus student housing facility, for the three most recent calendar years for which data is available. Printed copies of this report may be obtained at the UMHB Police Department located at in suite 107 of the Mabee Student Success Center or by calling 254-295-5555.

UMHB also maintains an Incident History (Police Blotter) which includes information pertaining to reports of fires occurring on campus. The Fire Log table below is designed to contain a compilation of actual fire statistics for each calendar year (should any exist) for UMHB on-campus student housing. The Fire Log table is designed to include statistics outlining the number of actual fires and the cause of each actual fire, the number of injuries and deaths related to actual fires and the value of property damage related to actual fires for UMHB on-campus student housing (should any exist).

The daily fire log is combined with the daily crime log and is available for viewing at the UMHB Police Department located at 905 Moore Ave, Belton Texas.

According to the Higher Education Opportunity Act / Clery Act, for an incident to be reportable, it must be an actual fire which meets the federal definition of a fire. The Higher Education Opportunity Act (HEOA) regulations define fire as "any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner."

STUDENT HOUSING and LIFE SAFETY SYSTEMS

In 2025, UMHB had twenty-eight (28) on-campus student-housing facilities, including residence halls, apartments and single-family dwellings in use. Each facility is equipped with fire detection systems, which may consist of one or more of the following devices; smoke detectors, heat detectors, pull box stations and/or sprinkler systems. Most fire safety systems report directly to the University Police Department, and the Physical Plant.

Additional information pertaining to fire safety in university residence halls is available in the *Guide to Campus Housing.*

Fire Alarm Evacuation Procedures

When an alarm is activated, students and employees are required to heed the warning and evacuate the building. Use the nearest stairwell and/or exit to immediately leave the building. We recommend that you become familiar with the exits in each building.

As you evacuate a building, do so as quickly and calmly as possible. Remember to use stairs and not elevators as you leave the building. When a fire alarm is activated, the elevators in most buildings will be recalled to the first floor and stop automatically. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus typically ring to the UMHB Police Department.

In addition, remember to:

1. Feel the door for heat before opening it. If it is hot, find an alternative route.
2. If you encounter smoke, "stay low and go," remembering that the smoke and hot air that is most dangerous will be above you.
3. When outside the building, move to your assembly area. Follow the procedure taught during the first planned fire drill. Keep access roads clear for emergency vehicles.
4. Do not return to the building until it has been declared safe by officials. If necessary, injured, or handicapped residents may evacuate to "areas of safe refuge" in buildings that are equipped with these areas. The RD will know if such an area exists within the building.

Emergency Response procedures are posted in each student's room/apartment.

Response to Fire Alarms on Campus

All alarm activations are investigated and documented by the UMHB Police Department. In addition to the police department's response, the City of Belton Fire Department is also dispatched and responds to all alarm activations. The City of Belton Fire Department is a combination fire department staffed with career firefighters and volunteer firefighters.

Mandatory Fire Drills

Each residence hall and apartment conducts two fire drills during each full-length semester. The first fire drill during the semester will always be announced before time, and students will be oriented concerning exit routes

and other rules. The students will be trained in the drill procedure by residence hall staff.

The fire evacuation drills are supervised by Residence Life Staff and the University Police Department. The fire evacuation drills are conducted by activating each individual fire alarm system in each on-campus student housing facility.

The University may levy fines and penalties to individuals who fail to evacuate a building promptly – but a more important reason for evacuating is for safety reasons! Failure to evacuate the building during a fire alarm will result in a financial penalty of $25. Failure to evacuate a building during a scheduled fire drill will result in a financial penalty of $100.

For more information, see the *Guide to Campus Housing*

Fire Prevention

Each member of the UMHB community plays an important role in our fire prevention efforts and we ask that you work with the university to ensure halls are free of fire hazards. Please make sure that all fire equipment, fire doors, and fire exits remain unobstructed. Open flames such as candles, incense, matches, or lighters, are prohibited due to their potential as fire hazards. Irons and cooking appliances should never be left on when the room is unoccupied. Electrical outlets should never be overloaded.

To minimize the potential for fires, it is the policy of the university to limit cooking in residence hall rooms. Accordingly, cooking devices/equipment, other than the microwaves provided by the university, are prohibited in residence hall rooms. This includes toaster ovens, griddles, grills, electric skillets, deep fryers, and other such small appliances.

All decorations used on campus must be fire-resistant or non-combustible. Decorative lights and extension cords must be UL rated and not used so as to present a fire hazard or trip-hazard. Live trees or greens are also prohibited as decoration.

Tampering with Safety Equipment

Any individual who misuses or tampers with fire safety equipment will be subject to disciplinary action and will be charged with the cost of cleanup or repair of property, which is damaged because of the action. Smoke detectors in rooms should not be tampered with, and if they are battery operated, students should never remove the batteries.

Every effort will be made to identify the individuals who cause a false alarm. When such persons are identified, they will be referred to the Student Life Office for disciplinary action. In Addition to university sanctions, any person who starts a fire, damages or tampers with fire alarms, or misuses fire safety equipment may also be subject to prosecution in criminal court.

Setting a Fire (Arson)

Any individual who sets a fire (commits arson) in or near a university building is subject to immediate disciplinary action up to and including suspension from the university. The responsible person will also be charged with the cost of repairing any damage caused by the fire. In addition to university sanctions, any person who starts a fire, damages or tampers with fire alarms, or misuses fire safety equipment may also be subject to prosecution in criminal court.

False Fire Alarm Sanctions

Every effort will be made to identify the individuals who cause a false alarm. When such persons are identified, they will be referred to the Student Life Office for disciplinary action. A person who deliberately initiates a false fire alarm may also be subject to prosecution in criminal court.

Procedures for Student Housing Evacuations

When an alarm is activated, you are required to heed the warning and evacuate the building. Use the nearest stairwell and/or exit to immediately leave the building. We recommend that you become familiar with the exits in each building.

As you evacuate a building, do so as quickly and calmly as possible. Remember to use stairs and not elevators as you leave the building. When a fire alarm is activated, the elevators in most buildings will be recalled to the first floor and stop automatically. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus typically ring to the UMHB Police Department.

In addition, remember to:

- Feel the door for heat before opening it. If it is hot, find an alternative route.
- If you encounter smoke, "stay low and go," remembering that the smoke and hot air that is most dangerous will be above you.
- When outside the building, move to your assembly area. Follow the procedure taught during the first planned fire drill. Keep access roads clear for emergency vehicles.
- Do not return to the building until it has been declared safe by officials. If necessary, injured, or handicapped residents may evacuate to "areas of safe refuge" in buildings that are equipped with these areas. The RD will know if such an area exists within the building.

Emergency Response procedures are posted in each student's room/apartment.

Prohibited Items and Actions

The primary goal of UMHB's Fire Safety Program is to recognize hazardous conditions and take appropriate action before such conditions result in a fire. This goal is accomplished by conducting periodic safety inspections of all university buildings and increasing the fire safety awareness of employees and students.

The Physical Plant Department conducts an annual inspection of residence halls. Members of the Residence Life Department perform room checks every two weeks. The H&S inspections are primarily designed to find and eliminate safety violations.

Students are required to read and comply with the ***Guide to Campus Housing***, which includes information about health and safety inspections and all other rules and regulations for residential buildings. The inspections include, but are not limited to, a visual examination of electrical cords, sprinkler heads, smoke detectors, fire extinguishers and other life safety systems.

In addition, each room will be examined for the presence of prohibited items (e.g., sources of open flames, such as candles; non-surge protected extension cords; halogen lamps; portable cooking appliances in non-kitchen areas; etc.) or prohibited activity (e.g., smoking in the room; tampering with life safety equipment; possession of pets; etc.). This inspection will also include a general assessment of food and waste storage and cleanliness of the room.

Prohibited items will be immediately disabled with a locking device or confiscated and donated/discarded if found, without reimbursement.

Regarding Fire Safety Inspections of a university owned buildings; the university shall to the best of its ability work to be in compliance with all applicable standards of the International Fire Code (IFA) and the local Authority Having Jurisdiction (AHJ).

To minimize the potential for fires, the following items or actions are prohibited in any housing facility and throughout residential buildings because of their serious potential as fire hazards:

- Candles/Incense of any kind
- Use or possession of fireworks or firecrackers
- Use of "open coil" heating devices (space heaters, etc.)
- Storage of combustible solutions
- Smoking is prohibited within all buildings on campus
- Halogen lamps are not permitted
- Oil lamps or other fuel burning lamps
- Any open flames or burning, except as part of an approved scientific project, or maintenance project.
- Flammable liquids must be stored in approved safety cabinets. Flammable liquids are not allowed to be stored in residence hall rooms (including paint thinner, solvents, lighter fluid, and lamp oil.)
- Barbeque grills are prohibited with the exception of the permanently mounted grills provided by the university.
- Portable space heaters are prohibited in residence hall rooms

Fire Safety Education and Training

The university provides fire safety education for all residence hall occupants in mandatory meetings at the beginning of each academic school year and by publishing fire safety information in the *Guide to Campus Housing* provided to all residential students. The UMHB Police Department conducts training for residential assistants and hall directors.

Residential assistant and hall director training covers:

- Evacuation and emergency preparedness
- Causes and types of fires
- Fire safety and prevention

FIRE STATISTICS FOR ON-CAMPUS HOUSING FACILITIES

These statistics include the number of fires occurring in each on-campus housing facility, the number of injuries related to each fire that resulted in treatment at a medical facility, and the number of deaths related to each fire, if any.

Total Fire Damages	2025	2023	2024
$0 - $99	1	2	2
$100 - $999	0	0	1
$1,000 – $9,999	0	0	0
$10,000 - $24,999	0	0	0
$25,000 – 49,000	0	0	0

	2025	2023	2024
Total Fires	1	2	3
Fire Injuries	0	0	0
Fire Fatalities	0	0	0

2025, 2023 and 2024 Statistics for Residence Halls and Apartments

Residential Facility	Year	Number of Fires	Fire Cause	Number of Injuries	Number of Deaths	Property Loss
Beall Hall 1504 Hardy Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Burt Hall 1109 James	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Clark Hall 1507 Hardy Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
College View 600 W. MLK.	2025	1	Unintentional - Cooking	0	0	$0 - $99
	2023	1	Unintentional - Cooking	0	0	$0 - $99
	2024	2	Unintentional – Cooking and Electric – Exhaust Fan	0	0	$0 - $99
Farris Hall 904 University Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Ferguson Hall 1505 Hardy Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Garner Hall 1402 Hardy Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Gettys Hall 1010 King St.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Grover Hall 1501 Hardy Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	1	Unintentional - Cooking (Oven)	0	0	$100-$999
Hobby Hall 1605 Vickery	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
James Hall 1502 J. Baylor	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Johnson Hall 1101 King St.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	

Lord Hall 500 Crusader Way	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
McLane Hall 1103 King St.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Provence Hall 1503 J. Baylor	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Remschel Hall 906 King St.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Stribling Hall 1002 King St.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Taylor Hall 1403 Parker Dr.	2025	0		0	0	
	2023	1	Unintentional – Cooking	0	0	$0 - $99
	2024	0		0	0	
Tryon Hall 1506 J. Baylor Dr.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Tyson Hall 1603 Vickery Cir.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
Wilson Hall 1607 Vickery Cir.	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	

2025, 2023 and 2024 Statistics for Single Family Residences Used for Student Housing

Residential Facility	Year	Number of Fires	Fire Cause	Number of Injuries	Number of Deaths	Property Loss
220 W. 7th	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
311 W. 7th	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
314 W. 7th	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
700 Harris	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
710 Harris	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	

808 Harris	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
1102 N. Pearl	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
802 W. MLK	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
712 N. Main	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
418 W. 8th	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
716 College	2025	0		0	0	
	2023	0		0	0	
	2024	0		0	0	
1002 W. 10th	2025	0		0	0	
	2023	0		0	0	
	2024	N/A		N/A	N/A	
1502 University	2025	0		0	0	
	2023	N/A		N/A	N/A	
	2024	N/A		N/A	N/A	

FIRE SAFETY PROCEDURES/EQUIPMENT FOR UNIVERSITY OWNED RESIDENCE HALLS and APARTMENTS

A "fire safety system" is defined as 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 systems, 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.

Facilities with alarm monitoring capabilities provide automatic notification to the UMHB police department whenever a fire alarm is activated. In addition, most fire alarm systems are connected to the University's access control system. Connection to this network provides a secondary means of alarm notification.

A fire sprinkler system is defined as a system that consists of an integrated network of piping designed in accordance with fire protection engineering standards that includes a water supply source, a water control valve, a waterflow alarm, and a drain and is commonly activated by heat from a fire, discharging water over the fire area. The portion of the sprinkler system above ground is a network of specifically sized or hydraulically designed piping installed in a building, structure, or area, generally overhead, and to which sprinklers are attached in a systematic pattern. The system is commonly activated by heat from a fire and discharges water over the fire area.

A smoke detector is defined as a device that senses visible or invisible particles of combustion.

A fire extinguisher is defined as a portable device, carried or on wheels and operated by hand, containing an extinguishing agent that can be expelled under pressure for the purpose of suppressing or extinguishing fire.

An evacuation plan is defined as a plan specifying safe and effective methods for the temporary movement of people from locations threatened by fire.

A “fire drill” is defined as a supervised practice of a mandatory evacuation of a building for a fire.

	Alarm Monitoring by UMHB Police	Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Fire Drills in 2025
Beall Hall 1504 Hardy Dr.	X		X	X	X	4
Burt Hall 1109 James Lane	X		X	X	X	4
Clark Hall 1507 Hardy Dr.			X	X	X	4
College View 600 W. MLK	X		X	X	X	4
Farris Hall 904 University Dr.	X	X	X	X	X	4
Ferguson Hall 1505 Hardy Dr.			X	X	X	4
Garner Hall 1402 Hardy Dr.	X	X	X	X	X	4
Gettys Hall 1010 King St.	X		X	X	X	4
Grover Hall 1501 Hardy Dr.			X	X	X	4
Hobby Hall 1605 Vickery Dr.		X	X	X	X	4
James Hall 1502 J. Baylor Dr.			X	X	X	4
Johnson Hall 1101 King St.	X		X	X	X	N/A (vacant)
Lord Hall 700 Crusader	X	X	X	X	X	4

McLane Hall 1103 King St.	X		X	X	X	4
Provence Hall 1503 J. Baylor Dr.			X	X	X	4
Remschel Hall 906 King St.	X		X	X	X	4
Stribling Hall 1002 King St.	X		X	X	X	N/A (vacant)
Taylor Hall 1403 Parker Dr.			X	X	X	4
Tryon Hall 1506 J. Baylor Dr.			X	X	X	4
Tyson Hall 1603 Vickery Cir.		X	X	X	X	4
Wilson Hall 1607 Vickery Cir.		X	X	X	X	4

Future Improvements

The university continues to monitor the operational effectiveness of all fire systems on campus. Fire and life safety systems are updated as the need arises. As part of the construction/renovation process, facilities will be equipped with fire alarm systems and/or fire sprinkler systems as required by state and local codes.