



Annual Campus Safety and Security Report 2015 (Report on 2014 Statistics)

In accordance with the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act of 1990, Kent State University – Salem Campus provides the following information relating to campus safety and security and crime statistics to prospective students and current students, faculty and staff.

Annually, faculty, staff and students are provided with a web-based link to the current Safety and Security Report. Links are also provided to prospective employees and students on the Kent State University at Salem Campus website. Additional copies of the Safety and Security Report can be obtained via <https://www.kent.edu/columbiana/campus-safety>

During normal business hours, printed copies of the bulletin can also be found at the Business Office, room 101K at the Salem Campus.

REPORTING CRIME AND OTHER EMERGENCIES AND RESPONSE TO SUCH REPORTS

Criminal activity or any other emergency on the Salem Campus located at 2491 State Route 45 S Salem OH 44460 may be reported 24 hours a day, seven days a week by dialing 911 to reach the Ohio State Highway Patrol. The Salem Campus Security is available Monday thru Friday 8:00 am to closing and may be reached by calling 330-337-4111. The Salem City Center located at 230 North Lincoln Avenue, Salem Oh 44460 also may dial 911 to reach the Salem City Police Department. Salem City Center security is available Monday thru Friday from 8:00 am to closing by calling 330-337-4111.

Dialing 911 is the quickest way to access Emergency Medical Service provided by the Winona Fire Department. In addition to the all-purpose 911 emergency number, students and staff may contact Campus Security about non-emergency matters requiring assistance at on-campus extension 74111 or at 330-337-4111. General information and lost and found is available by calling the front desk on-campus at extension 74300.

Security/intercampus phones can be found in the student lounge area, in the hall way behind the room 134, the hallway outside of room 199 and the hallway outside of room 189. At the Salem City Center, the security/intercampus phone is located on the second floor in the middle of the hallway. Frequently used campus phone numbers are posted at each phone including numbers for emergencies, campus security and escort and other assistance.

Local Police Department

The Salem Campus is served by Ohio State Highway Patrol (OSHP) and will respond immediately to all emergency calls. Salem City Center is served by the Salem City Police Department (SCPD). Criminal incidents are referred to the corresponding police departments as described above who have jurisdiction on the campus (Kent State University at Salem has no officially recognized student organizations with off campus locations). Reports of criminal activity are referred to these departments for investigation, and all reasonable leads are pursued during formal investigations. Crime victims are notified of victim assistance programs, case progress and disposition.

All crime victims and witnesses are strongly encouraged to immediately report observed crimes to Campus Security and/or the appropriate police agency. Prompt reporting will assure timely warning notices on campus and timely disclosure of crime statistics. In some cases, one may be *required* to make such a report, even if the victim of the

crime is unwilling or unable to make a report themselves (see the section below regarding confidential or anonymous reporting).

Campus Security

Campus Security employs uniformed security officers who are available during regular campus hours and special campus events. They can be reached Monday through Friday 8:00am till closing at numbers provided above. Ohio State Highway Patrol and Salem City Police Department assists the campus in handling all criminal and non-criminal incidents. Other state, county and city agencies have concurrent jurisdiction on properties within their geographic areas that are owned or leased by the university.

Campus Security is present and patrol on foot and in vehicles. Security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at Salem Campus and Salem City Center. The security officers have the authority to issue parking violation stickers to improperly parked motor vehicles. Security officers do not possess arrest power.

Notify Campus Security for the following incidents on campus: automobile accidents, escort to vehicle or to campus buildings; illness or injuries; suspicious person or activities; or anytime you feel you need assistance. Please note: Campus Security will not open locked car doors, not jump vehicles or change tires or move vehicles. They can provide phone number for towing/service.

All lost and found items are to be turned into the front desk at the Salem Campus or room 216 at the Salem City Center. If either is closed, the article(s) will be accepted by the security officers on duty and turned over to the either area the next morning. At the end of the semester, all unclaimed items will be donated or discarded as appropriate. Books will be turned over to the bookstore.

Kent State University Police Services has also established a violence prevention ThreatLine phone line and website available to all campuses. The ThreatLine does not replace 911 in the case of an immediate emergency, and it is not meant to be a replacement for filing an official report with law enforcement. The ThreatLine provides additional means to communicate information about threats of violence. The phone line and website are anonymous, toll free and available at any time of day. Individuals with information about violence or threats of violence on campus are encouraged to contact Kent State Police Services at 330-672-SAFE (7233) or <http://www.kent.edu/publicsafety/threatline> Each report is assigned a reference number so follow-up reports can be made. Reportable activities include: threats of physical harm, harassment, information regarding weapons or drugs on campus, or suspicious or disruptive behavior on campus.

Confidential or Anonymous Reporting

The Threatline, described above, is a mechanism for reporting incidents anonymously. For confidential reporting, reports made to a university employee whose official responsibilities include providing psychological counseling may be kept confidential when the employee is functioning within the scope of their license or certification as a counselor (Counselors are, however, encouraged to provide information regarding reporting options and support resources). The university cannot promise that any other reports of crimes will remain confidential. University policy 5-16.2 requires all employees to notify police and the Title IX Coordinator of any sexual assault, dating violence, domestic violence, or stalking they are made aware of. Additionally, many employees are considered Campus Security Authorities under the Clery Act. A Campus Security Authority is any employee with significant responsibility for student and campus activities. These employees are expected to disclose to Kent State Police any Clery-reportable offenses brought to their attention. Furthermore, the Ohio Revised Code requires the reporting of all felonies to law enforcement.

The Office of Student Conduct

The goal of the Office of Student Conduct is to provide an atmosphere of safety and security for the university. Outlined in the Code of Student Conduct are policies and procedural guidelines that allow students, faculty, staff and visitors to feel safe and secure in their person and property while on campus. Such policies

afford individuals a living and learning environment that is free from persecution and the threat of physical harm. Violations of the Code of Student Conduct may be reported directly to the Office of Student Conduct. The office provides due process hearings of alleged violations of such policies before independent adjudicators. The Office of Student Conduct will, upon written request, disclose to the alleged victim of a crime of violence, the results of any disciplinary hearing conducted by the university against a student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the results of the disciplinary hearing will be provided to the victim's next of kin, if so requested. If the crime is sexual assault, dating violence, domestic violence, or stalking, as discussed below, the results will be shared with the alleged victim without the need to make a request.

Violations of the Code of Student Conduct may be reported directly to Rachael Esterly at 1-330-853-5094

Access to Campus Buildings

Salem Campus

Monday – Thursday from 7:00 am – 9:30 pm (see note)

Friday from 7:00 am – 5:00 pm

Closed all Saturdays & Sundays

Security Hours:

Monday - Friday from 8:00am - Closing (when last class is over)

City Center

Monday – Thursday from 7:00 am – 9:30 pm (see note)

Friday from 7:00 am – 5:00 pm

Closed all Saturdays & Sundays

Security Hours:

Monday - Friday from 8:00am - Closing (when last class is over)

Please note: in some cases, classes will end after the above times. Also, there are some events that are outside of this schedule. Please make sure the Business Office is aware of those events.

Upon request from the Business Office, full-time faculty and staff are permitted access to any closed building at any time. Students must be accompanied by a faculty or staff member when in a closed building after regular campus hours. All campus grounds are inspected regularly. Monthly inspections ensure that all fire equipment and exit lights are functional. Each student and staff member has a university photo identification "FLASHcard" that may be requested by any security officer, police officer or university staff member to identify authorization for access.

All outside building and maintenance contractors are required to register with the Business Office upon arriving and before working on campus. Access to buildings, offices and rooms by outside contractors is handled by staff escort or through the issuance and assigning of keys based upon need with designed access limitations.

Crime Prevention and Awareness Programs

The Salem Campus periodically offers programs and procedures to assist in the anticipation, recognition and appraisal of crime risks and so that actions may be initiated to remove or reduce crime risks. Students, faculty and staff are encouraged to take an active role in becoming educated about crime prevention and safety.

The Division of Human Resources offers a number of facilitator-led and online security awareness programs year-round for employees, including:

- A.L.I.C.E (Alert, Lockdown, Information, Counter and Evacuation) crisis training, offered by the Division of Human Resources in conjunction with the Community Resource Officer, designed to give participants insight and response options when encountering an active shooter. At least 30 sessions are offered to faculty, staff, and students each year. Salem Campus has an on-sight A.L.I.C.E. instructor/security officer.
- The Division of Human Resources offers “Preventing Workplace Violence”, an online course that clarifies the nature and scope of workplace violence and identifies some best practices in preventing and identifying potentially violent situations. As it is an online course, it is available at all times to staff and faculty.
- “Bullying in the Workplace” - This online course on bullying helps participants recognize and proactively address workplace bullying. After completing this course, learners will be able to identify bullying behaviors, distinguish between performance management and bullying, explain the effect bullying has on the workplace and select an appropriate strategy for dealing with a bully.
- In collaboration with the Office of General Counsel and KSU Police Services, the Division offers annual Campus Security Authority training by webinar to all employees

Policies and Educational Programs Regarding Drug, Alcohol, and Substance Abuse

The Salem Campus students are expected to follow local, state and federal laws regarding the possession, use and sale of alcohol. Use of alcohol is permitted only by persons of legal drinking age. The use of alcohol on the Salem Campus is only permitted by persons of legal drinking age for special events as granted by the Dean’s Office or the Business Office. University policies governing the use and possession of alcohol are found at 4-04, 4-04.1, and 4-04.101 in [Chapter 4](#) of the Policy Register.

The University has adopted a zero tolerance stance concerning the referral and adjudication of cases involving the possession, use and/or sale of illegal substances.

The [Code of Student Conduct](#) governs student violations of university alcohol and controlled substance policies. Kent State will notify parents of students who are under 21 years of age who have been found responsible for an alcohol or controlled substance violation. Possible sanctions may include referral to outside counseling agencies and stipulations to attend drug or alcohol abuse education programs.

Programming

- Throughout the year, the campus offers various programs to our students, staff and faculty concerning drug and alcohol prevention, mental health, wellness and counseling are available by appointment with the campus counselor for students. Screening for Depression is available through the campus counselor year round, especially during the month of October. These topics of discussions are offered in our FYE classes, during our annual convocation to our staff and faculty and to various students groups.
- Division of Human Resources: IMPACT Employee Assistance and Work/Life Program offers counseling services by licensed professionals to assist employees with problems such as stress, anxiety, depression, substance abuse, and more.
- Healthy Kent: Alcohol and Other Drugs Task Force: Healthy Kent is a group that fosters campus and community collaboration aimed at reducing the negative impact of alcohol and other drug use in our community. This group makes recommendations for policy and program changes, serves as the lead campus group to collaborate with community resources to reduce alcohol and other drug-related problems, coordinates the institutional alcohol and other drugs biennial review, and supports efforts of the community to reduce high-risk alcohol and other drug-related negative behavior on and off campus.

Policies and Educational Programs Regarding Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Kent State University Policies, Title IX, and VAWA

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination on the basis of gender in education programs or activities operated by recipients of federal financial assistance, such as Kent State University. Sexual harassment, which includes sexual assault, is a form of gender discrimination and can limit a student’s ability

to participate in, or benefit from, the university's programs. University policy reflects Title IX, and strictly prohibits unlawful discrimination on the basis of gender, including gender identity.

The Violence Against Women Reauthorization Act of 2013 (VAWA) amended the Clery Act to require campus programs regarding prevention, awareness, and response to reports of dating violence, domestic violence, sexual assault, and stalking. VAWA also requires reporting of crime statistics for those offenses.

The university's policies regarding prohibition of sexual assault, domestic violence, dating violence, and stalking, as well as procedures for filing and investigating complaints of such offenses, can be found in Chapter 5, at 5-16 and 5-16.2 of the KSU [Policy Register](#).

The Code of Student Conduct is also a useful resource, as it contains information regarding prohibited student conduct, the student conduct adjudication process and the rights of students (including the rights of victims of sexual assault, domestic violence, dating violence, and stalking). It may be found on the Office of Student Conduct [website](#).

“Green Dot Bystander Training” is a new initiative offered by Campus Counselor Kathrine Vance-Righetti concerning violence prevention and VAWA and Title IX.

Definitions:

The chart below shares University policy definitions, as well as Ohio criminal definitions. When you file a complaint with the university's Title IX Coordinator, university policy definitions will apply. **The table below contains only portions of the definitions or laws, shortened for inclusion in this table; for complete versions, please see the notated policy or Revised Code citation. Additionally, other Ohio Revised Code sections may apply. The following is provided for informational purposes only and is not intended to serve as legal advice or guidance.**

Term:	Sexual assault
University Policy 5-16.2 Definition	a form of sexual misconduct, defined as any intentional sexual touching, however slight, with any body part or object, by a person upon another person, that is without consent.
Ohio Revised Code (ORC) Definition	<p>ORC §2907.02 Rape:</p> <p>(A)(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:</p> <p>(a) For the purpose of preventing resistance, the offender substantially impairs the other person's judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.</p> <p>(b) The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.</p> <p>(c) The other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age.</p> <p>(2) No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.</p>
	<p>ORC §2907.03 Sexual Battery:</p> <p>(A) No person shall engage in sexual conduct with another, not the spouse of the offender, when any of the following apply:</p> <p>(1) The offender knowingly coerces the other person to submit by any means that would prevent resistance by a person of ordinary resolution.</p>

- (2) The offender knows that the other person's ability to appraise the nature of or control the other person's own conduct is substantially impaired.
- (3) The offender knows that the other person submits because the other person is unaware that the act is being committed.
- (4) The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person's spouse.
- (5) The offender is the other person's natural or adoptive parent, or a stepparent, or guardian, custodian, or person in loco parentis of the other person.
- (6) The other person is in custody of law or a patient in a hospital or other institution, and the offender has supervisory or disciplinary authority over the other person.
- (7) The offender is a teacher, administrator, coach, or other person in authority employed by or serving in a school for which the state board of education prescribes minimum standards pursuant to division (D) of section [3301.07](#) of the Revised Code, the other person is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school.
- (8) The other person is a minor, the offender is a teacher, administrator, coach, or other person in authority employed by or serving in an institution of higher education, and the other person is enrolled in or attends that institution.
- (9) The other person is a minor, and the offender is the other person's athletic or other type of coach, is the other person's instructor, is the leader of a scouting troop of which the other person is a member, or is a person with temporary or occasional disciplinary control over the other person.
- (10) The offender is a mental health professional, the other person is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes.
- (11) The other person is confined in a detention facility, and the offender is an employee of that detention facility.
- (12) The other person is a minor, the offender is a cleric, and the other person is a member of, or attends, the church or congregation served by the cleric.
- (13) The other person is a minor, the offender is a peace officer, and the offender is more than two years older than the other person.

ORC §2907.04 Unlawful Sexual Conduct with a Minor:
 (A) No person who is eighteen years of age or older shall engage in sexual conduct with another, who is not the spouse of the offender, when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.

ORC §2907.05 Gross Sexual Imposition:
 (A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:
 (1) The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force.
 (2) For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.
 (3) The offender knows that the judgment or control of the other person or of one of the other persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person's consent for the purpose of any kind of medical or dental examination, treatment, or surgery.
 (4) The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person.
 (5) The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or physical condition or because

	<p>of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age.</p> <p>(B) No person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.</p>
	<p>ORC §2907.06 Sexual Imposition:</p> <p>(A) No person shall have sexual contact with another, not the spouse of the offender; cause another, not the spouse of the offender, to have sexual contact with the offender; or cause two or more other persons to have sexual contact when any of the following applies:</p> <p>(1) The offender knows that the sexual contact is offensive to the other person, or one of the other persons, or is reckless in that regard.</p> <p>(2) The offender knows that the other person's, or one of the other person's, ability to appraise the nature of or control the offender's or touching person's conduct is substantially impaired.</p> <p>(3) The offender knows that the other person, or one of the other persons, submits because of being unaware of the sexual contact.</p> <p>(4) The other person, or one of the other persons, is thirteen years of age or older but less than sixteen years of age, whether or not the offender knows the age of such person, and the offender is at least eighteen years of age and four or more years older than such other person.</p> <p>(5) The offender is a mental health professional, the other person or one of the other persons is a mental health client or patient of the offender, and the offender induces the other person who is the client or patient to submit by falsely representing to the other person who is the client or patient that the sexual contact is necessary for mental health treatment purposes.</p>
Term:	Stalking
University Policy 5-16.2 Definition	engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety, fear for the safety of others, or suffer substantial emotional distress.
Ohio Revised Code Definition	<p>ORC § 2903.211 Menacing by Stalking:</p> <p>(A)(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or cause mental distress to the other person.</p> <p>(A)(2) No person, through the use of any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, or computer system, shall post a message with purpose to urge or incite another to commit a violation of division (A)(1) of this section.</p> <p>(A)(3) No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.</p>
Term:	Domestic violence
University Policy 5-16.2 Definition	acts of violence or intimidation committed by a current or former spouse 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, or by any other person against an adult or youth victim who is protected from that person's acts by law.
Ohio Revised Code Definition	<p>ORC §2919.25:</p> <p>(A) No person shall knowingly cause or attempt to cause physical harm to a family or household member.</p> <p>(B) No person shall recklessly cause serious physical harm to a family or household member.</p> <p>(C) No person, by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.</p>
Term:	Dating violence

University Policy 5-16.2 Definition	violence or intimidation 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 following factors: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.
Ohio Revised Code Definition	Not specifically defined in the Ohio Revised Code
Term:	Consent
University Policy 5-16.2 Definition	the voluntary, unambiguous agreement to participate in an act, the nature of which is known to and understood by the consentor. Consent may be given verbally or nonverbally and may be withdrawn at any time before completion of the act. A person may be incapable of giving consent due to physical incapacitation, physical or mental disability, threat, coercion, the influence of alcohol or drugs, or age.
Ohio Revised Code Definition	Not specifically defined in the Ohio Revised Code

Support Services & Resources for Victims of Sexual Assault, Domestic Violence, Dating Violence, and Stalking:

If you experience sexual assault, domestic violence, dating violence, or stalking:

- Get to a safe place.
- Call a support person. (See below for resources)
- Seek medical attention as soon as possible, if applicable.
- It is important to preserve evidence, as it may be necessary to the proof of a criminal offense or to obtain a protection order. For more information about how to do this, visit the SRVSS [website](#).
- You have the option of reporting the incident to the local law enforcement agency and to the university via the resources below.

Police Services:

- Ohio State Highway Patrol - (911)
- Salem City Police Department - (911)
- Campus Security Services - (330-337-4111)

Medical Assistance:

- Salem Community Hospital; 1995 E State St, Salem OH 44460
Phone: (330) 332-1551; Email: info@salemhosp.com; Website: www.salemhosp.com

Victim Advocacy:

- The Office of Sexual & Relationship Violence Support Services (SRVSS): SRVSS is a resource for victim advocacy by providing education, information, and referral program and services for both male and female victims of sexual misconduct, dating violence, domestic violence, and stalking. The SRVSS office can also assist with notification to law enforcement.

Jennie O'Connell, Director
Williamson House, Kent State University
Phone: 330-672-9230, Email: svss@kent.edu
Website: <http://www.kent.edu/srvss>

- Alliance Area Domestic Violence Shelter - 330-823-7223
- Christina House Social Services Lisbon, Ohio 330-420-0036
- Prosecutor's Victim Assistance- 330-420-0140

Counseling and other Services:

- Campus Counseling Services - (on-campus extension 74287)
- Help Hotline Crisis Center - (211)
- Victims of Crime Hotline – (330-747-2696, 330-424-7767 or 1-800-427-3606)
- TDD (Telephone Device for the deaf) – (330-744-0579)
- National Suicide Prevention Lifeline – Suicide Prevention Crisis Hotline – (800-272-TALK (8255) – www.suicidepreventionlifeline.org)
- Student Ombuds – can assist with requested changes to academic, living, working and transportation situations, financial aid issues, and more.
Kent Student Center, Room 250 phone 330-672-9494
- Office of Global Education - Visa and immigration assistance for students
625 Loop Road 106, Van Campen Hall, Kent OH 44242 phone 330-672-7980

University Reporting, Investigation, and Disciplinary Resources:

Title IX Coordinator: The Title IX Coordinator is responsible for coordinating the university’s response to allegations of sexual assault, domestic violence, dating violence, and stalking from students, staff, and visitors to campus. This includes taking prompt, impartial and effective action to stop any harassment or violence, prevent its occurrence, and remedy its effects. The Coordinator has appointed four Deputy Coordinators, who are responsible for investigating reports. As part of an investigation, remedial measures may be available to help stop any alleged harassment and ameliorate its effects. Possible remedial measures can include, but are not limited to, changes in: academic schedule, room assignment, transportation, working situations, and issuing “No Contact Orders”, if requested and appropriate. These measures are available regardless of whether the victim reports the crime to law enforcement. All allegations of sexual assault, domestic violence, dating violence, and stalking will be investigated to the extent consented to by the complainant. If the accused party is a student, a student conduct hearing may be held to determine whether policy 5-16.2 was violated and set appropriate sanctions (see next paragraph). If the accused is an employee, the Coordinator or Deputy will use a preponderance of the evidence standard to determine whether the policy was violated and recommend appropriate sanctions. If the accused is a visitor to campus, a hearing may be held in accordance with the Persona Non Grata policy, 5-12.7. The full procedure for reporting and investigating sexual assault, domestic violence, dating violence, and stalking is in the University Policy Register at 5-16.2 To report these offenses, contact:

Title IX Coordinator

Heer Hall, Phone: 330-672-2038, Email: aa_eo@kent.edu

Website: <http://www.kent.edu/hr/discrimination-harassmenttitle-ix-compliance>

Office of Student Conduct: Alleged violations involving KSU students, employees, and visitors to campus must be reported to the Title IX Coordinator for investigation and may result in a conduct hearing before the university’s Office of Student Conduct if the accused person is a student. The accuser and accused are entitled to have an advisor of their choice present during a disciplinary proceeding, as well as accommodations such as the option to participate via electronic means. The Title IX Deputy who conducted the investigation will be present at the hearing to share any pertinent information from their investigation with the hearing panel. The hearing panel will use a preponderance of the evidence standard in making its determination (i.e. it is more likely than not that the offense occurred, based on the evidence presented). Hearing panel members, the Title IX Coordinator and Deputies, and officials involved in investigating and administering these procedures are trained annually on these

issues, as well as how to conduct an investigation or hearing process that protects the safety of victims and promotes accountability. Both parties will be informed, in writing, of the outcome of the proceeding and appeal options, and will be notified if the other party appeals and if there is a change in results or final outcome. Possible sanctions following the hearing include, but are not limited to, disciplinary probation, suspension and dismissal.

Office of Student Conduct
Rachael Esterly, extension 1-330-853-5094

Confidentiality: The university will keep all information pertaining to an investigation as confidential as possible. If the complainant requests that their information not be shared with the accused, the university will honor such a request in so far as is compliant with the law. However, such a request may limit the extent to which the university is able to investigate and respond to the complaint. If the complainant wishes to file a formal complaint with the university, the complainant's name and any written statements submitted will be disclosed to the accused. If the university determines that the safety of the community is at risk, certain confidential information may need to be shared in order to protect the university community. All university employees, with the exception of licensed counselors and medical personnel, are required to report to the Title IX Coordinator any sexual assault, domestic violence, dating violence, and stalking they are aware of involving the university community. Ohio law also requires that all felonies be reported to the police.

- FERPA and Ohio Public Records Law: Ohio Revised Code Section 149.43 defines a public record as "any document, device, or item, regardless of physical form or characteristic... created or received by or coming under the jurisdiction of any public office of the state... which serves to document the organization, functions, policies, decisions, procedures, operations, or other activities of the office." ORC 149.43 further requires that "upon request, a public office or person responsible for public records shall make copies of the requested public record available at cost and within a reasonable period of time." Many of the records kept by the university meet this definition, including many student conduct records. However, the Family Educational Rights and Privacy Act (FERPA, 20 USC §1232g) prohibits the release of educational records without the permission of the student, subject to several statutory exceptions. An exception exists for releasing the results of a student conduct hearing regarding a violation that could be considered a crime of violence or non-forcible sex offense. The university may release the final results of the conduct process to the victim of the alleged action without permission from the accused student, and regardless of the outcome of the process. If the accused student is found responsible for a policy violation that may also be considered a crime of violence or non-forcible sex offense, the university can release the final results of the conduct process to anyone who requests it. The information released may only include the name of the student found in violation, the policy violated, and the sanction imposed.

Bystander Intervention:

The Green Dot Strategy is a bystander approach for the prevention of power-based personal violence that relies on the power of cultural and peer influence. The strategy targets everyone in the community as agents of change to visible reduce the number of incidents of violence. There are two main components to the approach: a skills-based workshop, and a social marketing campaign. The one day workshop engages participants through awareness, education and skill practice that seek to establish intolerance of violence as a norm and intervene in high risk situations, resulting in an ultimate reduction of violence. The goal is to equip participants with lots of options for bystander action from directly intervening, to distracting those involved as well as delegating to get help from someone else or the police all in an effort to increase action in the community. By doing so, new norms are introduced that move individuals from passive agreement that violence is wrong, to active intervention. Visit <http://www.kent.edu/greendot> for more information, and to register for Green Dot training, or contact Campus Counselor Kathrine Vance-Righetti.

Risk Reduction Strategies:

- **Trust your gut.** If you feel unsafe or uneasy in a situation, always trust your instincts.
- **Go in a group and watch out for your friends.** When you go to a social gathering, go with a group of friends, check in with each other throughout the night, and leave together. Don't be afraid to let your friend know you're worried about his or her safety.
- **Know what and how much you are drinking.** If you choose to drink, be sure you watch it being poured and keep it with you. Avoid taking drinks from large punch bowls or other open containers where you don't know what was mixed in or how much.
- **Lock your door.** If you live on campus, always lock your door when you leave--even if it is just to go down the hall.
- **Be aware of your surroundings.** Always know where you are and where you could go for help if you were to need it. Stay in areas that are well lit and populated.
- **Carry your cell and some cash.** Before you leave your housing, make sure you have your phone and that it is charged. Also, it is important to carry some cash in case you need cab/bus fare or gas for your car.
- **Avoid putting both headphones in your ears.** This will allow you to be more aware of your surroundings, especially if you are walking alone.

Programming

SRVSS Office (Office of Sexual and Relationship Violence Support Services)

The SRVSS Office works with the greater university community to provide a comprehensive, collaborative, and victim-centered response to sexual assault, relationship violence and stalking that includes prevention, education, and response/recovery components. The responsibility of the SRVSS Office is to educate the university community, to provide anti-violence programming and support services, and to encourage all community members to speak out when witnessing violence. Specific educational programs of the SRVSS Office include:

- Informational website, www.kent.edu/srvss for faculty, staff, and students who may be dealing with sexual assault, relationship violence, and/or stalking and are in need of services, education, or support.
- Green Dot, a bystander prevention strategy, which focuses on addressing power-based personal violence (including sexual assault, relationship violence and stalking) and relies on the power of culture and peer influence as an agent of change in visibly reducing the number of incidents of violence. Designated staff attended Green Dot training in June 2015.
- Individualized workshops or training for student groups and organizations, academic and student services, university departments, faculty and staff.

Sex Offender Registry

For more information about registered sex offenders near the campus you attend, go to the Ohio Electronic Sex Offender Registration and Notification web site at: <http://icrimewatch.net/ohio.php>.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Campus Law Enforcement Policies

The basic function and responsibility of the Salem Campus and Salem City Center Security Officers is to maintain the security of the designated areas of the campus (e.g., buildings, grounds, sales floors) and report threatening or unusual conditions to the appropriate authority. The Kent State University Salem Campus and Salem City Center and its Security Officers maintain an excellent working relationship with local safety forces and the appropriate authority is contacted to provide investigative services when alleged criminal offenses occur on campus. There are no formal memoranda(s) of understanding (MOU) in place with any of these agencies. The campus community is encouraged at all times to make an accurate and prompt reporting of all crimes that occur on campus to the appropriate law enforcement agencies and to the campus security office.

Established Procedures

In the event that a significant or dangerous situation involving an immediate threat to the health or safety of students or employees occurs on campus, the Salem Campus and Salem City Center has established these Emergency Response and Evacuation Procedures. The Salem Campus and Salem City Center will, without delay, take into account the safety of the community, determine the content of the notification and will initiate the notification system, unless it is determined in the opinion of professional and responsible authorities on site that a notification could compromise the efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Emergency assistance should always be sought first by immediately dialing 911 from any campus phone. This call should then be followed by a report made directly to Campus Security at 330-337-4111.

Any of the following persons are authorized and shall be responsible for issuing immediate information to the campus community via the same methods of contact described above under the “Timely Warnings” section and the established notification system including campus website, Flash ALERTS, emails, campus TV monitors, telephones, cell phones and available public address systems and portable PA systems.

Persons authorized to carry out the notification process include the Dean of the Salem Campus, the Assistant Dean of the Salem Campus or the Business Administrator of the Salem Campus.

Once an initial report has been received and, when possible, through confirmation by personal observation or by verbal communication with one or more staff or faculty members or other credible source(s), the notification will be made by all available methods as described above. Those notified shall include all students, faculty, staff, guests who may be present on campus at the time of the emergency, and those who may be in route to the campus, if possible. The Kent State University - University and Marketing Department in collaboration with the Salem Campus Business Office, the Kent State University Police Department and the Ohio State Highway Patrol or the Salem City Police Department will be responsible for the dissemination of emergency information, when warranted, to the larger community using its existing methods for announcing and disseminating information to the general public.

If evacuation procedures need to be initiated, established protocol under the “Evacuation” procedures section outlined in the Facility Emergency Response plan made available to university employees will be followed. The Emergency Guide available to the public can be found at <http://www.kent.edu/columbiana/campus-safety> and also contains emergency actions to be taken in an emergency.

These Emergency Response and Evacuation Procedures will be tested at least annually during fire drill and alarm testing exercises. A description of the exercise will be documented with time and date and whether the exercise was announced or unannounced. The established evacuation procedures are made known and publicized in the Campus Safety and Security Manual that is issued to each staff and faculty member and are made available on the campus website.

In 2014, the ERT conducted a tabletop exercise to test the Emergency Plan and the campus’ response to a tornado incident. The test was conducted on October 7, 2014 from 2-4:30pm, and was announced prior to conducting the test.

Timely Warnings

Campus Administration disseminates information regarding any crimes which are considered to represent a serious or continuing threat to anyone in the university community. The Salem Campus has several ways to deliver emergency messages to the community. The Salem Campus website and email systems as well as bulletin boards in every building on campus, telephones, cell phones, TV monitors and two-way radios are used to communicate emergency situations and serious crime information updates.

“Flash ALERTS” is Kent State’s official emergency text notification system to alert students, faculty and staff of critical information no matter what time it is or where they are in the world. Sign up for this service at <http://www.kent.edu/flashalerts>. A Daily Crime Log listing alleged and reported campus crimes is available upon request at the information desk located in the main lobby in room 100 Classroom Building.

University External Affairs Department

The Salem Campus Dean’s Office at 330-337-4204 serves as the university’s official news dissemination point and provides information to the community via:

- Press releases, advisories and/or official statements to media
- Interviews with newspapers, TV and radio stations that send reporters to campus
- Updates on the campus website and via text messaging “Flash ALERTS”

2012-2014 CRIME STATISTICS

The “Disclosure of Campus Safety Policy and Campus Crime Statistics Act” is a Federal law enacted in 1990 requiring universities and colleges that receive federal funds to publish certain information regarding crimes that occur on or near campus. For national College Crime Statistics information, the Department of Education provides the following web site: <https://ope.ed.gov/campussafety/#/>.

The Business Office, in collaboration with the Campus Security Officer, is responsible for collecting on-campus crime statistics, in addition to, securing statistics for public areas adjacent to the campus and for non-campus facilities controlled by the university in cooperation with the local law enforcement agencies surrounding the campus and alternate sites.

Statistics for public property immediately adjacent to the Salem Campus are furnished by the Ohio State Highway Patrol and the Salem City Police Department.

Note: The Salem Campus has no student housing or dormitory facilities, or non-campus properties.

Kent State University at Salem Campus Crime Act Statistics On-Campus Property Any building or property owned or controlled by the University within the same reasonable contiguous geographic area and used by the University in direct support of, or in a manner related to, the University’s educational purpose.			
Reports	2012**	2013**	2014
Murder	0	0	0
Negligent Homicide	0	0	0
Sex Offenses-Forcible	0	0	
Rape	*	*	0

Fondling	*	*	0
Sex Offenses – non-forcible	0	0	
Statutory Rape	*	*	0
Incest	*	*	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	2	0	0
Arson	0	0	0
Motor Vehicle Theft	0	0	0
VAWA Categories *			
Domestic Violence	*	*	0
Dating Violence	*	*	0
Stalking	*	*	1
Arrests	0	0	0
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Illegal Weapons Possession	0	0	0
Disciplinary Actions	0	0	0
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possessions	0	0	0

Kent State University at Salem Campus Crime Act Statistics Public Property Any public property, including thoroughfares, sidewalks, streets, and parking facilities within or immediately adjacent to campus.			
Reports	2012**	2013**	2014
Murder	0	0	0
Negligent Homicide	0	0	0
Sex Offenses-Forcible	0	0	
Rape	*	*	0

Fondling	*	*	0
Sex Offenses – non-forcible	0	0	
Statutory Rape	*	*	0
Incest	*	*	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Arson	0	0	0
Motor Vehicle Theft	0	0	0
VAWA Categories *			
Domestic Violence	*	*	0
Dating Violence	*	*	0
Stalking	*	*	0
Arrests			
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possession	0	0	0
Disciplinary Actions			
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possessions	0	0	0
Unfounded Crimes			
<p>Kent State University at Salem may only exclude a reported crime from its annual security report after a full investigation. Only sworn or commissioned law enforcement personnel can make a formal determination that the report was false when made and was therefore 'unfounded.' A case cannot be designated 'unfounded' if no investigation was conducted or the investigation was not completed. Nor can it be designated unfounded merely because the investigation failed to prove that the crime occurred. As of 2014, the University is required to include in its annual statistics any unfounded crimes.</p>			
Unfounded crimes on campus or public property	*	*	0

****Rape & fondling were included within the crime of “forcible sex offense” in the past, and Statutory Rape and Incest were included in the crime of “non-forcible sex offenses.” Beginning with the 2014 statistics, they are reported separately.**

***Domestic Violence, Dating Violence, and Stalking categories were not compiled until 2014.**

Hate Crimes:

2014 No Hate Crimes Reported

2013 No Hate Crimes Reported

2012 No Hate Crimes Reported

CRIME PREVENTION TIPS

1. Lock your car when parking in a campus lot. Do not leave valuables in plain view in your console or on the seat, i.e. cell phones, loose change, purses, books or anything of value.
2. Don't leave books, purses, laptop computers or book bags unattended in public places including the library, bookstore, the Emporium, the gym, study lounges and computer labs.
3. Mark your books and possessions so you are able to identify them if they are stolen.
4. Know where the telephones are located. Know how to dial emergency numbers.
5. Be alert to your environment at all times. Vary your routine, particularly when walking to your car.
6. After evening classes, walk in pairs to your cars; if you cannot find a friend, you can call
 - 330-337-4111 or on-campus extension 74111 (Salem Campus) for an escort
 - 330-337-4111 (Salem City Center) for an escort.
7. Be suspicious of people you don't know who suddenly appear in an area with which you are unfamiliar.
8. Don't hesitate to report unusual behavior to Campus Security. For the Salem Campus, you can call 330-337-4111 or on-campus extension 74111. For the Salem City Center, call 330-337-4111 or on-campus extension 74111 and notify the appropriate personnel if there is any breach of security around campus.
9. Don't listen to or report rumors. Check legitimate news sources for correct information.

IMPORTANT TELEPHONE NUMBERS

POLICE, FIRE, MEDICAL EMERGENCIES	Dial 911
Campus Security – Salem Campus	330-337-4111 or campus extension 74111
Campus Security – Salem City Ct.	330-337-4111 or campus extension 74111
Salem Campus Escort Services	330-337-4111 or campus extension 74111
Salem City Center Escort Services	330-337-4111 or campus extension 74111
Counseling Services	on-campus extension 74287
Student Conduct Office	330-853-5094
Ohio State Highway Patrol (Salem Campus)	911
Salem City Police Department (Salem City Center)	911
Winona Fire Department (Salem Campus)	911
Salem City Fire Department (Salem City Center)	911
Columbiana County EMA	330-424-9725
Columbiana County Poison Control	1-800-222-1222
Ohio State Highway Patrol (Emergency or Non-Emergency)	330-424-7183
Title IX Coordinator	330-672-2038

This information is also available on the campus website: <http://www.kent.edu/columbiana/campus-safety>