2017 Annual Campus Security and Fire Safety Report

# Table of Contents:

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Part 1</strong></td>
<td><strong>Annual Campus Security Report</strong></td>
</tr>
<tr>
<td>1.</td>
<td>Overview</td>
</tr>
<tr>
<td>2.</td>
<td>Department of Public Safety</td>
</tr>
<tr>
<td>3.</td>
<td>Contact Information</td>
</tr>
<tr>
<td>4.</td>
<td>Sexual Harassment and Sexual Misconduct Information</td>
</tr>
<tr>
<td>5.</td>
<td>Violence Against Women Act (VAWA) (Campus SaVE Act)</td>
</tr>
<tr>
<td>6.</td>
<td>Information regarding Alcohol, Illicit Drugs and Weapons</td>
</tr>
<tr>
<td><strong>Part 2</strong></td>
<td><strong>Uniform Campus Crime Report</strong></td>
</tr>
<tr>
<td>7.</td>
<td>Crime Statistic Definitions</td>
</tr>
<tr>
<td><strong>Part 3</strong></td>
<td><strong>Annual Fire Safety Report</strong></td>
</tr>
<tr>
<td>10.</td>
<td>Fire Evacuation Information</td>
</tr>
<tr>
<td>11.</td>
<td>Fire Data Summary</td>
</tr>
</tbody>
</table>

## Appendix

| I. | Clery Act/Student’s Right to Know | 37 |
| II. | Sexual Misconduct Policy | 39 |
| III. | Missing Student Policy | 46 |
| IV. | Lockdown Policy | 49 |
| V. | Restricted Items | 56 |
| VI. | Nondiscrimination Policy | 57 |
| VII. | Harassment and Discrimination Policy | 59 |
| VIII. | Drug and Alcohol Policy | 60 |
| IX. | Campus Blue Light, Emergency Telephone, 911 Telephone Locations | 62 |
| X | Evacuation Maps | 65 |
Annual Campus Security Report:
Chapter 1 – Overview;

University of Saint Joseph Mission Statement
The University of Saint Joseph, founded by the Sisters of Mercy in the Roman Catholic tradition, provides a rigorous liberal arts and professional education for a diverse student population while maintaining a strong commitment to developing the potential of women. The University is a community which promotes the growth of the whole person in a caring environment that encourages strong ethical values, personal integrity and a sense of responsibility to the needs of society.

Procedure

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, codified at 20 USC 1092 (f) as a part of the Higher Education Act of 1965, is federal legislation requiring colleges and universities to disclose certain timely and annual information about campus crime and security policies. All public and private institutions of post-secondary education participating in federal student aid programs are subject to it. The Director of Safety and Risk Management compiles the information presented in this report. The information is obtained from the following sources;

1. Department of Public Safety incident case reports,
2. Information supplied by the Division of Student Affairs,
3. Information supplied by the West Hartford Police Department,
4. Information supplied by the Hartford Police Department,
5. Information supplied by the Connecticut State Police,
6. Information supplied by the Manchester Police Department,
7. Information supplied by the Manchester Community College Police,
8. Information supplied by the Farmington Police Department,
9. Information supplied by Hamden Police Department,
10. Information supplied by Wallingford Police Department,
11. Information supplied by Danbury Police Department,
12. Information supplied by the Waterbury Police Department,
13. Information supplied by Enfield Police Department
14. Information supplied by Groton Police Department,
15. Information supplied by the Middletown Police Department,
16. Information supplied by Fairfield Police Department,
17. Information supplied by the Plainville Police Department,
18. Information supplied by the Wilton Police Department,
19. Information supplied by the Norwich Police Department and
20. Information supplied by the Rocky Hill Police Department

All enrolled students and current employees are notified by e-mail of the report’s availability and copies are available from the Department of Public Safety upon request.

Safety is a major concern for everyone on campus, and the University strives to provide an ideal environment for learning, working and living. The University has instituted numerous policies and procedures to enhance security. Members of the University community have a responsibility to use the security procedures and services available and must be accountable for their own well-being and also for the welfare of others. The University urges all members of the community to participate in maintaining safety by promptly reporting any suspicious circumstances, accidents or criminal activity to the Department of Public Safety at (860) 231-5222.
Chapter 2 – Department of Public Safety:

The Department of Public Safety is located on the first floor of McGovern Hall just off from the lounge and dining hall;
The Department of Public Safety which reports to the Senior Vice President, Finance and Strategy is comprised of a staff of full-time professional Public Safety Officers. The Department of Public Safety provides security on our West Hartford campus 24-hours a day, seven days a week. Public Safety Officers are trained in First Aid, CPR and AED use.

**West Hartford Campus**

At the West Hartford campus, the Department of Public Safety maintains a close working relationship with the West Hartford Police Department and the West Hartford Fire Department. Public Safety Officers cannot make criminal arrests but do enforce University rules and regulations on campus, including parking and traffic violations. Every effort is made to enforce these rules and regulations equitably and professionally.

Academic and administrative buildings on campus are secured with lockable entrances and, in many cases, intrusion-detection systems. Public Safety Officers may admit faculty, staff and students after normal business hours if an appropriate University official has contacted Public Safety and authorized such access. The Public Safety Officer will ask to see a University identification card for verification. Buildings that are open during the evening for classes and computer use are secured by Public Safety when the classes have concluded.

Faculty, staff, and students working in their offices, classrooms and laboratories are encouraged to follow these personal safety recommendations:
- Report any suspicious individuals to Public Safety immediately.
- Lock valuables in a file cabinet or desk when at work.
- Lock your office door even if you are leaving for a brief period of time.
- Notify Public Safety when you are working late, on weekends or holidays.
- Lock windows and doors when you leave for the day.

Residence halls are locked 24 hours a day. Access for resident students and staff is via the University identification card issued by Public Safety. Resident students are permitted to have guests visit them but must follow guidelines established by Residential Life. Resident students are not to prop open any doors or allow the entry of strangers into the residence hall. Maintenance staff, including maintenance mechanics, housekeepers, custodians and groundskeepers, continually wear their University identification cards. Vendors and contractors must be escorted into the residence halls by Public Safety Officers. No maintenance staff, including vendors or contractors, are permitted in residence halls prior to 9:00 a.m. or after 5:00 p.m. except in emergency situations. Any students or staff that observe an unauthorized person in a residence hall, are asked to please contact Public Safety immediately.

**University of Saint Joseph School of Pharmacy**

In addition to the West Hartford campus the Department of Public Safety maintains officers on duty at the University of Saint Joseph School of Pharmacy located at 229 Trumbull Street in Hartford during the hours of operation 7 days a week. The Department of Public Safety maintains a close working relationship with the Hartford Police Department and the Hartford Fire Department with regards to issues at the School of Pharmacy.

The Department of Public Safety School of Pharmacy post is located on the first floor lobby. A Public Safety Officer is on duty at this station whenever the School of Pharmacy is in session.
The Security Communication Access Network
The University of Saint Joseph is a member of SCAN. Founded in 1985, The Security Communication Access Network (SCAN) is a coalition of Hartford based security and property professionals [Hartford SCAN] who work in partnership with local authorities to enhance the safety and security of people and property throughout Hartford.

As a member of SCAN, Public Safety Officers on post at the School of Pharmacy have radio communication capabilities with the Hartford Police 9-1-1 system, Hartford Guides as well as other security organizations in Downtown Hartford.

SCAN, a volunteer-driven organization sponsored by The Hartford Guides, Inc., provides the following program services to the community:

- An interactive network of over 150 security, public safety and emergency management professionals with links to state and federal homeland security agencies
- An email advisory program intended to alert the SCAN membership in a timely manner to the presence of criminal threats, unusually adverse weather conditions or other matters of significant security interest
- A dedicated communications linkage known as HARTSCAN, through the City of Hartford’s public safety communications system, between and among strategically positioned security organizations providing instantaneous access to Hartford Police, Fire and other first responder organizations
- Monthly meetings providing a forum for the exchange of information and ideas regarding current security and public safety issues of interest.

Non-campus locations
As well as the West Hartford campus and the School of Pharmacy, the University of Saint Joseph presently has separate non-campus locations located throughout Connecticut. The Department of Public Safety has the responsibility to assess security for our students and faculty and document any incidents that may occur at those locations.

| Non-campus Locations (2016 – 2017 School Year) |
|------------------|------------------|
| Location | School/Site |
| Danbury | Danbury High School |
| Enfield | John F. Kennedy Middle School |
Crime Reporting Procedures
The Department of Public Safety is the central reporting center for criminal offenses that occur at The University of Saint Joseph. Community members are encouraged to report all crimes and Public Safety related incidents in a timely manner. Reporting incidents will aid in providing timely advisories to the University, and is crucial to maintaining the well-being of our community.

To report an incident on campus, please contact Public Safety.
In an emergency situation when police or fire personnel are required, contact them immediately and then contact Public Safety so that the emergency personnel can be directed to the proper location. Contact information is listed below.

Department of Public Safety
- Public Safety Emergency Line (860) 231-5222 [monitored 24 hours a day, 7 days a week]
- Anonymous Tip Line (860) 231-5742
- Public Safety Routine Line (860) 231-6766
- Public Safety Lead Officer Duty Cell phone (860) 965-2339
- Public Safety Director (860) 231-5396 Mon. – Fri., 8:30a.m. – 4:30 p.m.

Text Messages
In an effort to better serve the University of Saint Joseph Community the Department of Public Safety will begin to employ the Public Safety Duty cell phone as one of our routine lines. This will provide Students, Faculty and Staff with the ability to send text messages to Public Safety for routine and/or emergency messages. As such it is now required that one officer on each shift carry that phone with them at all times while on duty. The telephone number for the Public Safety duty phone is: (860) 965-2339.

Anonymous Reporting
The University of Saint Joseph, Department of Public Safety recognizes the importance of allowing individuals reporting an incident to Public Safety to remain anonymous. The University of Saint Joseph, Department of Public Safety does utilize an anonymous reporting tip line. The phone number is 860-231-5742 or 5742 from any campus phone. All calls will remain confidential unless the caller states that they wish to be contacted.

Community Resource Teams
In 2015 the Department of Public Safety introduced a new initiative designed to improve our service to the University of Saint Joseph community. The Department of Public Safety was formed into “Community Resource Teams” or CRTs. With these CRTs individual officers are assigned to specific Residence Halls and other University departments and locations. Their undertaking is to develop a rapport with the students, faculty and staff so that people feel comfortable with the officers, thereby making Public Safety officers more approachable and providing everyone with a sense of safety.
and wellbeing here on campus. Part of this assignment is to work closely with the RCs and RAs in their respective residence hall to help work with students on any difficulties that appear. CRT Officers will attend residence hall meetings, club meetings and other functions to connect with and better serve the students. An important facet with this program is to help the students find solutions to solve problems without having to resort to any type of “traditional” enforcement actions such as tickets or referrals. To accomplish this goal, the Department of Public Safety works closely with the Residence Life, Health/Wellness and Student Activities staffs.

**Door Access**
For security reasons, exterior doors on each residence hall are equipped with a door access card system. A resident student may gain access to a residence hall by using the student’s ID card. Unless instructed otherwise by University personnel, a student is never permitted to duplicate or lend the student’s room key or access card to anyone. In addition, a student should never prop a door or place an obstructing object in a residence hall door that will cause it to remain ajar.

Any student who copies or lends a key or an access card to anyone, props a door or admits an unauthorized guest, will be subject to disciplinary action as determined by the Director of Residential Life and Housing. The fee for a lost room key is $50.00. The fee for a lost key card is $20.00. There is one designated entrance and exit for each of the halls. Students who tamper with emergency exit only doors will be subject to the disciplinary process. Residents are urged to keep room doors locked. Doors leading to the stairwells are fire doors and must be kept closed at all times. Entrance into a residence hall is only permitted though the door with an assigned key or ID card. Entrance through a residence hall window is prohibited.

**Surveillance Camera System**
The Department of Public Safety maintains a series of surveillance cameras as a deterrence and to aid in the investigation of incidents which occur on campus. The University of Saint Joseph has installed these cameras in several overt and covert locations on the campus, The School of Pharmacy, and other campus property. Cameras are never used in restrooms or dressing rooms, nor can they view into the windows of residence hall rooms. Taped surveillance information can be used by law enforcement, public safety, and residence life in the investigation and adjudication of incidents on campus.

**Notice to Leave and/or Not to Enter University of Saint Joseph Property**
The University of Saint Joseph including its parking lots and all managed lands is private property. Persons are permitted on this property at the discretion of the University of Saint Joseph and its agents. The University of Saint Joseph and its agents may revoke this permission at any time, pursuant to the General Statutes of the State of Connecticut, encompassing Trespassing, section 53a-107. The “Notice to Leave and/or Not to Enter form” allows University of Saint Joseph Public Safety Officers to convey notice to anyone that due to their actions, they are not permitted on any University property. This area is identified on a map printed on the Notice to Leave – Not to Enter form. A copy of this notice may be provided to the West Hartford Police Department. Any request for a termination of the ban can be made in writing to the Director of Safety and Risk Management after a period of six months, (Refer to Appendix XI in this report).

**Escort Provisions**
The Department of Public Safety provides escorts, available on request, to students, faculty and staff. These escorts are provided to ensure the safety of everyone on the University of Saint Joseph campus as well as to assist those individuals with mobility difficulties. These services are available 24 hours a day, 365 days a year. Contact the Public Safety Officer on duty at (860) 231-5222 or extension 5222 and the officer will be glad to escort you anywhere on campus.

**Shuttle Bus Service**
The Department of Public Safety provides a shuttle bus service, available to students. This shuttle service is provided to area locations for shopping, dining, etc. (refer to appendix XIII). The normal hours of operation for the shuttle bus is on Friday and Saturday evenings.

**Crime Alerts and Timely Warnings – 2016**
In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, [20 USC 1092 (f)] in the event that a situation arises, either on or off campus, that, in the judgment of the Director of Safety and Risk Management, constitutes an ongoing or continuing threat, a campus-wide "timely warning" will be issued.
In 2016, 7 Timely Warnings were issued by the Department of Public Safety. In addition, 2 Public Safety Advisories were also issued.

**Crime Prevention Programs – 2016**

The Department of Public Safety in collaboration with the Residence Life staff has established crime prevention programs to help educate resident students. Among those offered in 2016 was a program in personal safety training; “Empower The Girls.” This program is described as, “a dynamic and interactive program geared toward all women.” The safety training is focused on high school and college-aged students. The program is a way to train young women practical personal safety skills to raise awareness and avoid dangerous situations while acquiring physical skills for self-defense. Two Public Safety officers have received instructor training and provide this program to our students. Last semester this safety training was conducted in conjunction with Residential Life programing. The program titled, “YOU WERE NOT IN” was also continued in the Residence Halls to educate students on better ways to protect themselves and their property.

**Lethality Assessment Program:**

The Lethality Assessment Program (LAP) began in Connecticut on September 15, 2012. LAP is an innovative partnership involving the CCADV and law enforcement to implement nationally recognized risk assessment strategies to better serve domestic violence victims in the greatest danger.

The program, which is a result of collaboration between CCADV and the Connecticut Police Officer Standards and Training Council (POSTC), was piloted through 8 CCADV member domestic violence service agencies with 14 municipal law enforcement agencies. As of March 2017 the program has been expanded to include all of CCADV’s 18 member organizations and 88 police departments, including the CT State Police. Additionally, several college campus public safety departments also participate.

This program provides an excellent outlet to offer services to those in need at any time. Two members of the University of Saint Joseph; Department of Public Safety received training as instructors in this program in April of 2016. The entire department was trained in the LAP program in January of 2017. A subsequent MOU was signed with the CCADV on February 23, 2017.

**Department of Public Safety Training**

All members of the Department of Public Safety are trained in First Aid, CPR and AED use. The Department of Public Safety is currently sending officers through a Tactical Medical Training course. Officers have also received certification in compliance with the Connecticut Security Officer Certification training class. Public Safety Officers have received public licensing endorsements through the Connecticut Department of Motor Vehicles. In addition, Public Safety Officers have completed Sexual Assault and Title IX Training sessions.

**Campus Security Authority**

Campus Security Authority is a Clery-specific term that is comprised of individuals and organizations here at the University of Saint Joseph where students can go to report criminal offenses. At the University of Saint Joseph, the Campus Security Authorities include the Department of Public Safety, as well as, “an official of an institution who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings.” An official is defined as, “any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.”

Federal law requires that if someone has significant responsibility for student and campus activities then he or she is a campus security authority. All campus security authorities are responsible for collecting and reporting certain crimes that are reported to them by students and employees.

Examples of the Campus Security Authorities here at the University of Saint Joseph include, but are not limited to:

- Director of Public Safety,
- Public Safety Officers,
- Director of Student Affairs,
- Resident Coordinators,
- Resident Assistants,
- Athletic Director,
According to the Higher Education Act, or 20 U.S.C. 1092 now known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of Saint Joseph must collect certain campus crime statistics. This law applies to certain crimes reported to the Department of Public Safety and other campus officials.

The details of a report made to a Campus Security Authority will not be made public. Only the number of crimes occurring will be released. The reporting person’s name will not be released. That information is not required for the report, but it will help ensure the crime is not counted twice.
Chapter 3 – Contact Information;

Contacting Public Safety
The Department of Public Safety encourages anyone who is the victim or witness of a crime to promptly report the incident to Public Safety or to the Police. All crimes occurring on campus should be reported immediately to the Department of Public Safety. If you need to call the Department of Public Safety, please provide the following information:

- Your name
- Location of the incident you are reporting
- A description of the scene and suspects
- A description of any vehicles involved in the incident, especially a license plate number

Remember if you witness an event which you consider “life threatening” you should call 9-1-1. If you call 9-1-1, we ask that you contact Public Safety immediately afterward in the event there is a delay with the emergency response to the campus.

**PUBLIC SAFETY CONTACT NUMBERS**

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<tr>
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<th>Number</th>
<th>Campus Phone</th>
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<tbody>
<tr>
<td>Public Safety – Emergencies</td>
<td>(860) 231-5222</td>
<td>5222 from campus phone</td>
</tr>
<tr>
<td>Public Safety - Routine Line</td>
<td>(860) 231-6766</td>
<td>6766 from campus phone</td>
</tr>
<tr>
<td>Public Safety - Routine Line (Text or Call)</td>
<td>(860) 965-2340</td>
<td></td>
</tr>
<tr>
<td>Public Safety - Routine Calls for Lead Officers</td>
<td>(860) 965-2339</td>
<td></td>
</tr>
<tr>
<td>Public Safety - Anonymous Tip Line</td>
<td>(860) 231-5742</td>
<td>5742 from campus phone</td>
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Incidents where Public Safety should be contacted immediately at 860-231-5222
a) Any crime whether actual or suspected
b) Any suspicious or unknown packages left anywhere on campus
c) Any suspicious person observed on or near campus.
d) Any injury whether accidental or intentional
e) Any incident where a student can conceivably be considered missing
f) Any request for EMS Any slip and fall on campus property and
g) Any hazard to the safety and welfare of students, i.e. Fire, electrical, slippery conditions

Incidents where Public Safety should be contacted but may not require an immediate response:
a) Lost and Found items
b) Student or faculty escorts
c) Student and faculty lockouts
d) If you have any questions or concerns regarding anything that occurs on campus, please feel free to contact Campus Safety at any time.

USJAlert Emergency Notification:
University of Saint Joseph has partnered with Omnilert, for our emergency notification system. USJAlert is capable of sending users text and email messages in the event of class cancellations or campus emergencies. Information and instructions on how to sign up for the USJAlert system are posted on the University of Saint Joseph website.

Anonymous Reporting
The Department of Public Safety recognizes the importance of allowing individuals reporting an incident to Public Safety to remain anonymous. The University of Saint Joseph, Department of Public Safety does utilize an anonymous reporting tip line. The phone number is 860-231-5742 or 5742 from any campus phone. All calls will remain confidential unless the individual states that they wish to be contacted.
Police/Fire Contact Information:
West Hartford Campus:
West Hartford Police Department
• Emergency 911
• Non-Emergency (860) 523-5203

West Hartford Fire Department
• Emergency 911
• Non-Emergency (860) 523-2100

School of Pharmacy Campus:
Hartford Police Department
• Emergency 911
• Non-Emergency (860) 757-4000

Hartford Fire Department
• Emergency 911
• Non-Emergency (860) 757-4500

Daily Incident and Fire Log
The Daily Incident and Fire Log is maintained as a component of the Clery Act requirements to document all crimes reported to the University of Saint Joseph Campus Safety Department.

Required information in the Daily Crime Log:
1. Nature of the incident
2. Date the incident occurred
3. Date the incident was reported to the Department of Public Safety
4. The Public Safety Case Report number
5. General location of the crime and
6. Disposition of the complaint, if known

The Daily Incident and Fire Log is maintained at the Public Safety office. This log is preserved in a binder and is available for public inspection at the Public Safety office in McGovern Hall.

Crime Alerts and Timely Warnings
In the event that a situation arises, either on or off campus, that, in the judgment of the Director of Public Safety, constitutes an ongoing or continuing threat, a campus-wide "timely warning" will be issued. Depending upon the situation, the means employed to convey the information may include any or all of the following medium;
• The USJAlert system,
• Campus e-mail to students, faculty and staff,
• Written notices posted in the Residence Halls and on campus bulletin boards.

Anyone with information warranting a timely warning or campus alert should report the circumstances to the Department of Public Safety by calling 860-231-5222 or 5222 from any campus phone.
Chapter 4 – Sexual Harassment and Sexual Misconduct Information;

Sexual Misconduct

University of Saint Joseph’s Commitment to a Safe Environment

A report of sexual harassment, assault, intimate partner violence or stalking will be taken seriously, promptly investigated and addressed. While respecting the rights of all parties involved, the safety and well-being of the complainant and the campus community are the University’s primary concern. Appropriate action will be taken to discipline an offending party. The University of Saint Joseph maintains an on record sexual misconduct policy, a commitment to investigation, support, and protection of any involved parties, annually published security reports, as well as prevention initiatives.

The Title IX-Sexual Misconduct policy is provided in Appendix II of this report. To go directly to the University of Saint Joseph Title IX policy, click on the link below; http://www.usj.edu/student-life/campus-safety/title-ix/

If you need immediate assistance in case of an emergency, please dial 860.231.5222 from any University phone or 911.

Reporting Directly to Title IX Coordinator/Deputies:

The Title IX coordinator and deputies are responsible for overseeing the prompt investigation and resolution of complaints of sexual misconduct.

Any report can be made to TitleIX@usj.edu

**Title IX Coordinator:** Deborah Spencer
860.231.5390 or dspencer@usj.edu

**Title IX Deputy:** Paul Lombardo
860.231.5396 or plombardo@usj.edu

**Title IX Deputy:** Zanira Shabazz
860.231.5793 or zshabazz@usj.edu

Connecticut Sex Offender Registry Information:

To access the Connecticut Sex Offender registry please click on the link below; http://portal.ct.gov/Health-Safety-and-Human-Services/Public-Safety/Sex-Offender-Registry/?TaxId=699
Chapter 5 – Violence Against Women Act (VAWA) (Campus SaVE Act);

The United States Congress, recognizing the severity of the crimes associated with domestic violence, dating violence, sexual assault, and stalking, passed the Violence Against Women Act of 1994 (VAWA) as part of the Violent Crime Control and Law Enforcement Act of 1994. VAWA is described as “a comprehensive legislative package designed to end violence against women.” VAWA has since been reauthorized in 2000, 2005 and 2014. The intention of VAWA was to improve responses by the criminal justice system to domestic violence, dating violence, sexual assault, and stalking and to increase the availability of services for victims of these crimes.

The United States Department of Justice’s Office on Violence Against Women (OVW) was created specifically to implement (VAWA) and subsequent legislation. The VAWA 2000 reauthorization strengthened the original law by improving protections for battered immigrants, sexual assault survivors, and victims of dating violence. In addition, it improved the enforcement of protection orders across state and tribal lines. The VAWA reauthorization in 2005 continued to improve the law by, (in OVW’s description), “providing an increased focus on the access to services for underserved populations.”

On March 7, 2014, President Obama signed a bill that strengthened and reauthorized the Violence Against Women Act. Included in the bill was the Campus Sexual Violence Elimination Act (Campus SaVE), which amends the Jeanne Clery Act and affords additional rights to campus victims of sexual violence, dating violence, domestic violence, and stalking.

Beginning in 2014, every College and University participating in Title IV financial aid programs was required to: 1. Compile statistics of incidents of sexual assault, domestic violence, dating violence, and stalking that occur within Clery geography and are reported to campus security authorities and 2. Include within its Annual Security Report a statement of policy regarding procedures, explanations, educational programs and services afforded to the victim s of such crimes.

Below are the definitions of those crimes related with VAWA as described by the US Department of Justice OVW;

**What is Domestic Violence?** Domestic violence can be defined as a pattern of abusive behavior that is used by an intimate partner to gain or maintain power and control over the other intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

**What is Sexual Assault?** Sexual assault can be defined as any type of sexual contact or behavior that occurs by force or without consent of the recipient of the unwanted sexual activity. Falling under the definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, child molestation, incest, fondling, and attempted rape. It includes sexual acts against people who are unable to consent either due to age or lack of capacity.

**What is Dating Violence?** Dating violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:

- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

**What is Stalking?** Stalking can be defined as a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.
Chapter 6 – Information regarding Alcohol, Illicit Drugs and Weapons;

Alcoholic Beverages:

Alcohol - Regulations on the Provision and Consumption
The student is expected to be aware of and observe the Connecticut State Law that prohibits the purchase or consumption of alcoholic beverages by a minor (persons under the age of 21). In addition, Connecticut State Law prohibits the sale of alcoholic beverages without a license.
A. A student must be of legal drinking age to consume alcohol on campus. The consumption of alcohol is permitted only in the residence hall rooms of individuals of legal drinking age in the State of Connecticut which is 21 years of age.
B. Any person who serves or otherwise supplies alcohol to someone underage is as much responsible as the underage individual who is drinking; both are accountable for their behavior.
C. Alcohol will not be permitted at University sponsored student activities (exceptions can be made for Senior Week or Graduate Student activities if approved by Vice President/Dean of Students). The consumption of alcoholic beverages for events on campus must be approved by the Vice President/Dean of Students.
D. The University does not permit transportation of alcoholic beverages in open or primary or secondary containers outside the designated areas. Therefore, the legal use of alcohol on campus is restricted to residence hall rooms (not hallways) and/or any other area designated by the Vice President/Dean of Students. Beer balls, kegs, and common containers used for alcohol such as punch bowls and trash barrels are not permitted on campus or at campus events unless cleared by the President and/or a Vice President. The promotion of alcohol in University publications or at University functions is prohibited.
E. Occasionally, departments and offices will entertain students. Under these circumstances, the office or department may provide alcohol under conditions that conform to the University Regulations and the law and are cleared through the Office of Student Affairs. Employees entertaining students privately are advised to be certain that alcohol is provided only under conditions that meet the requirements of the law. Departments and offices may provide alcohol only under conditions that conform to the law and University regulations, and are cleared through the Office of Student Affairs.
F. Students drinking illegally or illegally dispensing alcohol to others are subject to disciplinary procedures.
G. Collections and/or displays of alcohol containers (empty or full) are prohibited in the residence halls regardless of being under or over the legal drinking age.

PHYSICAL AND MEDICAL EFFECTS OF ALCOHOL AND DRUGS
Alcohol is a drug that is absorbed into your bloodstream and transmitted to virtually all parts of your body. It is a depressant that causes a number of changes in behavior, though particular effects vary among individuals. Even one or two drinks will significantly affect your alertness, judgment, and physical coordination, making it dangerous for you to drive and participate in certain sports, and impairing your ability to make decisions about further drinking. Small to moderate amounts of alcohol increase aggressive behavior. Larger amounts cause physical effects such as staggering, slurred speech, double vision, sudden mood swings, and marked impairment of higher mental functions, severely altering your ability to learn and remember. Very high consumption, either long-term or in binges, can cause unconsciousness, respiratory arrest, and death. If combined with other depressants of the central nervous system, much smaller amounts of alcohol will cause the same effects.

Heavy drinking may make you dependent on alcohol; sudden withdrawal may produce severe anxiety, tremors, hallucinations, and convulsions, and may even be life-threatening. Long-term heavy drinking increases your risk of developing liver and heart disease, circulatory problems, peptic ulcers, various forms of cancer, and irreversible brain damage. Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome, causing irreversible physical abnormalities and mental retardation. Children of alcoholic parents may suffer from a number of developmental and psychological problems, and are a greater risk of becoming alcoholics than are other children.

Alcohol Policy Overview
The University of Saint Joseph strives to educate students about the effects and the prevention of alcohol abuse. Students are expected to be aware of and observe the Connecticut State Law that prohibits the purchase or consumption of alcoholic beverages by a minor. In addition Connecticut State Law prohibits the sale of alcoholic beverages without a liquor license.
The following are definitions of some key terms as well as guidelines related to the University of Saint Joseph alcohol policy:

- **Legal Age**: State Law states that only individuals that are 21 years of age or older may purchase, posses, or consume alcohol.
- **Underage**: Individuals under 21 years of age may neither purchase, posses, nor consume alcohol.
- **Supplying**: The purchasing or providing alcohol to anyone under the age of 21.
- **Open container**: Any alcoholic beverage out of the original container or having a broken seal is considered an open container.

**Resident students are required to abide by all policies within the student handbook in addition to the following policies specific to the residence halls.**

**The University of Saint Joseph Alcohol Policy:**

In accordance with the State of Connecticut:

- A student must be of legal drinking age to consume alcohol on campus. The consumption of alcohol is permitted only in the residence hall rooms of individuals of legal drinking age (21 years old). It is illegal for anyone under 21 to misrepresent his or her age and/or use false identification for the purpose of obtaining alcohol.
- A room in which both of its residents are younger than the legal drinking age of 21 years is considered a dry room. No alcohol or alcoholic paraphernalia, such as bottles, shot glasses, funnels and posters, are permitted in a dry room at any time.
- A student’s guest may consume alcohol in a residence hall room only if the guest and the resident are of legal drinking age or older. The student will be responsible for the behavior of the guest. There must not be an unreasonable amount of noise.
- In the event of an RA or University official investigating a University policy violation where alcohol is present, regardless of the occupant’s age, the RA or University official has the right to request all alcohol be disposed of within the room/suite.
- No resident or guest(s) should be noticeably intoxicated or under any other such influence in public spaces within the residence halls or on campus. Consumption of alcohol to the point of intoxication regardless of age is prohibited.
- The kitchen/living room area of North and South Halls are considered common space. Students are allowed to consume alcoholic beverages in the common area (adhering to the Connecticut State Liquor Law).
- Any person who serves or otherwise supplies alcohol to someone underage is as responsible as the underage individual that is drinking - both are accountable.
- Any host providing alcoholic beverages must provide appropriate quantities of food and non-alcoholic beverages for guests.
- No open containers of alcohol are permitted in public areas of the residence halls; this includes hallways, lounges, bathrooms and outside areas.
- The University does not permit transportation of alcoholic beverages in open, primary or secondary containers outside the designated areas; therefore, the legal use of alcohol on campus is restricted to rooms in the residence halls and North and South Halls living areas.
- Kegs, party balls, funnels and common sources of alcohol are not allowed in the residence halls. Irresponsible distribution of alcohol includes but is not limited to funnels, shot parties, beer pong, chugging contests, or other drinking games.
- Students drinking illegally or illegally dispensing alcohol to others are subject to disciplinary procedures. Common source alcohol distribution will result in immediate expulsion from on- campus residence and/or the University.

**Alcohol Limits**

Students who are 21 years old and above will be allowed to possess alcohol on campus, following these terms: one liter of 80-proof liquor OR twelve, 12oz cans of 5% beer or malt beverages, OR one 750ml of wine. For example, in a double room, (where the two (2) residents are both 21 years or older) the maximum quantity of alcohol allowed is two (2) one
liter bottles of 80-proof liquor OR 24 12oz. cans of 5% beer or malt beverage, OR two (2) 750ml of wine in the room at one time. Students must exercise responsible behavior when consuming alcohol.

For More information regarding health risks:

o Info Line - 211
o Helpline Crisis Line – Hartford 524-1182
o Al-Anon & Alateen, Hartford 860-244-0022
o Alcoholics Anonymous Hartford 860-232-7837, 866-783-7712
o Alcohol Abuse Action Addiction Helpline 860-547-1027
o Alcohol 24 hr. access Helpline & Counseling Center – 800-861-5731
o Drug Abuse Action Addiction Helpline 860-282-2100
o Drug & Alcohol 24 hr. Able Helpline & Detox Rehab Hartford 800-322-9195
o Cocaine Hotline 24 hr. – Hartford 860-522-4636
o Cocaine AA Abuse AAAA Access Helpline & Treatment – 800-827-6785
o Cocaine Anonymous 24 hr. Hartford – 860-522-4584
o Alcohol and Drug Recovery Ctrs Inc. (ADRC) Detoxification Center Hartford 860-714-3700
o Saint Francis Hospital Alcohol & Drug Recovery Center 860-714-3701

Illicit Drugs/Narcotics:
Drug-free Schools and Communities Act Amendment of 1989
The University of Saint Joseph maintains all federal and state requirements for a drug-free campus and workplace. The University of Saint Joseph prohibits the unlawful possession, use, or distribution of drugs and alcohol by employees and students on the institution’s property and as a part of the institution’s activities. The University expects all members of the community to comply with state and federal laws pertaining to illegal drugs. The sale, purchase, manufacture, possession, distribution and illegal use of controlled substances, K2, drugs and drug paraphernalia, including hookahs, are prohibited. The University of Saint Joseph adheres to the Connecticut statutory definitions of drugs and drug paraphernalia.

The University of Saint Joseph will impose sanctions on employees and students consistent with local, state, and federal law. These sanctions are up to and including expulsion and/or referral for prosecution for violations of the standards of conduct.

The University of Saint Joseph is required by law to inform employees and students of the penalties for the trafficking, sale, or possession of illegal drugs. This information is provided in order to comply with the Drug-Free Schools and Communities Act of 1989.

a. Penalties
• Trafficking of illegal drugs—no less than five years and no more than 40 years in federal prison. Fine can range from $250,000 to $4 million.
• Illegal manufacturing, sale, or distribution of illegal drugs—no more than 15 years in federal prison or $50,000 in fines.
• Illegal possession of controlled substances—no more than 7 years in federal prison or $50,000 in fines.

b. Drug and Alcohol Policy Relative to Faculty and Staff
Occasionally, departments and offices will entertain students. Under these circumstances, the office or department may provide alcohol under conditions that conform to the University Regulations and the law and are cleared through the VP/Dean of Student Affairs. Employees entertaining students privately are advised to be certain that alcohol is provided only under conditions that meet the requirements of the law. Under no circumstances should illicit drugs ever be present at such gatherings and/or be offered to a student.

c. Parental Notification in Cases of Alcohol or Other Drug Violations/Arrests
The University may notify parents when their student is found responsible for a violation of the University’s alcohol or other drug policies, including violation of local, state or federal laws regarding use or possession of alcohol or other drugs that are also violations of institutional policy. This notification will normally take place under any of the following conditions related to alcohol or drug policy violations:
• The violation is the second violation in an academic year
• The student is found responsible for violations resulting in a separation sanction (i.e., suspension from residence halls, suspension or dismissal from the University)
• The violation is the result of excessive/dangerous intoxication including violations that result in the student being placed in protective custody
• The student’s health or safety has been compromised through the use/abuse of alcohol or other drugs

Drugs
The University expects all members of the community to comply with state and federal laws pertaining to illegal drugs. The sale, purchase, manufacture, possession, distribution and illegal use of controlled substances, K2, drugs and drug paraphernalia, including hookahs, are prohibited. The University of Saint Joseph adheres to the Connecticut statutory definitions of drugs and drug paraphernalia.

Any use, possession or distribution of illegal drugs, including advertisements, posters and drug paraphernalia is a violation of the housing contract and University policy. Students violating this policy are subject to disciplinary action and are subject to federal and state laws governing illegal use of drugs (see “controlled drugs”). The University reserves the right to enter a student’s room if it believes that the student is involved in unlawful activities. Students who misuse (sharing, divert or sell) prescription medications to another individual for whom the medication is not prescribed by a health care provider are subject to disciplinary procedures as well as criminal action if applicable.

Parental Notification
The University reserves the right to notify a student’s parents or legal guardian when a student has been found responsible for violating the Code of Student Conduct regarding drug and alcohol use for the second time. The University also reserves the right to notify parents when a student is found responsible for misconduct involving violence and/or committing an assault, or any other serious offense.

Weapons:

Weapons on University Property
Possession, storage, or control of firearms and weapons on University property is prohibited, including storing of weapons in vehicles on campus as well as in the residence halls, except by authorized law-enforcement officials. Firearms are defined as any gun, rifle, pistol, or handgun designed to fire bullets, BBs, pellets, or shots (including paint balls), regardless of the propellant used. Other weapons are defined as any instrument of combat or any object not designed as an instrument of combat but carried for the purpose of inflicting or threatening bodily injury. Examples include but are not limited to knives with fixed blades or pocket knives, razors, metal knuckles, blackjacks, hatchets, bows and arrows, nunchucks, swords, mace, pepper spray, tasers, fireworks, or any explosive or incendiary device. Possession of realistic replicas of weapons on campus is prohibited. Students who store weapons in residence halls rooms, who brandish weapons, or who use weapons in a reckless manner will be suspended from the University pending a judicial hearing.

All students, faculty, and staff who have knowledge of weapons on campus must report that information immediately to the Department of Public Safety. You can locate the Public Safety Office in McGovern Hall or call (860) 231-5222.
Uniform Campus Crime Report, 2014; 2015; 2016 Statistics:
Chapter 7 – Crime Statistics Definitions;

The following list contains definitions on the types of Criminal Offenses which must be recorded in the Crime Statistics Report:

**Criminal Homicide**
- Murder and Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another.
- Negligent Manslaughter: the killing of another person through gross negligence.

**Sex Offenses**
- *Sex Offense – Forcible:* any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent. This section is divided into 2 distinct categories – A. Rape and B. Fondling

- *Sex Offense – Non-forcible:* unlawful, non-forcible sexual intercourse: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law or sexual intercourse with a person who is under the statutory age of consent. This section is divided into 2 distinct categories – A. Incest and B. Statutory Rape

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

**Aggravated Assault**
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

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

**Motor Vehicle Theft**
The theft or attempted theft of a motor vehicle.

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

**Hate Crime**
A hate crime is a criminal offense committed against persons, property or society that is motivated, in whole or in part, by an offender’s bias against an individual or a group’s perceived race, religion, ethnic/national origin, gender, age, disability or sexual orientation.

**Liquor Law Violations**
The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places, bootlegging, operating a still, furnishing liquor to minor or intemperate person, using a vehicle for illegal transportation of liquor, drinking on a train or public conveyance, all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)
Below are the definitions of those crimes related with VAWA as described by the US Department of Justice OVW:

**Domestic Violence**
Domestic violence can be defined as a pattern of abusive behavior that is used by an intimate partner to gain or maintain power and control over the other intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

**Sexual Assault**
Sexual assault can be defined as any type of sexual contact or behavior that occurs by force or without consent of the recipient of the unwanted sexual activity. Falling under the definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, child molestation, incest, fondling, and attempted rape. It includes sexual acts against people who are unable to consent either due to age or lack of capacity.

**Dating Violence**
Dating violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:
- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

**Stalking**
Stalking can be defined as a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.
**West Hartford Campus:**

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<tr>
<th>Offense</th>
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<th>On-Campus Student Housing Facilities</th>
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### VAWA Offenses Reporting Table

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### Arrests and Disciplinary Referrals Reporting Table

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# VAWA Offenses Reporting Table

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# Arrests and Disciplinary Referrals Reporting Table

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*Destruction/damage Vandalism of Property

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Fire Safety Report:
Chapter 9 – Fire Safety Report;

Fire Safety and Evacuation;

At University of Saint Joseph the Department of Public Safety is entrusted with the responsibility to maintain Fire Safety on all University campuses (to include the West Hartford campus, the School of Pharmacy and the School for Young Children). Fire drills are scheduled to be conducted every semester in every campus owned/operated by the University of Saint Joseph.

The West Hartford and Hartford Fire Departments provide additional support and training to University of Saint Joseph. Scheduled inspections of campus buildings and residence halls are carried out by the Fire Marshall’s office in the respective communities. In addition to their standard duties the West Hartford Fire Department provides fire prevention education for the Residence Life Staff on the West Hartford campus.

All buildings on the University of Saint Joseph campuses are inspected annually. The University Facilities Department works closely with the Fire Marshall’s office to help ensure that all buildings are in full compliance with the Connecticut State Fire Safety Code. In addition to that inspection; annual inspections and tests are conducted on all sprinkler systems, fire alarms, emergency lighting and fire extinguishers.

Emergency Procedures and Information
All students need to be aware of what to do in emergency situations. Any situation in which life, physical well-being or property is in jeopardy constitutes an emergency. In such a situation, first render assistance where practical and the second step is to get help. Emergencies might require the response of medical, law enforcement or firefighting professionals. If there is a question about the need for help, it is advisable to call.

The most immediate source for help is through Public Safety. When calling the Public Safety emergency line at (860) 231-5222, an officer will respond directly, securing any necessary assistance such as the Police Department, Fire Department or ambulance service. It is best to allow the Public Safety Officer to coordinate the response to emergencies. In case of an actual fire, contact the Fire Department directly by using the nearest fire alarm of by calling 9-1-1. Once you are safely out of the building notify the Public Safety Officers.

When calling the Public Safety Emergency Line, please speak clearly, concisely and provide a telephone number where you can be reached. Remember to state name, give your location and give a description of the emergency situation.

Reporting of Emergencies
In an all emergency situations, your first call should be to Public Safety at 860-231-5222 (5222 from a campus phone). Public Safety will summon the appropriate emergency services. When you call Public Safety during an emergency, you must state:
• NAME
• LOCATION
• CIRCUMSTANCES

LOCATION OF WEST HARTFORD CAMPUS PUBLIC SAFETY EMERGENCY TELEPHONES (5222 Notification)
• McGovern Hall – Outside Public Safety office 1st floor
• McDonough Hall – 2nd and 3rd floor (in the hallway)
• Mercy Hall - Entrance door near Crystal Room

LOCATION OF EMERGENCY 911 TELEPHONES (Town of West Hartford Notification)
• McDonough Hall – 1st, 2nd and 3rd floor (in both north and south hallways)
• Madonna Hall - Southwest door near Assumption parking lot
• Assumption Hall - Southwest door near Rosary Hall at roadside
• Mercy Hall - Entrance door near Crystal Room
• Rosary Hall – 1st floor west side exit door
LOCATION OF SCHOOL OF PHARMACY PUBLIC SAFETY EMERGENCY TELEPHONES (5222 Notification)

- Library font desk
- Student Affairs Office suite
- Student lounge entrance
- Back hallway, between boardroom and lecture hall

**Power Outage Phones** If a power failure occurs on campus, our telephone system will remain in operation for eight hours allowing normal use of campus phones. However, after eight hours without power, the telephone system will become inoperable. If this occurs, white power outage phones located in the following areas would become operable, allowing us to receive and place calls until power is restored. These phones will be located at:

1. McGovern Hall 1st floor – Public Safety office and
2. Mercy Hall, 1st floor – President’s office.

**Emergency Call Boxes (BLUE LIGHTS)**
There are 10 emergency call boxes located on the grounds of the West Hartford campus that will put you in direct contact with Public Safety. When activated, these phones will automatically call Public Safety, announce your location and set off the blue strobe light. The emergency call boxes should be used whenever you need to contact Public Safety or to summon additional help such as police, fire or ambulance. These lights are to only be used to summon help for an active emergency situation. Note: For the locations of the Blue Lights on campus please refer to Appendix VI of this document.

**Fire Precautions and Procedures for Residence Halls**
Whenever a fire alarm sounds, each resident and the resident guest(s) are to immediately leave the building and go to the nearest meeting place (see below).

**Fire Drill Schedules**
Fire evacuation routes are reviewed by residence hall staff with residents at floor/house meetings. Fire safety equipment is installed in each hall & fire drills are conducted every semester. In addition Fire Drills are conducted at the Gengras Center located on campus, the School for Young Children, located off campus and the School of Pharmacy campus in Hartford.

**West Hartford campus residence halls.**
1. Madonna Hall is located at 1678 Asylum Avenue on the West Hartford Campus and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance with the Connecticut State Fire Safety Code. Fire Drills were conducted at this facility on the following dates:
   - September 26, 2016;
   - November 17, 2016 and
   - April 26, 2017

2. Assumption Hall is located at 1678 Asylum Avenue on the West Hartford Campus and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance with the Connecticut State Fire Safety Code. Fire Drills were conducted at this facility on the following dates:
   - September 26, 2016;
   - November 17, 2016 and
   - April 26, 2017

3. McAuley Hall is located at 1678 Asylum Avenue on the West Hartford Campus and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance with the Connecticut State Fire Safety Code. Fire Drills were conducted at this facility on the following dates:
   - September 26, 2016;
   - November 17, 2016 and
   - April 26, 2017
4. Rosary Hall is located at 1678 Asylum Avenue on the West Hartford Campus and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance with the Connecticut State Fire Safety Code. Fire Drills were conducted at this facility on the following dates:
   - September 26, 2016;
   - November 17, 2016 and
   - April 26, 2017

5. North Hall is located at 1678 Asylum Avenue on the West Hartford Campus and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance with the Connecticut State Fire Safety Code. Fire Drills were conducted at this facility on the following dates:
   - September 26, 2016;
   - November 17, 2016 and
   - April 26, 2017

6. South Hall is located at 1678 Asylum Avenue on the West Hartford Campus and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance with the Connecticut State Fire Safety Code. Fire Drills were conducted at this facility on the following dates:
   - September 26, 2016;
   - November 17, 2016 and
   - April 26, 2017

The Gengras Center, CARE Building.
The Gengras Center and CARE Building are located at 1678 Asylum Avenue on the West Hartford Campus and both buildings are protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall. At the Gengras Center students, faculty and staff take part in Fire, Evacuation and Lockdown drills throughout the school year. Below is a list of the drills conducted during the 2016-2017 school year.

Fire Drills were conducted at this facility on the following dates:
   - Wednesday, September 28, 2016
   - Tuesday, October 25, 2016
   - Monday, November 14, 2016
   - Friday, December 2, 2016
   - Monday, January 23, 2017
   - Wednesday, February 8, 2017
   - Thursday, March 23, 2017
   - Tuesday, April 18, 2017
   - Friday, May 12, 2017
   - Wednesday, June 7, 2016

Evacuation Drills were conducted at this facility on the following dates:
   - Thursday, November 3, 2016,
   - Wednesday December 14, 2016,
   - Thursday, February 16, 2017,
   - Friday April 28, 2017

Lockdown Drills were conducted at this facility on the following date:
   - Friday, October 14, 2016
   - Friday, January 6, 2017
   - Wednesday, March 8, 2017
   - Monday, May 22, 2017

The School for Young Children.
The School for Young Children is located at 238 Steele Road in West Hartford and is protected by a full coverage fire alarm system. This facility was inspected by the West Hartford Fire Marshall and determined to be in full compliance
with the Connecticut State Fire Safety Code. At the School for Young Children students, faculty and staff take part in Fire, Evacuation and Lockdown drills throughout the school years. Below is a list of the drills conducted during the 2016-2017 school year.

Fire Drills were conducted at this facility on the following dates:

- September 26, 2016
- October 24, 2016
- November 17, 2016
- December 6, 2016
- January 11, 2017
- February 24, 2017
- March 23, 2017
- April 5, 2017
- May 2, 2017
- June 2, 2017
- July 10, 2017 and
- August 3, 2017

A Lockdown Drill was conducted at this facility on the following date:
- Friday November 4, 2016

A Shelter in Place Drill was conducted at this facility on the following date:
- Friday December 16, 2016

*The School of Pharmacy Campus.*
The School of Pharmacy Campus is located at 229 Trumbull Street attached to the XL Center in Hartford and is protected by a full coverage fire alarm system.
Chapter 10 – Fire Evacuation Information;

Fire Evacuation Procedures

1. Immediately activate the building fire alarm system which will automatically notify the fire department and get help on the way. It is best to have the fire department respond and not be needed than to have them arrive too late for potential rescue. If you are in a building without a fire alarm system, dial 9-1-1 from a safe location to report the fire. If you call 9-1-1, we would ask that you contact Campus Safety afterward as there can be a delay in the EMS response to the campus. Call Public Safety at 860-231-5222 or 5222 from a campus extension. Identify yourself and provide as much specific information as you can in a calm manner.

2. After sounding the Fire Alarm, your first concern is to get out of the building. As a member of the University community, you are encouraged to assist everyone out of the building without putting yourself in harm’s way. On your way out of the building, knock on doors and announce that everyone needs to evacuate the building. Do not wait for an answer. Assist those who need assistance with either leaving the building or hearing the alarm. Never assume that fire alarm activation is a prank.

3. Prepare and evacuate the building by way of the nearest emergency exit. Walk; do not run. Do not use elevators. Assist any person in immediate danger to safety, if it can be accomplished without risk to yourself.

4. Calmly assist visitors during alarm/emergency situations. Visitors may not be aware of exits/alternative exits and the procedures that should be taken during alarm situations.

5. Close but do not lock all doors as you leave.

6. Before exiting through any closed door, check for heat and the presence of fire behind the door by feeling the door with the back of your hand. If the door feels very warm or hot to the touch, advise everyone to proceed to another exit.

7. (In Residence Halls) The residence life staff will assemble students in their assigned Meeting points. Please remember that all Residence Halls have multiple emergency exits and the hall staff should direct residents to use them. Once you have arrived at your assigned Meeting point begin to assess which students have arrived from your residence hall. Help to ensure that all students stay at their Meeting points.
   a) Meeting point for Madonna, Assumption McAuley and Rosary Residence Halls. In the event of a Fire alarm all occupants in these locations will proceed to the grass green located directly in front of the buildings. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map a of this document
   b) Meeting point for North and South Residence Halls. In the event of a Fire alarm all occupants in these locations will proceed to the grass green located directly east of the buildings. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map b of this document

8. (In Academic and Administration buildings) Faculty and staff will assemble students/building occupants in their assigned Meeting points. Please remember that all buildings have multiple emergency exits and faculty/staff should direct everyone to use them. Once you have arrived at your assigned Meeting point begin to assess which individuals have arrived from your building. Take note of those who are not there and report to Campus Safety those are missing. Help to ensure that everyone stays at their Meeting points.
   a) Meeting point for Mercy Hall, Lourdes Hall, and McGovern Hall: In the event of a Fire alarm all occupants in these locations will proceed to the grass green located directly in front of the buildings. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map c of this document
   b) Meeting point for McDonough Hall: In the event of a Fire alarm all occupants in these locations will proceed to the grass green located directly in front of the building, by the flag pole. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map d of this document
   c) Meeting point for McDonough Hall (in the event of a fire in a chemistry lab): In the event of a Fire alarm in this building that involves a chemistry laboratory, care must be taken in finding an evacuation route away from potentially toxic fumes. Wind direction should be taken into account in this event. If the wind is blowing towards the flag pole, the McDonough Hall evacuation route will go to the grass area behind the Pope Pius XII Library. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map e of this document
d) **Meeting point for Pope Pius XII Library, Lynch Hall and the Bruyette Athenaeum:** In the event of a Fire alarm all occupants in these locations will proceed to the grass green located directly in back of the buildings. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map f of this document.

e) **Meeting point for Chapel and Facilities Garage:** In the event of a Fire alarm all occupants in these locations will proceed to the green grass located directly behind the North/South Residence Halls. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map g of this document.

f) **Meeting point for O’Connell Athletic Center:** In the event of a Fire alarm all occupants in these locations will proceed to the track located directly on the side of the building. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map h of this document.

g) **Meeting point for CARE Building and Gengras Center:** In the event of a Fire alarm all occupants in these locations will proceed towards the grass green by Mercy Hall and then to McGovern Hall. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map i of this document.

h) **Meeting point for the School for Young Children:** In the event of a Fire alarm all occupants will be brought to the gazebo located on the south side of the building. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map j of this document.

i) **Meeting point for the School of Pharmacy:** In the event of a Fire alarm all occupants will proceed to the sidewalk area located at the north/east corner of the building near the intersection of Trumbull Street and Church Street. For the exact location of Evacuation route please refer to the Evacuation maps in Appendix X, Map l of this document.

9. Upon exiting the building and proceeding to the Meeting points, remain at least 50 feet away from the building walls and overhangs. Do not block any driveways, as Fire Department personnel will need access to these areas. Students are requested to report to their assigned meeting point as defined by the Evacuation Procedure maps.

10. The cessation of an alarm/departure of the fire department is not an "all clear" to re-enter the building as corrective measures may still be in progress. Public Safety and the West Hartford Fire Department will make a sweep of the building and assess the situation from that point. Stay clear of the building until the Fire Department, or Public Safety has advised you that it is safe to re-enter the building/area.

**11. In the event you are unable to exit the building:**

a) Remain calm; do not panic.

b) If there is smoke in the room, keep low to the floor; crawl if necessary.

c) Place a cloth, wet if possible, over your mouth to serve as a filter.

d) Before passing through any doors, feel the metal door-knob and the door. If it is hot, do not open the door. Attempt an alternative exit.

e) Open the windows from the top, if possible (to let out the smoke and the heat) and from the bottom (to let in fresh air).

f) If you cannot exit out of the window, signal for help from a window. Hang something out of the window to attract the attention of the Fire Department, such as a pillowcase or shirt.

g) If you can open the door (if it is not hot to the touch), brace yourself against the door and open it slowly in order to make sure there is no heat or heavy smoke on the other side. If there is, then close it again.

h) If you are able to leave the room through the door, close it as you exit.

i) Go to the nearest exit or stairs. If the nearest exit is blocked by fire, heat or smoke, go the alternate exit.

j) If all exits on the floor are blocked, go back to your room/office, close the door, open the windows as described, wave something out the window and shout for help.
Chapter 11 – Fire Data Summary;

Fire Investigations Report
The University of Saint Joseph West Hartford campus is where all University student housing is located. In 2015 there were no fires reported on the University of Saint Joseph West Hartford campus. Below is the 2015 Campus Safety and Security Survey Fire Data Summary submitted to the US Department of Education;

<table>
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<tr>
<th>Name of Facility</th>
<th>2014</th>
<th></th>
<th></th>
<th>2015</th>
<th></th>
<th></th>
<th>2016</th>
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<tr>
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<td>Injuries</td>
<td>Deaths</td>
<td>Fires</td>
<td>Injuries</td>
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<td>Injuries</td>
<td>Deaths</td>
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</table>
Appendices
Appendix I;

Clery Act and Student’s Right to Know Policy:


The Clery Act requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses. Compliance is monitored by the United States Department of Education, which can impose civil penalties, up to $35,000 per violation, against institutions for each infraction and can suspend institutions from participating in federal student financial aid programs.

The law is named for Jeanne Clery, a 19-year-old Lehigh University freshman who was raped and murdered in her campus residence hall in 1986. The backlash against unreported crimes on numerous campuses across the country led to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Clery Act, signed in 1990, was originally known as the Crime Awareness and Campus Security Act.


On Aug. 14, 2008, the Higher Education Opportunity Act or HEOA (Public Law 110-315) reauthorized and expanded the Higher Education Act of 1965, as amended. HEOA amended the Clery Act and created additional safety- and security-related requirements for institutions. Specifically, it added:

- New categories to the list of hate crimes all institutions must disclose (Clery amendment);
- A new disclosure regarding the relationship of campus security personnel with state and local law enforcement agencies (Clery amendment);
- Implementation and disclosure of emergency notification and evacuation procedures for all institutions (Clery amendment);
- Implementation and disclosure of missing student notification procedures for institutions with on-campus student housing facilities (HEOA);
- Fire safety reporting requirements for institutions with on-campus student housing facilities (HEOA); Text clarifying the definition of an on-campus student housing facility (Clery and HEOA); and
- A Program Participation Agreement (PPA) requirement concerning disclosure of the results of disciplinary proceedings to the alleged victim of any crime of violence or a non-forcible sex offense (HEOA).

Student’s Right-to-Know and Campus Security Act:

The “Student Right-to-Know and Campus Security Act” (P.L. 101-542), broader in scope than the Clery Act, requires schools eligible for Title IV funding to calculate completion or graduation rates and to disclose these rates to all students and prospective students. The act also requires each school that participates in any Title IV program to submit a report to the Secretary of Education annually.
Uniform Campus Crime Report (UCCR)
Notice is hereby given that, in accordance with the Federal Student Right-to-Know and Crime Awareness and Campus Security Act of 1990, the Uniform Campus Crime Report for the University of Saint Joseph is available from the University’s Department of Public Safety and will be provided upon request. Incident Logs and Public Safety Alerts are also available for view upon request.
Appendix II;

Sexual Misconduct – Title IX Policy:

Title IX

University of Saint Joseph’s Commitment to a Safe Environment
A report of sexual harassment, assault, intimate partner violence or stalking will be taken seriously, promptly investigated and addressed. While respecting the rights of all parties involved, the safety and well-being of the complainant and the campus community are the University’s primary concern. Appropriate action will be taken to discipline an offending party. The University of Saint Joseph maintains an on record sexual misconduct policy, a commitment to investigation, support, and protection of any involved parties, annually published security reports, as well as prevention initiatives.

If you need immediate assistance in case of an emergency, please dial 860.231.5222 from any University phone or 911.

Reporting Directly to Title IX Coordinator/Deputies:
The Title IX coordinator and deputies are responsible for overseeing the prompt investigation and resolution of complaints of sexual misconduct. Reports should be made to:
Any report can be made to TitleIX@usj.edu
Title IX Coordinator: Deborah Spencer
860.231.5390 or dspencer@usj.edu
Title IX Deputy: Paul Lombardo
860.231.5396 or plombardo@usj.edu
Title IX Deputy: Zanira Shabazz
860.231.5793 or zshabazz@usj.edu

What to Do After an Assault:
1. Immediate Danger
A. Get away from the attacker to a safe place as fast as you can.
B. On-campus students call Campus Safety at (860)231-5222 or 911.
C. If immediate medical attention is needed, call Campus Safety at (860)231-5222 who will call 911 or you may go directly to the nearest emergency room.
D. Off Campus call 911.

2. Medical Attention
Resources for Medical Attention:
Seek treatment from participating hospitals with 24/7 access to a Sexual Assault Nurse Examiner (SANE). Participating hospitals in Connecticut include:
Saint Francis Hospital,
Hartford Hospital,
The Hospital of Central Connecticut (New Britain campus),
Manchester Hospital
Middlesex Hospital,
Windham Hospital
A. You can take a support person with you to the hospital. Also, a sexual assault victim advocate from Connecticut Alliance To End Sexual Violence can accompany you or meet you at the hospital. Call 24 hours a day 888.999.5545 to request an advocate.

B. Students may also seek treatment from the USJ’s Health Services located in the Little Red House on campus however this office is not open 24 hours per day nor does it complete the sexual assault evidence collection kit. To contact USJ Health Services call 860.231.5530.

**Importance of Preserving Evidence/Before You Arrive at the Hospital**
Hospital staff will ask to collect evidence. Whether or not you decide to have evidence collected, it is important that you DO NOT do the following prior to arriving at the hospital: change clothes, shower or bathe, douche, drink, eat, smoke, brush your teeth, use the bathroom unless absolutely necessary. Taking these precautions before the medical exam allows you to keep your legal options open as long as possible.

3. **Filing a Report**
You are encouraged to file a report with a Title IX coordinator, Campus Safety (860)231-5222 or West Hartford Police (860)523-5203.

4. **Counseling**
Speak with a counselor either on campus at the Counseling and Wellness Center located in the Little Red House by calling (Monday – Friday 8:30am-4:30pm at (860) 231-5530) or at Connecticut Alliance To End Sexual Violence 24 hour hotline (888)999-5545.

**Your Rights**

1. **You have the right to request confidentiality.** If you file a report and would like to request confidentiality, the University will give serious consideration to that request. Only in rare situations will the University move forward with a Title IX investigation against the wishes of the Complainant. The Title IX Coordinator will consider several factors in deciding whether confidentiality will be honored, including the age of the Complainant, the pattern and severity of the misconduct, and whether there is a risk of safety to the Complainant and/or the USJ community. If the Title IX Coordinator determines it must proceed with a formal investigation based on these factors, the University will explain its reasoning to the Complainant.

2. **You have the right to be notified of existing campus and community based medical, counseling, mental health services, advocates, information and referrals whether or not the crime is formally reported to campus or civil authorities.**

3. **You have the right to choose to report an incident of sexual misconduct to USJ Public Safety or local police.** You also have the right to decline to inform USJ Public Safety or the Hartford Police of the sexual misconduct. The University will not contact law enforcement unless requested or unless there is a threat of immediate danger. You have the right to informally or formally report your incident to Title IX Coordinator (or deputy) and or Public Safety. You may decide to move from an informal report to a formal investigation at any time. You have the right to proceed simultaneously with a criminal investigation and Title IX investigation.

4. **You have the right to accommodations regardless of whether you report the incident to the police or USJ public safety.** The Complainant has the right to request that interim steps be taken to include but not limited to a change in living arrangements or other modifications to avoid forced contact with the alleged offender. A no contact letter is offered to students by USJ Public Safety whether or not they request the University to fully investigate the incident. Information is also given to the student about obtaining a restraining order from the court.

5. **You have the right to a prompt and equitable internal disciplinary process.** If you file a complaint with the University, you have the right to a fair and unbiased investigation. If you file a report, the investigation proceedings will be conducted in a timely manner with a resolution within 30 working days of the report. You may also stop the investigation at any time. You have the right to be informed of the status of the proceedings and to be notified in writing of the outcome of the investigation. If you believe the resolution of the investigation to be unfair, you may
appeal the decision within two weeks of the resolution by contacting the Title IX Coordinator. For the full appeals policy, go to the TITLE IX: Sexual Misconduct, Domestic Violence, Relationships/Dating Violence, and Stalking Policy section of the Student Handbook.

Reporting Options

Reporting to Confidential Employees: “Confidential Employees” are those who are legally granted privileged communication and are not required to report sexual misconduct involving students to a Title IX Coordinator. Currently, these include employees in the Counseling and Wellness Center and Student Health Services. Additionally, community members can seek out assistance from an off-campus crisis center, which can maintain confidentiality. Faculty members and other University staff are not confidential resources and are required to contact a University Title IX coordinator.

Reporting to Responsible Employees (Non-Confidential): Responsible Employees are required to report to the University’s Title IX Coordinator all relevant details of which they have knowledge about an incident of alleged sexual misconduct involving any USJ student. Responsible employees include faculty and USJ staff members. This does not include counselors or health services staff as these members are confidential employees.

Reporting Directly to Title IX Coordinator/Deputies: The Title IX coordinator and deputies are responsible for overseeing the prompt investigation and resolution of complaints of sexual misconduct. Reports should be made to:

Title IX Coordinator: Deborah Spencer
860.231.5390 or dspencer@usj.edu
Role: Receiving/recording complaints from faculty, staff, and students, notifying appropriate Title IX Deputy/ies and other administrator/s, and tracking resolution.

Title IX Deputy: Paul Lombardo
860.231.5396 or plombardo@usj.edu
Role: Receiving and investigating to all complaints involving students and other members of USJ community.

Title IX Deputy: Zanira Shabazz
860.231.5793 or zshabazz@usj.edu

Title IX email address: Reports can also be sent to the Title IX email address: TITLEIX@usj.edu.

Reporting Anonymously: The University of Saint Joseph Public Safety Department recognizes the importance of allowing individuals reporting an incident to Public Safety to remain anonymous. The Public Safety Department utilizes an anonymous reporting tip line. The phone number for the Anonymous Tip Line is 860.231.5742 or x5742 from any campus phone. The Anonymous Tip Line voicemail will be reviewed by the Director of Public Safety.

Sexual Misconduct Resources

Confidential Resources (On-Campus)
USJ Health Services
Location: Little Red House
Hours: Monday, Tuesday, Thursday, Friday, 8:30am – 4:30pm; Wednesday, 8:30am - 6:00pm
Open during the academic year; closed for winter and summer breaks.
Phone: 860.231.5530
Email: healthservices@usj.edu
Health services provides STD testing and will assist in arranging referral services for evidence collection and crisis counseling. Services are free and confidential.
USJ Counseling and Wellness Center
Offices are in The Little Red House
Hours: Monday – Friday, 8:30 a.m. – 4:30 p.m.
Telephone: 860.231.5530
School of Pharmacy - Trumbull Street Location
Hours: Wednesdays 2:30-6:30 pm
Student Affairs Suite
Room 339A
The Counseling and Wellness Center is open only during the academic year; closed for winter and summer breaks. The Counseling and Wellness Center provides both immediate crisis intervention and counseling to recent or past victims of sexual violence. Services provided are free and confidential.

**Reporting and Investigations (Non-Confidential)**
USJ Public Safety Campus phone: x5222 Non-campus phone: 1.860.231.5222
*Anonymous Tip Line: 860.231.5742*
Located on the First Floor of McGovern
*USJ Public Safety is responsible for the timely investigation of all sexual misconduct complaints.*

West Hartford Police Department (USJ Main Campus)
On campus phone dial: 9-911
Off campus dial: 911
103 Raymond Road West Hartford, CT 06107

Hartford Police Department (USJ School of Pharmacy)
Dial: 911
253 High St, Hartford, CT

**Title IX Coordinators**
Title IX Coordinator: Deborah Spencer, Director of Human Resources: (860)231-5390 or dspencer@usj.edu
Title IX Deputy: Paul Lombardo, Director of Campus Safety: (860)231-5396 or plombardo@usj.edu
Title IX Deputy: Zanira Shabazz, Academic Advisor: (860)231-5793 or zshabazz@usj.edu
*The Title IX coordinator/deputies are responsible for overseeing the investigation and resolution of complaints of sexual misconduct.*

**Non-Confidential Resources (On-Campus)**
Office of Residential Life & Housing
860.231.5214
Second Floor of McGovern
*Department of Residential Life staff members are knowledgeable about campus services and can help survivors receive assistance, including arranging changes in one’s housing situation to avoid forced contact with the alleged offender.*

**Confidential Resources (Off-Campus)**
Connecticut Alliance To End Sexual Violence
info@endsexualviolencect.org
24-Hour Hotline: 888.999.5545
All services are FREE and CONFIDENTIAL
*Connecticut Alliance To End Sexual Violence provides a 24 hour hotline, information, referrals, advocacy for children and families, short-term counseling for survivors and their family members and support groups. Connecticut Alliance To End Sexual Violence will also accompany a survivor or meet them at the hospital to provide support.*

Interval House
http://intervalhousect.org/
24 Hour Hotline: 860.527.0550
All Services are Free and Confidential
Interval house provides a 24 hour hotline, safety planning, domestic violence counseling, emergency shelter, support groups, legal advocacy, and programs for children.
Connecticut Coalition Against Domestic Violence
24-hour Statewide, Domestic Violence Hotline: 888.774.2900
Provides counseling services, support groups, emergency shelter and general support services. All services are free and confidential.

Non-Confidential Other Resources
Office of Victim Services
225 Spring St., Fourth Floor Wethersfield, Connecticut Call 711 or 1-800-833-8134
http://www.jud.ct.gov/crimevictim/
Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. OVS contracts with non-profit and public organizations to provide services to crime victims. These services include, but are not limited to, information and referral, criminal justice support/advocacy, therapy, safety planning, group treatment/support, personal advocacy and assistance in filing applications for victim compensation.

Office of Victim Advocate
505 Hudson Street, 5th floor, Hartford, Connecticut 06106,
Email at: ova.info@ct.gov or http://www.ct.gov/ova/site/default.asp.
Call (860)550-6632 or Toll Free (CT) 1-888-771-3126
The Office of the Victim Advocate (OVA) is an independent state agency charged with the responsibility of protecting and enforcing the rights of crime victim’s throughout the state of Connecticut. The OVA monitor’s services provided to crime victims by state agencies and private entities; receives and investigates victims’ complaints regarding their treatment in the criminal justice process. They can intervene in court cases to advocate for a crime victim when their rights have been violated. They make recommendations to the legislature, criminal justice professionals, and victim service providers for changes in state policies and laws to benefit crime victims. They also provide public education and outreach regarding services available to victims of crime and their families.

Non-Discrimination & Title IX
The University of Saint Joseph is accredited by the New England Association of Schools and Colleges, Inc. and the State of Connecticut Board of Higher Education. The University of Saint Joseph prohibits discrimination against any persons on account of their race, color, religious creed, age, sex, gender identity or expression, sexual orientation, transgender status, marital status, national origin, ancestry, disability (including, but not limited to, intellectual disability, present or past history of mental disorder, learning disability, or physical disability), genetic information, homelessness, prior conviction of a crime, or any other characteristic protected by law, in the administration of its educational policies, admissions policies, scholarship and loan programs, and employment practices (unless there is a bona fide occupational qualification related to employment).

Inquiries concerning the University’s non-discrimination policies may be referred to Deborah Spencer, Human Resources director /Title IX coordinator, telephone 860-231-5390 or email titleIX@usj.edu, or to the U.S. Department of Education, Office for Civil Rights, 8th Floor, Five Post Office Square, Boston MA 02109, telephone 617-289-0111, TDD 800.877.8339, fax 617-289-0150, or email ocr.boston@ed.gov
Responsible Employee Checklist

USJ RESPONSIBLE EMPLOYEE CHECKLIST
SEXUAL ASSAULT AND OTHER RELATED INCIDENTS

First Steps
✓ Inform the complainant that you are a responsible employee and have a legal obligation to inform the campus Title IX coordinator of any report of sexual assault, sexual harassment, stalking or any other related violence even if the individual is not reporting to police.
✓ Advise the individual that there is assistance available both on and off campus. You can best help a complainant by responding with respect and maintaining a non-judgmental approach.
✓ Ask the individual if they want to continue providing you with incident details.

Incident Details
✓ Collect the basic details about the incident as reported by the complainant.
✓ Record details provided on opposite of this sheet.

Safety Assessment
✓ Contact Public Safety if there is an ongoing, credible and/or imminent risk to the complainant or others in the UJ or surrounding community (i.e. if alleged perpetrator is still on or near the campus or a weapon was used).

Consensual Assistance
✓ Provide the complainant with the Campus Sexual Misconduct Resources handbook for assistance with medical needs, psychological care, and/or academic, residual and disability support.
✓ When incident has occurred within the last 90 days encourage the complainant to go to urgent medical attention in the ER. If it has been more than 90 days or the complainant does not want to go to the ER, they can visit UJ Health Services or their own medical provider.
✓ Inform the complainant that measures can be put into effect by Public Safety which will prevent contact between parties.
✓ Encourage complainant to consider a police report. Advise student that Public Safety can assist them in making a report.

Reporting
✓ A formal report can be made to any or all of the following: Public Safety, local police, or a Title IX coordinator.
✓ Responsible employees are required to make a report of the incident to one of the University’s Title IX coordinators within 24 hours of receiving the report. The reporting process can be initiated by calling and asking to speak with one of the Title IX coordinators below.

Title IX Coordinator: TienhBui@uj.edu
Deborah Spencer, Title IX Coordinator 680.291.6690 d Spencer@uj.edu
Paul Landordio Deputy Coordinator 680.291.6999 plandordio@uj.edu
Jannah Shabazz Deputy Coordinator 680.291.5703 jshabazz@uj.edu

INCIDENT DETAILS
Name of Complainant: ____________________________
Telephone Number: ____________________________
Date of Incident: __________ Time: __________ Location of Incident: ____________________________
Was any type of weapon used? Yes No
Type of incident: ____________________________

Record any other details volunteered by complainant below (please attach additional pages as needed)

__________________________________________________________________________________________

Return to the Title IX Coordinator or to Public Safety (open 24 hours) within 24 hours of report
Sexual Misconduct Resources Flowchart

Campus Sexual Misconduct Resources

Your rights and what you need to know to obtain information, support, and assistance options for sexual harassment, sexual assault, domestic violence, intimate partner violence, and stalking.

For more information and the complete USJ Sexual Misconduct Policy visit MyUSJ at https://my.usj.edu/ics and select the Sexual Misconduct tab.

Emergency Response

- USJ Public Safety 860.231.5222
- 911
- West Hartford Police 860.523.5203
- Hartford Police 860.757.4000

Confidential Resources and Support - Students

USJ Services:
- Health Services 860.231.5530
- Counseling and Wellness Center 860.231.5530

For Medical Assistance:
- Saint Francis Hospital 860.714.4000
- Hartford Hospital 860.545.5000

Confidential Resources and Support - Employees

- Employee Assistance 800.327.1850
- Connecticut Sexual Assault Crisis Services 24 hr. hotline 888.999.5545
- Interval House Domestic Violence Services 24 hr. hotline 860.527.0550
- CT Coalition Against Domestic Violence 24 hr. hotline 888.774.2500

Confidential Resources and Support - Employees

- Interval House Domestic Violence Services 24 hr. hotline 860.527.0550
- CT Coalition Against Domestic Violence 24 hr. hotline 888.774.2500

Reporting Options – On Campus

- USJ Public Safety 860.231.5222
- Title IX Coordinator Deborah Spencer 860.231.5330 dspencer@usj.edu
- Title IX Deputy Paul Lombardo 860.231.5396 plombardo@usj.edu
- Title IX Deputy Zanira Shabazz 860.231.5793 zshabazz@usj.edu
- For Title IX Questions or Concerns: TitleIX@usj.edu

Reporting Options – Off Campus

- West Hartford Police Department 911
- Hartford Police Department 911
- Saint Francis Hospital Emergency Department 860.714.4000
- Hartford Hospital Emergency Department 860.545.0000

Review, Investigation and Resolution

- The University will assist any Complainant or Respondent in understanding the complaint process outlined in this policy. There are several options available to resolve reports of sexual assault, sexual harassment, dating violence, domestic violence, or stalking. These options include informal and formal processes. In general, the University, after consultation with the Complainant, will pursue a thorough review or investigation.

- Complaints against students will be resolved under applicable provision(s) of the Code of Student Conduct.
- Complaints against employees will be resolved by the appropriate University process.
- The Dean of Students Office can assist with: interim measures, academic housing, or other accommodations, referrals and other needed support.
- Public Safety may issue a No-Contact Letter.
Appendix III:

*Missing Student Policy:*

UNIVERSITY OF SAINT JOSEPH MISSING STUDENT NOTIFICATION POLICY

**Policy**
Safety is a major concern for everyone on campus, and the University of Saint Joseph strives to provide an ideal environment for learning, working and living. The University has instituted the Missing Student Notification Policy to enhance the safety and security of our students.

It is the policy of the University of Saint Joseph, to carefully investigate any report of a missing student who is enrolled and attending classes at the University. Missing student investigations will be completed through the cooperation of the Division of Student Affairs and the Department of Public Safety.

This Policy applies to all University of Saint Joseph students, whether or not they reside in University student housing.

1. A student will be deemed missing when the student is reported absent from University housing without any known reason.
2. A student will be deemed missing when the student is reported absent from the University at any of its campuses or non-campus locations in a manner which is believed to be continual, uncharacteristic or suspicious.
3. In the event of statements made by a student indicating self-harm or suicidal ideations, that student shall be deemed as missing if the student is not in the company of a University official or family member.
4. Pursuant to 20 U.S.C. § 1092(j) and 34 C.F.R. § 668.46(h), it is required that any missing student report must be referred immediately to the University's Department of Public Safety at 860-231-5222.
   a. Public Safety will investigate each report and make a determination whether the student is in fact missing in accordance with this policy.

Students have the option to identify a confidential contact person or persons who will be notified within 24 hours in the event that a determination is made by the Public Safety Department that the student is missing. Confidential contact information will be kept separate from general emergency contact information. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation may have access to this information.

If a missing student is under 18 years of age, and not an emancipated individual, the University will notify a custodial parent or guardian of the missing student not later than 24 hours after the determination by the Public Safety Department that the student is missing.

The Public Safety Department will contact local police and other law enforcement agencies no later than 24 hours after the University receives a report that any student is missing.

The Division of Student Affairs shall have the responsibility to make the provisions of this policy and the procedures available to students.

**Procedures**
Any report of a possible missing student, from whatever source, must immediately be directed to the Department of Public Safety. When a student is reported missing the Department of Public Safety will:

A. Initiate an investigation to determine the exigency of the missing person report;
B. Advise and Inform Interim Coordinator of Residential Life and Residence Coordinator (if the student resides on campus);
C. Inform the Interim Vice President of Student Affairs;
D. Inform the Senior Vice President for Finance and Strategy and the President;
E. Make a determination as to the status of the missing student;
F. Notify local police or other appropriate law enforcement agencies within 24 hours after the University receives a report that the student is missing;
G. The Senior Vice President for Finance and Strategy will contact the Director of Marketing and Communications.

Upon notification by the Public Safety Department of the likelihood that a student is missing, the Division of Student Affairs will:

A. Notify the person(s) identified by the missing student as the confidential contact within 24 hours of making the determination that the student is missing;
B. If the missing student is under the age of 18, and not an emancipated individual, notify the student’s custodial parent or guardian as contained in the records of the University within 24 hours of the determination that the student is missing;
C. Coordinate responses and actions of Health Services and Counseling Services
D. Inform other University departments, such as the school in which the student is enrolled; and
E. Initiate whatever other action is deemed appropriate under the circumstances to be in the best interest of the missing student.

**Student Contact Information:**
In addition to having the option to identify a “confidential contact person” as provided in this policy, all students will provide Contact Information upon enrollment as well as the student’s emergency contact as stated on the student’s housing information.

When students are instructed about their option to identify a confidential contact, it must be made clear that the information will be shared with the Division of Student Affairs. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation may have access to this information.

**Student Notification of This Policy:**
A. Included on USJ Student Affairs and Public Safety web pages and on the Student Handbook website.
B. Included in student and parent enrollment communications.
C. Discussed during orientation, welcome weekend and mandatory housing meetings.
D. Included in the Annual Campus Security and Fire Safety Report.

**Public Safety Investigative Procedures**
During the initial stages of a missing student investigation, the Public Safety Department will attempt to obtain the following information as completely as possible:

1. Attempt to have direct contact with the student to ascertain if they are in fact missing.
2. Obtain a recent color photograph of the student,
3. Obtain the student's full name, Date of Birth, USJ ID Number,
   a. Ascertain last time ID access card was used and where
   b. Obtain video of card access use
4. Review any Public Safety case reports involving the student which could include;
   a. Domestic Violence issues,
   b. Dating Violence issues
   c. Stalking complaints,
   d. Mental Health issues
5. Obtain Clothing description,
6. Develop a time frame from when the student was last seen until the report was made,
7. Obtain home address (apartment number if it applies),
8. Obtain cell and home phone number,
9. Obtain email address,
10. Check Social Media usernames (especially for children and teens),
11. Obtain work address and phone number,
12. Check vehicle information (make, model, color, body type, parking registration, license plates, condition of vehicle (i.e. was it recently worked on? They may have broken down somewhere)

| Public Safety – Student Affairs Contact Information | | |
|-----------------------------------------------------|------------------|
| Public Safety – *Emergencies*                      | (860) 231-5222   |
| Public Safety - *Routine Line*                      | (860) 231-6766   |
| Public Safety - *Investigations (Text or Call)*     | (860) 965-2339   |
| Public Safety - *Anonymous Tip Line*                | (860) 231-5742   |
| Resident Assistants (duty phone)                    | (860) 944-8989   |
| Interim Vice President of Student Affairs            | (860) 231-5430   |
| Interim Coordinator of Residential Life              | (860) 231-5295   |
| Director of Safety and Risk Management               | (860) 231-5396   |
| Director of Marketing and Communications             | (860) 231-5297   |

**REFERENCES**

Missing Student Notification Policy Disclosure Citation 34 CFR 668.46(b)(14); New York University; National Center for Missing and Exploited Children.
Appendix IV;

Lockdown Policy:

Lockdown Procedure: In the event of a Violent Intruder or other imminent threat to our campus a Lockdown procedure can be put into place. For students, faculty and staff; if running is not a safe option, hide in as safe a place as possible.

When the University’s Lockdown Procedure is enacted, this information will be communicated via the e2 Campus emergency alert as a primary source. Other available media outlets can be utilized if available.

The message will read,

ALERT! LOCKDOWN;

SHELTER IN PLACE IMMEDIATELY. Violent intruder @ USJ West Hartford [School of Pharmacy] Campus. Police are responding. More to follow. [Your URL] [DATE]

A. WEST HARTFORD CAMPUS

I.) Lockdown Procedures – public safety officer guidelines;
Respond Immediately,
When a report is received indicating that a potential violent intruder is acting on or near the University of Saint Joseph campus on-duty Public Safety officers will do the following;

1. SHUT DOWN CARD ACCESS: If the building in question has entry points controlled by card access readers, the first course of action for Public Safety Officers will be to turn off the card access readers via computer.

2. CONTACT – 9-1-1 Dispatcher: One Public Safety Officer will immediately contact the 9-1-1 dispatcher. The Public Safety Officer making contact with the 9-1-1 dispatcher will remain on the line (as the situation permits) until the first Police units arrive on campus.

3. RESPOND – To the affected campus area: If it is safe to do so, the first Public Safety Officer on scene will respond towards the affected campus area. This Public Safety Officer will seek a protected position of cover from which to observe and assess the situation.

4. ASSIST – Police personnel: Public Safety Officers will assist Police personnel with tools needed for building access such as master key sets and building access cards.

5. ASSIST – Staging areas: Public Safety Officers will assist Police, Fire and EMS personnel with the location of staging areas. Staging areas will be selected so as to provide sufficient area for vehicle parking as well as protection from the activities of the violent intruder.

6. EVACUATION [IF NEEEDED] – Students, Faculty, and Staff: If it is safe to do so, Public Safety Officers will assist students, faculty and staff with their evacuation from the affected campus area to a pre-designated refuge location. As the situation permits designated refuge locations will be;
   • North Side of Campus – O’Connell Athletic Center
   • South Side of Campus – Pope Pius XII Library
II.) Lockdown Procedures – public safety director guidelines;  
Respond Immediately,  
When a report is received indicating that a potential violent intruder is acting on or near the University of Saint Joseph campus and a lockdown of campus buildings is necessary, the Public Safety Director will do the following:

1. USJALERT – To all Students, Faculty and Staff: When a report is received requiring that Lockdown procedures be initiated the Director of Public Safety will activate the USJ alert system. The USJ alert shall include the message as described above.

2. NOTIFICATION – University Administration: When a report is received requiring that Lockdown procedures be initiated the Director of Public Safety will contact the Senior Vice President for Finance and Strategy, who will in turn contact the University President and the President’s Cabinet members.

3. COMMUNICATIONS – with emergency personnel: When a report is received requiring that Lockdown procedures be initiated the Director of Public Safety will co-ordinate a communication link between Police, Fire and EMS personnel to the University.

4. MANAGE – Public Safety personnel: When a report is received requiring that Lockdown procedures be initiated the Director of Public Safety will manage and delegate the duties of on-scene Public Safety personnel as required.

III.) Lockdown Procedures – student, faculty and staff guidelines;  
Respond Immediately,  
When this alert is received, students, faculty and staff should attempt to hide in a location where the walls might be thicker and have fewer windows. In addition your hiding place should:

- Be out of the Violent Intruder’s view;
- Provide protection if shots are fired in your direction (i.e. an office with a closed and locked door);
- Not trap you or restrict your options for movement.

If the Lockdown Procedure is enacted:

- Lock the door;
- Silence all electronic devices;
- Turn off any source of noise (i.e. radio, television);
- Hide behind large items (i.e. cabinets, desks);
- Remain quiet;
- Barricade the doors with heavy furniture;
- Close and lock windows, and close blinds or cover windows;
- Turn off lights;
- Use strategies to silently communicate with first responders if possible, (e.g., in rooms with exterior windows make signs to silently signal law enforcement and emergency responders to indicate the status of the room’s occupants);
- Hide along the wall closest to the exit but out of the view from the hallway (allowing for an ambush of the shooter and for possible escape if the shooter enters the room); and
- Remain in place until given an all clear by identifiable law enforcement.

Lockdown Magnets. In February, 2017, the Department of Public Safety began deploying Lockdown Magnets in all classrooms and conference rooms on the West Hartford campus. This procedure will enable the University to keep all doors on campus locked in the event of an emergency that would require a lockdown.

These magnets will allow students, faculty and staff to have easy access to classrooms and conference rooms when the University is open. With this procedure when classrooms are opened in the morning, the door will remain locked, but a magnet will be placed on the door frame which will allow the door to be opened and closed.

In the event a Lockdown Procedure is enacted, anyone in a classroom can remove the magnet from the door frame and shut the door, thereby securing that room.
Be advised that some of the older classroom doors in McDonough Hall (see photo below) have the locking mechanism in the door jam. With those doors, simply push in the upper button to lock the door. Then shut the door securing the classroom.

Stay in safe areas until directed by law enforcement officers, or public safety officers to move or evacuate. Never open doors during a lockdown, even in the event of a fire alarm.

- For further directives, law enforcement officers and public safety officers will have keys to open the doors or announcements will be made over the e2 emergency alert system.
- Law enforcement officers and public safety officers will signal all personnel if the lockdown has been lifted.
- If an evacuation occurs, all persons/classrooms will be directed by a law enforcement officer or public safety officer to a safe location.

Interacting with First Responders

Students and staff must understand and expect that law enforcement’s first priority must be to locate and stop the person or persons believed to be the shooter(s); all other actions are secondary.

One comprehensive study found that in more than half (57 percent) of Violent Intruder incidents where a solo officer arrived on the scene, shooting was still underway when the officer arrived. In 75 percent of those instances, that solo officer had to confront the perpetrator to end the threat. In those cases, the officer was shot one-third of the time.

Students and staff must cooperate and not to interfere with first responders. When law enforcement arrives, students and staff must display empty hands with open palms. Law enforcement may instruct everyone to place their hands on their heads, and they may search individuals.
At the conclusion of any event such as this an “All Clear” will be broadcast to advise everyone that there is no longer a danger or threat to their safety. The message will contain instructions for students, faculty and staff on campus. This broadcast message will read:

ALL CLEAR @ USJ West Hartford [School of Pharmacy] Campus. Situation has been resolved. Resume normal activity [or specific instructions] [Your URL].

B.) SCHOOL OF PHARMACY – GUIDELINES:

When a report is received indicating that a potential violent intruder is acting on or near the University of Saint Joseph School of Pharmacy campus the protocol on management of the situation will remain as described above with the following addendum;

1. SECURE THE CAMPUS: If it is safe to do so, the Public Safety Officer on scene will work to ensure that all entrances to the first floor lobby are secure.

2. CONTACT – Hartford Police 9-1-1 Dispatcher: The Public Safety Officer on scene will immediately contact the Hartford Police 9-1-1 dispatcher via the SCAN radio. The Public Safety Officer maintain control of the SCAN radio to assist the 9-1-1 dispatcher with any required updates and information.

3. CONTACT – West Hartford Campus: The Public Safety Officer on scene will contact the Public Safety Officers at the West Hartford campus requesting that the card readers to the front and read lobby doors be turned off.

4. PUBLIC SAFETY RESPONSE – To the School of Pharmacy: When a report is received indicating that a lockdown is required at the University of Saint Joseph School of Pharmacy campus available, on-duty Public Safety officers at the West Hartford campus will respond. One Officer will remain at the West Hartford campus to provide security there.

5. ASSIST – Police personnel: Public Safety Officers will assist Police personnel with tools needed for building access such as master key sets and building access cards.

6. EVACUATION [IF NEEDED] – Students, Faculty, and Staff: If it is safe to do so, Public Safety Officers will assist students, faculty and staff with their evacuation from the affected campus area.

C.) GENGRA S CENTER/C.A.R.E. – GUIDELINES:

“Lockdown” refers to protecting students and staff inside the building in which they are currently located. This option will be adopted in the event of two types of situations. First, there is no immediate threat to the structure of the building itself, so all people can remain safe by staying inside. Second, the threat outside of the building is such that an attempt to move students and staff would expose them to more danger than they would face by remaining in the building in which they are currently located. This option would be chosen in the case of an internal or external threat such as a violent person, severe weather, a hazardous materials incident in the immediate area or if releasing students and staff would interfere with law enforcement or firefighting activity in the area.

The Gengras Center follows the Emergency Operations Plan established for the University of Saint Joseph. Our specific lockdown procedure is as follows:

Gengras Center Administration will:
- Announce “Lockdown” requiring staff and students to take shelter in the nearest classroom equipped with locking capabilities.
- Contact the University of Saint Joseph Campus Safety Department to share appropriate information, identify the threat level and area of danger and choose the response options, including a projection of when it will be safe to resume normal operations.
- All staff will follow the Gengras Center Lockdown guidelines without deviation.
1. Any students, faculty, or staff in a location (hallway, MPR) not equipped with locking capabilities should proceed to the nearest classroom or location that is equipped with locking capabilities and close and lock all doors. Keys to all classrooms are stored in magnetic cases located on the door frames of each classroom.

2. If the immediate threat is located outside the building, all outer doors will remain locked once “Lockdown” has been announced.

3. All windows should be closed and locked. All window blinds should be closed and all interior door windows should be covered.

4. All individuals should seek immediate cover in a predetermined classroom location and remain low to the ground and away from windows and doors.

5. Staff should wait for the “All Clear” password to be announced before releasing anyone from the room.

The following steps will be taken during non-lockdown situations:

- All outside doors will be kept locked at all times.
- All visitors will be required to report to the office and sign-in in the visitor registration book.
- All visitors will be required to wear visitor identification stickers until exiting the building.
- Any visitor not wearing a visitor identification sticker should be escorted to the office, asked to sign the visitor registration book and be provided with a visitor identification sticker.

The following steps will be taken during lockdown situations:

- Work Teams will be contacted and may be recalled from Campus and Community work sites. Those being recalled will report to a predetermined alternative safe area on campus (McGovern Hall) or off campus (WHPD).
- Staff and students on community trips will be contacted and may be recalled. Those being recalled will report to a predetermined alternate safe area on campus (McGovern Hall) or off campus (WHPD) and notify Gengras Center of safe arrival.
- Intercom calls to the office will be limited to reporting a medical emergency or codes.
- Staff and students will remain in the nearest locked classrooms/areas until the all clear is given.
- Classroom staff will do a 100% accounting of students using sheets provided by the office. Office to be notified if any student is unaccounted for once directed.
- If the fire alarm sounds, students and staff will not evacuate the building unless there is an obvious fire in their immediate area.
- Social Workers and assigned staff will notify towns, transportation companies and parents/guardians at the appropriate time and if necessary.
- Office Administrative support staff will field incoming calls. Incoming personal calls will be limited to taking messages only.
- Staff will be advised of appropriate use of cell phones once student/staff safety has been assured.

**D.) SCHOOL FOR YOUNG CHILDREN – GUIDELINES:**

School for Young Children – Lockdown Procedure:

- Reasons to lockdown:
  - Questionable individual in the building,
  - Questionable individual on SYC property.
- Administrative Steps to Follow:
  - Close the School to outside visitors.
Using the telephone intercom system, ask teachers and staff to “Lockdown” Inform all visitors to find the nearest secure place. Communicate to any groups that may be on the playground, field, nature trail or a walking trip; via the 2-way radios.

Leave hallway lights on and open doors open. Do not make yourself visible or accessible by walking around to do these things.

Gather in the Director and/or Assistant Director/Lab School Coordinator’s office and lock the door. Stay low to the floor, under desks if possible. Make sure to keep a 2-way radio with you. Do not answer telephones.

Call 9-1-1 to report the emergency.

Contact Public Safety to inform them that we are implementing a Lockdown.

When all is clear – use the telephone intercom system to announce “All Clear”

Only law enforcement officials will be allowed to enter your room, do not open doors for ANYONE under ANY Circumstances.

Classroom Steps to Follow;

Close classroom door to the hallway and lock from the inside.

Turn off lights.

Do not pull shades on the exterior windows. Leave them open.

Take your red first aid backpack, emergency cards and attendance clipboard.

Gather all students in your Lockdown location as follows:

- Room 1: Low in the corner by the sink/counter,
- Room 2: In the bathroom (in stalls if possible)
- Room 3: In the bathroom – Classroom 3 goes into the 2 stalls and after all children and staff are in the bathroom roll down the shades.
- Room 4: Classroom 4 stays in the bathroom sink area and after all children and staff are in the bathroom roll down the shades.
- Room 5: In the bathroom (close door)
- Room 6: In the bathroom (close door)
- Room 7: In the bathroom (close door)
- Backpack/Gym: In the Gross Motor Room (close and lock both doors)
- Playground: In the Nurse’s office (close and lock both doors)
- Field/Nature Trail: In the shed (lock door from the inside)
- Restrooms: Get in the stall and lock the stall,
- College classroom: Back corner out of view of door,
- Special Library: Stay in the Library,
- Hallways: Check hallways – Individuals determined not to be a threat will be allowed into the nearest room No one will be allowed to remain in the hallways or unprotected areas,

Take attendance to ensure that everyone is accounted for,

Keep the group as quiet as possible. You may wish to have books handy to read your class stories while you wait,

If you are in the restroom, allow students to use the toilets if they need to, but do not flush until after the lockdown is complete to avoid drawing attention to your location.

Only law enforcement officials will be allowed to enter your room, do not open doors for ANYONE under ANY Circumstances.

When Lockdown is complete;

Administrative staff will check in with all classrooms to make sure that all students and staff are accounted for.

Administrative staff will also check in with visitors on visitor log to ensure that they are accounted for.

Contact Marketing and Communications to determine if Media Communication Plan is necessary.
Implement Family Communication Plan.
Contact counselors to have them available for staff and families if necessary.

School for Young Children – Things to Remember:

- As you are dealing with the emergency – use common sense. If an aspect of this plan does not make sense in a particular situation – follow your instincts and do what will best protect your students and yourself,
- Remember do not attempt to incapacitate a violent intruder unless there are no other alternatives, (*run, hide, fight),
- Do not attempt to rescue other students, staff or visitors if it would place your group in danger,
- Do not use radios, cellular telephones, televisions, or the internet so as not to attract attention to your location,
- Do not call the office,
- Get on the floor if you hear gunshots or explosions of any type. Instruct your students to do the same,
- Follow all directions from police officers at the scene
Appendix V;

*University of Saint Joseph Restricted Items Policy:*

**Items prohibited in students’ rooms:**
- Air conditioners (medical documentation required)
- All candles- even decorative unburned candles
- Electric coffee makers (Keurig’s© are allowed)
- Irons (may be used in laundry rooms only)
- Common sources of alcohol
- Immersion cup heaters, hot pots
- Toaster
- Microwave ovens
- Sternos
- Kerosene lamps
- George Foreman Grills
- Extension cords
- Plug in Air Fresheners
- Weapons
- Incense, potpourri burners
- Fireworks
- Halogen lamp
- Live holiday greens and Christmas lights without UL approval
- Hover boards
- Space Heaters
- Other burning/heating equipment or other potential fire hazards

Prohibited items **may not** be stored in any student room. Appliances for cooking may be stored in any kitchen area.
Appendix VI;

Nondiscrimination Policy:

EMPLOYMENT POLICY 2:
NONDISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY & DIVERSITY PROGRAM

Approved by: Executive Council
Approval Date: April 6, 2010; updated January 1, 2017
Responsible Official: Senior Human Resources Administrator (860) 231-5390
Related Policies: Disability Accommodation; Open Door Policy & Employee Complaint Process (Handbook)

POLICY:

I. Statement of Nondiscrimination
The University of Saint Joseph is accredited by the New England Association of Schools and Colleges, Inc. and the State of Connecticut Board of Higher Education. The University of Saint Joseph prohibits discrimination against any persons on account of their race, color, religious creed, age, sex, gender identity or expression, sexual orientation, transgender status, marital status, national origin, ancestry, disability (including, but not limited to, intellectual disability, present or past history of mental disorder, learning disability, or physical disability), genetic information, homelessness, prior conviction of a crime, or any other characteristic protected by law, in the administration of its educational policies, admissions policies, scholarship and loan programs, and employment practices (unless there is a bona fide occupational qualification related to employment).

II. Equal Employment Opportunity
It has always been the policy and will continue to be the strong commitment of the University to provide equal opportunities in employment to all qualified persons. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the University are based on job-related skills, ability, and merit.

The University does not discriminate or permit discrimination against any person or group of persons with regard to their race, color, religious creed, age, sex, gender identity or expression, sexual orientation, transgender status, marital status, national origin, ancestry, disability (including, but not limited to, intellectual disability, present or past history of mental disorder, learning disability, or physical disability), genetic information, homelessness, prior conviction of a crime, or any other characteristic protected by law, in the administration of its educational policies, admissions policies, scholarship and loan programs, and employment practices (unless there is a bona fide occupational qualification related to employment), and promotes the full realization of that policy through a positive continuing program and through its services to the community.

In compliance with The Genetic Information Nondiscrimination Act of 2008 (GINA), the University does not discriminate or permit discrimination against any person based on genetic information, and further does not request or require genetic information of employees or their family members. Genetic information includes, for example, information about an individual's genetic tests, genetic tests of a family member, and family medical history. Genetic information does not include information about the sex or age of an individual or the individual's family members, or information that an individual currently has a disease or disorder. Genetic information also does not include tests for alcohol or drug use. Title II of GINA prohibits use of genetic information in making decisions related to any terms, conditions, or privileges of employment, prohibits covered entities from intentionally acquiring genetic information, requires confidentiality with respect to genetic information (with limited exceptions), and prohibits retaliation.
Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Upon request, the University will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

The University is fully committed to assuring equal opportunity and equal consideration through an affirmative action program to all applicants and employees in personnel matters including recruitment, hiring, training, promotion, salaries and other compensation, transfers, layoffs or termination. The University affirmatively seeks personnel for all job levels within the institution through promotion and recruitment of women, minority group members, and the disabled, and other protected class members.

III. Discrimination Complaint Procedures

Employees and applicants for employment who have questions regarding the Equal Opportunity / Affirmative Action policy and/or have complaints of discrimination should bring them to the attention of the senior Human Resources administrator.

Upon receiving a complaint regarding a violation of employee rights under University policy or Federal or State equal employment opportunity regulations, the senior Human Resources administrator will investigate the facts of the case, inform the complainant of her/his rights according to law and provide pertinent information regarding University policy. The senior Human Resources administrator will discuss with the complainant the best approach for resolving the issue and may provide any additional advice or assistance to facilitate the process of resolution, including investigation of both sides of the issue and mediation. If the efforts of the senior Human Resources administrator are not successful in resolving the discrimination complaint, an employee is entitled to follow the complaint process as defined in the Employee Handbook (Section VI.D Open Door Policy & Employee Complaint Process).

IV. Diversity Program

The University of Saint Joseph promotes equal opportunity through a positive continuing program of specific practices designed to ensure equal employment opportunity without regard to protected class status.

To implement these policies, the University will continue to:
1. Recruit, hire, train and promote persons in all job classifications, without regard to protected class status.
2. Base decisions on employment so as to further the principle of equal employment opportunity.
3. Ensure that all personnel actions including, but not limited to compensation, benefits, transfers, layoffs, terminations, University-sponsored training, education, tuition waiver, and social and recreational programs, are administered in accordance with our equal employment opportunity policy.
4. Ensure that promotion decisions are based on requirements in accord with principles of equal employment opportunity.
5. The University also supports programs to achieve equal employment opportunity for veterans including disabled veterans.

Each employee has a responsibility to support these objectives and to ensure that this policy is fully implemented. The University pledges itself to a determined and sustained effort in support of this Diversity Program.
HARASSMENT & DISCRIMINATION

Approved by: Executive Council  
Approval Date: April 6, 2010; revised January 1, 2017  
Responsible Official: Senior Human Resources Administrator (860) 231-5390  
Related Policies: Nondiscrimination, Equal Employment Opportunity & Diversity Policy; Sexual Misconduct & Title IX Policy; Dating Policy

The University of Saint Joseph community embraces employees of all backgrounds and welcomes, affirms, and encourages their rights to full participation. The University condemns any behavior that makes an employee feel inferior, intimidated, or uncomfortable because of race, color, religious creed, age, sex, gender identity or expression, sexual orientation, transgender status, marital status, national origin, ancestry, disability (including, but not limited to, intellectual disability, present or past history of mental disorder, learning disability, or physical disability), homelessness, or any other characteristic protected by law.

The University of Saint Joseph does not tolerate threats of violence or acts of hatred of any kind and any employee who harasses or discriminates against another person, regardless of protected class status, may be subject to disciplinary action. Behavior or activities that may endanger the physical or mental well-being of others, including idle or real threats, the possession and/or use of firearms, fireworks, hazardous chemicals, and other real or potential weapons are strictly prohibited.

Bullying behaviors are viewed by the University as a form of harassment and will be handled as such. Workplace bullying is on-going behavior that deliberately harms, intimidates, offends, degrades, or humiliates an individual and creates an environment of fear. Examples of harassment and bullying include, but are not limited to, the following:

- being sworn at, shouted at, called names or subjected to other humiliating behaviors;
- unwarranted or invalid criticism, or blame without factual justification;
- being treated differently than the rest of one’s work group in a manner that is belittling;
- exclusion or social isolation;
- physical violence such as pushing, shoving or throwing objects.

Personal abuse in any form violates standards of appropriate discourse and civil conduct; substantiated instances of such behavior will result in disciplinary action up to and including termination.

An employee who feels s/he has been the victim of harassment, bullying, violence or discrimination should report the incident to her/his direct supervisor. If s/he does not feel comfortable discussing the incident with the supervisor, s/he should contact the senior Human Resources administrator. All such concerns should be taken to the senior Human Resources administrator, who will initiate an investigation and work with appropriate management to determine appropriate resolution. If the senior Human Resource administrator is not deemed appropriate to handle the presenting issue, the Senior Vice President of Finance & Strategy & Strategy will be the primary contact; if the SVP of Finance & Strategy is not deemed appropriate to handle the presenting issue, the President will be the primary contact.
Appendix VIII;

Drug and Alcohol Policy:

EMPLOYMENT POLICY 9:
DRUG & ALCOHOL POLICY
Approved by: Executive Council
Approval Date: April 6, 2010; updated January 1, 2014
Responsible Official: Senior Human Resources Administrator (860) 231-5390

I. Introduction
It is the University’s desire to provide a drug-free, healthful, and safe workplace for all employees and students. To promote this goal, employees, including student workers, are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner. Because of the nature of our mission and our work, the University requires strict adherence to the drug-free workplace policy. The University of Saint Joseph maintains all federal and state requirements for a drug-free campus and workplace. The University has a strong commitment to maintaining a work environment free from the effects of alcohol and drugs. While on University premises, property leased for University use, or while conducting University business off University property, employees are prohibited from possessing, selling, distributing, purchasing, planning for the sale or purchase of, or being under the influence of alcoholic beverages or controlled substances. The misuse or abuse of otherwise legally prescribed drugs is similarly prohibited. The legal and appropriate use of prescribed drugs is permitted on the job only if it does not impair an employee’s ability to perform the essential functions of the job effectively and in a safe manner that does not endanger the employee, students or other individuals in the workplace.

II. Laws & Regulations

Drug-Free Workplace Act of 1988
The University of Saint Joseph prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace. Violations of these prohibitions may result in disciplinary action up to and including dismissal and reporting the incident to the appropriate law enforcement agencies.

An employee is required to notify the Human Resource Office of any conviction for a workplace criminal drug violation within five days after such conviction.

Drug-Free Schools and Communities Act Amendment of 1989
The University of Saint Joseph prohibits the unlawful possession, use, or distribution of drugs and alcohol by employees and students on the institution’s property and as a part of the institution’s activities. The University expects all members of the community to comply with state and federal laws pertaining to illegal drugs. The sale, purchase, plan or intent to buy or sell, manufacture, possession, distribution and illegal use of controlled substances, K2, drugs and drug paraphernalia, including hookahs, are prohibited. The University of Saint Joseph adheres to the Connecticut statutory definitions of drugs and drug paraphernalia.

The University of Saint Joseph will impose sanctions on employees and students consistent with local, state, and federal law. These sanctions are up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct.

The University of Saint Joseph is required by law to inform employees of the penalties for the trafficking, sale, or possession of illegal drugs. This information is provided in order to comply with the Drug-Free Schools and Communities Act of 1989.
Penalties
· Trafficking of illegal drugs—no less than five years and no more than 40 years in federal prison. Fine can range from $250,000 to $4 million.
· Illegal manufacturing, sale, or distribution of illegal drugs—no more than 15 years in federal prison or $50,000 in fines.
· Illegal possession of controlled substances—no more than 7 years in federal prison or $50,000 in fines.

Physical and Medical Effects of Alcohol and Drugs
Alcohol is a drug that is absorbed into your bloodstream and transmitted to virtually all parts of your body. It is a depressant that causes a number of changes in behavior, though particular effects vary among individuals. Even one or two drinks will significantly affect your alertness, judgment, and physical coordination, making it dangerous for you to drive and participate in certain sports, and impairing your ability to make decisions about further drinking. Small to moderate amounts of alcohol increase aggressive behavior. Larger amounts cause physical effects such as staggering, slurred speech, double vision, sudden mood swings, and marked impairment of higher mental functions, severely altering your ability to learn and remember. Very high consumption, either long-term or in binges, can cause unconsciousness, respiratory arrest, and death. If combined with other depressants of the central nervous system, much smaller amounts of alcohol will cause the same effects.

Heavy drinking may make you dependent on alcohol; sudden withdrawal may produce severe anxiety, tremors, hallucinations, and convulsions, and may even be life-threatening. Long-term heavy drinking increases your risk of developing liver and heart disease, circulatory problems, peptic ulcers, various forms of cancer, and irreversible brain damage. Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome, causing irreversible physical abnormalities and mental retardation. Children of alcoholic parents may suffer from a number of developmental and psychological problems, and are a greater risk of becoming alcoholics than are other children.

III. Alcohol Policy Relative to Students
Occasionally, departments and offices will entertain students. Under these circumstances, the office or department may provide alcohol under conditions that conform to the University Regulations and the law and are cleared through the Office of Student Services.

Employees entertaining students privately are advised to be certain that alcohol is provided only under conditions that meet the requirements of the law.

Under no circumstances should illicit drugs ever be present at such gatherings and/or be offered to a student.

IV. Substance Abuse Treatment and Return to Work Procedures
An employee who is receiving inpatient treatment for chemical dependency will be placed on sick leave (if available), which will be categorized as medical leave under the Federal and/or Connecticut Family and Medical Leave Act if applicable. Upon completion of inpatient treatment, the employee must provide medical documentation regarding fitness for duty, consistent with FMLA and/or CFMLA requirements.

The senior Human Resources administrator will review the employee’s return to work documentation and may confer with the employee’s medical provider regarding the employee’s readiness to return to work. Approval of a request to return to work may or may not be granted based on assessment of the employee’s readiness to return to work. Before returning to work, the employee must provide the senior Human Resources administrator with a treatment provider certification to return to work statement and a plan for continued rehabilitation.

Failure on the part of an employee to return to work within 48 hours after completing a chemical dependency treatment program and receiving a medical release to return to work will constitute voluntary resignation from employment with the University, effective as of the employee’s last day actively at work.

Two referrals for drug or alcohol testing and/or treatment within a five-year period may result in termination of employment.
Appendix IX;

Locations of Campus Blue Lights, Public Safety Emergency Telephones and 911 Telephones:

<table>
<thead>
<tr>
<th>Blue Light:</th>
<th>Location:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number 1</td>
<td>Assumption walkway, in between Assumption Hall and North Hall</td>
</tr>
<tr>
<td>Number 2</td>
<td>Chapel Parking lot, in the middle of the parking lot</td>
</tr>
<tr>
<td>Number 4</td>
<td>Library Parking lot, by the walkway to the Pope Pius XII Library</td>
</tr>
<tr>
<td>Number 5</td>
<td>Library patio, on the front side of the Pope Pius XII Library</td>
</tr>
<tr>
<td>Number 6</td>
<td>Madonna Hall, on the north side of the building by the parking lot</td>
</tr>
<tr>
<td>Number 7</td>
<td>McGovern/O’Connell walkway</td>
</tr>
<tr>
<td>Number 8</td>
<td>Mercy Hall – rear by the walkway</td>
</tr>
<tr>
<td>Number 9</td>
<td>Athletic fields</td>
</tr>
<tr>
<td>Number 10</td>
<td>Rosary Hall, by the circle</td>
</tr>
<tr>
<td>Number 11</td>
<td>North Parking lot, on the west side of Madonna by the parking lot</td>
</tr>
</tbody>
</table>
Emergency 9-1-1 Telephones

Located in the stairwells on each floor of McDonough Hall.
Appendix X;

Evacuation Maps:

UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map a. – Meeting point for Madonna, Assumption, McAuley and Rosary Residence Halls
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map b. – Meeting point for North and South Residence Halls
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map c. – Meeting point for Mercy Hall, Lourdes Hall, and McGovern Hall
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map d. – Meeting point for McDonough Hall

UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map e. – Meeting point for McDonough Hall (in the event of a fire in a chemistry lab)
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map f. – Meeting point for Pope Pius XII Library, Lynch Hall and the Bruyette Athenaeum

UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map g. – Meeting point for Chapel and Facilities Garage
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map h. – Meeting point for O’Connell Athletic Center
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map i. – Meeting point for CARE Building and Gengras Center
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map j. – School for Young Children evacuation route
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map K. – Designated Refuge Locations

North Side of Campus – O'Connell Center

South Side of Campus – Pope Pius XII Library
UNIVERSITY OF SAINT JOSEPH EVACUATION MAP
Map 1. – School of Pharmacy evacuation route