2025 ANNUAL SECURITY REPORT

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY AND CAMPUS CRIME STATISTICS ACT

SIU SCHOOL *of* MEDICINE

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MISSION

The Southern Illinois University School of Medicine Office of Police and Security provides effective public safety services to an institution of higher learning, associated medical facilities, and research labs. The department ensures a safe and secure environment for students, staff, and visitors. Department staff preserve peace, enforce the law, provide resources, and uphold the United States Constitution and the Constitution of Illinois.

VISION

The Southern Illinois University School of Medicine Office of Police and Security provides preeminent public safety services to protect the university's learning and outreach mission. With a well-trained staff equipped with modern technology, personnel utilize efficient and effective processes to provide comprehensive law enforcement. The agency provides protective services with support from the university and constituents.

VALUES

Professionalism

Agency personnel are dedicated to developing trust-based relationships and upholding the law while providing for constitutional protections.

Integrity

Personnel operate within the value system set forth by the agency in an unwavering manner and are dedicated to achieving the organizational mission.

Respect

Staff provide an unbiased objective response and treat others consistently and humanely.

Teamwork

Agency response combines the strengths of all team members, maintaining a collaborative environment that considers a variety of perspectives.

INTRODUCTION

This report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, as amended. It provides students and employees of Southern Illinois University School of Medicine ("University") with information on: the University's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

POLICY FOR PREPARING THE ANNUAL REPORT

This report is prepared by the Chief of Police in cooperation with local law enforcement authorities and includes information provided by them as well as by the University's campus security authorities and various other elements of the University. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting 801 N Rutledge St Springfield, IL 62702, Room 1085. The University is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that safety procedures are in place that represent best practices in the field and are constantly tested and re-evaluated for their effectiveness.

CHIEF'S MESSAGE

On behalf of the Southern Illinois University School of Medicine Office of Police and Security, I am pleased to present this year's Annual Security Report. This report outlines the agency's activities, progress, and continued commitment to providing a safe and secure environment for our students, faculty, staff, and visitors. During the 2024 calendar year, the agency advanced operations and continued to uphold excellent standards of service. Our police officers and security personnel received training tailored to their job expectations, enhancing their preparedness and effectiveness. These efforts supported the University's mission; the hard work strengthened collaboration with stakeholders and constituency groups to advance University goals.

Agency personnel maintained an unwavering focus on safety throughout the year. Police officers delivered presentations nearly every week to students, staff, and community members, covering a wide range of safety-related topics, including theft prevention strategies, active threat response, de-escalation techniques, and general safety awareness. Additionally, our team played a key role in providing Clery Act training across campus.

The Agency made significant progress in the areas of technology and infrastructure. Department leadership fine-tuned a new parking management system and adopted updated emergency alerting tools to notify students and staff of incidents on or near campus. Finally, the Agency transitioned into a newly remodeled facility at 327 W. Calhoun Avenue. The space was designed with functionality and public service in mind.

We remain committed to continuous improvement and to fostering a safe, inclusive, and responsive campus environment.

Benjamin Newman
Chief of Police

GENERAL SAFETY AND SECURITY POLICIES

Campus Security Personnel & Relationship with Local Law Enforcement

The Southern Illinois University School of Medicine Department of Public Safety is responsible for campus safety at the University.

The Southern Illinois University School of Medicine ("SIUSOM") Department of Public Safety's mission is to provide the School of Medicine community with a continuous, year-round security/ law enforcement presence. Twenty-four-hour dispatch and patrol activity are provided with immediate access to municipal emergency services. The SIUSOM police officers are certified by the Illinois Local Governmental Law Enforcement Officers Training Board. The SIUSOM police officers are conservators of the peace, with their authority derived from Chapter 144, Section 685.10, Illinois Revised Statutes (1969).

Ongoing education and training are provided for SIUSOM Department of Public Safety personnel. SIUSOM police officers and security guards maintain communication with each other and local emergency services on a 24-hour basis to provide information and respond to service and emergency requests. SIUSOM police officers and security guards can directly communicate with the Springfield Police Department, the Sangamon County Sheriff's Office, and the Sangamon County Central Dispatch System to request assistance and communicate during an emergency situation by using the STARCOM21 radio system.

AUTHORITY

The authority of the Southern Illinois University police officers comes from the U.S. Constitution, the Illinois Constitution, and Illinois statutes. The three documents define the scope and limits of law enforcement authority as it pertains to the enforcement of laws, statutes, ordinances, and arrests. The Board of Trustees of the university was given authority to employ police officers under Illinois Statute 110 ILCS 520/8. All police officers employed by SIU meet the standards established for police officers by the Illinois Law Enforcement Standards Board.

SIU police officers are conservators of the peace; as such, they have all powers possessed by policemen in cities and counties, including the power to make arrests on view or warrants of violations of state statutes, university rules and regulations, and city or county ordinances. They may exercise such powers only within counties wherein the university and any of its branches or properties are located when such is required for the protection of university properties and interests, and its students and personnel, and otherwise, within such counties, when requested by appropriate state or local law enforcement officials.

While on duty, SIU police authority and responsibilities come from Illinois Statutes 725 ILCS 5/107-2 and 110 ILCS 520/8, which gives SIU police officers full arrest authority. SIU police officers are given authority to make an arrest when: (1) the law enforcement officer has a warrant commanding that such a person be arrested; or (2) the law enforcement officer believes, on reasonable grounds, that a warrant for the person's arrest has been issued in this state; or (3) the law enforcement officer believes, on reasonable grounds, that a felony warrant has been issued in this state; or (4) there are reasonable grounds to believe that the person is committing or has committed a crime.

SIU School of Medicine police officers and security personnel protect the mission of the University. Department of Public Safety provides law enforcement, investigative, and protective services for students, staff, and visitors to campus. Department personnel are available 24 hours per day 365 days per year.

SIUSOM police officers possess the same powers as any other police officer in the state of Illinois in counties where University property and/or concern is located. Such powers include the power to make arrests for violations of state law, city or county ordinances, and enforce University rules and regulations. SIUSOM police officers work in

cooperation with the Springfield Police Department, Sangamon County Sheriff's Office, and the Illinois State Police. The SIUSOM Department of Public Safety does not monitor local arrest records to determine if an SIUSOM employee or student has been arrested. If the Department of Public Safety is notified that an employee or student has been arrested, this information will be provided to the Office of Human Resources or the SIUSOM Office of Student Affairs.

The SIUSOM Department of Public Safety works closely with the Springfield Police Department, the Sangamon County Sheriff's Department, and the Illinois State Police. These agencies share resources and respond as necessary to all emergency situations on the SIUSOM campus. The SIUSOM Department of Public Safety is a member of the Illinois Law Enforcement Alarm System (ILEAS). ILEAS "was formed in 2002 in response to the September 11th attacks as a joint venture of the Illinois Association of Chiefs of Police, the Illinois Sheriffs' Association, and the Illinois Emergency Management Agency (IEMA)." The agency was "created to meet the needs of local law enforcement throughout the State of Illinois in matters of mutual aid, emergency response and the combining of resources for public safety and terrorism prevention and response. We are a consortium of over 900 local governments established pursuant to the Constitution of the State of Illinois (Ill. Const. Art. VII, sec. 10), the Illinois Intergovernmental Cooperation Act (5 ILCS 220/1 et seq.), the Local Governmental and Governmental Employees Tort Immunity Act (745 ILCS 10/7-101 et seq.) and the Illinois Municipal Code (65 ILCS 5/11-1-2.1)."

Campus Security Authorities

The University has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the University's annual report of crime statistics. The campus security authorities to whom the University would prefer that crimes be reported are listed below.

School of Medicine Deputy Chief Compliance Officer at..... (217)545-4248

Associate Dean for Equity, Diversity, and Inclusion at..... (217)545-7334

School of Medicine Executive Director of Compliance at..... (217)545-8532

School of Medicine Associate Dean for Student Affairs & Admissions at..... (217)757-6655

School of Medicine Associate Dean for Graduate Medical Education at..... (217)545-8852

School of Medicine Senior Associate Dean for Education and Curriculum at..... (217)545-7932

School of Medicine Associate Dean for Equity, Diversity, and Inclusion at..... (217)545-7334

School of Medicine Associate Provost of External Relations at..... (217)545-7983

Associate Dean for Research at..... (217)545-2181

School of Medicine Standardized Patient Program Chair at..... (217)545-1020

School of Medicine Y2-Y4 Curriculum Coordinator at..... (217)545-4187

Reporting a Crime or Emergency

The University encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the University, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so.

All crimes occurring on or near university property should be reported immediately to the Department of Public Safety.

The number to contact is 217-545-7777. A police officer or security guard is available 24/7.

If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.

Students, staff, and visitors should also report situations to the Department of Public Safety. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a university staff member will assist in making the report to the police.

Anonymous incident reports can also be made by visiting the SAFE.SIU.EDU website.

Confidential Reporting

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim, or disciplining the perpetrator will know the victim's identity.

Pursuant to the University's sexual misconduct policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the University disciplinary system, or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the University without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

The University does not have procedures that encourage its pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics.

Security of and Access to Campus Facilities

General Access to University Facilities

SIUSOM is a public institution of higher education. Its facilities include areas open to the general public. Fundraisers, canvassers, solicitors, vendors, and their agents may not use University property except with appropriate university approval.

While key control is a function of Facilities Management, approved authorization to obtain keys and access to departmental space on campus is the responsibility of the department chairperson or unit head.

Restricted/Security Areas: Only authorized persons shall be allowed access to restricted areas. These persons are to be verified for authorization and must provide a current SIUSOM identification card.

Key Control: Facilities Management is responsible for campus key control. Keys and key cards issued are on "loan status" and remain the property of the School of Medicine.

Lock Maintenance: For maintenance of locks and other closure repairs, direct your call to Facilities Management, (217)545-2769

Security Considerations in the Maintenance of Facilities

The Department of Public Safety work with Facilities to identify maintenance issues on campus that may be safety hazards. Safety checks are completed to identify street or safety lights that are not functioning properly, or to determine if shrubs or other landscaping might need trimming. Maintenance personnel regularly check to ensure there is adequate lighting on pathways and that egress lighting is working in hallways and stairwells.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below.

Southern Illinois University School of Medicine provides information for students and employees regarding the University's security procedures and practices. This information is in the form of posters and other displays, emails, and online articles. This information advises students and employees on the importance of reporting criminal activity, to whom crimes should be reported, being responsible for their own safety and the safety of others, and practices regarding timely warnings and emergency notifications. Emails are periodically sent to students and employees with crime prevention and other safety tips. Information on reporting crime is available at safe.siu.edu.

Online training addressing campus security procedures and practices are mandated for all students annually. Students are notified of the need to complete the training via their SIU email accounts. This training advises students on crime prevention, the importance of reporting criminal activity, to whom crimes should be reported, and being responsible for their own safety and the safety of others.

All new employees participate in an in-person orientation including training on campus security procedures and practices. This training advises employees on crime prevention, the importance of reporting criminal activity, to whom crimes should be reported, being responsible for their own safety and the safety of others, and practices regarding timely warnings and emergency notifications.

Monitoring Off Campus Locations of Recognized Student Organizations

The University does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

DRUG AND ALCOHOL POLICY

ALCOHOL

Drug and Alcohol Use: Standards of Conduct

Faculty, staff, and students must adhere to a code of conduct that recognizes that the unlawful manufacture, sale, delivery, unauthorized possession, or use of any illicit drug is prohibited on property owned or controlled by the SIU Board of Trustees or as part of any university activity.

The use, including the sale, delivery, possession, and consumption of alcoholic beverages in or on property owned or controlled by the university or as part of any university activity is strictly prohibited except as otherwise provided in the "Alcoholic Beverages: Regulations" at SIU. Where permitted under these regulations, the use of alcoholic beverages on university premises shall be considered a privilege and may be allowed only if consistent with state laws and university regulations and only when it will not interfere with the decorum and academic atmosphere of the campus.

If an individual associated with the university is apprehended for violation of any drug- or alcohol-related law when on university property or participating in a university activity, the university will cooperate fully with law enforcement and other agencies in administering a corrective or rehabilitative program for the individual. The university also reserves the right to initiate concurrent disciplinary action up to and including, where appropriate, the termination of the individual's association with the university.

Drug and Alcohol Use By Employees

In accordance with the requirements of the Omnibus Transportation Employee Testing Act of 1991, university employees required to perform safety-sensitive work (defined as the operation of a commercial motor vehicle by an individual with a commercial driver's license) must participate in a comprehensive anti-drug and alcohol program which will include education and controlled-substance and alcohol testing. Any employee in a safety-sensitive position who violates the university policy on the use of controlled substances and alcohol will face disciplinary action up to and including termination of employment. Such violation will be considered to include a refusal to take or a failure to complete a drug and/or alcohol test, as well as a positive test for drugs and/or alcohol.

Employees in positions requiring the possession of a commercial driver's license (CDL) are prohibited from the following:

I. using alcohol on the job;
II. using alcohol during the four hours before driving a commercial motor vehicle (CMV);
III. having an alcohol content concentration in the system of .02 or greater while driving a CMV;
IV. using alcohol for 8 hours following an accident or until a post-accident alcohol test is conducted, whichever occurs first;
V. refusing to take a required alcohol or controlled substance test;
VI. using any controlled substance, on or off duty, without a written prescription from a licensed Doctor of Medicine or osteopathy (use of a prescribed controlled substance is not a violation of this policy if the employee provides the university with a physician's written certification that such therapeutic drug use will not impair the CMV driver in the performance of safety-sensitive functions for the university);
VII. possessing alcohol or controlled substances on duty or during the operation of a CMV unless the alcohol or controlled substance is manifested and transported as part of a shipment.

Employees in violation of any of these prohibitions are not permitted to perform safety-sensitive functions. Testing for controlled substance/alcohol use is required in the following circumstances:

I. Pre-employment. Controlled-substance tests will be conducted during the employment process.
II. Post-accident. Tests will be performed following any on-the-job accident involving the loss of human life or any on-the-job accident for which the driver-employee is cited for a moving traffic violation under state or local law.

III. Random testing. Random testing will be conducted on an annual basis, the frequency of such tests and the number of employees affected being in accordance with the percentages established by the Federal Highway Administration and published in the Federal Register.
IV. Reasonable suspicion. An employee who is suspected of being under the influence of a controlled substance or alcohol will be tested.
V. Return to duty. Any employee returning to duty after violating the university policy concerning the use of alcohol or controlled substances will be tested prior to resuming safety-sensitive functions.
VI. Follow-up. Any employee who has returned to duty following a determination that the employee has engaged in prohibited conduct will be subject to a minimum of six unannounced follow-up alcohol or controlled-substance tests (whichever is appropriate) administered over the first 12 months following return to duty.

Any employee testing positive under any of the mandated tests will be removed from performing safety-sensitive functions and may be subject to disciplinary action in accordance with the statement on "Disciplinary Sanctions Relating to Illicit Drugs and Alcohol." In any case, an employee will not be allowed to resume the operation of a CMV until he/she has tested negative in a follow-up test and, if applicable, has been evaluated by a substance-abuse professional and has complied with any treatment recommendation.

Refusing to be tested, engaging in conduct that clearly obstructs the testing process, or failing to sign a release will result in the employee being removed from performing safety-sensitive functions, not being allowed to perform safety-sensitive functions for the university in the future, and being subject to possible disciplinary action, including discharge from employment.

All controlled-substance and alcohol testing will be conducted in accordance with applicable Department of Transportation (DOT) regulations. All employees subject to testing will receive a copy of this policy and a copy of the procedures established by the university to enforce the policy. Employees will be required to sign a statement certifying receipt of this material.

Any records of alcohol and/or controlled-substance testing maintained by the university or its agents will be strictly confidential and will not be released to third parties without the specific written consent of the employee, except as otherwise provided by DOT regulation.

Prescribed exceptions are as follows:
I. Information may be released to DOT agencies when license or certification actions may be required.
II. Information may be released to a decision maker in grievance, arbitration, litigation or administrative proceedings arising from a positive test result or employee-initiated action.
III. In cases where criminal charges are filed, records may be obtained from the court or from the Secretary of State.

Drugs and Alcohol: Disciplinary Sanctions Relating to Illicit Use

CIVIL SERVICE

Disciplinary sanctions that the university may take directly against a civil service employee are governed by the Guidelines for Progressive Disciplinary Actions: Civil Service Employees for the Carbondale campus and the Civil Service Employee Disciplinary Management Program: Policy on Employee Conduct and Discipline for the Springfield campus and, in part, by the Statute and Rules of the State Universities Civil Service System.

Under the Guidelines for the Carbondale campus, possession of an alcoholic beverage in violation of the university's "Alcoholic Beverages: Regulations" would constitute a Level I infraction, calling for a warning or reprimand on the first such offense and pursuance of discharge on the fifth. Drinking intoxicating beverages in violation of these regulations would constitute a Level III infraction,

calling for a 1-10 day work-day suspension without pay on the first such offense and pursuance of discharge on the third. Any criminal act that would qualify as a misdemeanor is a Level IV infraction, calling for a 15-20 work-day suspension without pay on the first such offense and pursuance of discharge on the second. Any criminal act that would qualify as a felony is a Level V infraction calling for pursuance of discharge on the first such offense. Unlawful possession, use, or distribution of illicit drugs or alcohol is by definition a misdemeanor or felony.

Under the Policy for the Springfield campus, possession of an alcoholic beverage in violation of the university's "Alcoholic Beverages: Regulations" or pertinent School of Medicine regulations and administrative guidelines would constitute a Level I infraction, calling for a warning or reprimand on the first such offense and pursuance of discharge on the sixth. Drinking intoxicating beverages in violation of those "Regulations" or School of Medicine regulations or administrative guidelines would constitute a Level III infraction, calling for a 5 work-day suspension without pay on the first such offense, a 20 work-day suspension on the second, and pursuance of discharge on the third. Any criminal act that would qualify as a misdemeanor is a Level IV infraction, calling for a 20 work-day suspension on the first such offense and pursuance of discharge on the second. Any criminal act that would qualify as a felony is a Level V infraction, calling for pursuance of discharge on the first such offense. Unlawful possession, use, or distribution of illicit drugs or alcohol is by definition a misdemeanor or felony. Under the Policy the School of Medicine Director of Personnel may consider factors in mitigation and aggravation as well as other matters deemed relevant, such as the cumulative effect of an employee's overall disciplinary record in determining the disciplinary action to be taken.

In addition to direct sanctions imposed by the university, any evidence of a criminal act by an employee involving the unlawful possession, use, or distribution of illicit drugs or alcohol will be brought to the attention of the proper law enforcement authorities.

Even legal use of alcohol or undetected use of illicit drugs off the job which impairs an employee's ability to perform their job duties in a satisfactory manner exposes that employee to disciplinary sanctions up to and including discharge if the impairment is not corrected.

FACULTY AND ADMINISTRATIVE/ PROFESSIONAL STAFF

The following disciplinary sanctions, approved by the Chancellor of SIUC on April 24, 1991, are applicable to faculty and administrative/professional staff for violation of standards of conduct required by the Drug-Free Schools and Communities Act Amendments of 1989 (PL101-226).[2]

I. Introduction

The standards of conduct of the Drug-Free Schools and Communities Act policy of SIUC prohibit the unlawful manufacture, sale, delivery, unauthorized possession, or use of any illicit drug on property owned or controlled by the university or as a part of any university activity. The standards also prohibit the use, including the sale, delivery, possession, and consumption of alcoholic beverages in or on property owned or controlled by the university or as part of any university activity, except as otherwise provided for in the "Alcoholic Beverages: Regulations" at SIUC.

SIUC requires that all faculty and staff members comply with the standards of conduct of the Drug-Free Schools and Communities Act policy and, for any concerns related to the use or abuse of illicit drugs or alcohol, encourages individuals to voluntarily seek assistance through the alcohol and drug prevention and counseling services available through SIUC, including the Springfield campus of the School of Medicine, or the community.

II. University Procedures

Before any disciplinary sanction for violation of the standards of conduct of the Drug-Free Schools and Communities Act policy may be imposed, a faculty or staff member suspected or alleged to have violated the standards shall be

afforded the benefit of due process, including 1) notice in writing of the specific violation that is charged, 2) a meaningful opportunity to be heard and to present any relevant information in response to the charge, 3) the right to assistance in such proceedings by an adviser of his or her choice, 4) a determination based on clear and convincing evidence that a violation of the standards of conduct occurred, and 5) an opportunity for appeal pursuant to the applicable grievance procedure.

III. University Sanctions

The disciplinary sanctions that may be imposed for violations of the standard of conduct of the Drug-Free School and Communities Act policy include 1) a written reprimand and/or warning, 2) disciplinary probation, 3) disciplinary suspension without pay, and 4) termination of employment. Assessment, counseling or rehabilitative treatment in some situations may be required for continued employment. An individual charged with a violation of the standards of conduct may be temporarily relieved of assigned duties with pay or an individual may be suspended with pay pending any necessary investigation of an alleged violation of the standards of conduct. In addition to sanctions for violation of the standards of conduct on university-owned or controlled property or as part of any university activity, the university reserves the right to take appropriate disciplinary action for any other use of illicit drugs or alcohol by employees which directly or indirectly affects performance of employment responsibilities.

When the illegal possession, use, or distribution of drugs or alcohol is involved, the administrative action will include referring any evidence of such criminal act by an employee to the attention of the proper law enforcement authorities. The university reserves the right to initiate concurrent disciplinary action and impose sanctions for violations of the standards of conduct of the Drug-Free Schools and Communities Act policy.

Disciplinary sanctions for violations of the standards of conduct of the Drug-Free Schools and Communities Act policy shall be consistently enforced in order to promote fair and equitable treatment of any individual determined to have violated those standards. The following guidelines for particular violations for those standards shall be used as a means of assuring the imposition of similar sanctions for similar offenses but shall not be applied in a way that discourages an individual from seeking assistance for the abuse of alcohol and/or use and abuse of illicit drugs.

1. Guidelines

A. Any felony conviction for manufacturing (which includes growing), selling, or distributing drugs or alcohol on university-owned or controlled property or as part of any university activity shall result in termination of employment.

B. A felony conviction for possession or use of drugs or alcohol on university-owned or controlled property or as part of any university activity shall result in a range of penalties with a minimum of a six-month suspension with loss of pay to termination of employment, depending on the severity of the offense. Suspension must be accompanied by referral for assessment and/or treatment.

C. Illegal distribution or manufacture of drugs or alcohol on university-owned or controlled property or as part of any university activity under any circumstances other than felony conviction shall result in a minimum of a three-month suspension with loss of pay. A second incidence of such illegal distribution or manufacture of drugs or alcohol shall result in termination of employment.

D. The illegal possession or use of drugs on university-owned or controlled property or as part of any university activity, other than a felony offense, shall result in a range of penalties with a minimum of written

reprimand or warning to a maximum of a 30-day suspension and a loss of pay, depending on the severity of the offense. Whenever a suspension is imposed, referral for assessment and/or treatment is mandatory. A second incidence of such possession or use shall result in a six-month suspension and loss of pay with mandatory referral for treatment. A third incidence of such possession or use shall result in termination of employment. If a felony conviction for possession or use of drugs on university-owned or controlled property or as part of any university activity follows a lesser violation for which an action (referral, suspension, or warning) was taken, then it shall result in termination of employment.

E. Any possession or use of alcohol in violation of the "Alcoholic Beverages: Regulations" at SIUC shall result in a first sanction of either a written reprimand, warning, and/or suspension for up to 10 days with loss of pay, depending on the severity of the offense, and may result in a referral for assessment. Subsequent violations shall result in more severe sanctions and may result in referral for assessment and/or treatment.

F. When the use of alcohol or illicit drugs off the job affects job performance, the initial focus for control is the rehabilitation of the offender. If unsatisfactory performance, as a result of drug or alcohol abuse, is observed during the rehabilitation period, suspension with loss of pay or termination are alternatives. The conditions which warrant this type of administrative action should be determined based on the circumstances specific to the case.

2. Public Law 101-226 and implementing federal regulations require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. An institution's drug prevention program must include annual distribution in writing to each employee and student of, among other things, standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities, and a clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with local, state, and federal law), and a description of those sanctions up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

Alcoholic Beverages: Regulations

Board Policies, 6 Policies C.3.b authorizes the Chancellor of Southern Illinois Carbondale to promulgate policies, regulations, and procedures to regulate the possession, service, sale, or consumption of alcoholic liquors at facilities under the control of the Board.

I. Purpose

Southern Illinois University Carbondale ("SIUC") adopts this Policy to ensure a safe and enjoyable campus, including at all public, cultural, educational, entertainment, athletic, and social events and to enact the requirements and policy of the Board of Trustees of Southern Illinois University. This Policy sets forth guidelines for the sale or delivery of alcoholic liquor on campus or at campus-controlled events to ensure alcohol is served only in accordance with all applicable laws, policies, and regulations, including but not limited to ensuring that alcoholic liquor is only served to individuals over the age of 21 years who are drinking responsibly.

This Policy outlines the procedures that must be followed to obtain authorization to sell or distribute alcohol on the Carbondale campus or at events under the control of the Carbondale campus. The

Policy sets forth the necessary rules and guidelines for events to ensure that the campus takes steps to protect the safety of all individuals at events at which alcoholic liquor is sold or distributed. Applicable federal, state, and local laws, and Board of Trustees by-laws, statutes, and policies take precedence over the requirements of this Policy.

In accordance with Board of Trustees Policy 6 Policies of the Board, Section C.3.b, the following criteria will be considered in determining whether an event is a public event and not a student related activity:

1. Whether the event is a student activity or student-related activity;
2. Whether the physical setting of the event is conducive to control of liquor sales and distribution;
3. The ability of the event operator to ensure that the sale or serving of alcoholic liquors and the demeanor of the participants are in accordance with State law, University policies, and applicable campus regulations and procedures;
4. Of the anticipated attendees at the event, the relative proportion of individuals under the age of 21 to individuals age 21 or older;
5. The ability of the venue operator to prevent the sale or distribution of alcoholic liquors to individuals under the age of 21;
6. Whether the event prohibits participants from removing alcoholic beverages from the venue; and
7. Whether the event prohibits participants from providing their own alcoholic liquors to the venue.

The above criteria will be considered for all requests to sell or serve alcoholic liquor on the Carbondale campus or at events controlled by SIUC. These factors will be considered in creating procedures and policies that will govern:

a. The service or sale of alcoholic liquors on the Carbondale campus that are owned or controlled by the Board of Trustees; and
b. The service or sale of alcoholic liquors at University-sponsored events held off campus if the event requires a certificate of insurance from the University.

II. Definitions

Definitions. The following terms shall have the meanings ascribed below for purposes of this Policy.

The term "alcoholic liquor" shall include alcohol, spirits, wine and beer, and every liquid or solid, patented or not, containing alcohol, spirits, wine or beer, and capable of being consumed as a beverage by a human being.

The term "legal drinking age" refers to the legal age for use of the alcoholic liquor in Illinois, which is 21 years. (The Illinois Liquor Control Act provides, among other things, that anyone who sells, gives, or delivers an alcoholic liquor to an individual under the age of 21 years commits a Class A misdemeanor, and that any person under the age of 21 years who possesses any alcoholic liquor in any public place or in any place open to the public commits a Class B misdemeanor.)

III. Alcoholic Liquor Possession Prohibited.

Except as otherwise provided in this Policy, the use, including but not limited to the sale, delivery, possession, and/or consumption of alcoholic liquor in or on any property owned or controlled by the university is strictly prohibited. Where permitted under this Policy, the use of alcoholic liquor on university premises shall be considered a privilege and may be allowed only if consistent with state laws and university policies, rules, and regulations, and only when it will not interfere with the decorum and academic atmosphere of the campus.
The possession and consumption of alcoholic liquor on campus by persons of legal drinking age may be permitted in the following areas and under the following circumstances:

1. In the living areas of designated upper-class, graduate, or professional residence halls or in faculty or family housing owned or controlled by the university. Such possession and consumption of alcoholic liquor shall be in accordance with administrative guidelines developed by University Housing and approved by the Chancellor (or designee) and shall be confined to the individual room of the resident.

2. In facilities operated by Intercollegiate Athletics, specifically SIU Arena, Saluki Stadium, Saluki Row, Davies Hall, Charlotte West Stadium, and Itchy Jones Stadium, at designated events controlled by Intercollegiate Athletics staff. Such events must be conducted in accordance with the university's Alcohol Liquor Management Policy. Any events sponsored by Intercollegiate Athletics outside of the facilities listed above shall require the pre-approval described in item 3 below.
3. At designated events if the Chancellor (or designee) pre-approves possession or consumption of alcoholic liquor by persons of legal drinking age. Any such approvals shall be for a specific designated event and location on campus. These exceptions may take place only at times and places which will not interfere with the academic functions of the university, and only if all applicable requirements of this Policy are met by the event sponsor.

IV. Authority and Responsibilities of the Chancellor:
The Chancellor has the primary responsibility for approving request to sell or distribute alcoholic liquor and for otherwise managing of the distribution of alcoholic liquor on the campus or at campus-controlled events. The Chancellor is responsible for the administration and interpretation of this Policy. The Chancellor has the following further authorizations and responsibilities under this Policy:

1. Appointing, at his/her discretion, a designee on an as-needed basis. The Chancellor shall remain responsible for the decisions and/or actions made by any designee under his/her supervision.
2. Reviewing applications for events at which a request for Retail Alcohol Sales or Non-Retail Alcohol Distribution has been made and determining whether to approve such requests.
3. Approving food service/alcohol distribution contractors that provide food service and bartending services at approved events.

V. General Terms and Conditions:
Prior to the sale or distribution of alcoholic liquor on the Carbondale campus or at SIUC-controlled events at other locations, the unit hosting the event (hereafter referred to as the "sponsoring unit" shall complete an Alcoholic Liquor Use Request form. The form must be completed and submitted to the Vice Chancellor for Administration and Finance at least ten (10) business days before the start of the event. The sponsoring unit must receive written approval to sell or distribute alcohol prior to any such sale or distribution and shall abide by all rules, requirements, and restrictions in the law, Board or University policy, or as otherwise stated by the Chancellor (or designee).

The University reserves the right to withhold approval of possession, consumption, delivery, and sale or serving of alcoholic liquor from any event at any time and for any reason deemed appropriate by the University.

All sale or delivery of alcoholic liquor on the Carbondale campus or at events controlled by SIUC shall meet the following requirements:

1. Events where direct cash sales and/or service of alcoholic liquor occur must be catered by one of the approved campus vendors or by sponsoring unit in compliance with this Policy.
2. An off-campus vendor shall not conduct direct cash sales for alcoholic liquor on University property even if the vendor is a licensed caterer unless the vendor has been approved in writing by the Chancellor or designee.
3. Alcoholic liquor may only be sold, delivered, or served in campus facilities and is limited to public cultural, educational, entertainment, athletic, or social events. No alcoholic liquor shall be sold or served in violation of any laws, including but not limited to, selling or serving alcoholic liquor to individuals under 21 years of age.
4. Alcoholic liquor must be sold, served, and consumed in a physical setting that is conducive to control and reasonable privacy. Participants may not be permitted to remove alcoholic liquor from this setting.

5. Participants may not be permitted to bring or otherwise provide their own alcoholic liquor to any event, except as otherwise approved by the Chancellor (or designee).
6. The campus vendor, or sponsoring unit if a campus vendor is not being used, is responsible for ensuring that the sale or service of alcoholic liquor and the demeanor of the participants and their invited guests are in accordance with state law and University policies.
7. Prior to holding or advertising an event at which alcoholic liquors may be sold or served, the sponsor(s) or unit(s) planning the event shall obtain approval for the sale and/or serving of alcoholic liquors from the Chancellor (or designee). See the Alcoholic Liquor Use Request. Each event requires approval; standing approvals are prohibited.
8. Events involving requests for the sale, delivery, or serving of alcoholic liquor must comply with all other requirements set forth in University policies regarding the use of University facilities.
9. The head of the sponsoring unit and/or other sponsor and the vendor (if applicable) are responsible for ensuring that the sale, serving, and consumption of alcoholic liquor remains in compliance with this Policy, and all other policies, laws, and regulations governing the sale or service of alcoholic liquor. The head of the sponsoring unit and/or other sponsor and the vendor (if applicable) are also responsible for ensuring that the demeanor of the participants and their invited guests at the event remain in compliance with University policy.
10. The following regulations apply to all events at which alcoholic liquors are sold or served:

a. The events must be catered by one of the approved campus vendors or the sponsoring unit must have Basset-trained staff on-site to provide oversight and ensure compliance with all applicable laws, rules, regulations, and policies;
b. The sponsoring unit of the event must demonstrate compliance with the factors set out in Board policy.
c. The sale or service of alcohol liquors must be approved in writing in advance of the event by the Chancellor (or designee);
d. The event must be hosted and/or controlled by a campus or university unit;
e. The event must be closed in the sense that there are specific invitees or ticket holders, or the location is otherwise separated or sectioned off from other areas of campus;
f. The event must be conducted in a physical setting that is conducive to control and reasonable privacy; and
g. The event must comply with all other requirements set forth by the Chancellor (or designee) in the approval and all other University policies, regulations, or rules governing the use of University facilities.

11. All events, sponsors, concession operators, and caterers who are authorized to sell alcoholic liquors at events held in buildings owned or controlled by the University must maintain dram shop liability insurance with a minimum of $1 million of coverage with the Board of Trustees named as an additional insured.
12. Non-alcoholic beverages must be available whenever alcohol is being sold or distributed in any way.
13. The University reserves the right for its staff, contractors, and representatives to refuse to provide or sell alcoholic liquors to any guest who appears to be intoxicated, inebriated, or impaired due to alcohol consumption and to require the guest to leave the property or premises.

VI. Time Restrictions for Sale or Distribution of Alcoholic Liquor

The following time restrictions are the minimum standards for time restrictions at events where alcoholic liquor is sold or delivered. The Chancellor may approve or require alternate starting and/or ending times for the sale or delivery of alcoholic liquor at the event. The sponsoring unit may also end the sale or delivery sooner than required by the approval or this Policy. The sponsoring unit responsible for the event may not extend the sale or delivery of alcoholic liquor.

1. The sale or delivery of alcoholic liquor may not begin more than sixty (60) minutes prior to the scheduled start of any event.
2. For concerts and plays at the University, the sale or distribution of alcoholic liquor will terminate no later than forty-five (45) minutes prior to the scheduled end of the performance.
3. For events conducted by Intercollegiate Athletics, the sale or distribution of alcoholic liquor may begin not more than ninety (90) minutes prior to the scheduled game time for men's and women's basketball games and not more than 3 hours before the scheduled game time for football games. For other events, the sale or delivery of alcoholic liquor may not begin more than sixty (60) minutes prior to the scheduled start of the event.
4. For all other events the following general rules will apply:
   A. If the event has a scheduled intermission, the sale or delivery of alcoholic liquor will terminate no later than thirty (30) minutes after the end of intermission or no later than forty-five (45) minutes prior to the end of the scheduled end of the event, whichever is later.
   B. If the event does not have a scheduled intermission, the sale or delivery of alcoholic liquor will terminate no later than forty-five (45) minutes prior to the end of the scheduled completion time.
   C. For private events, the sale or delivery of alcoholic liquor shall terminate no later than thirty (30) minutes prior to the scheduled end of the event.

STAFF TRAINING

Servers and bartenders hired by the University, approved food service contractors, and other University-approved vendors or contractors must meet all legally mandated Basset training standards prior to beginning work.

Student Code

ALCOHOL-RELATED REGULATIONS

GENERAL MISCONDUCT

Acts of general misconduct include but are not limited to the following:

1. Alcohol

Use, possession or distribution of alcoholic beverages except as expressly permitted by law and the University's Alcohol Policies.

A. **Manufacture or Production** – The manufacture or production of alcohol on University premises or in ways not consistent with state or federal regulations, regardless of intended use. This policy does not prohibit the manufacture or production of alcohol for a valid educational purpose or as otherwise authorized in writing by the Chancellor, or their designee.

B. **Public Intoxication** – Any action taken under the influence of alcohol including that which requires intervention by members of the University community, law enforcement, medical staff or other persons to ensure the health, safety or physical well-being of the student in question, another individual or property or to prevent disruption of normal operation of the University or another entity.

C. **Drinking Games** – Games or activities occurring, which encourage excessive or unsafe levels of consumption, require consumption as a component of participation or use consumption as a component of winning, losing or keeping score, regardless of the presence of alcohol.

D. **Common Sources** – Possessing, serving, supplying or otherwise making available to others a common source of alcohol, except as specifically authorized by University policy. Common sources include but are not limited to kegs, party balls, punch bowls or other containers intended to distribute alcohol in large quantities or to multiple individuals. Commercial containers such as 12 - 16oz cans or bottles 1.75 liters or less are not considered common sources of alcohol.

School of Medicine: The SIU Carbondale policy applies. Exceptions to allow possession or consumption of alcoholic beverages by persons of legal drinking age at designated events and locations on campus may be approved by the Chancellor or his/her designee (in the case of the School of Medicine sites in Springfield, Decatur, and Quincy, the designee is the Dean and Provost). Such exceptions make take place only at times and places which will not interfere with the academics of the University, and only if all applicable requirements of the regulations are met by the event's sponsor.

Drug-Free Workplace

GUIDELINES

Such policies will provide for a drug-free workplace which shall meet the minimum standards of applicable statutes or rules having the force of law. Guidelines published by the president shall be in effect and may be supplemented, where necessary, with more detailed campus regulations which have been approved by the president (2 Policies C.3.i). [The following was approved on March 13, 1989, in accordance with provisions set forth in SIU Board of Trustees 2 Policies C.3.i.]

I. All employees are hereby notified that the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances is prohibited on property owned or controlled by the Board of Trustees or in any site where duties of university employment are being performed. Violations of this prohibition will subject employees to disciplinary action in accordance with the applicable personnel policy, law, or regulations having the force of law. As a condition of employment for an employee directly engaging in the performance of work pursuant to a grant or contract covered by the said Act, the employee will abide by the above terms and shall notify the university of any criminal drug statute conviction for a violation thereof not later than 5 days after such conviction.

II. The president directs that a drug-free awareness program be established, which may be a component of already existing employee assistance programs, and that such program inform employees about the dangers of drug abuse in the workplace, the university's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.

III. Each employee to be engaged in the performance of a federal grant or contract shall be given a copy of the statement set forth in paragraph A above.

IV. The university will notify the granting or contracting agency within 10 days after receiving notice of a criminal drug statute conviction from an employee pursuant to the last sentence of the statement set forth in paragraph A above.

V. The university chancellors or their representatives shall require of any employee who is so convicted the satisfactory participation in a drug abuse assistance or rehabilitation program and/or, in accordance with applicable university personnel policies, impose a sanction on such employee within 30 days of notification of conviction.

VI. The university will make a good faith effort to continue to maintain a drug-free workplace through implementation of these requirements.

VII. The chancellors are hereby directed to develop, as necessary, more detailed institutional regulations dealing with the further implementation of PL100-690. Those regulations shall be effective upon approval by the president.

Student Code
DRUG-RELATED REGULATIONS

General Misconduct
Acts of general misconduct include but are not limited to the following:

DRUGS
Use, possession or distribution of illegal drugs, misuse of prescription drugs, other substances used as a drug or drug paraphernalia (any object aiding the use of drugs) except as expressly permitted by law.

A. **Cannabis** – While Illinois law may allow certain cannabis related activities, possessing and using cannabis remains a crime under federal law, requiring the University to prohibit cannabis on campus.
B. **Manufacture or Production** – The manufacture or production of any controlled substance, regardless of intended use.
C. **Sale or Distribution** – The sale or distribution of any controlled substance, with or without the exchange of money, goods or services.
D. **Possession with the Intent to Sell or Distribute** – The possession of controlled substances for the purposes of sale or distribution. Intent may be established by the presence of paraphernalia commonly associated with distribution, by the manner in which the substances are packaged or by the volume of the substances possessed.
E. **Prescription drugs** – Abuse, misuse, sale or distribution of prescription or over- the-counter medications.

FEDERAL DRUG LAWS (UPDATED 08.01.2023)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841)
Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, "liquid ecstasy"), or flunitrazepam (or, "rohypnol"), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to $10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed $500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than $250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than $250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (21 U.S.C. § 860) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison

sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844)
Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than $1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of $2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of $5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at www.campusdrugprevention.gov/sites/default/files/2022-07/Federal_Trafficking_Penalties_Chart_6-23-22.pdf.

Drug and Alcohol State Laws

CRIME DEFINITIONS

Crime Type (Illinois Compiled Statutes)	Definitions
Possession of Marijuana	Illinois residents 21 years of age and older may legally purchase recreational cannabis and possess up to 30 grams of cannabis flower and no more than 500 milligrams of THC contained in cannabis-infused product and five grams of cannabis concentrate. The possession limit is 15 grams of cannabis flower, 1.5 grams of cannabis concentrate, and 250 milligrams of THC contained in a cannabis-infused product for non-Illinois residents. 410 ILCS 705/10-10. It is unlawful for individuals under the age of 21 to purchase, possess, use, transport, grow, or consume cannabis, except where otherwise authorized for medical purposes. 410 ILCS 705/10-15. Beyond the permissible use and possession of marijuana provided for in 705/10-5 et seq., it is otherwise unlawful for any person to knowingly possess cannabis. 720 ILCS 550/4. Possessing up to 10 grams of any substance containing cannabis is a civil violation punishable by a minimum fine of $100 and a maximum fine of $200. Possessing more than 10 grams but not more than 30 grams is a Class B misdemeanor, which can include a prison sentence of up to 6 months and a fine of up to $1,500. As the amount of cannabis increases, the crime classification becomes more severe and related penalties increase. Id. Possession of less than 2.5 grams of any substance containing cannabis with intent to deliver on school grounds with persons under the age of 18 present or reasonably expected to be present is a Class A misdemeanor, with penalties and classification increasing with amount possessed. See 720 ILCS 550/5.2.; 720 ILCS 550/5.
Controlled Substances	Illinois Controlled Substances Act covers a wide range of offenses related to controlled substances. See 720 ILCS 570/401 et seq. Penalties for the possession and delivery of illegal drugs include prison sentences and monetary fines. See, e.g., 720 ILCS 570/402. These vary widely by the type of drug, amount confiscated, the number of previous offenses by the individual, and whether the individual intended to manufacture, sell, or use the drug. Trafficking controlled substances will result in more severe penalties. 720 ILCS 570/401.1. There are higher penalties and different crime classifications when the offender possesses the controlled substance with the intent to manufacture or deliver on school grounds or within 500 feet of the real property comprising any school. See 720 ILCS 570/407. As an example, possession of more than 15 grams but less than 100 grams of heroin, cocaine, morphine, or LSD is punishable by a fine of up to $200,000 and 4 to 15 years in prison. 720 ILCS 570/402.

Drug and Alcohol State Laws

CRIME DEFINITIONS

Alcohol and Minors	With very limited exceptions, it is illegal for anyone under the age of 21 to possess or consume alcohol, and it is also illegal to use fake identification for the purpose of obtaining alcohol. See 235 ILCS 5/6-20. A violation is a Class A misdemeanor, which can include a prison sentence of up to 1 year and a fine of up to $2,500. Id. 730 ILCS 5/5-4.5-55. Courts have discretion to also impose other penalties like probation, community service, driver's license suspension, and alcohol education or treatment when a minor violates the state's alcohol laws. See 235 ILCS 5/6-16. No person, after purchasing or otherwise obtaining alcoholic liquor, shall sell, give, or deliver such alcoholic liquor to another person under the age of 21 years, except in the performance of a religious ceremony or service. See 235 ILCS 5/6-16(a)(iii). A violation is a Class A misdemeanor, and the sentence shall include, but shall not be limited to, a fine of not less than $500 for a first offense and not less than $2,000 for a second or subsequent offense. Id.
Crime Type (Illinois Compiled Statutes)	**Definitions**
Driving Under the Influence (DUI)	Driving while under the influence of alcohol and/or drugs is prohibited. See 625 ILCS 5/11-501. A violation occurs when a person is driving or physically controlling a motor vehicle with a blood or breath alcohol concentration of 0.08 percent or greater. Id. A violation may also occur when driving is impaired due to the driver being under the influence of alcohol and/or other drugs (even if BAC is not 0.08 percent or greater). Id. A DUI is a Class A misdemeanor, which can include a prison sentence of up to 1 year and a fine of up to $2,500. Id. 730 ILCS 5/5-4.5-55. Increased penalties are available for subsequent offenses and other aggravating circumstances (i.e., getting a DUI while transporting a person under the age of 16). 625 ILCS 5/11-501. **Drug and Alcohol Abuse Prevention Program** The University has a drug and alcohol abuse and prevention program and conducts a biennial review of this program to evaluate its effectiveness. For more information, see below. • Student Alcohol/Drug Policy: srr.siu.edu/student-conduct-code/ • Employee Alcohol/Drug Policy: policies.siu.edu/personnelpolicies/chapter4/ch4-all/cmvregs.php • Employee Alcohol/Drug Services: www2.illinois.gov/cms/benefits/StateEmployee/Pages/EmployeeAssistanceProgram.aspx • Biennial Review of the University's Drug and Alcohol Abuse Prevention Program: dos.siu.edu/_common/documents/drug-free.pdf

HAZING

STOP CAMPUS HAZING ACT

The Stop Campus Hazing Act (SCHA) marks the first-ever federal legislation directly addressing hazing on college and university campuses. The law covers (a) collecting and reporting hazing incident data in their Annual Security Reports; (b) implementing research-informed, institution-wide hazing prevention and education programs; and (c) publishing a biannual Campus Hazing Transparency Report detailing findings and sanctions related to student organizations with substantiated hazing violations.

POLICY

Southern Illinois University Carbondale has a strict zero-tolerance hazing policy. If a report is made alleging that an organization is hazing, the organization will be put on a 'Cease and Desist Order' immediately. The Dean of Students or their designee will investigate allegations of hazing. For this policy, the following definitions of hazing shall be used. If a chapter or entity is found responsible for hazing they may be required to go through the student conduct process.

REPORTING

A Hazing incident may be reported to the Dean of Students' office by anyone. If you have witnessed or have knowledge of a possible hazing incident, report the incident immediately to the Dean of Students and/or the police. Hazing is illegal in IL, violates SIU Code of Conduct & violates all student organizations' policies. Report Here

DEFINITION OF HAZING

The term `hazing', for purposes of reporting statistics on hazing incidents under paragraph (1)(F)(iv), means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that--

(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including--

(aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

(dd) causing, coercing, or otherwise inducing another person to perform sexual acts;

(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law."

STUDENT ORGANIZATION

The definition of Student Organization, as defined by the SCHA:

The term `student organization', for purposes of reporting under paragraph (1)(F)(iv) and paragraph (9)(A), means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution."

EDUCATION/TRAINING

- Southern Illinois University - Carbondale uses research-informed, institution-wide hazing prevention and education provided by Vector Solutions.

More information may be found at srr.siu.edu/stop-campus-hazing-act.

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the University prohibits dating violence, domestic violence, sexual assault, and stalking. The University's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

- Student Conduct Code: safe.siu.edu/policy-information/student-conduct-code.php
- Workplace Violence Policy: safe.siu.edu/policy-information/workplace-violence.php
- Policies and Procedures on Sexual Harassment, Sexual Assault, Sexual Misconduct, Dating Violence, Domestic Violence and Stalking: equity.siu.edu/_common/documents/title-ix-policies.pdf

The following sections of this report discuss the University's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

PRIMARY PREVENTION AND AWARENESS PROGRAM:

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

UNIVERSITY DEFINITION OF CONSENT

The University uses the following definition of consent in its sexual misconduct policy for the purpose of determining whether sexual violence (including sexual assault) has occurred:

Consent means a clear, affirmative, unambiguous and freely given agreement to engage in a specific sexual activity. Consent is demonstrated verbally or through actions that clearly indicate a willingness to engage in the specific sexual activity. Lack of verbal or physical resistance does not constitute consent. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person, and consent for a specific activity does not imply consent for any other activity. Use of alcohol, drugs, or other intoxicants does not diminish one's responsibility to obtain consent.

Consent must be knowing and voluntary. To give consent, a person must be awake, of legal age, and have the capacity to reasonably understand the nature of his/her actions. Consent cannot be given by an individual who is mentally or physically incapacitated through the effect of drugs, alcohol or other intoxicants or for any other reason. Consent cannot be given when it is coerced, forced, or obtained by use of duress, fear, threats, or violence. Consent is not implied by the existence of a prior or current relationship or participation in prior sexual activity. A person's manner of dress does not constitute consent. Consent to engage in sexual activity may be withdrawn at any time and is automatically withdrawn by a person who is no longer capable of giving consent.

CRIME DEFINITIONS

Crime Type (Illinois Compiled Statutes)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Illinois' criminal statutes do not define the term dating violence.
Domestic Violence	Illinois' Domestic Violence Act indicates that "domestic violence" means "abuse", which means physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis. (750 Ill. Comp. Stat. § Ann. 60/103). In addition, Illinois law includes the following: Domestic Battery (720 Ill. Comp. Stat. § Ann. 5/12-3.2): A person commits domestic battery if he or she knowingly without legal justification: (1) Causes bodily harm to any family or household member; (2) Makes physical contact of an insulting or provoking nature with any family or household member. Aggravated Domestic Battery (720 Ill. Comp. Stat. § Ann. 5/12-3.3): (a) A person who, in committing a domestic battery, knowingly causes great bodily harm, or permanent disability or disfigurement commits aggravated domestic battery. (a-5) A person who, in committing a domestic battery, strangles another individual commits aggravated domestic battery. For the purposes of this subsection (a-5), "strangle" means intentionally impeding the normal breathing or circulation of the blood of an individual by applying pressure on the throat or neck of that individual or by blocking the nose or mouth of that individual. For purposes of the above crimes, "family or household members" is defined at 720 Ill. Comp. Stat. § Ann. 5/12-0.1 as: "Family or household members" include spouses, former spouses, parents, children, stepchildren, and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of this Code. For purposes of this Article, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.
Stalking	**Stalking (720 Ill. Comp. Stat. § Ann. 5/12-7.3):** • A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress. • A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person. • A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion: (1) follows that same person or places that same person under surveillance; and (2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person. • A person commits stalking when he or she knowingly makes threats that are part of a course of conduct and is aware of the threatening nature of his or her speech.

Crime Type (Illinois Compiled Statutes)	Definitions
Stalking	**Aggravated Stalking (720 Ill. Comp. Stat. § Ann. 5/12-7.4)** • A person commits aggravated stalking when he or she commits stalking and: (1) causes bodily harm to the victim; (2) confines or restrains the victim; or (3) violates a temporary restraining order, an order of protection, a stalking no contact order, a civil no contact order, or an injunction prohibiting the behavior described in subsection (b)(1) of Section 214 of the Illinois Domestic Violence Act of 1986. **Cyberstalking (720 Ill. Comp. Stat. § Ann. 5/12-7.5)** • A person commits cyberstalking when he or she engages in a course of conduct using electronic communication directed at a specific person, and he or she knows or should know that would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress. • A person commits cyberstalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions, harasses another person through the use of electronic communication and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person. • A person commits cyberstalking when he or she knowingly, surreptitiously, and without lawful justification, installs or otherwise places electronic monitoring software or spyware on an electronic communication device as a means to harass another person and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; (2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person. • A person commits cyberstalking when he or she, knowingly and without lawful justification, creates and maintains an Internet website or webpage which is accessible to one or more third parties for a period of at least 24 hours, and which contains statements harassing another person and: (1) which communicates a threat of immediate or future bodily harm, sexual assault, confinement, or restraint, where the threat is directed towards that person or a family member of that person, or (2) which places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint, or (3) which knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.
Sexual Assault	**Criminal Sexual Assault (720 Ill. Comp. Stat. § Ann. 5/11-1.20):** A person commits criminal sexual assault if that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.

Crime Type (Illinois Compiled Statutes)	Definitions
Sexual Assault	**Aggravated Criminal Sexual Assault (720 Ill. Comp. Stat. § Ann. 5/11-1.30)** a. A person commits aggravated criminal sexual assault if that person commits criminal sexual assault and any of the following aggravating circumstances exist during the commission of the offense or, for purposes of paragraph (7), occur as part of the same course of conduct as the commission of the offense: (1) the person displays, threatens to use, or uses a dangerous weapon, other than a firearm, or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon; (2) the person causes bodily harm to the victim, except as provided in paragraph (10); (3) the person acts in a manner that threatens or endangers the life of the victim or any other person; (4) the person commits the criminal sexual assault during the course of committing or attempting to commit any other felony; (5) the victim is 60 years of age or older; (6) the victim is a person with a physical disability; (7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception for other than medical purposes; (8) the person is armed with a firearm; (9) the person personally discharges a firearm during the commission of the offense; or (10) the person personally discharges a firearm during the commission of the offense, and that discharge proximately causes great bodily harm, permanent disability, permanent disfigurement, or death to another person. b. A person commits aggravated criminal sexual assault if that person is under 17 years of age and: (i) commits an act of sexual penetration with a victim who is under 9 years of age; or (ii) commits an act of sexual penetration with a victim who is at least 9 years of age but under 13 years of age and the person uses force or threat of force to commit the act. c. A person commits aggravated criminal sexual assault if that person commits an act of sexual penetration with a victim who is a person with a severe or profound intellectual disability. **Predatory Criminal Sexual Assault of a Child (720 Ill. Comp. Stat. § Ann. 5/11-1.40)** A person commits predatory criminal sexual assault of a child if that person is 17 years of age or older, and commits an act of contact, however slight, between the sex organ or anus of one person and the part of the body of another for the purpose of sexual gratification or arousal of the victim or the accused, or an act of sexual penetration, and: (1) the victim is under 13 years of age; or (2) the victim is under 13 years of age and that person: (A) is armed with a firearm; (B) personally discharges a firearm during the commission of the offense; (C) causes great bodily harm to the victim that: (i) results in permanent disability; or (ii) is life threatening; or (D) delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception, for other than medical purposes.
Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. The institution has determined, based on good-faith research, that Illinois law does not define these terms.
Other "sexual assault" crimes	Other crimes under Illinois law that may be classified as a "sexual assault" include the following: **Criminal Sexual Abuse (720 Ill. Comp. Stat. § Ann. 5/11-1.50):** a. A person commits criminal sexual abuse if that person: (1) commits an act of sexual conduct by the use of force or threat of force; or (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent. b. A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who is at least 9 years of age but under 17 years of age. c. A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the victim.

Crime Type (Illinois Compiled Statutes)	Definitions
Other "sexual assault" crimes	**Aggravated Criminal Sexual Abuse (720 Ill. Comp. Stat. § Ann. 5/11-1.60):** a. A person commits aggravated criminal sexual abuse if that person commits criminal sexual abuse and any of the following aggravating circumstances exist (i) during the commission of the offense or (ii) for purposes of paragraph (7), as part of the same course of conduct as the commission of the offense: (1) the person displays, threatens to use, or uses a dangerous weapon or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon; (2) the person causes bodily harm to the victim; (3) the victim is 60 years of age or older; (4) the victim is a person with a physical disability; (5) the person acts in a manner that threatens or endangers the life of the victim or any other person; (6) the person commits the criminal sexual abuse during the course of committing or attempting to commit any other felony; or (7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim for other than medical purposes without the victim's consent or by threat or deception. b. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is under 18 years of age and the person is a family member. c. A person commits aggravated criminal sexual abuse if: (1) that person is 17 years of age or over and: (i) commits an act of sexual conduct with a victim who is under 13 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person uses force or threat of force to commit the act; or (2) that person is under 17 years of age and: (i) commits an act of sexual conduct with a victim who is under 9 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 9 years of age but under 17 years of age and the person uses force or threat of force to commit the act. d. A person commits aggravated criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is at least 5 years older than the victim. e. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is a person with a severe or profound intellectual disability. f. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is at least 13 years of age but under 18 years of age and the person is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim. **Sexual Relations Within Families (720 Ill. Comp. Stat. § Ann. 5/11-11)** A person commits sexual relations within families if he or she: (1) Commits an act of sexual penetration as defined in Section 11-0.1 of this Code; and (2) The person knows that he or she is related to the other person as follows: (i) Brother or sister, either of the whole blood or the half blood; or (ii) Father or mother, when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was 18 years of age or over when the act was committed; or (iii) Stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; or (iv) Aunt or uncle, when the niece or nephew was 18 years of age or over when the act was committed; or (v) Great-aunt or great-uncle, when the grand-niece or grand-nephew was 18 years of age or over when the act was committed; or (vi) Grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or over when the act was committed.
Consent (as it relates to sexual activity) (720 Ill. Comp. Stat. §5/11.70)	"Consent" means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.

Crime Type (Illinois Compiled Statutes)	Definitions
Consent (as it relates to sexual activity) (720 Ill. Comp. Stat. §5/11.70)	"Unable to give knowing consent" includes when the accused administers any intoxicating or anesthetic substance, or any controlled substance causing the victim to become unconscious of the nature of the act and this condition was known, or reasonably should have been known by the accused. "Unable to give knowing consent" also includes when the victim has taken an intoxicating substance or any controlled substance causing the victim to become unconscious of the nature of the act, and this condition was known or reasonably should have been known by the accused, but the accused did not provide or administer the intoxicating substance. As used in this paragraph, "unconscious of the nature of the act" means incapable of resisting because the victim meets any one of the following conditions: (1) was unconscious or asleep; (2) was not aware, knowing, perceiving, or cognizant that the act occurred; (3) was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact; or (4) was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose. A victim is presumed "unable to give knowing consent" when the victim: (1) is committed to the care and custody or supervision of the Illinois Department of Corrections (IDOC) and the accused is an employee or volunteer who is not married to the victim who knows or reasonably should know that the victim is committed to the care and custody or supervision of such department; (2) is committed to or placed with the Department of Children and Family Services (DCFS) and in residential care, and the accused employee is not married to the victim, and knows or reasonably should know that the victim is committed to or placed with DCFS and in residential care; (3) is a client or patient and the accused is a health care provider or mental health care provider and the sexual conduct or sexual penetration occurs during a treatment session, consultation, interview, or examination; (4) is a resident or inpatient of a residential facility and the accused is an employee of the facility who is not married to such resident or inpatient who provides direct care services, case management services, medical or other clinical services, habilitative services or direct supervision of the residents in the facility in which the resident resides; or an officer or other employee, consultant, contractor or volunteer of the residential facility, who knows or reasonably should know that the person is a resident of such facility; or (5) is detained or otherwise in the custody of a police officer, peace officer, or other law enforcement official who: (i) is detaining or maintaining custody of such person; or (ii) knows, or reasonably should know, that at the time of the offense, such person was detained or in custody and the police officer, peace officer, or other law enforcement official is not married to such detainee.

RISK REDUCTION

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor "NO" clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating "rape drug" like Rohypnol or GHB. If you find yourself in the position of being the

initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Don't make assumptions about the other person's consent or about how far they are willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Consider "mixed messages" a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don't take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don't be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person. Some examples include past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; "playful" use of force during sex; Jekyll-and-Hyde personality.

BYSTANDER INTERVENTION

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don't hesitate to contact the police.

OTHER INFORMATION COVERED BY THE PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign:

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods:

The primary prevention and awareness program (PPAP) and ongoing prevention and awareness campaigns (OPAC) are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the University. Methods include, but are not limited to presentations, online training modules, distribution of written materials, emails, and guest speakers. A summary of this programming is provided below.

- All students receive education and training on the prevention of dating violence, domestic violence, sexual assault, and stalking through a required, annual online training module.
- All new employees are required to complete an online training module on these topics upon hire and

are required to retake the online training each year.

- As part of its ongoing campaign, the University uses a variety of strategies, such as in-person presentations by sexual assault organizations, emails with pertinent information, portal announcements, etc. While programming occurs throughout the year, the University also offers educational sessions and literature in coordination with nationally recognized observances such as Sexual Assault Awareness Month and Domestic Violence Awareness Month.

CAMPUS SAFETY TRAINING

CAMPUS SAFETY/ CRIME PREVENTION

These programs teach general safety, campus safety and how to avoid being the victim of a crime. Safety initiatives on campus, notification systems, available resources, safety, awareness and reporting are included in these programs.

TARGET AUDIENCE

Students; Faculty; Staff

DATES

1/9/24; 1/10/24; 1/11/24; 1/16/24; 1/17/24; 1/21/24; 1/22/24; 2/15/24; 2/16/24; 2/17/24; 2/28/24; 3/4/24; 3/13/24; 3/16/24; 3/25/24; 4/10/24; 4/16/24; 4/17/24; 4/25/24; 4/28/24; 4/29/24; 5/1/24; 5/7/24; 5/9/24; 5/10/24; 5/11/24; 5/13/24; 5/15/24; 5/18/24; 5/19/24; 5/21/24; 5/22/24; 6/7/24; 6/8/24; 6/12/24; 6/20/24; 6/26/24; 6/29/24; 7/6/24; 7/8/24; 7/10/24; 7/11/24; 7/13/24; 7/15/24; 7/22/24; 7/23/24; 7/24/24; 7/25/24; 7/26/24; 7/31/24; 8/6/24; 8/7/24; 8/14/24; 8/20/24; 8/21/24; 8/23/24; 8/28/24; 8/31/24; 9/1/24; 9/3/24; 9/4/24; 9/13/24; 9/18/24; 9/19/24; 9/26/24; 9/27/24; 9/30/24; 10/1/24; 10/2/24; 10/10/24; 10/11/24; 10/14/24; 10/18/24; 10/25/24; 10/26/24; 10/30/24; 10/31/24; 11/1/24; 11/6/24; 11/7/24; 11/12/24; 11/19/24; 11/21/24; 11/26/24; 11/27/24; 12/11/24; 12/17/24; 12/18/24; 12/20/24; 12/30/24;

TOPIC

General Safety

COMMUNITY POLICING PROGRAMS

The following safety, awareness, education, and prevention programs are provided by the Department of Public Safety and are available to the university community upon request.

ALCOHOL SAFETY AND AWARENESS

Different programs presented to your specific audience that relate to alcohol safety, awareness, effects, use and consequences. This program can be adapted to fit many different environments and age groups.

DRUG SAFETY AND AWARENESS

Different programs presented to your specific audience that relate to drugs, including safety, awareness, effects, use and consequences.

SEXUAL ASSAULT SAFETY AND AWARENESS/ SEXUAL HARASSMENT

Different programs that address sexual assault reporting options and the investigations process, consent, boundaries and available resources for survivors of sexual assault, sexual abuse and/or sexual harassment.

DOMESTIC VIOLENCE SAFETY AND AWARENESS

Programs presented to address the area of domestic violence to include warning signs of unhealthy relationships, how to get help, how to report violence and what resources are available.

THEFT PREVENTION AND AWARENESS

Programs presented to address ways to keep your property secure, prevent theft and report a theft.

WHAT TO DO WHEN STOPPED BY THE POLICE

This program will teach about the best practices for an individual when stopped by or encountering a police officer, whether on a traffic stop, during the investigation of a crime, walking down the street or in general conversation.

IDENTITY THEFT PREVENTION

Programs to teach about theft of personal identity information that is used to obtain credit in your name for the purposes of defrauding the issuing institution.

GENERAL SAFETY TIPS & CRIME PREVENTION

These programs teach general safety and how to avoid being the victim of a crime.

PREPARING FOR SEVERE WEATHER

Learn the difference between a Watch and Warning, what to do in the event of a fire, tornado, earthquake, or other severe weather emergency. SIU's emergency notification system is also discussed within Severe Weather presentations.

BICYCLE SAFETY/ BICYCLE THEFT PREVENTION

This program can be geared towards younger children or college-aged students. Bicycle safety, laws, and proper equipment are discussed during this program. A bicycle safety course can also be set up and taught by the Police Mountain Bike Unit officers. Theft prevention tips, locking devices and bike registration may also be incorporated into this program.

VIOLENCE PREVENTION (ACTIVE SHOOTER)

Prepares student, faculty, and staff with tools to identify warning signs and outlines response to active shooter situations. This program is taught by a certified ALICE (Alert, Lockdown, Inform, Counter, Evacuate) and active-shooter instructor.

ACTIVE SHOOTER ASSESSMENTS

Certified ALICE and active-shooter instructors will provide a walkthrough of any campus building in order to assess safety issues to consider. Officers will provide tips to make buildings more secure in the event of an active shooter situation.

KNOW YOUR RIGHTS

Teaches students their rights and responsibilities when encountering police officers.

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the School of Medicine Department of Public Safety at (217)545-7777. You may also contact the University's Title IX Coordinator at (618) 453-4807.

WHAT ARE MY OPTIONS FOR REPORTING SEXUAL HARASSMENT, SEXUAL MISCONDUCT, AND GENDER-BASED VIOLENCE?

If you are the victim of gender-based violence, including being a victim of sexual harassment, sexual misconduct, sexual assault, dating violence, domestic violence or stalking, you have options. You may choose where, if and how to report the violations, and you may request university assistance and advisement in reporting. The university has a variety of options to assist you and will work to address any factors that may have led to this crime. If you choose to report or are a witness of gender-based violence, you may choose any of the following options:

- REPORT ONLY TO LAW ENFORCEMENT You may contact the police department directly to initiate a criminal investigation. They will collect important evidence that may be critical in a criminal process and assist you with seeking medical treatment. SIU Police will notify the Office of Equity and Compliance of your report.
- REPORT ONLY TO THE UNIVERSITY Even if you do not wish to pursue criminal charges, you are encouraged to speak with the Office of Equity and Compliance, the Confidential Advisor, or any member of the faculty and staff who can assist you in filing a report with the university. The Office of Equity and Compliance has individuals who are trained to investigate gender-based violence crimes and the Confidential Advisor can assist you in seeking supportive measures through the university. These offices will not report the crime to the police unless you want them to do so.
- REPORT TO BOTH THE UNIVERSITY AND LAW ENFORCEMENT University staff members are available to assist you in filing a report with law enforcement or the Office of Equity and Compliance. If you would like assistance and support in contacting the police department and/or the Office of Equity and Compliance, you may contact the university's Confidential Advisors. These individuals have been trained to accompany and support you through the process of filing a report. Any faculty or staff member you feel comfortable speaking with can also accompany you through the process of filing a report.

DID YOU KNOW? SIU has Confidential Advisors to help students with academic supportive measures if they are survivors of gender-based violence.

HOW CAN I REPORT GENDER-BASED VIOLENCE?

- **ELECTRONICALLY:** Complete a report on the SAFE website at safe.siu.edu. Although you may file a report at safe.siu.edu, this is not considered a formal complaint or a police report.

- **IN PERSON OR BY TELEPHONE:**
  School of Medicine Department of Public Safety 801 N. Rutledge Street Springfield, IL (217)545-7777
- Confidential Advisor Student Health Center Wellness and Health Promotion Services (618)453-4429
- Office of Equity and Compliance Woody Hall, Room 478, C wing (618)453-4807
- Any member of the university faculty or staff.

TO WHOM CAN I SPEAK CONFIDENTIALLY?

Confidential Advisor: The university employs Confidential Advisors to guide you in seeking supportive measures. The Confidential Advisor may be required to report certain statistical information to the Jeanne Clery Act compliance officer for campus safety purposes and supportive measure information to the Title IX Coordinator. Student Health Services Medical and Mental Health staff: Student Health Services employs licensed medical providers, mental health counselors, and a psychiatry team who are trained to provide trauma informed, comprehensive medical and psychological care. These individuals are not required to report any information regarding gender-based violence to anyone else on campus while working in their official capacities. We encourage you to seek assistance from the professional staff at Student Health Services.

WHAT INFORMATION WILL BE SHARED WITH THE UNIVERSITY?

Except for the medical and counseling personnel from Student Health Services, all other faculty and staff members are required to disclose information on gender based violence issues they are aware of to the Office of Equity and Compliance or to safe.siu.edu. The Confidential Advisor is required to report to the Title IX Coordinator supportive measures, but is not required to report details of the offense. After a report from any other faculty or staff, you may be contacted by an investigator from the Office of Equity and Compliance to discuss the report as the university works to investigate and prevent any additional gender-based crimes. Under the Jeanne Clery Act, campus personnel must maintain accurate statistical data on crimes that occur on university property and they must report this information anonymously as aggregate data to the federal government and campus community. This information for the university is collected by the Jeanne Clery Act compliance officer.

WHAT IF I DO NOT WANT THE UNIVERSITY TO INVESTIGATE?

If you are a victim of gender-based violence, you may request that the university not investigate the case even after it has been reported to the Office of Equity and Compliance. However, the Office of Equity and Compliance may not be able to honor this request if doing so might put other members of the campus community at risk. You are not required to speak to the university's investigators.

HOW DO I ASSIST IN AN INVESTIGATION OF GENDER-BASED VIOLENCE?

Report promptly: The sooner the university receives a report of gender-based violence, the easier it is to investigate and provide support to a victim of gender-based violence. We encourage everyone to report any acts of gender-based violence. Preserve evidence: Following an act of gender-based violence: sexual assault, dating or domestic violence, or stalking, the collection of evidence is critical and must be done in a timely manner. Evidence can help to determine what happened during the incident, how it happened and, possibly, who perpetrated the incident. The sooner the evidence is collected, the more likely it is to be useful in an investigation. In a criminal investigation, evidence is stored for a period of time at the Illinois State Police Crime Lab, and it can be used if you choose to press charges either immediately or at a later date.

WHAT SHOULD I EXPECT DURING A UNIVERSITY INVESTIGATION?

When a report is made to the university, the Office of Equity and Compliance (OEC) will be notified and the complaint resolution procedures will be enacted. An investigator from OEC will contact the person named as the complainant (survivor) for an interview to discuss the incident, as well as refer that person to available resources. The complainant will have the opportunity to request the complaint procedures begin in a prompt and timely manner. If the complainant decides to proceed with the grievance process or if the university determines it must investigate based on the potential ongoing threat to the campus community, the investigator will document the complaint in writing and notify the respondent (accused) of the investigation. The respondent will be made aware of available resources and have the opportunity to read the complaint and respond. Both parties will be asked to submit names of potential witnesses and any relevant evidence. OEC may also independently identify witnesses and other evidence. Witnesses will be interviewed, and any available evidence will be reviewed. The investigator will write a report of the investigation and submit it to the parties. The parties will review the report and may offer additional information. After the investigation is complete, a hearing will be scheduled. All parties and witnesses are expected to participate in the hearing to determine if SIU policy has been violated. If a party or witness does not participate in the hearing, any information they provided to investigators during the investigation cannot be used at the hearing. If a violation of policy is found, sanctions will also be determined by the hearing officer(s). Sanctions may include, but are not limited to probation, counseling, censure, suspension, expulsion, or termination. Parties may appeal this decision.

During the investigation, both the complainant and the respondent shall have the following rights:

- To be notified of an investigation by the university.
- To request a substitution of an investigator if the complainant or the respondent believes that a conflict of interest exists.
- To have an advisor of their choice present during the grievance process.
- To participate in the investigation and hearing to the extent they choose.
- To share any information that may be relevant to the investigation with the investigator.
- To be notified of the findings of the hearing.
- To appeal the finding. The university's complete procedures for conducting the investigation may be found online at equity.siu.edu/_common/documents/Title-IX-policies.pdf.

HOW DO I PROTECT MYSELF AFTER AN INCIDENT OF GENDERBASED VIOLENCE?

If you are a survivor of gender-based violence, you may pursue several alternatives to protect yourself, both internal to the university and through community resources.

University Options: You have the right to request interim safety measures at the university. Here are a few options that the university may utilize based on the facts and circumstances of your particular situation: No-contact order. The university may impose a temporary "no contact" order restricting contact between individuals during of a grievance process. Interim suspension. The university may remove one or more students who are suspected of violating policy from the university prior to a hearing on the issues if there is a potential for risk of harm to one or more members of the university community. Modification of living and/or dining arrangements. The university can provide a temporary modification of living and/or dining arrangements or provide temporary emergency on-campus housing to students living off campus if the situation warrants, as available. Security escorts. The university may provide temporary security escort options for ensuring your safety as you travel to and from specific locations on and off campus. Modification of class and campus employment schedules. The university can review temporary reassignment of classes and on-campus employment duties within the university during the course of the grievance process. The university may also review the assigned duties of students who are alleged to have violated university policy.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at

Springfield Memorial Hospital
701 N 1st St | Springfield, IL (217)788-3000 or
at **HSHS St. John's Hospital**
800 E Carpenter St | Springfield, IL 62769
(217)544-6464.

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- **School of Medicine Office of Department of Public Safety** 801 N Rutledge St | Springfield, IL
  Police officers on staff M-F from 7am - 11pm.
  Security on staff 24/7. (217)545-7777
- **School of Medicine Department of Public Safety**
  801 N. Rutledge St | Springfield, IL
  11pm-7am, and on weekends (217)545-7777
- **Springfield Police Department**
  800 E Monroe St | Springfield, IL (217)788-8311

- If you are in an emergency situation, dial 911 from anywhere for immediate assistance. Reporting to law enforcement is an option available to you if you have experienced any crime, including but not limited to, sexual assault, dating violence, domestic violence and stalking. Reporting to law enforcement may allow for a criminal investigation to be conducted and criminal charges to follow. If you call 911 on campus, the School of Medicine's Department of Public Safety will respond. For non-emergency situations, call local law enforcement or the Department of Public Safety non-emergency number, (217)545-7777 to speak with an officer. All reports will be submitted to the appropriate University department for further follow-up if necessary. If you are not ready to file a report with law enforcement, you can still call and speak with an officer about what would happen if you file a report and the protective orders that are available. What happens when I report to law enforcement? If police are called and you are not ready to file a report for criminal charges, police can initiate an informational report and explain what happens when a criminal report is completed. You can meet with an officer at the police department or a place of your choosing. A support person of your choice can come with you to make a police report. Police will take an initial statement and begin follow up interviews with all parties involved: victims, witness, suspects, and others who may have been identified. Police will collect any evidence that may be available, Evidence is not always available in all cases. Police will review video, if available. Police will complete a written report that will be submitted to the State's Attorney's Office.

Information about Legal Protection Orders

COMMUNITY OPTIONS

Obtain an order of protection through the court: You may contact one of the community victim advocates listed below to assist with the process and completion of paperwork. Advocates can make the process easier to navigate and are available to answer any questions. Orders of protection are heard in the Sangamon County Courthouse Monday through Friday at 8:30 a.m. Emergency orders of protection must be filed with the circuit clerk's office by 8:15 a.m.

Community resources to assist with orders of protection:

Victim advocates available in Sangamon County:

Prairie Center Against Sexual Assault, Springfield, Illinois ..... (217)744-2560
prairiecasa.org/about-us

Sangamon County States Attorney's Office, Springfield, Illinois ..... (217)753-6690

Sangamon County Sheriff's Office, Springfield, Illinois ..... (217)753-6666

Springfield Police Department, Springfield, Illinois ..... (217)788-8311

Sojourn Shelter and Services, Inc. Springfield, Illinois ..... (217)726-5100

For assistance with the legal process:

Domestic Violence Clinic, SIU School of Law, Carbondale, Illinois ..... (618)536-4423

Land of Lincoln Legal Assistance, Carbondale, Illinois ..... (877) 342-7891

Health and support resources in the community:

Springfield Memorial Hospital
701 N 1st St | Springfield, IL
A full-service medical center serving the Springfield community that has a sexual assault nurse examiner on staff trained in the collection and preservation of evidence in cases of sexual assault.

The Sojourn Shelter and Services, Inc.
Provides crisis support, advocacy, and legal assistance to men and women who are victims of gender-based violence. Contact information for the Sojourn Shelter and Services, Inc. is listed above. Additional information regarding the Sojourn Shelter and Services, Inc. may be found on its website at springfieldunitedway.org/member-agencies/sojourn-shelter-services-inc/#.YyfwdnbMJPY

DID YOU KNOW...? SIU does not require a survivor to make a formal complaint in order to receive supportive measures from the Confidential Advisor.

Available Victim Services:

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

University Resources

SIU School of Medicine Human Resources at 327 W Calhoun | Springfield, IL 62701
(217)545-5646

SIU Student Health Services at 374 E. Grand Ave | Carbondale, IL 62901
(618)453-3311

Counseling and Psychological Services at 374 E Grand Ave | Carbondale, IL 62901
(618)453-5371

Counseling is available by appointment. Emergency walk-ins can be seen by the counselor on duty during business hours.

Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial

aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The [University's] financial aid website can be found at: www.siumed.edu/studentaffairs/financial-aid

State/Local Resources

IL Legal Aid ..... (833)411-1121

Sangamon County Director of Victim/Witness Services ..... (217)747-5134

Memorial Behavioral Health Center in Springfield 710 N 8th St, Springfield, IL 62702.... (217)525-1064

Springfield Memorial Hospital 701 N. First St. Springfield, IL 62781 ..... (217)788-3000

National Resources

National Domestic Violence Hotline: 1-800-799-7233

National Sexual Assault Hotline: 1-800-656-4673

Rape, Abuse and Incest National Network (RAINN): www.rainn.org

US Dept. of Justice Office on Violence Against Women: www.justice.gov/ovw

National Coalition Against Domestic Violence: http://www.ncadv.org

National Sexual Violence Resource Center: http://www.nsvrc.org

U.S. Citizenship and Immigration Services: www.uscis.gov

Immigration Advocates Network: www.immigrationadvocates.org

Accommodations and Protective Measures:

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Title IX Coordinator:

478 Woody Hall Mail Code 4316
Southern Illinois University Carbondale
Carbondale, Illinois 62901
(618)453-4807 or (618)453-1395 (fax),

The Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the University in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

PROCEDURES FOR DISCIPLINARY ACTION:

Allegations of domestic violence, dating violence, sexual assault, stalking, sexual harassment, and sexual misconduct are processed through the University's Title IX Policy, Sexual Misconduct Policy, or other relevant policy as appropriate to the allegations and the related complaint resolution procedures. Information is available at www.safe.siu.edu

The complaint resolution procedures are invoked once a report is made to:

Nicholas K. Wortman
Title IX Coordinator
478 Woody Hall Mail Code 4316
Southern Illinois University Carbondale
Carbondale, Illinois 62901
(618)453-4807 or (618)453-1395 (fax)
Reports may be made in-person, electronically, and by phone, etc. An electronic form available at safe.siu.edu can also be used to file a report.

Once a formal complaint is made, the Title IX Coordinator, or other University employee as appropriate, will provide notice to the parties of the investigation, including a description of the process to be utilized, the identities of the parties, the conduct at issue, and the date and location of the alleged incident, if known.

During the investigation, the complainant and respondent will each have an equal opportunity to describe the situation and present witnesses, including both fact and expert witnesses, and other supporting evidence. The investigator(s) will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. Prior to the conclusion of the investigation, both parties will be provided an opportunity to review the evidence gathered during the investigation that is directly related to the allegations raised in the formal complaint. Upon completion of the investigation, both parties will be given a copy of an investigation report, via electronic read-only format.

In Title IX cases, a live hearing will be conducted to make a determination as to whether any allegations in the complaint were found to be substantiated by a preponderance of the evidence. During the hearing, each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions including those bearing on credibility. The decision maker(s) will issue a written determination of responsibility, a statement of any disciplinary sanctions and whether any remedies will be provided to the complainant, and a description of the procedures and permissible grounds for appeal. The parties will be notified of this determination in writing within 7 business days of it being made. The University strives to complete investigations of this nature within ninety (90) business days.

A complaining party may file a formal complaint but request an informal resolution, instead of a formal complaint process. This can be done at any time during the formal complaint process. The Respondent may also request an information resolution. This process enables the parties to agree to a resolution, without a hearing. Both parties must agree to the informal resolution by signing an agreement. Once an informal resolution is agreed to, the formal complaint process will be terminated. An informal resolution is not appealable.

Both parties have an equal opportunity to appeal the determination of the hearing panel by filing a written appeal with the Title IX Coordinator 7 business days after being notified of the outcome of the investigation. The non-appealing party will be notified of the appeal and permitted to submit a written statement in response. The Appeals Chair will resolve the appeal within 7 business days of receiving all necessary information needed to make a determination. The Appeal Chair may dismiss the appeal for failing to meet the grounds for appeal. The Chair may only make changes to a finding only when there is a clear error and/or there is a compelling reason to do so.

The full Title IX policy and procedures and other applicable information can be accessed at equity.siu.edu/title9.php

Rights of the Parties in an Institutional Proceeding: During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
   - o A prompt, fair and impartial process is one that is:
   - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.

Conducted in a manner that:

- Is consistent with the institution's policies and transparent to the accuser and the accused.
- Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
- Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
- Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
   - o The Formal Grievance Process relies on a pool of administrators ("the Pool") to carry out the process. Members of the Pool are identified on the Office of Diversity and Equity website. The list of Pool members and a description of the Pool can be found at equity.siu.edu/. Members of the Grievance Process Pool may be involved whether an Informal or Formal Resolution method is used. Members of the Pool are trained annually, and can serve as advisors, panel members, or investigators, at the direction and discretion of the Title IX Coordinator.
     Such training addresses topics such as the definition of sexual harassment; the scope of the University's education programs and activities; how to conduct investigations, hearings, and appeals and informal resolutions (as applicable); relevant evidence and how it should be used during a proceeding; proper techniques for questioning witnesses; basic procedural rules for conducting a proceeding; and avoiding actual and perceived conflicts of interest.
3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
4. Have the outcome determined using the preponderance of the evidence standard .
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, "result" means "any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters" and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the University May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Following a final determination in the institution's disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the institution may impose a sanction depending on the mitigating and aggravating circumstances involved. The possible sanctions include: warning; reprimand; probation; restitution; fine; loss of privileges; suspension or expulsion/termination; activity restriction; restriction on eligibility to represent the University at any official function. If a suspension is imposed on a student, it may be for part of a semester, a full semester, or an entire academic year. An employee may be suspended for any length of time determined appropriate by the

Labor Relations. Following a suspension, the individual will be required to meet with Student Affairs (student) or Labor Relations (employee) to discuss re-entry and expectations going forward.

The University can make available to the victim a range of protective measures. They include: determining if the accused poses an immediate or on-going threat to the physical health and safety of any student or employee and implement the least restrictive emergency safety plan from restrictive activity including no communication with the victim, up to and including temporary removal from campus, forbidding the accused from entering the victim's residence hall and from communicating with the victim, as well as other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, changes in working situations, etc. Additionally, SOM will offer and implement appropriate and reasonable supportive measures to the victim to protect the victim and others' safety and prohibit conduct. Supportive measures may include, but are not limited to: counseling, referral to medical/healthcare services, transportation, academic supports or working modifications; no contact orders; and/or adherence to state issued orders of protection. Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement, and to the Department of Public Safety.

Publicly Available Recordkeeping:

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law.

Victims to Receive Written Notification of Rights:

When a student or employee reports to the University that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

Sex Offender Registration Program:

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the University of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Chief of Police, Benjamin Newman at:

Chief of Police Benjamin Newman
801 N Rutledge St | Springfield, IL 62702
bnewman@siu.edu

State registry of sex offender information may be accessed at the following link: isp.illinois.gov/Sor

Timely Warnings & Emergency Response

TIMELY WARNINGS

In the event of criminal activity occurring either on campus or off campus that in the judgment of the the Department of Public Safety determines, on a case-by-case basis, when to issue Timely Warning alerts to inform the campus community and surrounding community about Clery Act Crimes, depending on when and where the incident occurred, when it was reported, and the amount of information known by the campus police. Department of Public Safety may issue an alert whenever a serious crime or series of crimes on campus property poses a continuing risk to students and employees. Department of Public Safety may issue alerts for crime classifications such as: murder, manslaughter, sex offenses, robbery, aggravated assault, burglary, and arson. DPS determines, on a case-by-case basis, whether and when to issue Emergency Notifications to the campus community and surrounding community. DPS may issue an alert if a situation poses a verified, imminent,

or ongoing potential threat to the safety, security, or health of students or employees, and to expedite emergency response and/or evacuation procedures. constitutes a serious or continuing threat to members of the campus community, a campus-wide "timely warning" will be issued.

Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

Executive Director of Facilities Management ..... (217)545-0543

Associate Provost for Finance and Administration ..... (217)545-2773

School of Medicine Dean ..... (217)545-3625

Chief of Police ..... (217)545-7777

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a timely warning.

Emergency Response

EMERGENCY AND EVACUATION PROCEDURES

Procedures are provided for fire, tornado warning, earthquake, and bomb threats in the School's All Hazards Emergency Operations Plan. These procedures are updated periodically and are available in each department and online. An on-site Emergency Group Leader has been designated for each department or area.

Students, faculty, and staff must be prepared to react to a variety of potential emergencies and disasters. While the response, regardless of incident, will likely involve one of the three activities; evacuation, shelter-in-place, or lockdown, certain events may require unique response activities. This section addresses actions to take in the event of these pre-identified emergencies or disasters.

EVACUATION - Evacuation is initiated whenever it is necessary to move occupants out of a building in order to avoid a dangerous situation. Building evacuations may be necessary in response to a fire, an internal hazardous material release, bomb threat, building damage, or other situation that renders a building dangerous to occupants.

SHELTER-IN-PLACE - Shelter-In-Place is initiated to protect campus occupants from dangerous conditions occurring outside their building. It is generally activated in response to tornadoes and severe weather. However, this may also be an appropriate response for other emergencies such as an external chemical release or a civil disturbance. When activated, building occupants are relocated to shelter areas within a building, such as a basement, internal hallway, or room/area without exterior windows or doors. Emergencies that require Shelter-In-Place will affect the entire campus.

LOCKDOWN - Lockdown is initiated in response to the presence on, or near, campus of an individual, or group of individuals, who are seeking to harm others. During a lockdown, the campus occupants conceal themselves as best they can from an intruder by locking/ barricading themselves in an office or room, and concealing themselves from detection. Lockdowns may range from one or more buildings, up to the entire campus.

Campus Emergency Warning Systems

Emergency warnings are communicated via telephone voice message, text message, email, pager, in person, and by utilizing an intercom system, which is installed in specific buildings on campus. SIUSOM has a guideline that details the emergency notification system.

For telephone voice message, text messages, landline, pager, and email alerts, SIUSOM utilizes the RAVE Mobile Safety MedAlert emergency notification

system. This system sends emergency crime, weather, and disaster alert notifications to the campus community that may impact SIUSOM operations.

All SIUSOM faculty, staff, and students are automatically registered with their siumed.edu email address. They can add additional email addresses and telephone numbers by updating their RAVE account, which is highly encouraged. Three email addresses and three telephone numbers can be registered. Contractors and outside agency employees who work on the SIUSOM Springfield campus can also subscribe to SIU Med Alert if they so choose. When members of the SIUSOM campus community receive an emergency notification, they are asked to inform other staff, faculty, students, and visitors in the immediate area of the situation to ensure their safety.

Once an emergency situation is confirmed, the Dean, Associate Provost for Finance and Administration, the Executive Director of Facilities Management, or the Director of Public Safety will authorize communicating the situation by sending the alert.

The Department of Public Safety will send out an emergency message, approved by the Director of Public Safety or the Incident Commander, without delay, using the RAVE Mobile Safety/SIU MedAlert system, intercom system, or make in person contact notifications.

Students, staff and visitors are encouraged to notify the Department of Public Safety at Department of Public Safety of any emergency or potentially dangerous situation.

The Chief of Police in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

Once the emergency is confirmed and based on its nature, the Chief of Police will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be notified. OPS determines, on a case-by-case basis, whether and when to issue Emergency Notifications to the campus community and surrounding community. OPS may issue an alert if a situation poses a verified, imminent, or ongoing potential threat to the safety, security, or health of students or employees, and to expedite emergency response and/or evacuation procedures.

The Department of Public Safety will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution's response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

The Chief of Police will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

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The Department of Public Safety will send out an emergency message, approved by the Director of Public Safety or the Incident Commander, without delay, using the RAVE Mobile Safety/SIU MedAlert system, intercom system, or make in person contact notifications.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the University issues a timely warning or emergency notification to the campus community.

Method	Sign Up Instructions
Phone	www.getrave.com/login/siumed
Text Message	www.getrave.com/login/siumed
Email	www.getrave.com/login/siumed

Testing & Documentation

OPS must once per calendar year conduct at least one test of the campus emergency response and evacuation procedures. OPS must publicize in advance the information regarding the test, including the date and time, and should send to the entire campus community via a mass-mail, follow-up information regarding the results of the test, in summary form.

The Chief of Police maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the University will distribute to its students and employee's information to remind them of the University's emergency response and evacuation procedures.

Crime Statistics

The statistical summary of crimes for this University over the past three calendar years follows:

HATE CRIMES:

2024: No hate crimes reported.
2023: No hate crimes reported.
2022: No hate crimes reported.

CRIMES UNFOUNDED BY THE UNIVERSITY:

2024: 0 unfounded crimes.
2023: 0 unfounded crimes.
2022: 0 unfounded crimes.
Statistics for unfounded crimes provided by law enforcement agencies:

2024: 0 unfounded crimes.
2023: 0 unfounded crimes.
2022: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the University's Clery Geography.
- The University was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the University's Clery Geography.
- Certain law enforcement agencies did not comply with the University's request for crime statistics.

The statistical summary of crimes for this University over the past three calendar years follows:

	On Campus			Non Campus			Public Property		
Crime	2024	2023	2022	2024	2023	2022	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	1	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	1	0	0	0	0
Burglary	0	0	0	2	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	1	1	6	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrest - Liquor Law Violation	0	0	0	0	1	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	5	2	1	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	2	1	2	0	0	0
Dating Violence	0	0	0	0	0	2	0	0	0
Stalking	0	0	0	0	0	0	0	0	0