



Saint Mary's
University
of MINNESOTA

2023

Saint Mary's University of Minnesota

Twin Cities Campus

Annual Security Report

Table of Contents

- Security and the Saint Mary’s University Twin Cities Campus** 4
 - CAMPUS SAFETY 4
 - ACCESS TO ACADEMIC and ADMINISTRATIVE BUILDINGS 5
 - ACCESS TO RESIDENCE HALLS 5
 - PHYSICAL CAMPUS SECURITY CONSIDERATIONS 5
 - CONFIDENTIAL REPORTING 7
- Communicating about Security Matters** 7
 - TIMELY WARNING NOTICES—SAFETY ALERTS 8
 - COMMUNICATING SAFETY ALERTS 8
 - DAILY CRIME LOG 9
- Emergency Preparedness Procedures** 9
 - TWIN CITIES CAMPUS EMERGENCY RESPONSE 9
 - EMERGENCY COMMUNICATION AND SUPPORT 9
 - EMERGENCY AND EVACUATION PROCEDURES 11
 - ASSESSMENT OF EMERGENCY PLANS 11
- Saint Mary’s University of Minnesota Policies** 12
 - DRUG AND ALCOHOL POLICY 12
 - DRUGS 12
 - ALCOHOL 13
 - WEAPONS POLICY 14
 - SEXUAL ASSAULT, SEXUAL HARASSMENT AND OTHER SEXUAL MISCONDUCT 14
 - CONFIDENTIAL SUPPORT AND REPORTING 18
 - MEDICAL ATTENTION AND PRESERVATION OF EVIDENCE 18
 - MAKING A REPORT 19
 - CONTACT INFORMATION 20
 - SUPPORTIVE MEASURES. 20
 - INVESTIGATION and PROCEDURES for CONDUCT REVIEW 21
 - STUDENT OR STUDENT GROUP SANCTIONS 22
 - EMPLOYEE SANCTIONS 24
 - ORDERS FOR PROTECTION 24

SEXUAL ASSAULT EDUCATION AND PREVENTION PROGRAMS AND CAMPAIGNS	25
EXTERNAL RESOURCES	25
STUDENTS OR EMPLOYEES WITH CRIMINAL RECORDS	26
REGISTERED SEX OFFENDERS	26
PREPARATION OF THE ANNUAL SECURITY REPORT	26
ANNUAL REPORT DISTRIBUTION	27
Crime Statistics 2021-2023	27
Definitions	41
Campus Map	42

Saint Mary's University of Minnesota Twin Cities Campus 2023 Annual Security Report

September 2024

This report complies with the Jeanne Clery Act, formerly known as the Campus Safety and Security Act. It is named in memory of Jeanne Clery, a Lehigh University freshman who was murdered in her dorm room while she slept. The report is created so that students and their parents could consider safety and security when choosing an institution of higher education.

Security and the Saint Mary's University Twin Cities Campus

An effective security program relies upon the active participation of every student, faculty and staff member. Here on the Twin Cities campus of Saint Mary's University, your personal safety is most important. With your assistance and cooperation, we will provide the services, staffing, and guidance to achieve that end. This report is designed to assist you with information about a variety of security services, programs, and policies. A number of University departments produce informational materials in more detail than found in this annual report. We encourage you to contact Student Central for more specific information, if and when desired.

CAMPUS SAFETY

Saint Mary's University of Minnesota ("the university") contracts with GardaWorld Security to provide security services on its Twin Cities campus. Campus Security makes every effort to ensure and maintain a safe and comfortable learning and working environment for all persons associated with the Twin Cities campus. The university has devoted significant resources to providing a safe campus for its community members. Campus Security, located in La Salle Hall, provides on-campus coverage during business hours which may vary by semester and class schedules. Normal business hours are typically Monday through Friday 8 a.m. to 10 p.m. when classes are in session and until 6 p.m. during semester breaks. Most buildings are locked and accessible by card access. Visitors should check in at the Lasalle Hall Reception area.

Campus Security officers receive in-service and out-service training. These officers do not have arrest authority and have no legal jurisdiction to enforce criminal offenses. Officers conduct security and safety patrols on campus property on foot. Officers on patrol address violations of university policy, monitor parking and traffic on campus, prepare written reports, investigate suspicious circumstances, address immediate safety hazards, and exclude trespassers when appropriate. Law enforcement services on

campus are provided by the City of Minneapolis Police Department. The Department provides timely response to criminal behavior and follow-up on investigations of reported crimes as needed.

Campus Security provides a variety of services to the Twin Cities campus, including:

- Proactive patrols of all buildings and campus grounds
- Campus escort service, which provides vehicle or walking escorts to visitors and campus community members
- Response to medical and other emergencies
- Emergency mass notification alerts
- Fire and intrusion alarm monitoring and response
- Nightly security patrols
- Crime prevention programs

Additional safety tips and information regarding services provided by the Department are available on the Minneapolis Campus Pocket Emergency Guide at <https://safety.smumn.edu/wp-content/uploads/sites/6/2023/01/Security-Info-for-Website-1.pdf>

The university encourages all students and university community members to be fully aware of the safety issues on campus and to take action to prevent and to report illegal and inappropriate activities. Personal safety practices are the foundation of a safe community. If you “See Something,” we ask that you “Say Something.”

The university currently has policies and procedures relating to campus security and safety, and it expressly reserves the right to modify them or adopt additional policies or procedures at any time without notice. Such changes may appear in successive issues of this report.

ACCESS TO ACADEMIC and ADMINISTRATIVE BUILDINGS

The university campus is for the use of the faculty, students, staff, their escorted guests and those on official business with the university. Visitors may access campus buildings during normal business hours which is typically Monday through Friday 8 a.m. to 10 p.m. when classes are in session and until 6 p.m. during semester breaks. Most buildings are locked and accessible by card access. Visitors should check in at the Lasalle Hall Reception area.

ACCESS TO RESIDENCE HALLS

The Twin Cities does not have any residence halls.

PHYSICAL CAMPUS SECURITY CONSIDERATIONS

University facilities and landscaping are maintained to minimize hazardous conditions. Special care has been taken to provide bright outside lighting on the buildings and in

the parking lots. Shrubbery is kept low in public areas. The university installed a wrought-iron fence near Mother Teresa Hall to provide a safety barrier between Saint Mary's and neighboring residences. Malfunctioning lights and other unsafe conditions should be reported to Student Central for repair or correction.

REPORTING CRIMINAL ACTIONS OR OTHER EMERGENCIES ON CAMPUS

Students, faculty and staff should report all crimes and medical, fire or other emergencies and non-emergencies to Campus Security by pressing the preprogrammed security button from any campus phone or by dialing the Lead Security Officer at (612) 720-0417 during hours of operations.

Campus Security is the official repository for all criminal reports made on campus. Reports may also be made to the Minneapolis Police Department by calling 911 for an emergency and 311 for a non-emergency. The Minneapolis Police Department is called for all crime reports.

The university has added to all its classroom telephones, a button for Campus Security. Students, faculty, and staff may use the "Campus Safety" button on any classroom phone to reach Campus Security in the event of any emergency.

If a victim of crime elects to do so, the university supports and encourages the making of prompt, accurate reports to Campus Security as well as the appropriate police agency. Crimes, emergencies or any type of suspicious activity should be reported to Campus Security by pressing the pre-programmed security button from any campus phone or (612) 720-0417 from a cell phone. The reporting of crimes to Campus Security aids in providing timely warning notices to the community, when appropriate, and in ensuring inclusion of the crime in the annual crime statistics. In addition, Campus Security will assist victims in making reports to the appropriate police agency if requested to do so.

Upon receipt of a report, Campus Security will dispatch an officer(s) to the caller's location to file an incident report. In the case of a medical, fire or criminal emergency, Campus Security notifies the appropriate emergency personnel.

Criminal reports and any statement relating to these reports that are made to Campus Security will be forwarded to the Minneapolis Police Department if deemed appropriate and if permitted by Minnesota and Federal law. Campus Security will assist the Minneapolis Police Department in any investigation as may be requested and as may be permitted by Minnesota and Federal law. When alleged perpetrators are identified as students, the case will be forwarded to Student Central for investigation and appropriate action. Criminal investigation, arrest, and prosecution can occur independently and at the same time as the campus judicial process.

The university does not recognize any off-campus organizations.

CONFIDENTIAL REPORTING

A victim of a crime who does not want to initiate a complaint within the university disciplinary system or local police can choose to make a confidential report. The victim may direct the report to the Director Campus Operations or the Director of Campus Security or a designee to file an incident report without revealing the victim's identity. The purpose of this type of report is to comply with the reporting party's wish to keep the matter anonymous, while taking steps to contribute to future campus safety. With such data, the university can maintain accurate reports of the number of incidents to determine if there is a pattern of crime with regard to a particular location, method or offender, and, as appropriate, alert the community to potential danger. Confidential reports also assist in assuring accurate crime statistics are compiled. Reports filed in this manner are counted and disclosed in annual crime statistics.

Confidential reports of sexual assault, domestic violence, dating violence, or stalking may only be made to "confidential sources" as outlined in the university's [Sex Discrimination Policy](#). The Twin Cities campus does not provide health services or counseling services to its students so confidential reports to a psychologist or nurse are not available.

Anonymous reports of sexual assault, domestic violence, dating violence, or stalking may be made using [this report](#). Other reports may be using the [Incident Report Form](#).

Communicating about Security Matters

Campus Security and Student Central provide the Twin Cities campus community with educational materials on safety and crime prevention. Campus Security provides assistance in presenting programs on campus in the areas of crime prevention, personal safety and others. Orientation sessions are available to new students at the start of each academic term. The safety and security offerings include comments on awareness of dangerous situations, prevention strategies and options for reporting crimes. An email to students concerning safety awareness is sent at the beginning of each semester. Campus Security provides information on campus security policies, procedures, and crime prevention to all new employees and faculty. All new full-time employees are required through Human Resources to receive sexual violence and sexual harassment awareness training in order to increase awareness and response. Current employees may also be required to take refresher or updated courses. The Campus Security staff is also available to conduct seminars on a variety of topics including personal safety and theft prevention on request. Materials containing tips for personal safety and crime prevention are available at the Twin Cities Campus Security offices. Additional information or presentations can be arranged upon request with Campus Safety. Through these efforts, community members are encouraged to care for themselves, as well as for each other.

The university will, upon written request, disclose to the alleged victim of crime of violence, 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.

TIMELY WARNING NOTICES—SAFETY ALERTS

In order to aid in the prevention of similar crimes, the Director of Campus Operations, in conjunction with the GardaWorld Account Manager, will develop and issue timely warnings to the campus community. The purpose of the warnings is to notify members of the community about crimes that have occurred on campus or on non-campus property or public property where it is determined that the incident may pose a serious or ongoing threat to members of the campus community. Warnings will be issued for the following crimes: murder/non-negligent manslaughter, robbery, and serious cases of arson. Alerts for the crimes of aggravated assault, motor vehicle theft, and burglary, are considered on a case-by-case basis and depend upon a number of factors. These include the nature of the crime, the continuing danger to the campus community—such as whether the perpetrator was apprehended—and the possible risk of compromising law enforcement efforts. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other campus community members and a timely warning would not be distributed. Alerts for sexual misconduct offenses (sexual assault, domestic violence, dating violence and stalking) will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the Campus Security.

Sometimes these offenses are reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Any timely warning notice distributed to the community shall withhold the names of any victim as confidential.

COMMUNICATING SAFETY ALERTS

The Director of Campus Operations has primary responsibility for developing the timely warnings. All warnings will be sent by the Director of Campus Operations or his/her designee through the campus email system and/or text through Blackboard Connect. Additional supplemental methods for disseminating warnings may include, but are not limited to, the following means: posting of flyers, public address systems in buildings, website information, announcements in classes, and news media announcements. The method or methods used will depend on the severity, location, and type of incident and the ongoing nature of the threat.

DAILY CRIME LOG

Campus Security maintains a chronological log of all reported crimes for the past

60 days, which is available for public inspection at the Campus Security office in Lasalle Hall. Log entries older than 60 days will be made available within two business days upon request to Campus Safety, at tcsecurity@smumn.edu or (612) 720-0417.

Emergency Preparedness Procedures

TWIN CITIES CAMPUS EMERGENCY RESPONSE

The university has an Emergency Response Plan in place that includes procedures to promote a rapid response to an unanticipated emergency or threatening situation. The university views all incidents affecting campus safety as serious and time critical, and routinely examines the Emergency Response Plan and devises new measures to respond to various incidents as quickly and effectively as possible. When a serious incident occurs, the first responders to the scene are usually Campus Security, the Minneapolis Police Department and the Minneapolis Fire Department. These agencies respond and work together to manage the incident. Depending on the nature of the incident, other university departments and other local emergency response agencies or federal agencies could also be involved in responding to the incident.

If a situation arises on or around campus that could potentially threaten the health or safety of campus community members, the Incident Management Team, consisting of vice presidents of the university, Campus Security, and other appropriate personnel, are immediately summoned as part of the university's emergency response procedure. The Incident Management Team is trained in emergency response and has the authority to take immediate action in response to an imminent crisis, using the Emergency Response Plan as a guideline.

These actions may include:

- Deployment of Campus Security officers, and, if necessary, university staff in order to maintain safety and order.
- Liaison activities with appropriate outside organizations such as fire/rescue, police, Hennepin County Emergency Management, etc.
- Use of campus emergency warning and evacuation systems.
- Immediate and appropriate actions to protect life, property, and to safeguard records as necessary.
- Provision of traffic control, access control, perimeter and internal security patrols and fire prevention services as needed.
- Evacuation of campus buildings.

EMERGENCY COMMUNICATION AND SUPPORT

In the event of an emergency, an effective campus-wide communications process is vital in order to provide the greatest safety possible for the university community. In emergencies that threaten life or safety and/or severely impact standard campus operations (significant emergency), the university will, without delay, and taking into

account the safety of the community, determine the content of any emergency notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to or otherwise mitigate the emergency.

The Director of Campus Operations and the Director of Campus Security have the authority to initiate Blackboard Connect and the campus wide public address system and to determine the content of the emergency message once a significant emergency is confirmed. Students, faculty and staff are advised of the persons and organizations responsible for carrying out this process. Emergency information will be disseminated to the larger community through the Hennepin County Emergency Management's established code red emergency notification system.

The university will endeavor to make such notification sufficiently specific so as to enable recipients to make an appropriate response to the threat. The communications tools may include some or all of the following methods:

- Blackboard Connect: Important emergency alerts, notifications and updates are sent to all registered devices, including cell phone; email account (work, home, other); and smartphone/PDA. Students and employees may opt into the Blackboard Connect system when entering cell phone information into the University's records management system.
- The public address system via the VOIP phone systems All classrooms are equipped with telephones. In the event of an emergency, the phone system will be used to send a page message to all office and classroom phones.
- Building Fire Alarm Systems: Used to notify occupants of a building of the need to evacuate.
- Saint Mary's Website: Critical information is posted on the homepage and may be viewed both internally (students, faculty and staff) and externally (parents, alumni and other constituents). Through this website, the university will provide updates to the community as needed.
- Email: Broadcast emails are sent to Twin Cities campus students, faculty and staff, as well as alumni, if appropriate.
- Telephone: Broadcast voicemails may be sent to faculty and staff.
- Personal Interaction and Connection: Campus Security personnel and other university staff may make personal contact with people in buildings on campus.

Students and university employees can register for Blackboard Connect and can check the website for information and updates. The Office of Marketing & Communication, in consultation with the Incident Management Team, is responsible for developing and disseminating emergency information to the surrounding community.

EMERGENCY AND EVACUATION PROCEDURES

Evacuation of all, or part of Twin Cities campus of the university will occur only under extraordinary circumstances. Such emergencies as a bomb threat, hazardous materials leaking into the environment, nuclear disaster, fire, and civil disturbance can quickly create a need for evacuation.

Campus Security will normally receive the first notice of an emergency that may require evacuation. Campus Security will in turn notify the Executive Vice President and advise him/her of the situation. The Executive Vice President makes any evacuation decision.

Building Evacuation

- Evacuate all buildings when a fire alarm sounds, the emergency notification system is activated, and/or upon notification by Campus Security. Do not activate the alarm in the event of a bomb threat.
- When the building evacuation alarm is activated during an emergency, leave by the nearest marked exit and alert others to do the same.
- Assist persons with disabilities to exit the building. Remember that the elevators are reserved for persons with disabilities. Do not use the elevators in case of fire. Do not panic.
- Once outside, proceed to a clear area that is at least 500 feet away from the affected area or building. Keep streets, fire lanes, hydrant areas and walkways clear for emergency vehicles and personnel.
- Do not return to an evacuated building unless told to do so by a university official.

Campus Evacuation

- Evacuation of all or part of the campus grounds will be announced by the Executive Vice President.
- Immediately vacate the campus area in question and relocate to another part of the campus as directed. The first areas to which persons should be evacuated are the parking lots on Oakland Avenue.

ASSESSMENT OF EMERGENCY PLANS

The university conducts regularly scheduled drills, exercises and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities. These include tabletop exercises, fire drills, other drills, and tests of the emergency notification systems on campus. This past year, the Twin Cities campus conducted a fire drill and severe weather drill. Emergency response and evacuation procedures are tested on an annual basis.

The University's Relationship with Local Police

Campus Security responds to complaints on campus and coordinates investigations with outside agencies as necessary. Campus Security has not entered into any memorandum

of understanding with local police regarding the investigation of criminal incidents or any other matters but maintains good relationships with Minneapolis Police Department, which has jurisdiction on campus and can provide immediate response when necessary. The university has a liaison in the 3rd Precinct of the Minneapolis Police Department with which it works. The university annually seeks statistical information from the local police departments representing its campuses, centers, and sites.

The Director of Campus Security will serve as the primary liaison between Campus Security and all law enforcement agencies.

Saint Mary's University of Minnesota Policies

DRUG AND ALCOHOL POLICY

Campus Security officers cannot arrest individuals for violations of local, state and federal laws regarding alcohol and drugs, because the officers are not sworn law enforcement authorities. Campus Security officers will work with and involve the appropriate law enforcement authorities for serious violations that warrant a police response. The university has a drug and alcohol policy that applies to students, faculty, and staff. Campus Security officers will refer violations of that policy to Student Central for potential action involving students and to Human Resources for potential action involving employees.

DRUGS

The use of narcotics and controlled substances without a prescription on university premises, as elsewhere, is illegal. The university prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by any of its employees or students in its workplace, on its premises, or as part of any of its activities. The university may also, under appropriate circumstances in the university's discretion, discipline its employees or students in response to the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug outside its workplace or off its campus premises.

Students found responsible for illegal drug use are subject to the loss of their Federal financial aid and dismissal from the university. The possession of prescription drugs is permissible, if and only if, the prescription is made out to the individual using the drugs. Any sale or sharing of a prescription drug is prohibited.

The possession or use of bongs, pipes or other drug devices (including Hookahs) is against the law in the State of Minnesota. University officials will confiscate any and all such items, and eventually turn them over to the police for destruction.

Students are prohibited from appearing at any university classroom/clinical site/or controlled facilities with the presence of illegal drugs in their bodies.

ALCOHOL

The possession, use, sale or furnishing of alcohol on the Twin Cities campus is governed by Minnesota State law, and the enforcement of these laws is at the discretion of local police.

Behavior, suspected of being attributable to or influenced by alcohol or controlled substances, that disrupts or interferes, in any way, with the atmosphere conducive to teaching and learning should be reported to the person immediately in charge of the situation. If the offending behavior is that of a student, the faculty member should be notified. The faculty member should then seek assistance from a university administrator. If the offending behavior is that of a faculty member, the appropriate dean, a program director, or another university administrator should be notified. If the offending behavior is that of a staff member, the individual's supervisor should be notified.

Actions taken by university administration for such behavior may include, but are not limited to:

1. Removal of the individual from the immediate teaching, learning or work setting.
2. Dismissal of the affected class if a faculty member is involved.
3. Discussion of the behavior with the individual by appropriate university administrators and recommendation of remedial measures.
4. Follow-up measures by the university, including ongoing monitoring, as determined on a case-by-case basis.

Employees with substance abuse problems may obtain information and seek support services from the Human Resources Department or the university Employee Assistance Program. Students on the Twin Cities campus are encouraged to use one of the resources below.

External resources that may be of assistance to students and employees include:

First Call for Help
211

Alcoholics Anonymous (Minneapolis) 952-922-0880

Narcotics Anonymous 877-767-7676

WEAPONS POLICY

Campus Security officers do not carry firearms or any other weapon in their official capacity. Outside law enforcement personnel who are authorized to possess weapons

may do so within the scope of their authority. No other persons are permitted to possess weapons on university property, even if such weapons are legally registered.

SEXUAL ASSAULT, SEXUAL HARASSMENT AND OTHER SEXUAL MISCONDUCT

Saint Mary's University of Minnesota ("the university") is committed to fostering a climate free from sexual discrimination, harassment and violence, dating violence, domestic violence, and stalking through clear and effective policies, a coordinated education and prevention program, and prompt and equitable procedures for resolution of reports of conduct prohibited under this policy.

The university seeks to foster and maintain a community of mutual respect and concern for all of its members. There can be no greater violation of the terms of that community, or of the essential dignity of any member of it, than an act of sexual assault, sexual harassment, or other sexual misconduct. These acts will not be tolerated in any form.

All members of the university community are protected by and subject to the university's Sex Discrimination Policy. That policy provides the framework for eliminating sexual assault, sexual harassment, and other sexual misconduct from our community, preventing its recurrence, and addressing its effects. The policy applies to all students, faculty, and staff of the university. Other individuals or organizations engaging in or conducting activities associated with the university or doing business at or with the university are required to comply with the provisions of the policy. All community members will abide by the policy at all times, whether on campus or away from campus, when engaged in activities sponsored by the university or which otherwise relate to the university or its business. Such activities include, but are not limited to, professional meetings, classes, practica, seminars, study abroad programs, and all other activities involving or relating to the university.

Saint Mary's University of Minnesota is committed to providing an environment that is free from the physical and emotional threat of sex discrimination, including sexual assault and other forms of sexual violence. Saint Mary's University has a zero tolerance for sex discrimination in any form. Sex discrimination incorporates a variety of behaviors, including sexual harassment, sexual assault, sexual violence, stalking, domestic violence, dating violence, and any other conduct of a sexual nature that is nonconsensual or has the purpose or effect of threatening, intimidating, coercing or interfering with the rights of another person or persons. Photographs, video, or other visual or auditory records of sexual activity made or shared without explicit consent constitute sex discrimination, even if the activity documented was consensual.

There are two types of prohibited conduct that qualify as "sex discrimination" under Title IX, each of which is defined more specifically below: (1) non-harassment sex discrimination and sex-based harassment. The definitions outlined herein are required

by federal regulations.

Non-Harassment Sex Discrimination

1. Differential Treatment is conduct on the basis of sex that excludes an individual from participation, denies the individual the benefits of, treats the individual less favorably, or otherwise adversely affects a term or condition of an individual's employment, education, living environment, or participation in a program or activity.

Examples of Differential Treatment include:

- Giving prohibited consideration to an individual's sex in deciding whether to offer an applicant a job interview or an employee a promotion;
- Requiring that members of a particular sex meet higher standards for advancement or promotion;
- Denying a student the opportunity to participate in an educational activity because of his or her sex.

Differential Treatment includes discrimination on the basis of sex stereotypes, pregnancy or related conditions, sexual orientation, and gender identity.

2. Retaliation is any act of intimidation, threat, coercion, or discrimination or any other adverse action or threat thereof against any individual for the purpose of interfering with any right or privilege secured by Title IX, its regulations, or this Policy or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. Encouraging or assisting others to engage in Retaliation or to interfere with the process are also considered Retaliation and violate this Policy.

The following acts are examples of conduct that may constitute Retaliation if done for the purpose of interfering with a right or privilege secured by Title IX or this Policy or because an individual has made a report or complaint or participated or refused to participate in a complaint resolution process: acts or comments that are intended to discourage a person from engaging in activity protected under this Policy or that would discourage a reasonable person from engaging in activity protected under this Policy; acts or comments that are intended to influence whether someone participates in the complaint resolution process, including a live hearing; acts or comments intended to embarrass the individual; adverse changes in employment status or opportunities; adverse academic action; and adverse changes to academic, educational, and extra-curricular opportunities. Retaliation may be in person, through social media, email, text, and other forms of communication, representatives, or any

other person. Retaliation may be present against a person even when the person's allegations of sex discrimination are unsubstantiated.

3. Failure to Provide a Student Reasonable Modifications for Pregnancy and Related Conditions means failure to make reasonable modifications to University policies, practices, or procedures for a student's pregnancy or related condition as necessary to prevent Sex Discrimination and ensure equal access to the University's education program or activity.

Reasonable modifications are based on a student's individualized needs. Modifications that would fundamentally alter the nature of the University's education program or activity are not reasonable. Certain modifications may be reasonable in some circumstances but unreasonable in others depending on the particular course and other relevant circumstances.

Sex-Based Harassment

Sex-Based Harassment means sexual harassment and other harassment on the basis of sex, including on the bases of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that satisfies one or more of the following definitions:

1. Quid Pro Quo Harassment occurs when an employee, agent, or other person authorized by the University to provide an aid, benefit, or service under the University's education program or activity, including a student-employee, explicitly or implicitly conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct. Such unwelcome sexual conduct could include, but is not limited to, sexual advances, requests for sexual favors, sexually motivated physical contact or other verbal, nonverbal, or physical conduct or communication of a sexual nature.
2. Hostile Environment Harassment is unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University's education program or activity.

The following conduct, or other unwelcome sex-based conduct, may constitute Hostile Environment Harassment:

- Sexual flirtations, advances, or propositions;
- Requests for sexual favors;
- Verbal abuse of a sexual nature, obscene language, gender- or sexually-oriented jokes, verbal commentary about an individual's body, sexual innuendo, and gossip about sexual relations;

- The display of derogatory or sexually suggestive posters, cartoons, drawings, or objects, or suggestive notes or letters or e-mails or text messages or in a public space;
- Visual conduct such as leering or making gestures;
- Sexually suggestive comments about an individual's body or body parts, or sexual degrading words to describe an individual;
- Unwanted kissing;
- Touching of a sexual nature such as patting, pinching or brushing against another's body;
- Cyber or electronic harassment of a sexual nature;
- Degrading comments about a particular sex.

The circumstances that may be considered when determining whether conduct was so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University's education program or activity include, but are not limited to:

- The degree to which the conduct affected the complainant's ability to access the University's education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the University's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred;
- Other Sex-Based Harassment in the University's education program or activity;
- Whether the conduct was merely a discourteous, rude, or insensitive statement; and
- Whether the speech or conduct deserves the protection of academic freedom.

3. Sexual Exploitation occurs when a person takes non-consensual or abusive sexual advantage of another person for the benefit of anyone other than the one being exploited. Examples of Sexual Exploitation may include, but are not limited to:

- Intentional and repeated invasion of sexual privacy without consent (e.g., walking into the other person's room or private space without consent);
- Prostituting another person;
- Taking of or distribution of photographs/images, video or audio recording, or electronically broadcasting (e.g., with a web cam) a sexual activity without consent;
- Intentional removal or attempted removal of clothing that exposes an individual's bra, underwear, genitals, buttocks, or breasts, or that is otherwise sexual in nature, without consent;
- Intentionally allowing others to view/hear a sexual encounter (such as

letting individuals hide in the closet or watch consensual sex) without consent;

- Viewing or permitting someone else to view another's sexual activity or intimate body parts, in a place where that person would have a reasonable expectation of privacy, without consent;
- Engaging in voyeurism without consent;
- Exposing one's genitals, buttocks, or breasts in non-consensual circumstances;
- Inducing another to expose his or her genitals, buttocks, or breasts in non-consensual circumstances;
- Knowingly transmitting a sexually transmitted disease or sexually transmitted infection to another person without his or her knowledge and consent;
- Ejaculating on another person without consent;
- Distributing or displaying pornography to another in non-consensual or unwelcomed circumstances.

While conduct may meet the definition of Sexual Exploitation and also be part of a finding of Hostile Environment Harassment, if the decisionmaker finds that conduct meets the definition of Sexual Exploitation or Hostile Environment Harassment, the decisionmaker generally will not separately analyze the same conduct under the other definition.

4. Sexual Assault is any actual or attempted sexual contact, including penetration and contact with any object, with another person without that person's consent. As used in this Policy, sexual contact includes intentional contact by the accused with the victim's genital area, groin, inner thigh, buttocks, or breasts, whether clothed or unclothed; touching another with any of these body parts, whether clothed or unclothed; coerced touching by the victim of another's genital area, groin, inner thigh, buttocks, or breasts, whether clothed or unclothed; or forcing another to touch oneself with or on any of these body parts. Sexual Assault includes but is not limited to an offense that meets any of the following definitions:

- Rape: the penetration, no matter how slight, of the vagina or anus with any body part or object, oral penetration by a sex organ of another person, or oral contact with the sex organ of another person, without the consent of the victim.
- Fondling: the touching of the intimate parts (including the genital area, groin, inner thigh, buttocks, or breast) of another person for the purpose of sexual gratification, without the consent of the victim.
- Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory rape: sexual intercourse with a person who is under the statutory age of consent; in Minnesota, the age of consent is 16. Sexual

Assault is also prohibited by Minnesota law.

5. Domestic Violence includes a felony or misdemeanor crime committed by a person who (a) is a current or former spouse or intimate partner of the victim under the Minnesota family or domestic violence laws (or if the crime occurred outside of Minnesota, the jurisdiction in which the crime occurred), or a person similarly situated to a spouse of the victim, (b) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner, (c) shares a child in common with the victim, or (d) commits acts against a victim who is protected from those acts under the Minnesota family or domestic laws.

While not exhaustive, the following are examples of conduct that can constitute Domestic Violence when committed by a current or former spouse or intimate partner of the victim or a person similarly situated to a spouse of the victim: (1) physical harm, bodily injury or assault; (2) the infliction of fear of 13 imminent physical harm, bodily injury, or assault; or (3) terroristic threats, criminal sexual conduct, or interference with an emergency call.

For purposes of this Domestic Violence definition, consent will not be a defense to a complaint of physical abuse. Domestic Violence is also prohibited by Minnesota law.

6. Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined with consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating Violence includes, but is not limited to, sexual or physical abuse, such as physical harm, bodily injury, or criminal assault, or the threat of such abuse. For purposes of this Dating Violence definition, consent will not be a defense to a complaint of physical abuse.

Dating Violence does not include acts covered under the definition of Domestic Violence. Dating Violence is also prohibited by Minnesota law.

7. Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for their safety or the safety of others; or (2) suffer substantial emotional distress.¹ Stalking behavior may include, but is not limited to:
 - Repeated, unwanted and intrusive communications by phone, mail, text message, and/or email or other electronic communications, including social media;
 - Repeatedly leaving or sending the victim unwanted items, presents, or flowers;

- Following or lying in wait for the victim at places such as home, school, work, or recreational facilities;
- Making direct or indirect threats to harm the victim, or the victim's children, relatives, friends, or pets;
- Damaging or threatening to damage the victim's property;
- Repeatedly posting information or spreading rumors about the victim on the internet, in a public place, or by word of mouth, that would cause a person to feel threatened or intimidated;
- Unreasonably obtaining personal information about the victim.

For the purposes of this Stalking definition, not all communication about a person will be considered to be directed at that person. Stalking is also prohibited by Minnesota law.

Procedures to Follow if an Incident of Sexual Assault, Sexual Harassment or Other Sex Discrimination Occurs—Accessing University Resources for Help and Support

Should an incident of sexual assault, sexual harassment, or other sex discrimination occur, the university has both reporting procedures and support resources in place so that an individual does not need to face the effects of such an incident alone. The first concern is for the safety, health, and well-being of those affected. Confidential and non-confidential (yet private) options for support and reporting are available. The university strongly encourages reporting of the incident to the Title IX Coordinator, Campus Security, and/or to local law enforcement. An individual does not have to decide whether or not to request any specific action by the university at the time the report is made, nor is there a time limit on reporting. The university is committed to supporting the rights of a person reporting an incident of sexual assault, sexual harassment, or other sex discrimination to make an informed choice among options and services available. An individual is not required to notify local law enforcement or campus authorities about an incident of sexual assault, sexual harassment, or other sex discrimination.

In the event of a sexual assault, contact Campus Security (612 720-0417) and/or the Minneapolis Police Department (911 or 311) as soon as possible after the assault. Please remember it is most important to preserve evidence. Do not bathe, douche, use the toilet, or change clothing. Note everything about the location. If you have been sexually assaulted, you should seek medical attention immediately, regardless of whether you want to report the matter to the police, Campus Security, or to university officials.

The university will respond to each report of a sexual assault in order to provide better protection to the complainant and all members of the campus community. Sexual assault complainants should be aware of the need of the university to release information regarding the fact that an assault has occurred for the protection and safety of others. Information concerning the identity, address, and other personal

information of the sexual assault complainant will not be released.

Sexual assault complainants have the right to have reports made to the Minneapolis Police Department. The complainant may make this report; Campus Security will assist the complainant in making this report if the complainant so wishes; or the complainant may decline to make such a report. With the approval of the complainant, the university may make a report to the police department without disclosing the name of the complainant. Third party and anonymous reports may prevent the university and law enforcement from actively investigating the criminal activity.

Counseling and medical services are available off campus. If you are the victim of a sexual assault, Campus Security encourages you to contact one or more of the following: Minneapolis Police Department, Minnesota Coalition Against Sexual Assault, or the Hennepin County Medical Center.

The university will take appropriate action to safeguard the complainant and, at the same time, protect the rights of the respondent. If the complainant of a sexual assault requests, the university will attempt to provide, if reasonably available, a change in classes.

CONFIDENTIAL SUPPORT AND REPORTING

There is a distinction between seeking assistance from a confidential resource and making a report to the university through designated reporting options. Confidential resources, including counselors, medical health providers, and clergy, have confidentiality obligations imposed by law and will not share information about a complainant or respondent (including whether or not that individual has received services) except under limited circumstances as permitted or required as described below. In contrast, all other university employees are expected to share information with the Title IX Coordinator.

Limits to confidentiality include:

1. **Mandatory Reporting of Child Abuse**

All university employees, including confidential resources, are required to immediately report any knowledge or reasonable suspicion that a minor (someone under 18 years old) is experiencing abuse or neglect based on information shared by the minor, any other individual, or one's own observations or knowledge.

2. **Risk of Harm to Self or Others**

Mental health professionals are required to disclose information where there is an imminent threat of harm to self (the client) or others.

3. **Clery Act Reporting**

Pursuant to the Clery Act, anonymous statistical information for certain offenses

that have been reported at campus locations must be shared with Campus Safety. The information does not include the names or any other identifying information about the persons involved in such incidents.

MEDICAL ATTENTION AND PRESERVATION OF EVIDENCE

When an incident of sexual assault, sexual harassment, or other sex discrimination is reported to a campus resource, the individual's physical well-being should be addressed as soon as possible, whether or not the individual wishes to make a formal report to Campus Security or local law enforcement. A medical provider can diagnose and treat the full extent of any injury or physical effect. The medical exam is also important in order to properly collect and preserve evidence. There is a limited window of time (typically 72 to 96 hours) following an incident of sexual assault to preserve physical and other forms of evidence for proof of a criminal offense and assistance in obtaining a protective order. In the event of a report immediately following an incident of sexual assault, an individual is encouraged to not shower, bathe, douche, brush teeth, drink, or change clothing prior to seeking medical treatment. Similarly, any clothing or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of the medical examination, taking the step to gather evidence will preserve the full range of options to seek resolution through the university's complaint processes or through the pursuit of criminal action.

MAKING A REPORT

An individual may report an incident of sexual assault, sexual harassment or other sex discrimination to local law enforcement and/or the Title IX Coordinator. University personnel will assist the reporting person in notifying the authorities if the person should request. A complaint may be pursued through the criminal process or through the university disciplinary process consecutively or concurrently. The complainant may also choose to decline to notify law enforcement as well as campus authorities. When a student or employee reports to the university that they have experienced a sexual assault, sexual harassment or other sex discrimination, the university will

- address immediate physical safety and emotional well-being;
- notify the complainant of the right to contact law enforcement, to decline to contact law enforcement, and to seek medical treatment;
- inform the complainant of the importance of preservation of evidence (i.e., medical, forensic, physical, electronic, etc.)
- ask Campus Safety to enter the incident into the university's daily crime log, if appropriate (without identifying information);
- evaluate whether to issue a timely warning consistent with the Clery Act;
- provide the complainant with information about on and off-campus resources;
- notify the complainant of the range of supportive measures;
- consider the complainant's interests with respect to supportive measures;
- provide the complainant with an explanation of the procedural options under the policy;

- notify the complainant of the ways the complainant may choose to participate, or decline to participate, in the various steps of the process. This will include notification that the Title IX Coordinator may, in certain circumstances, proceed without complainant's participation and that non-participation by the complainant may limit the ability of the university to respond;
- discuss the complainant's expressed preference for manner of resolution and any barriers to proceeding;
- explain the university's policy prohibiting retaliation; and,
- if the determination has been made to notify the respondent of the report, provide the respondent with information about resources, supportive measures, and procedural options.

When a formal complaint about an incident of sexual assault, sexual harassment, or other sex discrimination is filed with the university, the university may designate an investigator of its choosing. Normally, the investigation will include interviewing the parties, interviewing witnesses as appropriate, and collecting relevant documentary, electronic, or other evidence. At the conclusion of the fact-finding investigation, the matter is referred for a hearing with a neutral fact-finder/decision-maker. Investigations are overseen by the Title IX Coordinator.

CONTACT INFORMATION

Any member of the university community who believes that she or he has been a victim of sexual assault, sexual harassment or sexual misconduct may request assistance as follows:

- For Twin Cities campus students - Dr. Marisa Naryka, Title IX Coordinator, TitleIX@smumn.edu
- For Twin Cities campus employees - Fernando Rosa, Assistant Vice President of Human Resources, 507-457-1421

SUPPORTIVE MEASURES.

Upon receipt of a report of sexual harassment, sexual assault, or sex discrimination, the university may impose reasonable and appropriate supportive measures designed to restore or preserve a complainant's equal access to university programs or activities without fee or charge, and without treating the respondent as responsible unless and until the completion of a formal resolution that determines the respondent to be responsible for a policy violation. Supportive measures are designed to restore or preserve equal access to the university's education programs and activities without unreasonably burdening the other party. They include measures designed to protect the safety of all parties or the university's educational environment, and include measures to deter sexual harassment.

Supportive measures are available to both the complainant and respondent regardless of

whether the complainant chooses to file a formal complaint. The Title IX Coordinator will maintain the privacy of any supportive measures provided to the extent possible and will promptly address any reported violation/s of the supportive measures.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Any requests for or questions concerning supportive measures may be directed to the Title IX Coordinator.

Potential supportive measures, implemented on behalf of the complainant and/or the respondent to the extent reasonably available and warranted by the circumstances, include, but are not limited to:

- Access to counseling services and assistance in setting up an initial appointment, both on and off campus;
- Imposition of a mutual “no-contact order” (failing to abide by the no-contact order may result in allegations of additional policy violations);
- Rescheduled exams and assignments;
- Extensions of deadlines;
- Alternative course completion options;
- Change in class scheduling, including the ability to transfer course sections or withdraw from a course without penalty;
- Change in work schedule or job assignment;
- Change in student’s university-owned, sponsored or controlled housing;
- Assistance in completing housing relocation;
- Limiting an individual’s or organization’s access to certain university facilities or activities pending resolution of the matter;
- Voluntary leave of absence;
- Providing an escort to ensure safe movement between classes and activities;
- Increased security and monitoring of certain areas of the campus;
- Medical services;
- Academic support services, such as tutoring;
- University-imposed administrative leave or separation;
- University-imposed restricted access;
- Assistance with identifying resources available to help with visa or immigration issues, legal issues and transportation options;
- Other remedies that can reasonably be tailored to the involved individuals to achieve the goals of this policy.

INVESTIGATION and PROCEDURES for CONDUCT REVIEW

The university’s procedures for student disciplinary action are set forth in full in the Catalog and Student Handbook, available to all students through the university’s website. The university’s procedures for investigation and resolution of reports of sexual assault, sexual harassment and other sex discrimination are set out in its [Sex](#)

[Discrimination Policy](#), available on the Title IX page of the university's website. These procedures are designed to provide for a prompt, fair, and impartial response for the resolution of such reports. Any investigation will be conducted by campus authorities who have received training on issues related to sex discrimination and investigative processes. Under these procedures, the complainant and the respondent are entitled to the same opportunities to present relevant statements, supporting documentation and witnesses during the university's investigation and disciplinary process.

The disciplinary process to address complaints of sexual harassment, sexual assault or other sex discrimination is triggered by a student or employee making a written complaint to the Title IX Coordinator. The Title IX Coordinator assigns an investigator to the complaint.

The complainant and the respondent will have the opportunity to be accompanied by an advisor of their choice at their respective meetings related to the investigation and disciplinary process, including investigative interviews. The advisor role is non-speaking, and advisors who are disruptive during the proceedings will be required to leave. The Title IX Coordinator or his/her designee shall deal directly with the complainant and respondent, not through any third party. A representative may not appear in the place of either the complainant or respondent.

Absent extenuating circumstances, the investigation of a complaint under this policy will ordinarily be completed within 100 calendar days from the time a complaint is made. This time period may be shorter or longer depending on the circumstances, including, but not limited to, the complexity of the case and the availability of witnesses. If extenuating circumstances are present, the investigator may also decide independently to extend this general day timeframe, and will inform the parties, and any other individual who needs to know, of any such decision.

Absent extenuating circumstances, a live hearing on the complaint will be held within 25 days of the completion of the investigative report. A finding regarding whether the policy and/or other university policies have been violated will be made within 15 days after conclusion of the live hearing.

The complainant and the respondent will receive simultaneous written notice of the outcome of the hearing, any change to the results before the outcome is final, the date the results are final, and the process for appeal.

The university will use a preponderance of the evidence standard in assessing whether sexual misconduct occurred.

Any of the following sanctions, or combinations of sanctions, may be imposed on a student or employee responsible for a violation of the policy. Disciplinary action other than those outlined below may be taken as the situation warrants. Failure to abide by

the imposed sanction may result in additional violations/sanctions.

Student or Student Group Sanctions

- **Statement of Concern.** A statement to students who are found in the presence of a policy violation, but who are not held formally accountable for that violation.
- **Warning.** A notification that a student has committed certain violations and that continuance of such conduct will result in more severe disciplinary action.
- **Educational Sanctions.** Sanctions include, but are not limited to, alcohol education, mandatory counseling assessment and adherence to professional counseling recommendations, research papers or projects, residence hall programming, group education program, etc.
- **Behavioral Contract.** A contract allowing a student to successfully manage their behavior while remaining an active member of the University community. Failure to complete the agreed-upon provisions of the contract may result in suspension from the University, unless the student voluntarily withdraws. If suspended or withdrawn, the student must follow the readmission process outlined in the University Catalog before they may resume their studies at the University.
- **Administrative Hold on Student Accounts.** A sanction used when students fail to comply with assigned tasks from a conduct hearing or Title IX investigation. This action precludes students from registering for classes and obtaining such documents as transcripts and diplomas. Once the outstanding sanction has been satisfactorily completed, the hold will be lifted.
- **Disciplinary Service.** Service hours in a given area as a way to give back to the campus or local community.
- **Fine/Restitution.** A monetary penalty for violations such as vandalism or damage to university property or the property of others. All fines must be paid by personal or cashier's check; they will not be applied to a student's account.
- **University Restriction.** Restriction from certain buildings, events, activities, etc.
- **University Housing Restriction.** Residence reassignment, removal from University housing, or restrictions on where a student may live.
- **No Trespass or No-Contact Directives.**
- **Conditions Upon Presence on Campus or at University Events.**
- **Removal or Non-Renewal of Scholarships or Honors.**
- **Temporary or Permanent Revocation of Degree.**
- **Revocation of Admission to the University.**
- **Disciplinary Probation.** A specified period of time during which a student is not in good disciplinary standing with the University.
- **Administrative Withdrawal.** Withdrawal from a specific course, major, or academic department where a student or group of students violates expectations of the academic arena (classroom incivility, disruption, harassment of faculty or other students in the classroom).
- **Deferred Suspension.** A sanction for students who have been held responsible for behavior that warrants suspension but where mitigating circumstances and additional sanctions may allow a student to remain in the community while these

sanctions are being completed. Failure to complete any of the additional expectations by the stated deadlines may lead to the immediate implementation of suspension without further hearing. In addition, if a student is found responsible for any further university policy violations, at a minimum, the student may be recommended for suspension.

- **Suspension.** Denial of the opportunity to continue at the University for a specified period of time, or indefinitely until the student's intervening record can support an application for readmission. While suspended, a student is not allowed to be on campus or to attend any official University event. In the event that additional sanctions are imposed in conjunction with the suspension, these sanctions will most likely be expected to be completed prior to an application for readmission to be considered. The student may be placed on probationary status following completion of suspension.
- **Dismissal.** Denial of the opportunity to continue as a student at the university. A student who has been dismissed is not eligible to apply for readmission. A student who is dismissed is not allowed to be on campus or to be at any official university event at any time.
- **Loss of Privileges.** Loss of privileges such as removal of services and access to facilities, restriction of use of campus financial accounts and/or student activity fee funding, attendance or participation in activities/programs, loss of housing privileges, loss of athletic opportunities, etc.

Employee Sanctions

For employees, the sanction may include any form of responsive action or progressive discipline as set forth in the Employee Handbook, including:

- training;
- referral to counseling;
- warning;
- reprimand;
- conditions upon presence on campus or at University events; • no trespass or no-contact directives;
- temporary or permanent restricted access to areas of campus, and campus events, activities, organizations, or courses;
- suspension of promotion and salary increases with reinstatement requirements that could include behavioral contracts, required assessment or education, demonstrated rehabilitation, and conditions upon the individual's presence on campus or at University events;
- reassignment or removal from an elected or appointed position;
- temporary suspension without pay;
- transfer or change of job or responsibilities;
- formal censure;
- non-renewal of contract;
- demotion; and/or
- termination of employment.

ORDERS FOR PROTECTION

An Order for Protection (OFP) is a civil restraining order designed to prevent further acts of domestic abuse (an actual assault or fear of an assault) between people who live together, have lived together, are married, are related by blood, are involved in a significant romantic or sexual relationship, or have a child in common. In Hennepin County, the petition for an OFP may be obtained from the Domestic Abuse Service Center (DASC), a one-stop center that provides victims of domestic violence with ready access to services, located on the lower level of the Hennepin County Government Center behind the cafeteria.

Contact any of the following for advocacy services:

Asian Women United:	612-724-8823
MN Domestic Violence Crisis Line:	866-223-1111
Domestic Abuse Project:	612-874-7063
Home Free/Missions Inc.:	763-559-4945
St. Paul Intervention:	651-645-2824

A Harassment Order is a civil restraining order designed to prevent harassing behavior. Harassing behavior is defined as repeated, intrusive, or unwanted acts, including words or gestures that adversely affect the safety, security, or privacy of another regardless of the relationship between the two people. The steps to receive a Harassment Order mirror the steps to obtain an OFP.

The university will enforce order for protection, harassment orders, or other “no-Contact” orders issued by criminal, civil, or tribal courts.

SEXUAL ASSAULT EDUCATION AND PREVENTION PROGRAMS AND CAMPAIGNS

The university is committed to the prevention of sexual assault, sexual harassment or other sexual misconduct through education and awareness. The university has contracted with an outside vendor to provide an online training module designed to educate new students and new employees on the issues of sexual misconduct, bystander intervention, and signs of abusive behavior. All new students taking courses on the Twin Cities campus are required to complete that training prior to the end of the first ten days of classes. All new employees are required to complete that training during the onboarding process. Current students and employees will be trained on those same issues using flyers, emails, and newsletters.

External Resources

For sexual assault, Twin Cities campus students or employees may contact the appropriate law enforcement agency that has jurisdiction for the location the assault took place to make a report. In Minneapolis, contact should be made with the

Minneapolis City Police Department:

Non-emergency: 311
Emergency: 911

Students or employees may contact the crisis hotline for a referral to local mental health agencies

First Call for Help at
211

Twin Cities campus students or employees may contact the following agencies for information, referrals, and advocates for victims of sexual assault:

Sexual Violence Center
612-871-5100 (business)
612-871-5111 (crisis line)

Dodge, Fillmore & Olmsted Counties Victim Services
507-328-7270

National Domestic Violence Hotline
800-799-7233 (SAFE)

Rape, Abuse and Incest National Network
800-656-4673

Minnesota Coalition against Sexual Assault
651-209-9993

STUDENTS OR EMPLOYEES WITH CRIMINAL RECORDS

Universities, like society as a whole, encompass a widely diverse population. It is possible that some members of this population have committed past crimes of which the university may or may not be aware. Background investigations are conducted, as a matter of university policy, for full-time faculty and staff hires and for existing employees who work with minors or travel with students. Although background checks are not performed on student applicants, the university's applications require prospective students to disclose whether they have ever been convicted of a felony. If an applicant discloses a criminal conviction, the Office of Admission gives it careful consideration in the admissions decision.

When information concerning criminal conduct is brought to the university's attention, it is given appropriate consideration. Pursuant to the university's Drug-Free Workplace Policy, any employee who is convicted under a criminal drug statute for a violation

occurring in the workplace is subject to disciplinary procedures and may be required to participate in a drug abuse assistance or rehabilitation program.

When the university becomes aware of currently enrolled students who are charged with and/or convicted of a criminal offense, the university reviews the matter to determine what actions, if any, it should take.

REGISTERED SEX OFFENDERS

Federal law requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under State law, of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student.

Information on registered sex offenders in the State of Minnesota can be found at the following website:

<https://mn.gov/doc/community-supervision/community-notification/>

PREPARATION OF THE ANNUAL SECURITY REPORT

The university has advised those employees who are deemed “campus security authorities” by the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of their duty to report all Clery Act crimes to Campus Security for inclusion in the annual disclosure of crime statistics. This includes, but is not limited to, vice presidents, deans, program directors, campus security personnel, human resources staff, and any other official with significant responsibility for student and campus activities. Pastoral and professional counselors, as defined by the federal law, who act in such capacities, have been advised that, while they are not obligated to report crimes for the purpose of compiling these statistics, they are encouraged, when they deem it appropriate, to inform the persons they are counseling of their ability to report any crimes on a voluntary, confidential basis for inclusion in the annual statistics. Crime statistics are collected from campus security authorities, the Department of Campus Security, and the local law enforcement agencies for the campuses, centers, and sites of the university.

ANNUAL REPORT DISTRIBUTION

Saint Mary’s University will distribute a copy of the Annual Security Report or provide the website to all students, faculty, staff, and employees by October 1st. Copies of the report may be requested from the Director of Campus Operations by contacting Gena Bilden at (612) 728-5145 or gbilden@smumn.edu.

Crime Statistics 2021-2023

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires the release of statistics for certain criminal incidents, arrests and disciplinary referrals on campus to all students and employees. The law requires that these statistics be shown in specific geographic categories. The following statistics are provided in compliance with the specific time periods, crime classifications, geographic categories and arrest data mandated by federal law. Please note that these statistics use federal crime classifications which vary from the crime classifications under state law. The statistics reported below reflect the number of incidents reported to Campus Safety and/or campus security authorities. They do not indicate actual criminal prosecution or student disciplinary action, or the outcome of either.

Minneapolis Campus

Offense	Year	Campus Property	Non-Campus Property^	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Rape	2023	0	1	0
	2022	0	1	0
	2021	0	0	0
Fondling	2023	0	0	0
	2022	0	1	0
	2021	0	0	0
Incest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statutory Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Robbery	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Aggravated Assault	2023	0	0	0

	2022	0	0	0
	2021	0	1	0
Burglary	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Motor Vehicle Theft	2023	2	0	1
	2022	0	0	0
	2021	0	0	0
Arson	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Weapons Arrests	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Drug Arrests	2023	0	0	0
	2022	0	6	0
	2021	0	0	0
Liquor Law Arrests	2023	0	0	0
	2022	0	0	0
	2021	0	3	0
Weapons Referrals for Disciplinary Action	2023	0	0	0
	2022	0	0	0
	2021	0	1	0
Drug Referrals for Disciplinary Action	2023	0	0	0
	2022	0	0	0
	2021	0	0	0

Liquor Law Referrals for Disciplinary Action	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Domestic Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Dating Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Stalking	2023	0	0	0
	2022	0	0	0
	2021	0	0	0

^These statistics include crimes reported to the police for the 3 sites where the university offers courses and programs, typically in the evenings and on weekends. Many of these sites are elementary and secondary schools so the statistics include crimes committed before, during, and after school hours.

Hate*Crimes: Minneapolis Campus

Offense	Year	On-Campus Property	Non-Campus Property^	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Fondling	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Incest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statutory Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Robbery	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Aggravated Assault	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Burglary	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Arson	2023	0	0	0
	2022	0	0	0

	2021	0	0	0
Larceny: Theft	2023	0	0	0
	2022	0	0	0
	2021	1	5	0
Simple Assault	2023	0	0	0
	2022	0	0	0
	2021	0	10	0
Intimidation	2023	0	0	0
	2022	0	0	0
	2021	0	9	0
Destruction/Damage/Vandalism of Property	2023	0	0	0
	2022	0	0	0
	2021	3	8	0

* A Hate Crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation or ethnicity/national origin. Under the Clery Act, Hate Crimes include any of the following offenses motivated by bias: Murder and Non-negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, Destruction/Damage/Vandalism of Property. Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in Clery Act statistics only if they are Hate Crimes.

^These statistics include crimes reported to the police for the 2 sites where the university offers courses and programs, typically in the evenings and on weekends. Many of these sites are elementary and secondary schools so the statistics include crimes committed before, during, and after school hours.

Cascade Meadows, Rochester

Offense	Year	On-Campus Property	Non-Campus property	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Fondling	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Incest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statutory Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Robbery	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Aggravated Assault	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Burglary	2023	0	0	0
	2022	0	0	0

	2021	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Arson	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Weapons Arrests	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Drug Arrests	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Liquor Law Arrests	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Weapons Referrals for Disciplinary Action	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Drug Referrals for Disciplinary Action	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Liquor Law Referrals for Disciplinary Action	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Domestic Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Dating Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Stalking	2023	0	0	0
	2022	0	0	0
	2021	0	0	0

Hate* Crimes: Cascade Meadow, Rochester

Offense	Year	On-Campus Property	Non- Campus property	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Fondling	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Incest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statutory Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Robbery	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Aggravated Assault	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Burglary	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2022	0	0	0

	2021	0	0	0
Arson	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Larceny: Theft	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Simple Assault	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Intimidation	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0
	2022	0	0	0
	2021	0	0	0

**A Hate Crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation or ethnicity/national origin. Under the Clery Act, Hate Crimes include any of the following offenses motivated by bias: Murder and Non-negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, Destruction/Damage/Vandalism of Property. Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in Clery Act statistics only if they are Hate Crimes.*

DEFINITIONS

Campus: any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls, and any building or property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

Non-campus Buildings or Property: any building or property owned or controlled by a student organization recognized by the institution; or any building or property (other than a branch campus) owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purposes; is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

A Business Day: Monday through Friday, excluding any day when the institution is closed.

Referred For Campus Disciplinary Action: written referral of any student to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of sanctions.

Campus Security Authority: (1) A campus safety department maintained by an institution. (2) An individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses. (3) An official of an institution who has significant responsibility for student campus activities, including, but not limited to, student housing, activities, student discipline and campus judicial proceedings. The

Professional Counselor: An employee of an institution whose primary responsibility is providing psychological counseling to members of the institutions community and who is functioning within the scope of his or her license or certification.

Public Property: (1) all public property, including Minneapolis streets, sidewalks, and parking facilities, that is within the outer perimeter surrounding all property and buildings on the campus of the institution that are adjacent to one another; (2) any sidewalk, street or parking facility immediately adjacent to any property or building on the outer perimeter described in clause (1); and (3) any street, sidewalk or parking facility immediately adjacent to any facility or property within the same reasonably contiguous geographic area that is outside the perimeter described in clause (1) and is used by the institution in direct support of, or in a manner related to the institution's educational purpose.

CAMPUS MAP