PURDUE UNIVERSITY

ANNUAL SECURITY AND FIRE SAFETY REPORT

2026

FORT WAYNE

PURDUE UNIVERSITY FORT WAYNE

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ANNUAL SECURITY AND FIRE SAFETY REPORT

The purpose of this report is to:

- Provide the Purdue University community with an overview of available services and resources.
- Share crime statistics, as required by federal law.
- Inform current and prospective students, staff, faculty, and visitors about Purdue's policies and programs designed to help keep the community safe.
- Share information about emergency preparedness and planning.
- Share information about fire safety, fire statistics, and other fire-related information.

PREPARING THE REPORT

Purdue University values public accountability and transparency for law enforcement action. Accordingly, Purdue adheres to all applicable state and federal reporting laws, including the Jeanne Clery Campus Safety Act (Clery Act), which is a federal law requiring colleges and universities across the country to disclose crime information on and around their campuses.

This Annual Security and Fire Safety Report (ASFSR) highlights safety practices and resources available to the Purdue community. It also includes Purdue policies concerning campus safety, crime prevention, sexual misconduct, alcohol and other drugs, other dangerous situations, access to the campus, and fire safety.

Clery Compliance Administrators prepare this ASFSR through collaboration with local law enforcement and several university partners, including Purdue University Police Department (PUPD), Office of Legal Counsel (OLC), Office of Student Conduct and Care (OSCC), Athletics, and designated Campus Security Authorities (CSAs). CSAs are individuals who have significant responsibilities for students, employees, and university activities.

Once data has been reviewed for accuracy for each Purdue campus and prior to October 1, Purdue notifies prospective and current students and employees of the report's availability, the electronic address at which the report can be accessed, and a brief description of the contents. Additionally, printed copies are available upon request from the Fort Wayne Police Department (PUPD) 260-481-6827, 2101 East Coliseum Blvd, Special Services Building, Fort Wayne, IN, 46805).

Disclosure of Crime Statistics

Certain crime statistics for the previous three years are included in this report, specifically, crimes that occurred on Purdue's campus, in certain off-campus buildings or property owned and/or controlled by Purdue, and on public property within or immediately adjacent to and accessible from campus.

Clery Compliance Administrators collect crime statistics through several methods, including PUPD dispatchers and CSA reports. Statistics within this report reflect the number of criminal incidents reported to Purdue.

Definitions of Reportable Crimes

There are four categories of reportable crimes under Clery: (1) Primary criminal offenses, (2) Hate crimes, (3) Violence Against Women Act (VAWA) Offenses, and (4) Arrests and disciplinary referrals for violation of weapons, drug abuse, and liquor laws.

Primary Criminal Offenses

MURDER/NON-NEGLIGENT MANSLAUGHTER Willful (non-negligent) killing of one human by another.

NEGLIGENT MANSLAUGHTER Killing of another person through gross negligence.

RAPE The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This includes any gender of victim or perpetrator.

FONDLING The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

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.

ROBBERY The taking or attempted taking of anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

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

BURGLARY The unlawful entry of a structure to commit a felony or a theft.

MOTOR VEHICLE THEFT The theft or attempted theft of a motor vehicle. A motor vehicle is any self-propelled vehicle that runs on land and not rails. This includes but is not limited to automobiles, motorcycles, buses, electric scooters, golf carts, mopeds, snowmobiles, motorized wheelchairs, electric skateboards, and hoverboards.

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

HAZING Any act that endangers the physical and/or mental health or safety of a student or any act or behavior that causes ridicule or humiliation for the purposes of initiation, admission into, or affiliation with, or as a condition for continued membership in, a group or organization, or as part of any activity of a recognized student organization or student group. Individuals or groups may not consent to these types of prohibited behavior. Individuals will be held accountable for their own actions, and neither citing the activity as a "tradition" nor being coerced by current or former members, alumni, and/or student leaders of such groups or organizations will suffice as a justifiable reason for participation in such activity. Examples of prohibited behavior under the hazing category include but are not limited to:

- Misuse of authority by virtue of one's leadership position
- Assaulting an individual by paddling, beating, striking, or hitting
- Preventing an individual from attending class
- Requiring another to engage in any form of forced physical activity or exercise
- Failing to report any of the foregoing behavior to the appropriate University officials (e.g., the Office of the Dean of Students and/or the Purdue University Police Department) after having firsthand knowledge of the planning of such activities or firsthand knowledge that an incident of this type has occurred.

The foregoing list of prohibited behaviors under the hazing category is not intended to prohibit the following conduct:

- Planning or participating in customary public athletic events, contests, or competitions that are sponsored by the University or the organized and supervised practices associated with such events; or
- Planning or participating in any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program or a legitimate military training program as defined and approved by the University.

Hate Crimes

HATE CRIMES include all of the primary criminal offenses (listed above) and other criminal offenses (listed in this section) that manifest evidence that the victim was intentionally chosen based on one of the categories of bias (listed below).

LARCENY/THEFT The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larceny/theft is included. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

SIMPLE ASSAULT The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

INTIMIDATION To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY (EXCLUDING ARSON) To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control over it.

Categories of Bias

RACE A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

GENDER A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

GENDER IDENTITY A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e. g., bias against gender non-conforming persons, transgender, bisexual, gay, or lesbian persons.

RELIGION A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

SEXUAL ORIENTATION A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation, i. e., a person's physical, romantic, and/or emotional attraction to members of the same or opposite sex.

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

NATIONAL ORIGIN A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

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

Violence Against Women Act (VAWA) Offenses

DOMESTIC VIOLENCE A felony or misdemeanor crime of violence committed by:

- A current or former spouse or intimate partner of the victim;
- A person with whom the victim shares a child in common;
- A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

DATING VIOLENCE Violence committed by:

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

STALKING Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Arrests and Disciplinary Referrals: Violation of Weapons, Drug Abuse, and Liquor Laws

WEAPONS: CARRYING, POSSESSING, ETC. The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

DRUG ABUSE VIOLATIONS The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to unlawful substances and the equipment or devices relating to the cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance.

LIQUOR LAW VIOLATIONS The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

ARREST Processed by arrest, citation, and/or summons.

DISCIPLINARY REFERRAL The referral of any person to any official who initiates a disciplinary action of which a record is established, and which may result in the imposition of a sanction. The statistics reported for the subcategories on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

Definitions of Geography

The following definitions are specified in the Clery Act to identify the location of crimes on and around Purdue's campus.

On Campus Building or Property

1. 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
2. Any building or property that is within or reasonably contiguous to the area identified in Paragraph 1 above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
2. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geography area of the institution.

ON CAMPUS STUDENT HOUSING Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up campus.

PUBLIC BUILDING OR PROPERTY All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. Purdue's crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

BRANCH CAMPUS A specific Department of Education designation. A location of an institution that is geographically apart and independent of the main campus of the institution. The location of an institution is considered independent of the main campus if the location is permanent in nature,

offers courses in educational programs leading to a degree or other recognized educational credential, has its own faculty and administrative or supervisory organization, and has its own budgetary and hiring authority.

2023 – 2025 PURDUE UNIVERSITY CLERY CRIME STATISTICS – FORT WAYNE

PRIMARY CRIMINAL OFFENSES

PRIMARY CRIMES STATISTICS

PRIMARY CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Murder/Non-Negligent Manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Rape	2023	1	1	0	0	0
	2024	3	2	0	0	0
	2025	4	2	1	0	0
Fondling	2023	2	0	0	0	0
	2024	2	2	0	0	0
	2025	0	0	0	0	0
Incest	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Robbery	2023	1	1	0	0	0
	2024	1	0	0	0	0
	2025	0	0	0	0	0
Aggravated Assault	2023	1	1	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	2	0

PRIMARY CRIMES STATISTICS						
PRIMARY CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Burglary	2023	2	2	0	0	0
	2024	1	1	0	0	0
	2025	0	0	0	0	0
Motor Vehicle Theft	2023	2	0	0	2	0
	2024	1	0	0	0	0
	2025	0	0	0	0	0
Arson	2023	0	0	0	0	0
	2024	1	0	0	0	0
	2025	0	0	0	0	0

HATE CRIMES

NOTE: Where there are no reportable offenses in which the offense was motivated by bias, the row for each bias collapses.

HATE CRIME STATISTICS						
HATE CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
SEXUAL ORIENTATION						
RELIGION						
ETHNICITY						
RACE						
GENDER						
DISABILITY						
NATIONAL ORIGIN						
GENDER IDENTITY						

VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

VIOLENCE AGAINST WOMEN ACT (VAWA) STATISTICS						
VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
Dating Violence	2023	7	7	0	0	0
	2024	2	2	0	0	0
	2025	3	2	0	0	0
Domestic Violence	2023	2	1	0	0	0
	2024	1	0	0	0	0
	2025	3	1	0	1	0
Stalking	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS: VIOLATION OF WEAPONS, DRUG ABUSE, AND LIQUOR LAWS

ARRESTS AND DISCIPLINARY REFERRALS						
ARRESTS AND DISCIPLINARY REFERRALS: WEAPONS, DRUGS, LIQUOR	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
WEAPONS LAWS						
Arrests	2023	0	0	0	0	0
	2024	1	0	0	0	0
	2025	0	0	0	0	0
Disciplinary Referrals	2023	2	2	0	0	0
	2024	0	0	0	0	0
	2025	1	1	0	0	0
DRUG LAWS						
Arrests	2023	0	0	0	0	0
	2024	2	1	1	0	0
	2025	0	0	0	0	0
Disciplinary Referrals	2023	21	21	0	0	0
	2024	11	11	0	0	0
	2025	4	4	0	0	0
LIQUOR LAWS						
Arrests	2023	11	11	0	0	0
	2024	1	1	0	0	0

ARRESTS AND DISCIPLINARY REFERRALS						
ARRESTS AND DISCIPLINARY REFERRALS: WEAPONS, DRUGS, LIQUOR	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	UNFOUNDED
	2025	1	0	0	0	0
Disciplinary Referrals	2023	52	52	0	0	0
	2024	27	27	0	0	0
	2025	21	17	0	0	0

PURDUE UNIVERSITY POLICE DEPARTMENT

Purdue University Fort Wayne maintains its own professional police agency. State law grants Purdue University police officers the same powers of arrest and law enforcement as granted to other city and county police officers. PUPD uses advanced equipment, techniques, and technology to perform its duties.

JURISDICTION, ROLE, AUTHORITY, AND TRAINING

PUPD's primary patrol jurisdiction is the Fort Wayne campus and certain adjacent roadways. The Indiana legislature and Purdue University's Board of Trustees have approved secondary jurisdiction across the entire state of Indiana.

Every PUPD officer attends the Indiana Law Enforcement Academy (ILEA). The Academy's Basic course for new police officers consists of over 600 hours of training in a variety of areas, including but not limited to: criminal and traffic law, firearms, emergency vehicle operations, physical tactics, EMS awareness, human behavior, accident investigation, criminal investigation, domestic violence, sexual assault, water rescue training, Standardized Field Sobriety Testing, crime prevention, and drug and narcotics training.

Additionally, the state of Indiana mandates that each officer completes 24 hours of in-service training annually.

WORKING RELATIONSHIPS WITH LOCAL, STATE, AND FEDERAL LAW ENFORCEMENT

PUPD works closely with multiple agencies, including Indiana State Police, Fort Wayne Police Department, Allen County Sheriff's Department, Indiana Excise Police, Indiana Department of Natural Resources Law Enforcement Division, and the FBI.

PUPD has a Memorandum of Understanding (MOU) with all local police agencies for immediate mutual aid and assistance.

The following is contact information for PUPD and local agencies, all of which are available 24/7:

Purdue University Police Department (PUPD)	2101 East Coliseum Blvd Special Services Building Fort Wayne, IN 46805	260-481-6827

Fort Wayne Police Department (FWPD)	1 East Main Street Fort Wayne, IN 46802	260-427-1230
Allen County Sheriff's Department (ACSD)	715 S. Calhoun St. Fort Wayne, IN 46802	260-449-7535

Sworn police officers from local and state police departments assist PUPD officers for special events throughout the year. These assisting officers have full police powers and enforce state laws as needed.

REPORTING CRIMES AND OTHER EMERGENCIES

Purdue University values a community in which individuals feel safe when they report crimes. Reporting can be done with identification or anonymously.

REPORTING TO PURDUE UNIVERSITY POLICE DEPARTMENT

Calling or texting 911 is always the best way to reach the police in case of an emergency. PUPD can be summoned via any of the over 50 emergency telephones located throughout campus, as well as any campus telephone or cellphone.

PUPD can also be contacted via the non-emergency phone number (260-481-6827) or in person at the department (2101 East Coliseum Blvd, Support Services Building, Fort Wayne, IN 46805).

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

While all victims or witnesses of crimes are encouraged to report to PUPD first and foremost, Purdue University recognizes there may be situations in which individuals would feel more comfortable making a report to someone other than the police. Purdue University's Fort Wayne campus has designated other specific personnel to receive crime reports, called Campus Security Authorities (CSAs):

- Office of Student Conduct and Care, 260-481-6601, Walb Student Union, Room #111
- Office of Human Resources, 260-481-6840, Kettler Hall, Room #139
- Office of Civil Rights, 260-481-6840, Kettler Hall, Room #144
- Title IX Coordinator, 260-481-6107, Kettler Hall, Room #144
- Director of University Residences, 260-481-4180, Student Housing Administrative Building

Reporting to any of these CSAs allows Purdue to take steps to protect the safety and well-being of the community, accurately document statistics, and conduct an internal University investigation – separate and distinct from any criminal investigation (involving police).

VOLUNTARY AND CONFIDENTIAL REPORTING

Purdue University encourages everyone – even those not wanting to initiate a criminal investigation by PUPD – to report crimes.

Additionally, Purdue has an enterprise-wide anonymous reporting program that is maintained by an external company that manages the intake of information with trained interview specialists

who are available 24 hours a day, 7 days a week. After completing the intake, the report is provided to designated University personnel for appropriate action. Reports are handled promptly and discreetly but do require sufficient information to conduct a thorough investigation.

Illegal or unethical behavior, suspected fraud, and other crimes may be reported anonymously to:

- Crime Stoppers: 1-260-436-7867
- Purdue's Enterprise-Wide Hotline: 1-866-818-2620, or www.purdue.edu/hotline/

Online reporting to the Enterprise-Wide Hotline allows direct interaction with the Title IX Coordinator, without providing identifying information. As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

When a report of a criminal incident is made to Purdue, the reporting party's privacy will be respected to the fullest extent permitted by state law and/or University processes. At minimum, victims of crime will receive counseling and referral information.

Pastoral and Professional Counselors

There are two types of individuals who – although they may have significant responsibility for student and campus activities – are not CSAs under the Clery Act. These include pastoral and professional counselors. This exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may be told. Exemption protects the counselor-client relationship.

To be exempt from disclosing reported offenses, pastoral counselors and professional counselors who are appropriately credentialed and hired by Purdue University to serve in a counseling role are not considered CSAs when they are acting in their counseling roles.

Purdue University Fort Wayne offers multiple offices – both on- and off-campus – that fall under the professional counselor exemption:

- Center for Student Counseling, Kettler Hall, Room #G02 (260) 481-6200
- Counseling and Psychological Services (CAPS), 765-494-6995, 601 Stadium Mall, Room #246, West Lafayette, IN 47907
- Purdue Student Health Center (PUSH), 765-494-1700, 601 Stadium Mall Drive, Main Floor, West Lafayette, IN 47907
- Center for Advocacy, Response, and Education, 765-495-2273, Duhme Hall, First Floor, West Lafayette, IN 47907
- Timely Care, Timely Care App, 833-484-6359, outside company for remote access

Staff from these offices are not required to report identifying information about the victim or the crime to either law enforcement or other University officials (unless the victim is a minor). Staff may provide statistical information about the offense for statistical tracking purposes, but they will not divulge the identity of the parties involved without explicit permission from the victim.

Purdue does not have a procedure by which pastoral and professional counselors are encouraged to report crimes on a voluntary, confidential basis for inclusion in the Annual Security Report disclosure of statistics.

TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

Purdue University Fort Wayne Police, Emergency Preparedness, and the Crisis Management Committee are responsible for the emergency preparedness on campus. The goal for this group is to: provide a plan structure to PREPARE for potential emergencies or disasters, RESPOND to save lives and protect property, and RECOVER mission-critical business and academic operations.

The Campus Emergency Preparedness Office collaborated with PUPD to develop the Emergency Handbook. The Emergency Handbook is the focal point for planning and preparedness. It provides details for individual awareness and recommended response procedures in case of an emergency. The plan considers all phases of emergency management operations in order to minimize the impacts of natural and human-caused disasters. The handbook can be found at: https://www.pfw.edu/sites/default/files/documents-2023/02/EMERGENCY%2BHANDBOOK%2B2-9-23.pdf

Additional information about the Campus Emergency Preparedness Office can be found online at: https://www.pfw.edu/emergency

TIMELY WARNINGS

Purdue University is committed to providing campus crime information in compliance with the Clery Act. The purpose of Timely Warnings is to educate the campus community of an ongoing threat so community members can protect themselves. Timely Warnings include information to promote safety and aid in the prevention of similar crimes; this includes information about the crime that triggered the Timely Warning to be issued.

PUPD will issue Timely Warnings to notify the campus community of Clery reportable crimes that are considered an ongoing threat to the Purdue community. Upon receiving a report of a Clery reportable crime within the applicable Clery geography, Public Safety Leadership (and/or designated representatives) determine, on a case-by-case basis, whether a Timely Warning is necessary. Factors considered include, but are not limited to:

- **NATURE OF THE CRIME** This includes whether it was a Clery reportable crime and if the location was within Clery geography.
- **CONTINUING DANGER TO THE CAMPUS COMMUNITY** This includes whether the suspect is in police custody, and if not, whether there is a substantial ongoing risk to the physical safety of other members of the Purdue campus community because of this crime.
- **RISK OF COMPROMISING LAW ENFORCEMENT EFFORTS** This factor alone does not prevent Purdue from issuing a Timely Warning, but it may impact the content and details included in a Timely Warning.

Timely Warnings do not include the name or identifying information of any crime victim. Additionally, Purdue University does not routinely issue a Timely Warning pertaining to crimes

reported to a pastoral or professional counselor because of the inherent confidentiality of those relationships.

The primary method of Timely Warning delivery is via the Purdue University Fort Wayne email system. All individuals with an @pfw.edu email account will receive a Timely Warning. Additionally, notifications are delivered via some or all of the methods discussed in the section below.

EMERGENCY NOTIFICATIONS – PURDUE FORT WAYNE ALERT

An integral part of Purdue University's campus preparedness is the emergency warning notification system – Purdue Fort Wayne ALERT. This multi-layered communication approach helps spread the word about emergency situations. Purdue University utilizes two alarm/siren functions on campus:

- **FIRE ALARMS** Immediately evacuate the building and proceed to an Emergency Assembly Area when a fire alarm is activated.
- **OUTDOOR EMERGENCY WARNING SIRENS** This alert is activated by the Allen County Homeland Security Department. This emergency siren may be activated during a weather event (such as a tornado warning), or a hazardous release of toxic chemicals in the outside air. When the outdoor emergency warning siren is activated, immediately seek shelter (shelter in place") in a safe location within the closest building. "Shelter in place" means seeking immediate shelter inside a building.

For an active threat, seek shelter in a securable location, without windows if possible, and attempt to obtain clarifying information.

TORNADOES A tornado **WATCH** is issued when conditions are favorable for tornado formation. A tornado **WARNING** is issued when a tornado has been detected and may be approaching. For a tornado warning, go to a safe location in your building, which is normally the lowest level and away from windows and doors. This exact location should be specified in the Building Emergency Plan. If possible, avoid auditoriums, gymnasiums, and other buildings with wide-span roofs. Be prepared to kneel and cover your head. If you are outside and cannot make it to a building, lie flat in the nearest depression, ditch, or ravine.

In all cases, remain in place until the warning has expired, or police, fire, or other emergency response personnel indicate it is safe to leave.

Building Emergency Plan

All on-campus buildings occupied by ten or more people are required to have a Building Emergency Plan (BEP). The BEP is designed to provide students, faculty, staff, and visitors with basic emergency information. This includes building-specific "shelter in place" locations and building evacuation procedures for natural and human-caused events.

Purdue University's emergency preparedness website provides buildings-specific BEPs, which are in the Emergency Handbook: https://www.pfw.edu/sites/default/files/documents-2023/02/EMERGENCY%2BHANDBOOK%2B2-9-23.pdf

Additionally, the Building Deputy of each building can assist in providing the BEP.
https://www.pfw.edu/building-deputy

Notification Delivery

In addition to fire alarms and outdoor emergency warning sirens, Purdue ALERT communicates emergency notifications through multiple other means, including:

- **@PFW.EDU EMAIL** Similar to Timely Warnings, an emergency alert email is sent to all individuals with a Purdue email address.
- **TEXT MESSAGING** Students, faculty, and staff can sign up for text message alerts and update their contact information by clicking on Purdue Alert Sign-Up at: https://www.pfw.edu/safety-security/advisories-and-notices
- **PURDUE FORT WAYNE WEBPAGE** The most complete and up-to-date information on all campus-related emergencies can be found online at https://www.pfw.edu/emergency
- **TWITTER** Follow @PFW on the Twitter app for emergency updates.
- **DESKTOP POPUP ALERTS** An alert will be sent to the majority of University office, classroom, and lab computers.
- **VOICE OVER FIRE ALARM** Some fire alarm systems will allow voice over the systems to deliver the message.
- **DIGITAL SIGNS** An alert will be sent to University operated digital signs around campus.
- **LOCAL MEDIA** Purdue University works closely with the news media, radio, TV, and internet to disseminate emergency information. The local media may have emergency updates.
- **RAVE/RAVE MOBILE APP** Information may be delivered through the RAVE/RAVE Mobile app and emergency notification opt-in instructions can be found at www.pfw.edu/safety-security/advisories-and-notices

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The Purdue University Police Department embraces the National Incident Management System (NIMS), which is a comprehensive national approach to incident management. It is applicable to all jurisdictional levels across functional disciplines.

A key part of NIMS is the Incident Command System (ICS), which is a field emergency management system designed for all hazards and levels of emergency response. Incident Command (IC) principles are utilized when responding to major incidents. Without delay, Purdue University will take into account the safety of the community and determine the content of notification to the Purdue community.

Unless – in the professional judgment of Public Safety Leadership – a notification will compromise the efforts to:

- Assist victims, or
- Mitigate the emergency,

Purdue will activate the Purdue Fort Wayne ALERT system to notify of a significant emergency or imminently dangerous situation involving a threat to the campus.

Most significant emergencies or dangerous situations are reported to Consolidated Dispatch of Allen County, which then dispatches PUPD and/or the Fort Wayne Fire Department to investigate and confirm the emergency.

If confirmed, department leadership is contacted and begins a campus-wide notification process by first notifying senior leadership of the University. After considering incident-specific details and life safety factors, a decision is made as to the appropriate segment(s) of the community to receive the notification, as well as whether part or all of the overall warning notification system is activated.

Campus Preparedness Leadership has the authority to direct Purdue Fort Wayne ALERT activation. The responding IC may also direct Purdue Fort Wayne ALERT activation if immediate life safety issues are present.

Emergency Levels

Purdue University's First Responders categorize the emergency level (1 – 3) and react to emergencies based on specific criteria. The emergency level will dictate the segment(s) of the Purdue community to receive a notification.

LEVEL 1 A major disaster or imminent threat involving the entire campus and/or surrounding community.

Normal University operations are reduced or suspended. The effects of the emergency are wide ranging and complex. A timely resolution of disaster conditions requires University-wide cooperation and extensive coordination with external agencies and jurisdictions.

Examples of a Level 1 emergency include: major tornado, multi-structure fire, major explosion, major hazardous materials release, earthquake, or terrorism incident.

LEVEL 2 A major incident or potential threat that disrupts sizeable portions of the campus community.

Level 2 emergencies may require assistance from external organizations. These events may escalate quickly, have serious consequences for mission-critical functions, and may threaten life safety.

Examples of a Level 2 emergency include: structure fire, structure collapse, significant hazardous materials release, extensive power and/or utility outage, severe flooding, multi-fatality incident, or an external emergency affecting Purdue University personnel and/or operations.

LEVEL 3 A minor, localized department or building incident that is quickly resolved with existing University resources and/or limited outside help.

A Level 3 emergency has little to no impact on personnel or normal operations outside the locally affected area.

Examples of a Level 3 emergency include: odor complaint, localized chemical spill, small fire, localized power failure, localized plumbing failure or water leak, and normal police and fire calls for service.

Evacuation for Persons with Disabilities

Persons with disabilities or persons requesting additional assistance in an emergency may contact the Fort Wayne Fire Department at 911. To set up pre-arrangements or for questions, the Fort Wayne Fire Department may be reached at 260-427-1478, One Main Street, Suite 901, Fort Wayne, IN.

In the event of an emergency that requires evacuation of a campus building, it is recommended:

- Evacuate the building without assistance if you are able.
- Use the stairs. Never use the elevator during a fire alarm.
- If you are unable to evacuate the building without assistance, "shelter in place" in an area with no immediate hazards.
- Dial 911 and advise the dispatcher of your location. If you are unable to speak, the dispatcher will automatically surmise you are in trouble and will respond accordingly.
- If you are unable to dial 911, advise others around you of your location and have them inform emergency personnel.
- If you are not in immediate danger, remain where you are and wait for emergency personnel to arrive.
- Carry a sounding device (like a small whistle, flashlight, and cell phone) to alert emergency personnel of your location.
- Have a plan for evacuation assistance and practice it. Pre-planning assistance arrangements are available upon request.

EMERGENCY NOTIFICATION DRILLS

Fort Wayne ALERT is tested each academic semester. Tests may be announced or unannounced. In conjunction with testing, public safety officials will (1) publicize Purdue's emergency response procedures, and (2) document for each test: a description of the exercise, the date and time, and whether the test was announced or unannounced.

When Fort Wayne ALERT is tested, the University publicizes that the community should review emergency response and evacuation procedures. These procedures are contained in the Emergency Handbook, which provides basic "how to" information in response to emergencies.

Anytime Fort Wayne ALERT is activated, an After-Action Review (AAR) with all departments involved is conducted by the police administration to discuss any lessons learned. This review is used to improve procedures and to train officials.

An internal test of the system is conducted on a monthly basis. One test of the system was conducted each semester, and the ALERT system was used once to notify the community about class cancellation due to weather and a police action shooting.

2025 Drills and Exercises

Purdue University tested its emergency preparedness multiple times in 2025. All were announced. In addition, an internal test of the ALERT system was conducted monthly.

University Police and Residential Life coordinates an evacuation drill for all residential facilities three times a year. These drills were not conducted do to new staffing. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for short-term building evacuation. University Police and Residential Life will both be on the scene and will communicate information to the students regarding the developing situation or any evacuation status changes. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At Purdue University Fort Wayne, evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of the fire alarm system. Evacuation drills are monitored by University Police and Residence Life to evaluate egress and behavioral patterns. The University Police, Residential Life and University Operations identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments and/or offices for consideration.

SENIOR LEADERSHIP CRISIS COMMUNICATION TABLETOPS These tabletop exercises provide general training on crisis communication and response protocols to various emergency incidents. Meetings of the crisis management committee took place zero times during 2025.

VOLUNTARY TORNADO DRILL This exercise occurred on March 20 and allowed University departments and the public the opportunity to practice their shelter procedures in response to a simulated tornado warning.

EARTHQUAKE DRILL This exercise took place in October, but the University did not participate in the state drill.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Purdue University Fort Wayne is normally open to the public.

Student residences are generally locked 24 hours a day. Student Housing issues a key fob to residents to gain entrance when the exterior doors are locked.

The locking time for all buildings – including residences, libraries, and commons areas – may fluctuate at different times of the year. Some determining factors include: the university is on a formal break; it is finals week or the week leading up to finals week; etc.

Building Services and custodial personnel are instructed to report any suspicious situations to PUPD immediately.

CAMPUS SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Purdue University offers numerous safety programs and services which aid in crime prevention and detection, as well as foster campus safety and security:

PURDUE SAFE WALK AND ESCORTS Officers provide escorts or walks upon PUPD 24 hours a day, 7 days a week.

DAILY CRIME LOG PUPD maintains a Daily Crime Log, which records any crime reported to PUPD that occurred on campus, on a non-campus building or property, or within PUPD's regular patrol jurisdiction. The log includes information for each crime, including: its nature, the case number, the date/time it was reported, the date/time it occurred, the general location, and the disposition. Each campus's Daily Crime Log is updated within 2 business days of Purdue learning of a crime.

The Fort Wayne campus's Daily Crime Log can be found online at www.pfw.edu/university-police/daily-logs and is available for inspection at the PUPD station during normal business hours.

BIKE PATROL PUPD's bike patrol unit is made up of officers throughout the department. Officers are trained to operate the issued mountain bikes. Bike patrol officers can perform nearly all of their duties while on a bike. Additionally, the bike patrol program is a cost-effective community outreach program which allows officers to interact with people, while on normal patrol duties. These positive relationships and high visibility are effective crime prevention methods.

CAMPUS LIGHTING Purdue University's campus is routinely surveyed to ensure exterior areas are adequately lit at night. Sidewalks are specifically reviewed to determine whether additional lighting is needed. Trees and shrubs that may impair lighting along walkways are kept trimmed.

PUBLIC INFORMATION PUPD works closely with news media – including student publications – to publicize crimes and crime prevention strategies. Additionally, various publications addressing date rape, alcohol abuse, theft, and other problems are distributed by PUPD, the Student Wellness Office, and the Office of the Dean of Students.

UNIVERSITY RESIDENCES BUILDING SECURITY Residences are normally locked at all times, and a Student Housing issued key fob is required to gain entrance during these hours.

OTHER BUILDING SECURITY Building Services and custodial personnel are instructed to report any suspicious situations to PUPD immediately. Security-related maintenance issues (such as broken windows, faulty doors and locks, missing screens, discharged fire extinguishers, and faulty or inadequate lighting) are given first priority by Maintenance personnel.

CAMPUS SAFETY TASK FORCE PUPD officers – along with students and representatives of the Conduct and Care Team – take part in the activities of the Campus Safety Task Force, which is a standing subcommittee of the Purdue Student Government. This group undertakes various programs to promote safety and security at Purdue University.

ANNUAL SAFETY DAY This annual observance includes several safety- and security-related booths and attractions.

PUPD PRESENTATIONS PUPD officers present safety and security talks to campus and community groups upon request. Presentations are regularly scheduled to address special concerns of groups, including residence hall staff, resident assistants, library staff, international students, and student organizations. General topics are designed to inform students, faculty, and staff about crime prevention techniques.

> **Personal Safety** This program – available upon request – covers personal safety, and includes training on the proper utilization of the Emergency Telephone System (ETS) and the 911 systems.
>
> **Robbery Training** Available upon request, this program highlights the prevention, solving, and surviving of a robbery.
>
> **Resident Assistant Training** This program is offered to the Resident Assistant (RA) staff at the beginning of each semester. It describes PUPD's role in assisting RAs with investigations and teaches how RAs can supplement police efforts. The program also includes personal safety tips, theft prevention, Clery reporting requirements, and measures to safeguard personal items.
>
> **Citizen's Police Academy** This program is offered during the spring semester if there is enough interest. It is an 11-week academy for employees and members of the community. Sessions include presentations on crime prevention and detection, drug recognition, and OWI enforcement.

OFFICE OF STUDENT CONDUCT AND CARE (OSCC) PRESENTATIONS Partnering with other campus offices – such as Student Success and University Residences – the OSCC presents trainings throughout the academic year. These training courses cover topics ranging from campus safety and ways students can protect themselves, to emergency preparedness.

MASTODON STONG CROSSFIT The agency provides a free CrossFit class, in cooperation with the Gates Fitness Center, for interested students, staff, and faculty.

BICYCLE REGISTRATION Students are encouraged to register their bicycles as an aid to recovery in the event of theft. Students can bring their bicycles to PUPD for registration at no charge. Proper bicycle registration acts as a deterrent to bike theft. Visit the following link to register, https://www.pfw.edu/sites/default/files/documents-2024/10/BKREG07-20180HalfSizeFillIn.pd

LAPTOP REGISTRATION Similar to Purdue University's Bicycle Registration program, there is also a Laptop Registration program. This program is highly recommended, and it acts as a deterrent to loss of property. To register a laptop come to the Purdue University Police Department to complete property registration form.

BLUE AND YOU SERIES The agency networks with athletic teams, student organizations, student housing, and other interested parties to deliver a presentation to bring the agency and community closer together during turbulent times. This may involve a series of events including, but not limited to, mock traffic stops, knowing your rights, how to interact with police, and what to expect from law enforcement.

CRIMES INVOLVING STUDENT ORGANIZATIONS AT NON-CAMPUS LOCATIONS

PUPD solicits and monitors reports from other local police agencies to learn of criminal activity in which Purdue University students engaged at non-campus property. This includes, but is not limited to, off-campus student organizations.

PURDUE UNIVERSITY POLICIES GOVERNING DRUGS AND ALCOHOL

Use, possession, and distribution of alcohol beverages is strictly regulated. Indiana state law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age in order to obtain alcoholic beverages is in violation of the law.

With a few exceptions (in areas designated by the University), possession of alcoholic beverages on Purdue's campus is prohibited.

Indiana state law and Purdue University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription.

Individuals in violation of Purdue University's alcohol and drug policy are subject to applicable state and federal laws, as well as Purdue University disciplinary proceedings.

SUBSTANCE-FREE CAMPUS AND WORKPLACE POLICY

Purdue University's official alcohol and drug policy is published and distributed annually to students and employees. Purdue University Substance-Free Campus and Workplace Policy IV. A.9 reads as follows:

General Policy Statement

Purdue University is committed to providing students, faculty, staff, and visitors a safe and healthful campus and Workplace. The University recognizes the health risks associated with Controlled Substance use and Alcohol misuse and is committed to supporting Students and Employees who seek treatment for these conditions. The University also recognizes that Controlled Substance use and Alcohol misuse diminish Workplace and campus safety and undermine the University's ability to fulfill its missions of learning, discovery and engagement. Therefore, compliance with this policy is considered a condition of employment (for Employees) and attendance (for Students) at the University.

The lawful use, sale, possession, storage, or dispensation of Alcohol and Controlled Substances on University Premises is permitted only:

1. With approval of and in facilities designated by the CFO (West Lafayette) or Chancellor (Fort Wayne and Northwest), or their designees,
2. In connection with university-related activities regulated under applicable federal or state laws and regulations, or
3. Pursuant to a valid prescription in the case of a Controlled Substance

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Prohibited Conduct

The following conduct is prohibited:

1. Unlawful use, sale, manufacture, distribution, possession, storage, or dispensation of Alcohol or Controlled Substances on University Premises, as part of any university-related activity, or in the Workplace.
2. For Employees, being under the influence of Alcohol or a Controlled Substance that impairs job performance or attendance or creates an undue risk of harm to themselves or others, even when consumption or use is outside working hours or the Workplace. Inquiries regarding legal prescription drug use by Employees are allowed only by Human Resources in accordance with applicable laws and regulations.
3. For Students, being under the influence of Alcohol or a Controlled Substance during a university-related activity or on University Premises that creates an undue risk of harm to themselves or others. Inquiries regarding legal prescription drug use by Students are allowed only by the appropriate campus student affairs officer in accordance with applicable laws and regulations.
4. Any other conduct by a Student or Employee that the University determines to be inconsistent with providing a substance-free campus and Workplace.

Workplace Inspections

The University reserves the right to inspect the Workplace for Alcohol, Controlled Substances, and paraphernalia relating to Alcohol or Controlled Substances and to question any Employee when it reasonably suspects that this policy has been violated. The decision to conduct a Workplace inspection is made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of the campus Human Resources department. In all cases, the head of Human Resources for the campus (or designee) must authorize a Workplace inspection. Employees who interfere with or otherwise obstruct a Workplace inspection may be subject to disciplinary action.

This section does not limit in any way the Purdue University Police Department's right to conduct law enforcement activities, including but not limited to, questioning or searching any person or inspecting any University Premises.

Controlled Substance and Alcohol Testing

Employees and Students who perform certain tasks or are involved in certain activities, academic programs or co-curricular activities may be subject to drug and Alcohol testing, which includes but is not limited to:

1. Student athletes who participate in intercollegiate sports, in accordance with National Collegiate Athletic Association regulations;

2. Employees engaged as commercial motor vehicle operators who are governed by Department of Transportation regulations;
3. Employees performing public safety duties may be subject to pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing; and
4. Employees and final applicants who work (or will work) on certain federal and non-federal sponsored project contracts, including U. S. Department of Defense contracts.

All Employees of the University may be subject to drug and Alcohol testing for reasonable suspicion. The decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of Human Resources. In all cases, the head of Human Resources for the campus (or designee) must authorize reasonable suspicion testing.

Student athletes and Employees who fail to participate in drug or alcohol testing as outlined above and/or whose test results are positive may be subject to disciplinary action.

Employee Assistance and Behavioral Health Programs

The University offers free, confidential services to Employees regarding Alcohol or Controlled Substance dependency and abuse, including:

1. Information about the dangers of Alcohol and drug use,
2. Information about this policy,
3. Assessment and evaluation,
4. Referral to and information regarding public and private treatment programs,
5. Services to families of Employees with drug or Alcohol problems, and
6. Assistance with questions concerning insurance coverage.

Employee Self-Referral

Employees who believe they may be experiencing Alcohol or Controlled Substance dependency and/or abuse are strongly encouraged to voluntarily contact their family physician or the University campus's Employee assistance or behavioral health program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the Employee like other Employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for Alcohol or drug treatment, except as may be provided by university benefits.

Sanctions and Corrective Action

The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the policy on Violent Behavior (IV. A.3), whether a sanction or corrective action is permissible under law, and any other relevant factors.

Any Employee who engages in prohibited conduct listed above may be:

1. Immediately removed from duty,
2. Referred to the Employee assistance or behavioral health program,
3. Required to complete successfully an Alcohol or drug abuse treatment program as a condition of employment,
4. Reported to authorities for criminal prosecution or other appropriate action,
5. Disciplined, up to and including termination of employment, and/or
6. Subject to any other appropriate action by the University.

Any Contractor or Visitor who engages in prohibited conduct listed above may be barred from further work for the University or from further participation in university-related activities as may be permitted by law. The University also may report the individual to authorities for criminal prosecution or other appropriate action.

Any Student who engages in prohibited conduct may be:

1. Referred to appropriate university personnel for assistance,
2. Required to complete successfully an Alcohol or drug abuse treatment program as a condition of continued attendance,
3. Reported to authorities for criminal prosecution or other appropriate action,
4. Subject to disciplinary penalties under the Regulations Governing Student Conduct, and/or
5. Subject to any other appropriate action by the University.

Federal Contract or Grant Employees

In addition to the other requirements of this policy, Employees engaged in the performance of (1) a federal agency grant or (2) a federal agency contract for procurement of property or services valued at $25,000 or more must notify their supervisor or department head of a criminal drug statute conviction for a violation occurring in the Workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction from the Employee or otherwise receiving actual notice of the conviction.

Grievances

Any Employee or Student with a complaint relating to the application of this policy may seek redress through applicable university grievance or dispute resolution policies and procedures.

Confidentiality

The University will take reasonable measures to ensure individual privacy under this policy including, but not limited to, keeping all Alcohol and drug test results confidential to the maximum extent possible.

REASON FOR THIS POLICY

This policy outlines the expectations for the university community regarding Alcohol and Controlled Substance use and informs Employees and Students of available assistance for

substance dependency and/or abuse. The provisions of this policy are intended to comply with applicable local, state and federal law, including but not limited to, the United States Constitution, the Indiana Constitution, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, and the Americans with Disabilities Act of 1990.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

This policy applies to all Students, Employees, Contractors and Visitors, including those who, by virtue of engaging in authorized university-related activities involving Controlled Substances, are regulated under federal or state laws imposing enhanced or more specific requirements than those set forth in this policy.

EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

Employees, Students, Contractors and Visitors

- Adhere to the requirements of this policy.

Supervisors and Department Heads

- Consult with Human Resources regarding Workplace inspections and suspicion testing.
- Consult with Human Resources prior to inquiring about Employee prescription drug use.

Human Resources

- Refer Employees to available Alcohol and drug use resources upon request.
- Maintain procedures for Alcohol and drug testing related to Department of Transportation regulations, sponsored project contracts, and reasonable suspicion.
- Assist supervisors in determining appropriate application of this policy.
- Annually notify Employees of the University's Alcohol- and drug-free policy.

Student Affairs

- Refer Students to available Alcohol and drug use resources upon request.
- Annually notify Students of the University's Alcohol- and drug-free policy.

Athletics Departments

- Maintain procedures for Alcohol and drug testing of Student athletes in accordance with the National Collegiate Athletic Association.

Faculty and Staff

- Report concerns about a Student suspected misuse of Alcohol or use of Controlled Substances to the appropriate campus student affairs office.

Definitions

All defined terms are capitalized throughout the document. Refer to the central Policy Glossary for additional defined terms.

ALCOHOL The intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols, including methyl or isopropyl alcohol.

CONTRACTOR Non-employees, including legal counsel, performing institutional services and functions. This includes, but is not limited to, independent contractors, consultants, individuals employed by outside employment agencies and individuals covered by the policy on Appointments for Personnel Not on Payroll (VI. B.3), as amended or superseded.

CONTROLLED SUBSTANCE Any substance including, but not limited to, pills, tablets, capsules, powders, leaves and liquids, whose use is prohibited by law. Examples include, but are not limited to, marijuana (THC), cocaine, opiates (heroin), phencyclidine (PCP), amphetamines (including methamphetamines), ecstasy, and prescription medications without a valid prescription.

EMPLOYEE All faculty members, staff members, temporary staff and Student employees.

STUDENT Any person taking one or more classes for academic credit.

UNIVERSITY PREMISES Any building, structure, vehicle, improved land or unimproved land, in whole or part, that is owned, used or occupied by Purdue University.

VISITOR An individual who is on University Premises or is participating in a university activity that is not an Employee, Contractor or Student. This includes, but is not limited to, sports spectators, audience members, volunteers, conference and event attendees, and individuals auditing educational programs.

WORKPLACE Any University Premises or other location where an Employee is engaged in university business.

DRUG AND ALCOHOL ABUSE EDUCATION PROGRAMS

Purdue typically offers the following drug and alcohol abuse education programs:

OFFICE OF STUDENT CONDUCT AND CARE (OSCC) PROGRAMMING OSCC Offers Multiple Programs Addressing Drug and Alcohol Use.

ATHLETE ORIENTATION PROGRAM All athletes at Purdue University Fort Wayne attend a yearly educational orientation program that reviews the Code of Students Rights and Responsibilities – placing specific emphasis and discussion on alcohol and drug use – sexual assault, and harassment. Student organization officers and advisors attend a mandatory orientation where alcohol issues and policies are addressed.

ATHLETIC TRAINING Athletics annually presents regarding banned substances and where they may be found, as well as Athletics-specific policies.

ALCOHOL AWARENESS PROGRAM This program is presented to Resident Assistants (RAs) at the beginning of the fall semester by PUPD. The program includes a presentation regarding the dangers of alcohol consumption.

DRUG RECOGNITION AND IDENTIFICATION This program is presented by PUPD to RAs at the beginning of the fall semester. It provides education on a variety of drug-related topics – specifically, it includes how to identify specific drugs and individuals under the intoxicating effects of drugs.

MASTODONS HERDS This program, short for "Helping to Educate and Respond to Drinking Situations," allows active bystanders to report emergency situations that arise from unsafe alcohol or drug misuse. To encourage reporting Purdue University Fort Wayne will waive charging a student with a violation of the Student Rights, Responsibilities, and Conduct if the reporting student calls for emergency assistance (911), stays with the student who is having a potential emergency situation, and complies with emergency officials by providing requested information. This practice will parallel and support the Indiana Lifeline law, Indiana Code 7.1-5-1-6.5.

STUDENT ASSISTANCE PROGRAM This program offers alcohol education and counseling upon request. Specifically, this is an alcohol education program done in conjunction with the Center for Healthy Living and OSCC, upon request. Screenings and assessments are offered for students and highlighted during Suicide Prevention Week, Mental Health Awareness Week, the Health Fair, and Drug and Alcohol Awareness Week.

INTERNATIONAL STUDENT EDUCATION OSCC, the Office of Civil Rights, and the Student Assistance Program all speak with international students about the alcohol and drug policies at the start of both the fall and spring semesters.

RESIDENT ASSISTANCE (RA) TRAINING RAs receive training in August on policies and drug- and alcohol-related warning signs. RAs then conduct training for their residents.

BI-ANNUAL ALCOHOL NOTIFICATION LETTER On September 11th, 2025, Purdue University Fort Wayne sent all students a letter reminding them of the Purdue *Alcohol and Other Drug (AOD)* policy and legal law concerning alcohol. The letter includes a summary of material that meets the Department of Education requirements, as well as a link to the AOD website (www.purdue.edu/aod/). Additionally, a notification letter was also sent to faculty and staff on December 4, 2024.

MANDATORY UNIVERSITY RESIDENCES PROGRAMMING All University Residence facilities are required to provide a Drug and Alcohol education program during the first six weeks of the fall semester.

MANDATORY STUDENT ORGANIZATION PROGRAMMING All student organization officers and advisors attend a mandatory orientation, at which alcohol policies and issues are addressed.

LUNCH AND LEARN SEMINARS Participants provide their own lunch and attend a free seminar over the lunch hour. These seminars are available to faculty, students, and staff, and cover a wide

variety of alcohol and drug related topics, including mental health, personal safety, health and wellness, and other subjects of interest.

UNITED EDUCATORS ONLINE ALCOHOL EDUCATION COURSE This online program is offered to students and covers alcohol education, including blood alcohol content (BAC), dangers of high-risk drinking, and possible alternative drinking behaviors.

CHOICES™ University Residences offers this 90-minute alcohol awareness program to students who have been sanctioned for violation of University Residences' alcohol policy. The program includes strategies to minimize and reduce the risk of harm associated with alcohol use. This course is offered as needed.

BYSTANDER INTERVENTION PROGRAM This program – more commonly known to address sexual assault and domestic abuse awareness (and discussed in more detail below) – also addresses alcohol abuse and teaches methods to safely intervene.

DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

PROHIBTION OF MISCONDUCT

Purdue University proactively addresses dating violence, domestic violence, sexual assault, and stalking. These acts are not tolerated and are a violation of both state law and Purdue University's policies (Anti-Harassment Policy and/or Title IX Harassment Policy).

INDIANA STATE DEFINITIONS

Domestic Battery: Indiana Code § 35-42-2-1.3

(a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:
- (1) touches a family or household member in a rude, insolent, or angry manner; or
- (2) in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member;

commits domestic battery, a Class A misdemeanor.

(b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:
- (1) The person who committed the offense has a previous, unrelated conviction:
  - (A) for a battery offense included in this chapter; or
  - (B) for a strangulation offense under IC 35-42-2-9.
- (2) The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
- (3) The offense results in moderate bodily injury to a family or household member.
- (4) The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
- (5) The offense is committed against a family or household member of any age who has a

mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.

(6) The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(7) The offense is committed against a family or household member:

(A) who has been issued a protection order (as defined in IC 34-26-7.5-2) that protects the family or household member from the person and the protection order was in effect at the time the person committed the offense; or

(B) while a no contact order issued by the court directing the person to refrain from having any direct or indirect contact with the family or household member was in effect at the time the person committed the offense.

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

(1) The offense results in serious bodily injury to a family or household member.

(2) The offense is committed with a deadly weapon against a family or household member.

(3) The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.

(4) The person has a previous conviction for a battery offense or strangulation (as defined in section 9 of this chapter) included in this chapter against the same family or household member.

(5) The offense results in bodily injury to one (1) or more of the following:

(A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.

(C) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(d) The offense described in subsection (a)(1) or (a)(2) is a Level 4 felony if it results in serious bodily injury to a family or household member who is an endangered adult (as defined in IC 1210-3-2).

(e) The offense described in subsection (a)(1) or (a)(2) is a Level 3 felony if it results in serious bodily injury to a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

(1) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(2) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

Sexual Battery: Indiana Code § 35-42-4-8

(a) A person who, with intent to arouse or satisfy the person's own sexual desires or the sexual desires of another person:

(1) touches another person when that person is:

(A) compelled to submit to the touching by force or the imminent threat of force; or

(B) so mentally disabled or deficient that consent to the touching cannot be given; or

(2) touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;

commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon; or

(3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

Rape; Restitution: Indiana Code § 35-42-4-1

(a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:

(1) the other person is compelled by force or imminent threat of force;

(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring;

(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given; or

(4) the person disregarded the other person's attempts to physically, verbally, or by other visible conduct refuse the person's acts;

commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon;

(3) it results in serious bodily injury to a person other than a defendant; or

(4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) In addition to any other penalty imposed for a violation of this section, the court shall order the person to pay restitution under IC 35-50-5-3 for expenses related to pregnancy and childbirth if the pregnancy is a result of the offense.

Intimidation: Indiana Code § 35-45-2-1

(a) A person who communicates a threat with the intent:

(1) that another person engage in conduct against the other person's will;

(2) that another person be placed in fear of retaliation for a prior lawful act;

(3) of:

(A) causing:

(i) a dwelling, a building, or other structure; or

(ii) a vehicle; to be evacuated; or

(B) interfering with the occupancy of:

(i) a dwelling, building, or other structure; or

(ii) a vehicle; or

(4) that another person be placed in fear that the threat will be carried out, if the threat is a threat described in:

(A) subsection (c)(1) through (c)(5); or

(B) subsection (c)(7) through (c)(8);

commits intimidation, a Class A misdemeanor.

(b) However, the offense is a:

(1) Level 6 felony if:

(A) the threat is to commit a forcible felony;

(B) the subject of the threat or the person to whom the threat is communicated is a witness (or the spouse or child of a witness) in any pending criminal proceeding against the person making the threat;

(C) the threat is communicated because of the occupation, profession, employment status, or ownership status of a person or the threat relates to or is made in connection with the occupation, profession, employment status, or ownership status of a person;

(D) the person has a prior unrelated conviction for an offense under this section concerning the same victim; or

(E) the threat is communicated using property, including electronic equipment or systems, of a school corporation or other governmental entity; and

(2) Level 5 felony if:

(A) while committing it, the person draws or uses a deadly weapon;

(B) the subject of the threat or the person to whom the threat is communicated:

(i) is a judicial officer or bailiff of any court; or

(ii) is a prosecuting attorney or a deputy prosecuting attorney; and the threat relates to the person's status as a judicial officer, bailiff, prosecuting attorney, or deputy prosecuting attorney, or is made in connection with the official duties of the judicial officer, bailiff, prosecuting attorney, or deputy prosecuting attorney; or

(C) the threat is:

(i) to commit terrorism; or

(ii) made in furtherance of an act of terrorism.

(c) "Threat" means an expression, by words or action, of an intention to:

(1) unlawfully injure the person threatened or another person, or damage property;

(2) unlawfully subject a person to physical confinement or restraint;
(3) commit a crime;
(4) unlawfully withhold official action, or cause such withholding;
(5) unlawfully withhold testimony or information with respect to another person's legal claim or defense, except for a reasonable claim for witness fees or expenses;
(6) expose the person threatened to hatred, contempt, disgrace, or ridicule;
(7) falsely harm the credit or business reputation of a person; or
(8) cause the evacuation of a dwelling, a building, another structure, or a vehicle. For purposes of this subdivision, the term includes an expression that would cause a reasonable person to consider the evacuation of a dwelling, a building, another structure, or a vehicle, even if the dwelling, building, structure, or vehicle is not evacuated.

Harassment; "Obscene Message": Indiana Code § 35-45-2-2

(a) A person who, with intent to harass, annoy, or alarm another person but with no intent of legitimate communication:

(1) makes a telephone call, whether or not a conversation ensues;
(2) communicates with a person by telegraph, mail, or other form of written communication;
(3) transmits an obscene message, or indecent or profane words, on a Citizens Radio Service channel; or
(4) uses a computer network (as defined in IC 35-43-2-3(a)) or other form of electronic communication to:
(A) communicate with a person; or
(B) transmit an obscene message or indecent or profane words to a person;

commits harassment, a Class B misdemeanor.

(b) A message is obscene if:

(1) the average person, applying contemporary community standards, finds that the dominant theme of the message, taken as a whole, appeals to the prurient interest in sex;
(2) the message refers to sexual conduct in a patently offensive way; and
(3) the message, taken as a whole, lacks serious artistic, literary, political, or scientific value.

Criminal Stalking: Indiana Code § 35-45-10-5

(a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:

(1) A person:
(A) stalks a victim; and
(B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:
(i) sexual battery (as defined in IC 35-42-4-8);
(ii) serious bodily injury; or
(iii) death.

(2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:

(A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).

(B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).

(C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).

(D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).

(E) IC 34-26-6 (workplace violence restraining orders).

(3) The person's stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.

(4) The person's stalking of another person violates a no contact order issued as a condition of probation if the person has been given actual notice of the order.

(5) The person's stalking of another person violates a protective order issued under IC 3114-16-1 and IC 34-26-5 in a paternity action if the person has been given actual notice of the order.

(6) The person's stalking of another person violates an order issued in another state that is substantially similar to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.

(7) The person's stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:

(A) tribe;

(B) band;

(C) pueblo;

(D) nation; or

(E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U. S. C. 1601 et seq.);

that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians if the person has been given actual notice of the order.

(8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is pending in a court and the person has been given actual notice of the complaint.

(9) The offense was committed or facilitated by the use of a tracking device.

(c) The offense is a Level 4 felony if:

(1) the act or acts were committed while the person was armed with a deadly weapon; or

(2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

Consent

The state of Indiana does not have a statute defining "consent."

Purdue University, however, defines "consent" in its Anti-Harassment Policy and Title IX Harassment Policy:

> **CONSENT/CONSENSUAL** Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is incapacitated or otherwise prevented from giving consent as a result of impairment due to a mental or physical condition or age. No consent exists when there is a threat of force or physical or psychological violence.

Although consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of consent.

The voluntary nature of consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

PREVENTION AND AWARENESS PROGRAMS

Purdue University offers risk reduction, prevention, and awareness programs that target preventing and eliminating dating violence, domestic violence, sexual assault, and stalking. Programs include:

"RESPECT BOUNDARIES: SEXUAL ASSAULT AWARENESS" This is an online three-module prevention and risk reduction program that is required of all incoming students. New employees complete an in-person module during New Employee Orientation. Programming includes:

- Definitions of dating violence, domestic violence, sexual assault, and stalking,
- Dynamics of sexual assault and intimate partner violence, with emphasis on college-aged populations,
- Data of sexual assault victimization, including the role of alcohol,
- Services and resources available to victims,
- Strategies for primary prevention, and
- Bystander intervention strategies.

Bystander Intervention

Bystanders are individuals who observe or witness the conditions that perpetuate sexual, gender based, and intimate partner violence. Bystanders are not directly involved but can choose to intervene and put an end to the abuse.

The goal of bystander intervention programs is to develop ways to increase awareness of sexual assault, hazing, and drug and alcohol abuse. Specifically, these skills include learning to observe and recognize warning behaviors and learning the appropriate skills to safely and effectively intervene (directly and indirectly).

Multiple Purdue prevention programs address bystander intervention. You may contact the departments below on Fort Wayne's campus to learn more or to schedule bystander training:

- Office of Student Conduct and Care, Walb Student Union, Room #111, (260)481-6601
- Title IX Office, Kettler Hall, Room #144, (260)481-6840

Consent Training

Purdue University Fort Wayne provides education and advocacy programs to help prevent sexual assaults and create boundaries in both personal and intimate relationships. The following department:

- Office of Student Conduct and Care, Walb Student Union, Room #111, (260)481-6601
- Title IX Office, Kettler Hall, Room #144, (260)481-6840
- The Women's Center, Walb Student Union, Room #120, (260)481-6028 provide the following workshops:

ONE LOVE ESCALATION WORKSHOP This is a film and post discussion to help students recognize red flags and warning signs of an unhealthy relationship.

SEXUAL CONSENT WORKSHOP This workshop covers violence, consent, and supporting a survivor.

LAW ENFORCEMENT RECOMMENDATIONS FOR VICTIMS

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, PUPD recommends the following:

- **GET AWAY** Get to a safe place as soon as you can!
- **CALL 911** If the situation poses an immediate danger to you or someone else, alert the police as soon as possible by calling 911.
- **PRESERVE EVIDENCE** Preserving evidence that may assist with an investigation is crucial. This may also be helpful in obtaining a protection order. Even if you believe you do not want to report an incident, you should still attempt to preserve evidence because you may change your mind.
    - **Sexual Assault** In cases of sexual assault, do not bathe, douche, eat, drink, shower, use the toilet, brush teeth, wash your hands, or change clothing. If you must change clothing, place all of your clothing into a bag.
    - **Stalking** Evidence of stalking often includes technology, including voicemail, emails, social media postings, text messages, phone calls, etc.
- **DOCUMENT EVERYTHING** Take a moment to write down everything you remember about the incident, including descriptions of the perpetrator. Details are important! Also document evidence on your body, including taking photos of any injuries or bruising.
- **GET MEDICAL CARE AND SUPPORT** You should seek medical care as soon as possible, even if you do not have any visible injuries. Contact someone you trust to be with you for support. This could be a friend, family member, Resident Assistant, or a specially trained victim's advocate.

PRIVACY AND CONFIDENTIALITY

Purdue University recognizes the importance of ensuring a victim's confidentiality. Purdue will keep confidential any accommodations, remedial, or protective measures provided to victims of dating violence, domestic violence, sexual assault, and stalking. This confidentiality is the greatest extent allowed by law and Purdue University policy.

The Clery Act requires collecting statistics and publishing a Daily Crime Log. However, neither these collected statistics, nor the Daily Crime Log will include information that could lead to the victim's public identity. This information is strictly confidential.

VICTIM RIGHTS, RESOURCES, AND ACCOMMODATIONS

There are several rights and support services to which Purdue University students and employees are entitled. These resources are provided upon request, no matter what – regardless if the incident occurred on- or off-campus, and even if no report is made to the police.

WRITTEN INFORMATION Several entities on Purdue's campus will provide victims with written information about available services – both on- and off-campus – including counseling, health, mental health, victim advocacy, and legal assistance. The entities that can provide this written information include:

- PUPD, Support Services Building, 260-481-6827
- Title IX Office, Kettler Hall, Room #144, 260-481-6840
- Human Resources (HR), Kettler Hall, Room #139, 260-481-6840
- Office of Student Conduct and Care (OSCC), Walb Student Union, Room #111, 260-481-6601

Many of the entities that provide the written information about available services actually provide services, too:

- Center for Healthy Living, Walb Student Union, Room #234, 260-481-5748
- Counselling and Psychological Services (CAPS), 765-494-6995, PUSH Room #246
- Center for Student Counseling, Kettler Hall, Room #G02, (260) 481-6200

OSCC Staff members in the Office of Student Conduct and Care provide a variety of services to students, including victim assistance and counseling about personal concerns.

CONFIDENTIAL MEDICAL FACILITIES There are facilities both on- and off-campus that provide confidential medical care to victims:

- Center for Healthy Living, Walb Student Union, Room #234 (260)481-5748
- DuPont Hospital, 2520 East DuPont Rd, (260)416-3000
- Lutheran Hospital, 7950 W. Jefferson Blvd, (260)435-7001
- Parkview Randallia Hospital, 2200 Randallia, (260)373-4000
- Parkview Regional Medical Center, 11109 Parkview Plaza, (260)266-1000
- Saint Joe Hospital, 702 Van Buren St, (260)425-3000
- Veterans Hospital, 2121 Lake Avenue, (260)426-5431
- Lutheran Hospital Stellhorn- 6515 Stellhorn Rd, 260-425-4200

NO-CONTACT DIRECTIVES Purdue University can issue no-contact directives that prohibit a respondent from contacting you. For information and assistance, contact the Title IX Coordinator (Kettler Hall, Room #144, (260)481-6840) or OSCC (Walb Student Union, Room #111, (260)481-6601).

SEXUAL OFFENDER REGISTRY

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sexual offenders enrolled at or employed by institutions of higher education. The CSCPA's intent is to extend to campus the protection of other sexual offender registries. Pertinent information can be viewed online:

- Indiana Sex and Violent Offender Registry, www.indianasheriffs.org
- National Sex Offender Public Website, www.nsopw.gov
- Megan's Law Information for Indiana, www.klaaskids.org/megans-law/indiana/

DISCIPLINARY POLICIES AND PROCEDURES GOVERNING HARASSMENT, DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSULT, AND STALKING

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff, and students that is positive and free from all forms of harassment.

Complaints of dating violence, domestic violence, sexual assault, stalking, and other forms of harassment may be resolved pursuant to one of two separate Purdue University policies: Antiharassment Policy or Title IX Harassment Policy.

Both policies seek to encourage faculty, staff, and students to report and address incidents of harassment. Additionally, the procedures within both policies are prompt, fair, and impartial – from the initial investigation to the final result.

DEFINITIONS

The following definitions are referenced in the Anti-Harassment Policy, the Procedures for Resolving Complaints of Discrimination and Harassment, the Title IX Harassment Policy, and/or the Procedures for Resolving Complaints of Title IX Harassment:

ADVISOR An individual selected by the Complainant or the Respondent to accompany the Party to any interview or meeting under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Hearing Advisor.

COMPLAINANT(S) A person or persons (1) employed by, consulting with or contracting with the University or (2) participating in or attempting to participate in a Purdue University program or activity who is making a complaint under the Informal Resolution Process or the Formal Resolution Process.

CONSENT/CONSENSUAL Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity.

Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is incapacitated or otherwise prevented from giving consent as a result of impairment due to a mental or physical condition or age. No consent exists when there is a threat of force or physical or psychological violence.

Although consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of consent.

The voluntary nature of consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

DATING VIOLENCE Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

DAYS Calendar days.

DOMESTIC VIOLENCE Violence committed:

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

ELIGIBLE DESIGNEE An individual to whom the Chancellor, Associate Vice President for Civil Rights or Dean of Students delegates their authority under these Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

FORMAL COMPLAINT ***(Procedures for Resolving Complaints of Discrimination and Harassment or Title IX Harassment)*** A complaint filed pursuant to the *Procedures for Resolving Complaints of Discrimination and Harassment,* or a document filed by a Complainant or signed by the Title IX Coordinator under the *Procedures for Resolving Complaints of Title IX Harassment*. In the case of Title IX Harassment, the complaint must allege Title IX Harassment against a named

Respondent(s) and request that the University investigate the allegations. See Section I of the Title IX Procedures.

FORMAL RESOLUTION PROCESS ***(Procedures for Resolving Complaints of Discrimination and Harassment or Title IX Harassment)*** The process for resolving complaints of discrimination, harassment, or Title IX Harassment, as set forth in Section I of the applicable Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a determination as to whether one or more University Policies has been violated, and, as appropriate, the imposition of sanctions and remedial measures. In cases involving Title IX Harassment, the process also includes a Hearing.

HARASSMENT Conduct towards another person or identifiable group of persons that is so severe, pervasive, or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

Use of the term harassment includes all forms of harassment, including stalking, racial harassment and sexual harassment.

HAZING Any mental or physical action, requirement, request of, or obligation placed upon any person (including but not limited to a pledge, associate member, affiliate, prospective member, guest, initiate, or team member) which could be harmful to the health, welfare, or academic progress of the person, or which is personally degrading to the individual involved, or which has an adverse effect on the academic progress of the person, or which violates any federal, state, or local laws, or university policy. Individual acceptance of or consent to any activity covered by the foregoing definition in no way validates or excuses the activity.

HEARING The formal live meeting during which the Parties, witnesses and other participants appear virtually with technology enabling participants simultaneously to see and hear each other. Evidence is presented and witnesses are heard.

HEARING ADVISOR An individual selected by the Complainant or the Respondent to accompany the Party to the Hearing and conduct cross examination of witnesses under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Advisor. If a Party does not have a Hearing Advisor, the University will provide someone who is not an attorney to serve in this role.

HEARING OFFICER The individual responsible for administering the Hearing and issuing decisions concerning responsibility and sanctions, if applicable, in Title IX Harassment matters. The Hearing Officer cannot be a University Investigator in a matter or the University's Title IX Coordinator.

INCAPACITATED/INCAPACITATION A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing consent (e. g., to understand the "who, what, where, why and how" of their sexual interaction). Such incapacitation may be caused by alcohol or other drug use, sleep, or unconsciousness. Intoxication is not equivalent to incapacitation.

INFORMAL COMPLAINT A complaint made pursuant to the Procedures.

INFORMAL RESOLUTION PROCESS The process for resolving complaints of discrimination and/or harassment set forth in the Procedures. The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement.

INVESTIGATION REPORT A written report prepared by the University Investigator(s) that fairly summarizes relevant evidence.

MANDATORY REPORTERS Individuals employed by the University who hold a title of or equivalent to President, Chancellor, Vice President, Vice Chancellor, Vice Provost, Dean, Department Head and Associate Vice President for Civil Rights, as well as all employees in supervisory or management roles, and other staff who have authority and responsibility to initiate corrective measures on behalf of the University.

PARTY/PARTIES The Complainant and Respondent(s) in a Title IX Harassment matter.

RACIAL HARASSMENT Conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, color, national origin or ancestry and is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

The University is strongly committed to providing a safe and harassment-free environment for members of those groups that have historically been, and are still likely to be, at greatest risk of harassment for reasons of prejudice.

REGULATIONS GOVERNING STUDENT CONDUCT The rules and procedures that govern student conduct and disciplinary action as set forth by each campus.

RELATIONSHIP VIOLENCE Any physical, sexual and/or psychological harm against an individual by a current or former intimate or romantic partner. Intimate or romantic partners may be dating, cohabitating, married, separated or divorced, and may be of the same or opposite sex.

RESPONDENT(S) The person or persons (1) who has been reported to be the perpetrator of conduct that could constitute Title IX Harassment, or (2) whose conduct is the subject of concern.

RETALIATION Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against any person or group for reporting or complaining of, assisting participating

SEXUAL ASSAULT An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. As indicated in the National Incident Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

> **Rape** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
>
> **Fondling** The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
>
> **Incest** Sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
>
> **Statutory Rape** Sexual intercourse with a person who is under the statutory age of consent.

SEXUAL EXPLOITATION Any act that exploits someone sexually. Examples include, but are not limited to:

- Exposing one's own or another person's intimate parts without consent;
- Recording video or audio of, photographing, or disseminating or transmitting intimate or sexual utterances, sounds or images without consent of all parties involved;
- Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the consent of all parties involved; and
- Engaging in any form of voyeurism.

SEXUAL HARASSMENT includes:

A. Any act of sexual violence.
B. Any act of sexual exploitation; or
C. Any unwelcome sexual advance, request for sexual favors or other written, verbal or physical conduct of a sexual nature when:
    1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University program or activity.

2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University program or activity; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University program or activity.

SEXUAL VIOLENCE Any non-consensual sexual act, including but not limited to rape, sexual assault, sexual battery and sexual coercion. Sexual violence also includes relationship violence. Examples of sexual violence include, but are not limited to:

- Non-consensual sexual contact: touching, with any body part or object, another person's intimate parts (e.g., genitalia, groin, breast, buttocks), whether clothed or unclothed.
- Non-consensual sexual intercourse: oral, anal and/or vaginal penetration, to any degree and with any body part or object; and
- Compelling a person to touch their own or another person's intimate parts without consent.

STALKING ***(Anti-Harassment Policy)*** Any knowing or intentional course of conduct involving repeated or continued following, threatening or intimidating another person by telephone, mail, electronic communication, social media, in person, or by any other action, device or method when such conduct 1) would cause a reasonable person to suffer substantial emotional distress or fear of bodily injury or death, and 2) actually causes such person substantial emotional distress or fear of bodily injury or death.

STALKING ***(Title IX Harassment Policy)*** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

For the purposes of this definition:

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

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

SUPPORTIVE MEASURES Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

TITLE IX COORDINATOR A University employee who is responsible for the implementation of the University's Title IX Harassment Policy.

TITLE IX HARASSMENT Conduct on the basis of sex that satisfies one or more of the following:

- A University employee conditioning education benefits on participation in unwelcome sexual conduct (i. e., quid pro quo);
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University's educational programs or activities; or
- Sexual assault, dating violence, domestic violence, or stalking.

UNIVERSITY Any campus, unit, program, association or entity of Purdue University, including but not limited to Purdue University Fort Wayne, Purdue University Northwest, Purdue University West Lafayette, Purdue Cooperative Extension Service and Purdue Polytechnic Institute Statewide.

UNIVERSITY-INITIATED INVESTIGATION An investigation initiated by the University in the absence of a Formal Complaint submitted by a Complainant.

UNIVERSITY INVESTIGATOR A person appointed to investigate a Formal Complaint. Any individual designated to conduct an investigation must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance. A University Investigator may be a University employee or an external professional.

ANTI-HARASSMENT POLICY

This policy addresses harassment in all forms, including harassment toward individuals for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression. Additionally, the Anti-Harassment Policy may cover dating violence, domestic violence, sexual assault, and stalking.

Statement of Policy

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment.

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment. This policy addresses Harassment in all forms, including Harassment toward individuals (a) for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression or (b) based on actual or perceived shared ancestry or ethnic characteristics, and citizenship or residency in a country with a dominant religion or distinct religious identity and their association with this national origin/ancestry. This includes, for example, conduct towards another person or identifiable group of persons that is determined to have been motivated by Antisemitism, Islamophobia, Christianophobia or any other hatred, prejudice or discrimination against a particular religious belief. The University will not tolerate Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

Reporting and Addressing Harassment

This policy seeks to encourage faculty, staff, and students to report and address incidents of Harassment. The Procedures for Resolving Complaints of Discrimination and Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Harassment.

Retaliation against faculty members, staff members or students for reporting or complaining of Harassment, for assisting or participating in the investigation of a complaint of Harassment, or for enforcing this policy is strictly prohibited.

The University reserves the right to investigate circumstances that may involve Harassment in situations where no complaint, formal or informal, has been filed. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the University has initiated an investigation in the absence of a formal or informal complaint.

To determine whether a particular act or course of conduct constitutes Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the

questioned behavior. Although repeated incidents generally create a stronger claim of Harassment, a serious incident, even if isolated, can be sufficient.

Academic Freedom and Freedom of Speech

Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

Violation of Policy and Sanctions

Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Violence or Sexual Exploitation. Therefore, students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Violence or Sexual Exploitation.

False Allegations, Statements, and Evidence

This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Making a good faith report of discrimination or Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility is not sufficient on its own to conclude that any individual made a materially false statement in bad faith.

Retaliation Prohibited

The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in an investigation or proceeding under this policy.

Education and Prevention

The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking.

Coordination with Other University Policies

This policy augments, but does not supersede, other University policies covering discrimination. Although Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

Reason for This Policy

This policy is designed to prevent and sanction incidents of Harassment within the Purdue University community. The University believes that Harassment, which is a form of discrimination, is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with both state and federal laws and regulations, including but not limited to:

- Age Discrimination Act of 1975,
- Age Discrimination in Employment Act of 1967,
- Americans with Disabilities Act of 1990, as amended,
- Equal Pay Act of 1963,
- Genetic Information Nondiscrimination Act of 2008,
- Immigration Reform and Control Act of 1986,
- Indiana Civil Rights Act of 1971,
- Pregnancy Discrimination Act,
- Sections 503 and 504 of the Rehabilitation Act of 1973,
- Title VI of the Civil Rights Act of 1964, as amended,
- Title VII of the Civil Rights Act of 1964, as amended,
- Uniformed Services Employment and Reemployment Rights Act of 1994,
- VEVRAA, Section 4212
- Jeanne Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013.

Individuals and Entities Affected by This Policy

All Purdue University community members.

Exclusions

Title IX Harassment matters are addressed under the *Title IX Harassment Policy (III.C.4)* and the *Procedures for Resolving Complaints of Title IX Harassment*.

Responsibilities

Vice President for Ethics and Compliance

- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Harassment for all campuses and operations within the Purdue University system.
- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking within the University system.

Chancellors

- Maintain an educational and employment environment free from Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans

- Maintain an educational and employment environment free from Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Harassment.

Title IX Coordinators

- Oversee the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence on their respective campuses involving students, staff, faculty, consultants and contractors.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.

- Oversee training, prevention and education efforts and periodic reviews of climate and culture for their respective campuses.

Mandatory Reporters

- Report all incidents of discrimination, Harassment or retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment

- Report all incidents of Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Harassment or complaints of Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Harassment

- Report the incident as described in the Procedures for Resolving Complaints of Discrimination and Harassment.

PROCEDURES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT

Introduction

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, whether on or off campus, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of harassment and/or discrimination, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps before the determination of the final outcome of an investigation.

There are both informal and formal processes for resolving complaints of discrimination and harassment. A Complainant may elect to invoke either the Informal or Formal Resolution Process. If the Complainant finds that initial informal efforts are unsatisfactory, the Complainant may then seek formal resolution. A Complainant is not required to proceed with informal resolution before seeking formal resolution.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an

investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

Scope

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination committed against a student, employee, consultant, independent contractor, or a person participating in or attempting to participate in a program or activity of Purdue University under the University's Policies on Anti-Harassment and (the "Policies"). These Procedures apply to sexual misconduct matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence and Stalking, in addition to all other forms of prohibited discrimination and harassment. Title IX Harassment matters are addressed under Title IX Harassment and the Procedures for Resolving Complaints of Title IX Harassment.

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, volunteers, campus visitors or persons participating in or attempting to participate in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, employees or both at the sole option of the University.

These Procedures govern conduct that occurs on and/or off campus or that impacts the educational or work experience of a member of the Purdue community. In particular, off-campus conduct is subject to these Procedures if 1) the conduct occurred in the context of an education program or activity of the University, or 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity.

Resources for Resolving Complaints

University community members may bring inquiries and complaints about discrimination and/or harassment to the Campus Civil Rights Office, Office of the Dean of Students or the Vice President for Ethics and Compliance. The management of all complaints of discrimination and/or harassment, regardless of where they are initially received, and the implementation of these Procedures is the responsibility of the Vice President for Ethics and Compliance. Any question of interpretation regarding these Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

In addition, University community members may bring inquiries and complaints about Sexual Violence, Relationship Violence, Sexual Exploitation or Stalking to the Title IX Coordinator.

Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment policy.

General Provisions

Delegation

The Chancellor, Dean of Students and Associate Vice President for Civil Rights may delegate their authority under the Procedures to an Eligible Designee.

Requests for Anonymity or No Action

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Vice President for Ethics and Compliance shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant's request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, the University's ability to meaningfully investigate the incident and pursue disciplinary action against a Respondent may be limited. The University will take other appropriate steps to eliminate any such discrimination or harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate remedial measures to the Complainant and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a University Initiated Investigation and potential disciplinary action if there is an individual or public safety concern and sufficient independent information exists to establish that one or both of the Policies has been violated.

The Vice President for Ethics and Compliance will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

Interim Measures

The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and to facilitate the Complainant's continued access to University employment or education programs and activities.

These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) and protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process.

The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

Advisor or Support Person

Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a party in the Informal Resolution Process or the Formal Resolution Process or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

Time Frames

The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident as soon as possible.

Informal Complaints must be filed with a Campus Civil Rights Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident.

Formal Complaints must be filed with a Campus Civil Rights Office within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days of the incident of discrimination or harassment. Where discrimination or harassment is of an ongoing nature, a Formal Complaint must be filed within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days from the most recent incident.

To file an Informal or Formal Complaint, a Complainant must complete a Complaint Information Form online, in person or via electronic mail.

The 120-day deadline to file a complaint does not apply to University-Initiated Investigations, and the University will accept reports of discrimination or harassment at any time.

When extenuating circumstances warrant, a Chancellor, Dean of Students or the Associate Vice President for Civil Rights, as the case may be, has the authority and discretion to extend any of the time limits contained in these Procedures for good cause except those relating to the filing of complaints or the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Procedures. In the event that good cause exists for the investigation and resolution to exceed this time frame, the University will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

Notwithstanding the foregoing, a complaint relating to alleged discrimination or harassment occurring during a Complainant's employment by or enrollment as a student of the University must be properly filed within 10 days following termination of the Complainant's employment with the University or within 30 days following the Complainant's graduation, last date of enrollment, or other separate as a student, as the case may be.

Expectation Regarding Participation by the Parties

All employees and students have an obligation to cooperate in the conduct of these Procedures. Failure to do so may result in disciplinary action. In the event that a Complainant chooses not to participate in an interview or declines to provide information requested by the University Investigator, the Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss the complaint if there is no independent information upon which to proceed. The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide written notice of such dismissal to the Complainant(s) and the Respondent(s). In the event that a Respondent chooses not to participate in an interview or declines to provide information requested by the University Investigator, the University Investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent. Where the complaint or the circumstances involve potential criminal conduct, however, a party may

choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

In the event that an impacted party chooses not to participate in an interview or declines to provide information requested by the University Investigator in connection with a University-Initiated Investigation, the Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss the University-Initiated Investigation.

All University community members are expected to provide truthful information in any report or proceeding under these Procedures. Any person who knowingly makes a false statement in connection with the initiation or resolution of a complaint or University-Initiated Investigation under these Procedures may be subject to appropriate discipline. Making a good faith report of discrimination or harassment that is not later substantiated is not considered a false statement.

Special Circumstances in the Event of Conflict of Interest or Bias

In the event that a complaint concerns the conduct of the Associate Vice President for Civil Rights or the Dean of Students (or the Associate Vice President for Civil Rights or Dean of Students has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Associate Vice President for Civil Rights or Dean of Students pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor (or the Vice President for Ethics and Compliance or a Chancellor has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance or such Chancellor pursuant to these Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures. In the event that the President or other member of senior administration is a Respondent under these Procedures, the University may, in its sole discretion, modify these Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

In the event that a Complainant (or impacted party in the case of a University-Initiated Investigation) or a Respondent has concerns that a University Investigator or decision maker under these Procedures cannot conduct an unbiased review or render a determination free from bias, such individual may report such concerns to the Vice President for Human Resources, who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns must be reported promptly or will be considered waived. In reaching such decision, the Vice President for Human Resources will consider whether a reasonable person would believe bias exists.

Coordination with Law Enforcement

A Complainant may seek recourse under these Procedures and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of University Policy has occurred. Proceedings under these Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant regarding support, options for resolution and the implementation of interim remedial measures to address concerns regarding safety and wellbeing. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

Requests by Individuals with Disabilities

Purdue University is committed to providing equal access under these Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

Reporting Options and Resources for Sexual Misconduct

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence, whether as a Complainant, a Respondent or a third party, will have equal access to support consistent with their needs and available University resources.

A first step for any Complainant or third-party witness may be choosing how to proceed following an incident of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and/or Relationship Violence. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assist either party in the event that a report and/or resolution under the Policies or the Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

It is important to understand that other University employees involved in the University's sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be **REQUIRED** to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator.

Non-Confidential Campus Reporting Resources and Mandatory Reporters

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team.

In contrast to the designated campus or community professionals described above under "Confidential Resources," who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are **REQUIRED** to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team ("mandatory reporters"). Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have the authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the parties, if known.

Privacy

The privacy of the parties will be respected and safeguarded at all times. All University employees who are involved in the University's Title IX and sexual misconduct response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who "need to know" in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Release of Information

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U. S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information will be released from proceedings under the Policies or the Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

Reporting to Law Enforcement

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that also may be crimes under state criminal statutes. The University will assist a Complainant, at the Complainant's request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.

Anonymous Reporting

Any individual may make an anonymous report concerning an act of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence. A report can be made without disclosing one's own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at www.purdue.edu/hotline/ or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

Counseling, Advocacy, and Support Services

The University is committed to providing a number of support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue University provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services. The Title IX Coordinator and professional staff within the Office of the Dean of Students is available to assist students with the imposition of interim remedial and protective measures, including the following:

- Coordination of services,

- Academic adjustments, including processing absence notifications,
- Housing reassignments and assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office,
- Assistance in obtaining no-contact directives within the University, and
- Assistance in obtaining a protective order through the local court system.

Informal Resolution Process

Filing an Informal Complaint

To file an Informal Complaint, a Complainant must submit the Complaint Information Form online, in person or via electronic mail. The Complaint Information Form must be submitted to the Campus Civil Rights Office within 120 days of the incident of discrimination or harassment or, where discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. The Campus Civil Rights Office can provide assistance in completing the Complaint Information Form. Participation in the Informal Resolution Process is voluntary, and a Complainant may ask to conclude the process at any time. The Campus Civil Rights Office will take steps to ensure the privacy of the Complainant and Respondent during the Informal Resolution Process to the extent maintenance of privacy does not interfere with the University's obligation to address allegations of discrimination and/or harassment.

The initial assessment of Informal Complaints, as described in section H.2 below, will be completed as follows:

a. For Purdue University West Lafayette (including Indianapolis and statewide technology locations), by the Associate Vice President for Civil Rights;
b. For Purdue University Fort Wayne and Purdue University Northwest, by the Chancellor for matters with faculty or staff Respondents and by the Dean of Students for matters with student Respondents.

Jurisdiction/Dismissal

Within five days following receipt of the Informal Complaint, the Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Informal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall dismiss the Informal Complaint, and that decision shall be final. The Chancellor, Dean of Students, or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal.

Processing of Informal Complaints

In consultation with the Chancellor, Associate Vice President for Civil Rights or Dean of Students, as the case may be, the Campus Civil Rights Office may take appropriate steps to resolve the Informal Complaint. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about equal opportunity or harassment; verbal or written reprimands; or other interventions or actions aimed at ending the discrimination or harassment, preventing its recurrence, and addressing its effects.

Prior to completing the Informal Resolution Process, and/or upon the Complainant's request in writing, a Chancellor, the Dean of Students or the Associate Vice President for Civil Rights may determine that no purpose is served by pursuing the Informal Resolution Process and may refer the Complaint to the Formal Resolution Process.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal from the Informal Resolution Process, and that decision shall be final. Subject to the provisions in Section E (Time Frames) above, the Complainant may elect to file a Formal Complaint within 10 days following the conclusion of the Informal Resolution Process.

Conclusion of the Informal Resolution Process

The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint; (2) a resolution of the Informal Complaint by agreement of the parties; or (3) initiation of the Formal Resolution Process.

The Campus Civil Rights Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Civil Rights Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

Formal Resolution Process

Filing a Formal Complaint

Subject to the time frames identified in Section E above, a Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Formal Complaint Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Civil Rights Office can provide assistance in completing the Formal Complaint Form.

The initial assessment of Formal Complaints, as described in section I.4 below, will be completed as follows:

a. For Purdue University West Lafayette (including Indianapolis and statewide technology locations), by the Associate Vice President for Civil Rights.
b. For Purdue University Fort Wayne and Purdue University Northwest, by the Chancellor for matters with faculty or staff respondents and by the Dean of Students for matters with student Respondents.

Where initiated to a full investigation, Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Where initiated to a full investigation, Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor (or designee) or the Associate Vice President for Civil Rights pursuant to Sections I and J of these Procedures.

Notification of Formal Complaint and Response

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Associate Vice President for Civil Rights will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Associate Vice President for Civil Rights made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Associate Vice President for Civil Rights. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, a copy of the Respondent(s)'s response will be provided to the Complainant.

University-Initiated Investigation
In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall: (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Associate Vice President for Civil Rights and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section L.

Jurisdiction/Dismissal
Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

a. A Complainant notifies the Chancellor, Dean of Students or Associate Vice President for Civil Rights in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
b. The Respondent is no longer enrolled in or employed by the University; or
c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights shall provide the Complainant and Respondent(s) with written notice of such dismissal, and that decision shall be final.

Investigation of Formal Complaints
In the event that the Formal Complaint is not dismissed, a copy of the Respondent(s)' response, if any, will be provided to the Complainant. The University Investigator will conduct a thorough

fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided with the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Associate Vice President for Civil Rights.

Investigation Report and Evidence

Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Associate Vice President for Civil Rights. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will include the University Investigator's determination of whether a violation of one or both of the Policies has occurred. The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

Determination

No earlier than 10 days and no more than 15 days from receipt of the University Investigator's report, the Chancellor, Dean of Students or Associate Vice President for Civil Rights will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Associate Vice President for Civil Rights from the Advisory Committee consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator's report and copies of any complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Associate Vice President for Civil Rights and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee, the Chancellor, Dean of Students or Associate Vice President for Civil Rights shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Associate Vice President for Civil Rights, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

Sanctions and Remedies

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Associate Vice President for Civil Rights. In the event of a disagreement between the Associate Vice President for Civil Rights and the designated Vice President or Dean, the Associate Vice President for Civil Rights will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Associate Vice President for Civil Rights will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties' appeal rights and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

Failure to abide by the sanctions imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions, up to and including expulsion or termination from the University.

If the accused is a faculty member and the sanction is to recommend termination of employment,

the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Associate Vice President for Civil Rights shall be accepted into evidence at the faculty member's termination hearing without the necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

Retaliation Prohibited

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

Appeal

The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Associate Vice President for Civil Rights and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was

received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

Filing with External Agencies

Any person may file a complaint with the Indiana Civil Rights Commission, the U. S. Equal Employment Opportunity Commission or the U. S. Department of Education's Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office for Civil Rights on the West Lafayette campus.

TITLE IX HARASSMENT POLICY

Statement of Policy

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Title IX Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrates its intellectual and ethical leadership by reaffirming its strong position against Title IX Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by Title IX Harassment.

Title IX Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Title IX Harassment. This policy addresses Title IX Harassment toward individuals for reasons of sex, sexual orientation, gender identity and/or gender expression. The University will not tolerate Title IX Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

Jurisdiction

This policy applies to the programs and activities of Purdue University in the United States, to conduct that takes place on the campus or on property owned or controlled by the University in the United States, at University-sponsored events in the United States, or in buildings located in the United States that are owned or controlled by a Recognized Student Organization.

Reporting and Addressing Title IX Harassment

This policy seeks to encourage faculty, staff and students to report and address incidents of Title IX Harassment. The *Procedures for Resolving Complaints of Title IX Harassment,* as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Title IX Harassment.

The University reserves the right to investigate circumstances that may involve Title IX Harassment in situations where the impacted party declines to file a Formal Complaint. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the Title IX Coordinator has filed a Formal Complaint.

To determine whether a particular act or course of conduct constitutes Title IX Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Such behavior must be so severe, pervasive and objectively offensive that it effectively denies an individual equal access to a program or activity of the University.

Academic Freedom and Freedom of Speech

Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

Violations of Policy and Sanctions

Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Assault, Dating Violence, Domestic Violence or Stalking. Therefore, students who provide information regarding Sexual Assault, Dating Violence, Domestic Violence or Stalking will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Assault, Dating Violence, Domestic Violence or Stalking.

False Allegations, Statements, and Evidence

This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Title IX Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility alone is not sufficient to conclude that any individual made a materially false statement in bad faith.

Retaliation Prohibited

The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX Harassment investigation, proceeding or hearing.

Education and Prevention

The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking.

Coordination with Other University Policies

This policy augments, but does not supersede, other University policies covering discrimination or harassment. Although Title IX Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain harassing or discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

Reason for This Policy

This policy is designed to prevent and sanction incidents of Title IX Harassment within the Purdue University community. The University believes that Title IX Harassment is repugnant and inimical to our most basic values.
As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with Title IX of the Education Amendments of 1972.

Individuals and Entities Affected by This Policy

All Purdue University community members.

Exclusions

There are no exclusions to this policy.

Responsibilities

Vice President for Ethics and Compliance

- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Title IX Harassment for all campuses and operations within the Purdue University system.
- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking within the University system.

Chancellors

- Maintain an educational and employment environment free from Title IX Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans

- Maintain an educational and employment environment free from Title IX Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Title IX Harassment.

Title IX Coordinators

- Coordinate the University's efforts related to the intake, investigation, resolution and implementation of supportive measures to stop, remediate and prevent Title IX Harassment prohibited under this policy on their respective campuses involving students, staff, faculty and persons participating in or attempting to participate in a program or activity of the University.
- Oversee the investigation and resolution of all reports of sexual misconduct on their respective campuses involving students, staff, faculty consultants and contractors under the Anti-Harassment policy, as amended from time to time.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Assault, Dating Violence, Domestic Violence or Stalking.

- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts, and periodic reviews of climate and culture for their respective campuses.

Mandatory Reporters

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

Administrators, Supervisors, and Individuals and Offices Designated As a Resource for Assistance with Title IX Harassment

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Title IX Harassment or complaints of Title IX Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Title IX Harassment

- Report the incident as described in the *Procedures for Resolving Complaints of Title IX Harassment*.

PROCEDURES FOR RESOLVING COMPLAINTS OF TITLE IX HARASSMENT

Introduction

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Title IX Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of Title IX Harassment, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps and/or providing Supportive Measures before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

There are both formal and informal processes for resolving complaints of Title IX Harassment; however, the informal process is not available unless a Formal Complaint has been filed.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

Scope

These Title IX Procedures outline the resolution processes that will be used to investigate and/or resolve a report of Title IX Harassment committed against a student, employee, or a person participating in or attempting to participate in a program or activity of Purdue University under the University's policy on the Title IX Harassment. These Title IX Procedures apply to allegations of conduct on the basis of sex addressed by the University in accordance with its obligations under Title IX of the Education Amendments of 1972 ("Title IX").

These Title IX Procedures incorporate the regulations governing educational institutions' Title IX obligations, as promulgated by the Department of Education's Office for Civil Rights. Other harassment and discrimination not covered by Title IX are addressed under the University's policies on Anti-Harassment and on and the Procedures for Resolving Complaints of Discrimination and Harassment. If a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented.
For these procedures to be applicable, all of the following conditions must be met:

1. The alleged Title IX Harassment occurred on a University premises or property, at a University-sponsored event, or in buildings owned or controlled by the University's recognized student organizations; or if the alleged conduct took place outside the aforementioned locations, it effectively deprived someone of access to the University's educational program, or the Title IX Coordinator determines that the conduct affects a substantial University interest.

2. The Respondent is a member of the University's community.

3. At the time of filing a Formal Complaint, the Complainant was participating in or attempting to participate in an education program or activity of the University.

4. The alleged misconduct occurred after August 14, 2020.

If any of the above conditions are not met, and if a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented if applicable. For reports in which the alleged misconduct occurred before

August 14, 2020, the University will apply the policy definitions of misconduct that were in effect at the time of the alleged misconduct.

Resources for Resolving Complaints of Title Ix Harassment

Inquiries and complaints about Title IX Harassment, including, but not limited to, inquiries and complaints about Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking may be brought to the Title IX Coordinator. Information about the Title IX Coordinator for each campus is available in the Title IX Harassment Policy.

The management of all complaints of Title IX Harassment, regardless of where they are initially received, and the implementation of these Title IX Procedures is the responsibility of the Title IX Coordinator.

Any question of interpretation regarding these Title IX Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

General Provisions

Presumption of Innocence and Burden of Proof

The University administers these Title IX Procedures with the presumption that the Respondent is not responsible for the alleged Title IX Harassment unless and until the Respondent is determined to be responsible for a violation of the Title IX Harassment Policy by a preponderance of the evidence. The University has the burden of proof to establish each element of any alleged Title IX Harassment Policy violation by the Respondent.

Delegation

The Title IX Coordinator may delegate their authority under these Title IX Procedures to an Eligible Designee.

Requests for Anonymity or No Action

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Formal Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Title IX Coordinator shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant's request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, federal law prohibits the University from pursuing disciplinary action against a Respondent. The University will, however, take other appropriate steps to eliminate any such Title IX Harassment, prevent its recurrence and remedy

its effects on the Complainant and the University community. Those steps may include offering appropriate Supportive Measures and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a Formal Complaint signed by the Title IX Coordinator if there is an individual or public safety concern and sufficient independent information exists to establish that the Title IX Harassment Policy has been violated.

The Title IX Coordinator will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

Advisor

Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party's Hearing Advisor. In the event that an attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

Time Frames

The University encourages prompt reporting. Persons who have experienced or witnessed harassment are encouraged to report the incident to the Title IX Coordinator as soon as possible. There is no time limitation on reporting an allegation to the Title IX Coordinator, however, unreasonable filing delays could result in the dulling of memories and a loss of relevant evidence and witness testimony. If the Respondent is no longer subject to the University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be limited. Delays in filing shall not affect the Complainant's eligibility for Supportive Measures from the University.

When extenuating circumstances warrant, the Title IX Coordinator has the authority and discretion to extend any of the time limits contained in these Title IX Procedures for good cause except those relating to the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Title IX Procedures. In the event that good cause exists for the investigation and resolution to exceed these time frames, the University will notify all Parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the Parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

Expectations Regarding Participation

All University community members are expected to provide truthful information in any report or proceeding under these Title IX Procedures. Any person who, in bad faith, makes a false statement or submits false information in connection with the initiation or resolution of a Formal Complaint under these Title IX Procedures may be subject to appropriate discipline. Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility, alone, is not sufficient to conclude that any individual made a materially false statement in bad faith.

Formal Complaints Involving University Officers and/or Administrators with Responsibilities Under These Title IX Procedures

In the event that a complaint concerns the conduct of the Title IX Coordinator or Hearing Officer (or the Title IX Coordinator or Hearing Officer has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Title IX Coordinator or Hearing Officer pursuant to these Title IX Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance (or the Vice President for Ethics and Compliance has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance pursuant to these Title IX Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Title IX Procedures. In the event that the President or other member of senior administration is a Respondent under these Title IX Procedures, the University may, in its sole discretion, modify these Title IX Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

Conflicts of Interest and Bias Concerns

Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.

In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

Coordination with Law Enforcement

A Complainant may seek recourse under these Title IX Procedures and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of the University's Title IX Harassment Policy has occurred. Proceedings under these Title IX Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant and Respondent regarding Supportive Measures, options for resolution, and concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

Requests by Individuals with Disabilities

Purdue University is committed to providing equal access under these Title IX Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

Reporting Options and Resources for Title IX Harassment

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Title IX Harassment whether as a Complainant or a Respondent will have equal access to Supportive Measures.

A first step for any Complainant may be choosing how to proceed following an incident of Title IX Harassment. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either Party in the event that a report and/or resolution under the Title IX Harassment Policy or these Title IX Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18.

It is important to understand that other University employees involved in the University's sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be **REQUIRED** to share a report of Title IX Harassment with the Title IX Coordinator.

Non-Confidential Campus Reporting Resources and Mandatory Reporters

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Title IX Harassment. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator.

In contrast to the designated campus or community professionals described above under "Confidential Resources," who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are REQUIRED to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator. Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the Parties, if known.

Privacy

The privacy of the Parties will be respected and safeguarded at all times. All University employees who are involved in the University's Title IX response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who "need to know" in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Release of Information

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University

release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U. S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Title IX Harassment Policy or the Title IX Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

Reporting to Law Enforcement

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for Title IX Harassment that also may be crimes under state criminal statutes (see legal definitions on the Title IX website at www.purdue.edu/vpec/ocr/title-ix). The University will assist a Complainant, at the Complainant's request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.

Anonymous Reporting

Any individual may make an anonymous report concerning an act of Title IX Harassment. A report can be made without disclosing one's own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at www.purdue.edu/hotline or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

Counseling, Advocacy and Support for Students

The University is committed to providing a number of support services to University community members. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue University provides its students with professional staff who can assist students who have been involved in a Title IX Harassment incident or participated in a resolution process under these Title IX Procedures with academic and advocacy/support services. The professional staff within the Office of the Dean of Students are available to assist students with Supportive Measures, including the following:

- Coordination of services,
- Academic adjustments, including processing absence notifications,
- Assistance with emergency housing needs,
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support,
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office, and
- Assistance in obtaining a protective order through the local court system.

Informal Resolution Process

After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.

The Informal Resolution Process is not available in matters in which a student is a Complainant and a faculty or staff member is a Respondent.

Formal Resolution Process

Filing a Formal Complaint

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.

The Formal Complaint should contain the following:

a. The identities of the Parties involved, if known;
b. The date of the alleged incident, if known;
c. The location of the alleged incident, if known; and
d. A description of the conduct that is alleged to violate the Title IX Harassment Policy.

Notification of Formal Complaint and Response

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

a. An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures;
b. A copy of the Formal Complaint;
c. The identities of the Parties involved, if known;
d. The date of the alleged incident, if known;
e. The location of the alleged incident, if known;
f. The conduct that is alleged to violate the Title IX Harassment Policy;
g. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures;
h. The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
i. The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source;
j. The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University's Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide that "dishonesty in connection with any University activity" constitutes conduct for which students may be subject to informal action or disciplinary sanctions; and
k. A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal.

In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.

The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

Mandatory Dismissal
The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

a. Fail to constitute Title IX Harassment, or
b. Occur outside the University's jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably practicable. A mandatory dismissal does not preclude action under the University's policies on Anti-Harassment or on Equal Opportunity and Equal Access or the Regulations Governing Student Conduct.

A mandatory dismissal may be appealed in accordance with the Title IX Procedures.

Discretionary Dismissal
The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

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

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of the dismissal. Such a dismissal does not preclude action under the University's policies on Anti-Harassment or on Equal Opportunity and Equal Access or the Regulations Governing Student Conduct.

A discretionary dismissal may be appealed in accordance with the Title IX Procedures.

Investigation of Formal Complaints
In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties:

a. The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s) written response will be provided to the Complainant.
b. A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a

way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.

c. A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired;
d. The name of the University Investigator(s) assigned to the matter;
e. A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defenders groups;
f. Guidance regarding Supportive Measures, if applicable; and
g. A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:

a. Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties,
b. Provide equal opportunity for Parties to present witnesses and other inculpatory and exculpatory evidence,
c. Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence, and
d. Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

Investigation Report and Evidence

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both inculpatory and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses.

Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an

Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

Hearing

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, without fee or charge to that Party, a Hearing Advisor of the University's choice to conduct cross-examination on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.

At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time, and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.

At the hearing, each Party's Hearing Advisor will conduct cross-examination of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party's Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the live Hearing or refusal to answer cross-examination or other questions.

Determination, Sanctions and Remedies

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send

the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery.
That written determination shall include:

1. An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated.
2. A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held.
3. Findings of fact supporting the determination.
4. Conclusions regarding the application of the Title IX Harassment Policy to the facts.
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility.
6. Any sanctions the University imposes on the Respondent.
7. Any remedies provided to the Complainant designed to restore or preserve access to the University's education program or activity.
8. A determination of whether the Formal Complaint was knowingly false or malicious; and
9. The University's procedures and permissible bases for Parties to appeal.

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost, or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.

Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

Failure to abide by the sanctions imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions, up to and including the expulsion or termination from the University.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No.

B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence at the faculty member's termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

Retaliation Prohibited

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

Appeal

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

1. Procedural irregularity that affected the outcome of the matter.
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

3. The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

Filing with External Agencies

Any person may file a complaint with the Indiana Civil Rights Commission, the U. S. Equal Employment Opportunity Commission or the U. S. Department of Education's Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office for Civil Rights on the West Lafayette campus.

SANCTIONS

Sanctions imposed pursuant the Title IX Harassment Policy may not be appealed or made the subject of a grievance under any other University policy.

Sanctions for violations of the Anti -Harassment Policy and Title IX Harassment Policy differ for students and employees.

Students

Possible sanctions for students include:

- Verbal or written warning
- Restrictions
- Exclusion from certain locations on campus
- Exclusion from certain campus activities and/or organizations
- Probation
- No-contact directives
- Educational sanctions
- Community service
- Degree deferral
- Probated suspension

- Suspension
- Expulsion
- Other sanctions as determined by the Dean of Students

Faculty and Staff

Possible sanctions for employees include:

- Reassignment of teaching or other responsibilities
- Letter of reprimand
- Removal of graduate faculty certification
- Suspension
- Leave of absence without pay
- Denial of merit pay increase
- Demotion
- Probation
- Personal liability for any damages, settlement costs, and/or expenses, including attorney's fees incurred by Purdue
- Termination
- Other sanctions as determined by the appropriate Vice President, Vice Chancellor, Vice Provost, or Dean

VICTIM SERVICES

Purdue University provides written notification to all students and employees of existing services available for victims, both within the institution and within the Greater Lafayette community.

Several University entities – including Purdue University Police Department, the Vice President for Ethics and Compliance, Office of Student Conduct and Care, Human Resources, the Center for Advocacy, and Response and Education (CARE) – provide written notification to all student and employee victims of dating violence, domestic violence, sexual assault, and stalking. The written notification describes existing services of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within Purdue University and in the general community.

Such accommodations will be provided upon request, so long as accommodations are reasonably available – regardless of whether the victim chooses to report the crime to campus or local law enforcement. Written information about the rights, options, and services available to victims of dating violence, domestic violence, sexual assault, or stalking is provided to all students and employees who report such incidents.

Purdue University is committed to providing support services to Purdue community members affected by sexual harassment, sexual violence, sexual exploitation, stalking, and/or relationship violence.

Additionally, Purdue University provides its students with access to professional staff who can assist those subjected to sexual harassment, sexual violence, sexual exploitation, stalking, and/or relationship violence. These professional academic, advocacy, and support services include:

- Academic adjustments, including processing absence notifications and schedule changes;
- Housing reassignments and assistance with emergency housing placement;
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support;
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office;
- Assistance in obtaining no-contact directives through Purdue;
- Assistance in obtaining a protective order through the local court system;
- Changing working situations; and
- Changing transportation to/from Purdue.

MISSING STUDENT NOTIFICATION POLICY

In the event that any student is missing for more than 24 hours, PUPD must be notified. If a Resident Assistant (RA) or other University personnel is notified of a missing student, that individual must report the missing student immediately to PUPD.

All students living in on-campus housing have the option to identify a contact person(s) to be contacted by Purdue University within 24 hours, if PUPD determines the student to be missing. Each student may designate an emergency contact(s) with University housing at the beginning of the school year. At any time during the year, students may amend an emergency contact(s) listing at the front desk of their residence hall. This emergency contact information will be registered confidentially, will be accessible only to authorized University officials, and will not be disclosed – except to law enforcement in furtherance of a missing person investigation.

If a student is under 18 years of age and not emancipated, Purdue University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any contact person designated by the student.

Unless a local law enforcement agency was the entity that made the determination that a student is missing, Purdue University will notify the local law enforcement agencies surrounding campus within 24 hours of the determination that the student is missing.

ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act – enacted on August 14, 2008 – requires all academic institutions that maintain on-campus housing facilities to produce an Annual Fire Safety Report. This Report must outline fire safety practices, standards, and all on-campus fire-related statistics. Producing an Annual Fire Safety Report has also been a requirement of the Clery Act since 2010.

FIRE-RELATED DEFINITIONS

The following definitions are specified in 34 CFR § 668.49 and are used within this Annual Fire Safety Report, specifically within the Fire Statistics for Student Housing:

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

CAUSE OF FIRE The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

FIRE DRILL A supervised practice of a mandatory evacuation of a building for a fire.

FIRE-RELATED INJURY Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting to rescue, or escaping from the dangers of the fire. The term "person" may include students, employees, visitors, firefighters, or any other individuals.

FIRE RELATED DEATH Any instance in which a person (1) is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting to rescue, or escaping from the dangers of a fire; or (2) dies within one year of injuries sustained as a result of the fire.

FIRE SAFETY SYSTEM Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

VALUE OF PROPERTY DAMAGE The estimate value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

The following definition is specified in the Higher Education Opportunity Act.

ON CAMPUS STUDENT HOUSING A student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.

FIRE DEPARTMENT SERVICE

The Fort Wayne Fire Department provides all fire-related services to the Purdue University Fort Wayne campus. In the event of an emergency, contact 911. For non-emergency calls, contact the department at 260-481-6827.

Fire Log

PUPD maintains a fire log that is open to the public to view during regular business hours, 8 am to 4pm. The fire log tracks any fire that occurred in an on-campus student housing facility. The log specifically tracks the nature of each fire-related incident, as well as the date, time, and location. Any entry to the fire log will be made within two business days of Purdue learning of a qualifying fire-related incident.

RESIDENCE HALL FIRE DRILLS

All Purdue residences routinely conduct at least one announced fire drill per semester. Fire drills are conducted in all on-campus residence halls to allow residents to become familiar with and practice evacuation drills. All residents must comply with the conditions of the fire drill. These drills are to be completed within the first 10 days of the semester.

Any problems or mechanical malfunctions encountered during the drill are reported to Facilities for immediate rectification.

In 2025, student housing buildings each conducted two (2) fire drills for the academic year on June 20th, 2025 and September 3rd, 2025. Police Officers were present during the drill.

Not all of the Purdue owned apartment-style residences have fire alarm systems, but instead, those residences have freestanding smoke alarms. Likewise, not all of the apartments that Purdue leases for students have full fire alarm systems. At the beginning of each semester, RAs in all apartment-style residences discuss and prepare fire emergency plans with the residents.

FIRE SAFETY EDUCATION

Housing administrative staff provides fire safety education to Resident Assistants (RAs) in August, prior to the start of the academic year. This is held again in January for any new RA staff. RA fire safety education and training includes:

- Fire prevention,
- What to do in the event of a fire, including: fire evacuation procedures during an active fire alarm, and fire evacuation routes– including two ways to exit from individual rooms,
- How to report a fire, and
- First response – what to do before EMT staff arrive.

RAs meet with all residents on their assigned floor during move-in to discuss fire safety, fire alarms, and evacuation routes.

Employee training is presented during the New Employee Orientation program. Employees in Resident Halls participate in fire drills.

Additional fire safety education is always available for students, faculty, and staff upon request.

FIRE SAFETY INSPECTIONS

During the academic year, periodic safety inspections are conducted by residence hall staff personnel. Students are notified in advance of inspections, and they are urged to participate.

Additionally, the Fort Wayne Fire Department conducts annual fire and life safety inspections of all residential facilities.

After inspections, a letter will be issued to any student if a violation is found in his or her room. The letter will detail what is expected to become compliant. If violations are not corrected after an unannounced re-inspection, the student will be subject to disciplinary action.

Common inspection violations include:

- Improper extension cords and multi-tap electric units without a breaker,
- Items stored less than 18 inches from a sprinkler head,
- Blocking electrical panels,
- Blocking egress (exit) pathways,
- Evidence of open flames, including candles, incense, or tobacco products,
- Evidence of possession of and/or cooking with unauthorized cooking appliances,
- Covering a door with paper or other combustible material,
- Use of modified or damaged electrical wiring, devices, and/or appliances,
- Possession of a portable heater,
- Evidence of tampering with a smoke detector, including removing the battery,
- Use of halogen lighting/lamps,
- Unsafe lofting/raising of beds, including beds without guardrails, and
- Possession of string lights, twinkle lights, or holiday lights.

RESIDENTIAL HOUSING FIRE SAFETY POLICIES

Purdue's residential housing policies are in place to minimize the risk of fire and to keep all residents as safe as possible.

Prohibited Items

Certain electrical appliances are dangerous and increase the risk of fire in residential housing. For that reason, certain appliances are prohibited in student rooms, including:

- Electric blankets/bed warmers,
- Irons,
- Sun lamps,
- Halogen lights,
- Soldering equipment,
- Portable space heaters,
- Grills, and
- Electrical cooking equipment like George Forman grills and air fryers.

Additionally, **open flames** are not permitted in residential housing. This includes candles, matches, lighters, incense, and fireworks.

Smoking in residential housing is strictly prohibited. Smoking is permitted only in designated outdoor smoking areas.

Battery or gasoline motorized equipment is prohibited from residential housing, including but not limited to, self-balancing scooters and hover boards.

Decorations

Certain decorations are fire hazards, and therefore, are prohibited in residential housing:

- **Decorative material which will ignite and allow flames to spread** over the surface or will allow burning particles to drop when exposed to a match flame test. The flame test will be applied to a piece of decorative material removed from the display and tested in a safe place. Plastic bags, garbage bags, and plastic tarps are examples of materials that fail the flame test and should not be used in decorations. Non-flame retardant materials may be treated with flame retardant, and satisfactory match flame test results may allow for treated materials to be used as decorations.
- **Decorations that obstruct fire alarms, operation of automatic sprinkler heads, or exits.**
- **Extremely flammable materials** including baled or loose hay or straw, split bamboo, cane poles, pasteboard walls or partitions.
- **Light and highly combustible paper products**, like paper napkins, toilet tissue, and paper tissue.
- **Temporary wooden walls and partitions.**
- **Haunted houses or mazes.**

The following types of materials are recommended for use in decorations and displays:

- Commercially flame-proofed crepe paper,
- Commercially flame-proofed fabrics,
- Commercially flame-proofed pomps (napkin sized),
- Flame-proofed corrugated paper,
- Latex base paints,
- Water color paints or water mixed powder paints, and
- Poster paints.

FIRE EVACUATION PROCEDURES

Evacuation simply means moving persons from a (potentially) dangerous place to a safe place. Purdue's fire evacuation procedures include all of the steps along the way: from initially reporting a fire, to what to do once you have exited the building.

Reporting a Fire

Pull the nearest fire alarm to notify the building's occupants to evacuate and exit the building immediately.

If you hear a fire alarm, leave the building immediately. A fire nearby may not be noticeable by sight or smell. Everyone is expected to exit a building immediately upon hearing a fire alarm. Students who fail to leave the building during a fire alarm activation or fire drill may be disciplined. In-session classes must cease and evacuate.

If involved with hazardous research or a dangerous procedure, shut down equipment or processes that could cause a secondary fire if left unattended.

Report the fire to others in the building as you are exiting.

Exit the Building

Know your emergency exit routes, but also be prepared to use an alternate route if necessary. Evacuation route maps are posted in each resident room, showing the closest egress route and assembly area outside. Additionally, each residential community has a building emergency plan that outlines evacuation procedures and shelter locations. The building emergency plan is available from the facility manager or online from the emergency preparedness website: https://www.pfw.edu/sites/default/files/documents-2023/02/EMERGENCY%2BHANDBOOK%2B2-9-23.pdf

Walk calmly but quickly to the nearest emergency exit. Keep to the right side of hallways and stairwells as you exit.

Do not use elevators. Use the stairs. If you are trapped in the building, try to reach a stairwell or stay by a window and attract the attention of emergency responders.

Do not delay! It is permissible to take a coat, keys, purse, cellphone, and other critical personal items with you when evacuating, but in the case of a fire, it is important not to delay evacuation. This means do not take additional time finding items to take.

Assist those who need help, but do not put yourself at risk attempting to rescue trapped or injured individuals. Note the location of anyone trapped or injured, so you can report this to emergency personnel once outside.

Close doors as rooms are entirely vacated.

Once Safely Outside

Call 911 from a safe location after exiting the building. All fires must be reported to PUPD, even if the fire has already been extinguished. Non-emergency reports (evidence that something was burned, for example) may be made to the PUPD business line, 260-481-6827.

If possible, also report the location of the fire to a staff member or the main office of the building.

If the fire is no longer a danger, contact Residential Life staff to report the incident for a potential investigation. This notification also allows the incident to be included in the Annual Fire Safety Report statistics.

Remain outside until roll is taken and further instructions are given.

Do not re-enter the building until instructed by fire or police, via the "All Clear" instruction.

False Reporting and Tampering

False reporting of a fire (or other emergency) is unlawful. Purdue prohibits unauthorized use of or tampering with emergency safety equipment. Interference with and/or non-adherence to emergency evacuation procedures is unlawful. Tampering with emergency equipment and/or

safety equipment can result in disciplinary sanctions and/or arrest. Blocking any open fire door, locked door, or passing through any door where security alarms are actively alerting is prohibited.

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

No planned improvements at this time.

FIRE SAFETY SYSTEMS

Below are the fire prevention systems for the campus' residential facilities.

FIRE SAFETY SYSTEMS

RESIDENTIAL BUILDING	ALARM PANEL	SMOKE DETECTION	SMOKE ALARMS	AUDIBLE HORNS	VISUAL STROBES	SPRINKLER SYSTEM	FIRE PUMP	PULL STATION	FIRE EXTINGUISHERS
A	X	X	X	X	X	X		X	X
B	X	X	X	X	X	X		X	X
C	X	X	X	X	X	X		X	X
D	X	X	X	X	X	X		X	X
E	X	X	X	X	X	X		X	X
F	X	X	X	X	X	X		X	X
G	X	X	X	X	X	X		X	X
H	X	X	X	X	X	X		X	X
I	X	X	X	X	X	X		X	X
J	X	X	X	X	X	X		X	X
K	X	X	X	X	X	X		X	X
L	X	X	X	X	X	X		X	X
M	X	X	X	X	X	X		X	X
Clubhouse	X	X	X	X	X	X		X	X
Holiday Inn	X	X	X	X	X	X		X	X

2023-2025 Purdue University Fire Statistics for Student Housing

FIRE STATISTICS

RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
Building A	2023	1	1	Cooking	0	0	$0-$99	3
	2024	0	0	0	0	0	0	0

FIRE STATISTICS								
RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
	2025	1	1	Cooking	0	0	$0-$99	2
Building B	2023	1	1	Cooking	0	0	$0- $99	3
	2024	0	0	0	0	0	0	0
	2025	1	1	Cooking	0	0	$0-$99	2
Building C	2023	0	0	0	0	0	0	3
	2024	2	1	Cooking	0	0	$0-$99	0
	2024	2	2	Dryer fire	0	0	$2,500.00	0
Building C	2025	1	1	Cooking	0	0	$0-$99	2
Building D	2023	0	0	0	0	0	0	3
	2024	1	1	Oven	0	0	$0-$99	0
	2025	0	0	0	0	0	0	2
Building E	2023	1	1	Cooking	0	0	$0-$99	3
	2024	2	1	Cooking	0	0	$0-$99	0
	2024	2	2	Cooking	0	0	$0-99	0
Building E	2025	0	0	0	0	0	0	2
Building F	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
	2025	1	1	Cooking	0	0	$0-99	2
Building G	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	2
Building H	2023	0	0	0	0	0	0	3
	2024	2	1	Cooking	0	0	$0-$99	3
	2025	2	1	Cooking	0	0	$0-$99	2
Building H	2025	2	2	Cooking	0	0	$0-$99	2
Building I	2023	0	0	0	0	0	0	3
	2024	0	0	0	0	0	0	0
	2025	1	1	Cooking	0	0	$0-99	2
Building J	2023	0	0	0	0	0	0	3

FIRE STATISTICS								
RESIDENTIAL FACILITIES	YEAR	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSED BY FIRE*	FIRE DRILLS
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	2
Building K	2023	1	1	Cooking	0	0	$0-$99	3
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	2
Building L	2023	1	1	Cooking	0	0	$0-$99	3
	2024	1	1	Cooking	0	0	$0-$99	0
	2025	0	0	0	0	0	0	2
Building M	2023	0	0	0	0	0	0	3
	2024	1	1	Dryer Fire	0	0	$2500.00	0
	2025	0	0	0	0	0	0	2
Clubhouse	2023	1	1	Kitchen Fire	0	0	$0-$99	3
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	2
Holiday Inn	2023	1	1	Kitchen Fire	0	0	$2500.00	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0