

Nevada System of Higher Education



NSHE CRIME STATISTICS REPORT

2020 Report to Board of Regents

Reporting Period:

January 1, 2019 - December 31, 2019

System Administration · University of Nevada, Reno · University of Nevada, Las Vegas ·
College of Southern Nevada · Great Basin College · Truckee Meadows Community College ·
Western Nevada College · Desert Research Institute · Nevada State College

NEVADA SYSTEM OF HIGHER EDUCATION

BOARD OF REGENTS

Dr. Mark W. Doubrava, Chairman
Mrs. Carol Del Carlo, Vice Chair

Dr. Patrick R. Carter
Ms. Amy Carvalho
Dr. Jason Geddes
Mr. Trevor Hayes
Ms. Lisa Levine

Mrs. Cathy McAdoo
Mr. Donald S. McMichael Sr.
Mr. John T. Moran
Mr. Kevin J. Page
Ms. Laura E. Perkins
Mr. Rick Trachok

Mr. Dean J. Gould, Chief of Staff and
Special Counsel to the Board of Regents

OFFICERS OF THE NEVADA SYSTEM OF HIGHER EDUCATION

Dr. Melody Rose, Chancellor
Nevada System of Higher Education

Mr. Brian Sandoval, President
University of Nevada, Reno

Dr. Federico Zaragoza, President
College of Southern Nevada

Dr. Karin Hilgersom, President
Truckee Meadows Community College

Dr. Kumud Acharya, President
Desert Research Institute

Dr. Keith Whitfield, President
University of Nevada, Las Vegas

Ms. Joyce Helens, President
Great Basin College

Dr. Vincent R. Solis, President
Western Nevada College

Mr. Bart J. Patterson, President
Nevada State College

Table Contents

Introduction	5
Campus Crime Charts	
UNR.....	10
UNLV	12
UNLV / Shadow Lane	14
NSC	16
CSN	18
TMCC	28
TMCC / Edison	30
TMCC / Keystone	31
TMCC / Meadowood	33
TMCC / Redfield	35
GBC	38
WCN	48
Annual Activity Report	
UNR	55
UNLV	66
Annual Security and Fire Safety Report	
UNR	83
UNLV	147
NSC	218
CSN	269
TMCC	318
GBC	369
WNC	431

<The page intentionally blank>

Introduction

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, codified at 20 USC 1092 (f) as a part of the Higher Education Act of 1965, is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All public and private institutions of postsecondary education participating in federal student aid programs are subject to the Act.

Because the law is tied to participation in federal student financial aid programs it applies to most institutions of higher education both public and private. The provisions of the Act are enforced by the United States Department of Education.

The "Clery Act" is named in memory of 19-year old Lehigh University freshman, Jeanne Ann Clery (pictured right), who was raped and murdered in her residence hall room on April 5, 1986.



Jeanne's parents, Connie and Howard, discovered that students had not been told about 38 violent crimes on the Lehigh campus in the three years before her murder. They joined with other campus crime victims and persuaded Congress to enact the law, which was originally known as the "Crime Awareness and Campus Security Act of 1990."

The law was amended in 1992 to add a requirement that schools afford the victims of campus sexual assault certain basic rights and was amended again in 1998 to expand the reporting requirements. The 1998 amendments also formally named the law in memory of Jeanne Clery.

The law was also amended in 2000 to require schools beginning in 2003 to notify the campus community about where public "Megan's Law" information about registered sex offenders on campus could be obtained.

Additional amendments to the Clery Act were added through the Higher Education Opportunity Act (HEOA) of 2008. HEOA amended the Clery Act by adding a requirement to develop and distribute immediate campus emergency response and evacuation procedures.

Most recently the Violence Against Women Reauthorization Act of 2013 (VAWA) amended the Clery Act to require campuses to include statistics, policies and programs related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking.

Annual Report

Schools must publish an annual security report (ASR) every year that contains at least 3 years' worth of campus crime statistics and certain security policy statements including sexual assault policies that assure basic victims' rights, the law enforcement authority of campus police and where students should go to report crimes. The report is to be made available to all current students and employees while prospective students and employees are to be notified of its existence and afforded an opportunity to request a copy of the report.

Schools can comply by posting their respective crime statistics on the Internet so long as the required recipients are notified and provided the exact Internet address where the report can be found, and paper copies are available upon request. A copy of the statistics must also be provided to the United States Department of Education. Each NSHE institution reports crime statistics on their respective Web sites, which may be accessed at the following Internet addresses:

Web Addresses for Crime Statistics by NSHE Institution

UNLV	http://unlv.edu/police/report
UNR	https://www.unr.edu/Documents/administration-finance/Police/2019%20ASR%20UNR_Accessible.pdf
NSC	http://www.nsc.edu/campus-emergency
CSN	http://www.csn.edu/police
GBC	https://www.gbenv.edu/security/docs/annual_campus_security-safety_report_2019.pdf
TMCC	https://www.tmcc.edu/flipbook/security-report/
WNC	https://www.wnc.edu/wp-content/uploads/2019/09/2019-ASR-WNC-updated-9.9.19.pdf

Crime Statistics

Each school must disclose crime statistics for the campus, unobstructed public areas immediately adjacent to or running through the campus, and certain non-campus facilities including Greek housing and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement, and other school officials who have "significant responsibility for student and campus activities". Professional mental health and religious counselors are exempt from reporting obligations but may refer patients to the schools confidential reporting system.

The statistics are also broken down geographically into "on campus," "residential facilities for students on campus," non-campus buildings, or "on public property" such as streets and sidewalks. Schools can use a map to denote these areas. The report must also indicate if any of the reported incidents, or any other crime involving bodily injury, was a "hate crime."

Schools are also required to provide timely warnings and a separate more extensive public crime log. It is these requirements that are most likely to impact the day-to-day lives of students. The

timely warning requirement is somewhat subjective and is only triggered when the school considers a crime to pose an on-going "threat to students and employees" while the log records all incidents reported to the campus police or security department.

Timely warnings cover a broader source of reports (campus police or security, other campus officials, and off-campus law enforcement) than the crime log but are limited to those crime categories required in the annual report. The crime log includes only incidents reported to the campus police or security department, but covers all crimes, not just those required in the annual report, meaning crimes like theft are included in the log. State crime definitions may be used.

Schools that maintain a police or security department are required to disclose in the public crime log "any crime that occurred on campus...or within the patrol jurisdiction of the campus police or the campus security department and is reported to the campus police or security department." The log is required to include the "nature, date, time, and general location of each crime" as well as its disposition if known. Incidents are to be included within two business days, but certain limited information may be withheld to protect victim confidentiality, ensure the integrity of ongoing investigations, or to keep a suspect from fleeing. Only the most limited information necessary may be withheld and even then, it must be released "once the adverse effect...is no longer likely to occur."

Definitions

The statistics reported herein include occurrences on campus, in or on non-campus buildings or property, and on public property during the 2019 calendar year, and two preceding years for which data are available. The following definitions apply:

“Campus” means any building or property owned or controlled by an institution of higher education with the same reasonably contiguous geographic area of the institution and used by the institution in direct support of , or in a manner related to, the institution’s educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).

“Non-campus building or property” means any building or property owned or controlled by a student organization recognized by the institution including any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution’s education purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution.

“Public property” means all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, street, or the thoroughfare, or parking facility,

and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes.

"Dormitories or other residential facilities for students on campus" is a subset of the on-campus category. Institutions must disclose the total number of on-campus crimes, including those in dorms or other residential facilities for students on campus, and must also make a separate disclosure limited to the number of crimes occurring in student dorms or residential facilities on campus. As a subset, the number of crimes reported for dormitories or other residential facilities must be less than or equal to the number of reported crimes for the on-campus category.

Report Categories

Crimes are reported in the following categories:

1. Criminal Offenses
 - a. Murder and Non-negligent manslaughter
 - b. Negligent manslaughter
 - c. Rape
 - d. Fondling
 - e. Incest
 - f. Statutory Rape
 - g. Robbery
 - h. Aggravated assault
 - i. Burglary
 - j. Motor vehicle theft
 - k. Arson

2. Hate Crimes
 - Race
 - Gender
 - Gender Identity
 - Religion
 - Sexual orientation
 - Ethnicity
 - Disability
 - National Origin

Schools are also required to report the following types of incidents if they result in either arrest or disciplinary referral:

1. Illegal weapons possession
2. Drug law violations
3. Liquor law violations

Each campus is required to have these statistics readily available to students and parents.

CAMPUS CHARTS

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	6	5	1	0
	2018	14	11	0	0
	2017	2	2	2	0
Fondling	2019	3	2	0	0
	2018	5	0	1	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	1	0	0	2
	2018	0	0	1	0
	2017	0	0	0	0
Aggravated Assault	2019	1	1	0	0
	2018	1	1	0	0
	2017	3	1	0	0
Burglary	2019	8	2	1	0
	2018	17	2	5	0
	2017	28	4	3	0
Motor Vehicle Theft	2019	8	1	0	0
	2018	8	0	1	0
	2017	5	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	12	0	1	1
	2017	3	2	0	1
Stalking	2019	12	2	0	0
	2018	14	0	0	0
	2017	0	0	0	0
Dating Violence	2019	3	3	0	0
	2018	1	1	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	48	33	1	8
	2018	32	19	0	8
	2017	88	64	2	20
Drug Law Violation Arrests	2019	7	3	5	4
	2018	13	7	3	5
	2017	25	15	5	6
Weapons Law Violation Arrests	2019	0	0	1	1
	2018	0	0	0	2
	2017	1	0	2	3
Liquor Law Violations Referred for Disciplinary Action	2019	67	65	0	5
	2018	90	86	0	0
	2017	152	143	5	6
Drug Law Violations Referred for Disciplinary Action	2019	72	72	0	1
	2018	50	44	0	0
	2017	52	41	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**University of Nevada, Reno Main Station Field Lab does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**University of Nevada, Reno Redfield Campus does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

University of Nevada, Las Vegas Main Campus

Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	1
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	15	9	0	0
	2018	8	6	0	0
	2017	2	2	2	2
Fondling	2019	13	12	0	0
	2018	7	2	0	1
	2017	1	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	4	0	0	0
	2018	1	0	0	0
	2017	5	0	0	0
Aggravated Assault	2019	7	4	0	0
	2018	8	1	1	1
	2017	6	3	1	0
Burglary	2019	23	6	1	0
	2018	44	11	2	0
	2017	47	8	4	0
Motor Vehicle Theft	2019	24	0	0	0
	2018	49	0	5	1
	2017	20	0	0	0
Arson	2019	0	0	0	0
	2018	1	0	0	0
	2017	2	1	0	0
Domestic Violence	2019	6	5	0	1
	2018	7	3	0	0
	2017	2	1	0	0
Stalking	2019	15	0	0	0
	2018	10	8	2	0
	2017	8	3	0	1
Dating Violence	2019	6	6	0	0
	2018	6	1	0	0
	2017	1	1	0	0

University of Nevada, Las Vegas Main Campus

Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	5	3	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	30	4	0	2
	2018	17	0	0	0
	2017	2	0	0	0
Weapons Law Violation Arrests	2019	5	2	0	0
	2018	6	0	0	0
	2017	1	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	123	120	0	0
	2018	140	132	0	0
	2017	76	76	2	0
Drug Law Violations Referred for Disciplinary Action	2019	80	77	0	1
	2018	72	69	0	0
	2017	62	54	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	7	3	0	0
	2018	0	0	0	0
	2017	3	2	0	1

Data is reported by calendar year.

University of Nevada, Las Vegas Main Campus Hate Crimes

2019: One report of vandalism on-campus & on-campus housing characterized by racial bias, one report of vandalism on-campus characterized but religious bias, two reports of aggravated assault characterized by national origin bias, one report of intimidation on-campus characterized by sexual orientation bias, one report of intimidation on-campus characterized by ethnicity bias, one report of intimidation on-campus characterized by religious bias, and one report of simple assault on-campus characterized by gender identity bias.

2018: One report of vandalism on-campus characterized by religious bias, one report of simple assault on-campus characterized by sexual orientation bias, one report of intimidation characterized by national origin bias, and one report of intimidation on-campus characterized by racial bias.

2017: One report of destruction/damage/vandalism on-campus characterized by religious bias.

University of Nevada, Las Vegas Main Campus Unfounded Crimes:

2019: Thirteen unfounded crimes.

2018: Two unfounded crimes.

2017: Two unfounded crimes.

University of Nevada, Las Vegas Shadow Lane Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Fondling	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	1	0
Aggravated Assault	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	3	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	2	3	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	1
Dating violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The University of Nevada, Las Vegas Shadow Lane Campus does not have residential facilities.

University of Nevada, Las Vegas Shadow Lane Campus

Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

Data is reported by calendar year.

*The University of Nevada, Las Vegas Shadow Lane Campus does not have residential facilities.

University of Nevada, Las Vegas Shadow Lane Campus Hate Crimes

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

University of Nevada, Las Vegas Shadow Lane Unfounded Crimes

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

**Nevada State College
Crime Statistics**

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	1
	2017	0	0	0
Stalking	2019	0	0	0
	2018	1	0	0
	2017	0	0	0

*Nevada State College residential facilities opened October 2020. Data for housing will be tracked starting with calendar year 2020.

Nevada State College
Arrests and Disciplinary Referrals

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	1	0	1
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

* Nevada State College residential facilities opened October 2020. Data for housing will be tracked starting with calendar year 2020..

Data is reported by calendar year.

Hate Crimes:

2016: Zero Hate Crimes reported.

2017: Zero Hate Crimes reported.

2018: Zero Hate Crimes reported.

Unfounded Crimes:

2016: Zero unfounded crimes.

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

College of Southern Nevada, Charleston Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	2	0	0
	2018	0	0	0
	2017	1	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	2	0	0
	2018	1	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	1	0	0
	2018	3	0	0
	2017	2	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Stalking	2019	1	0	0
	2018	0	0	0
	2017	2	0	0

*The College of Southern Nevada, Charleston Campus does not have any residential facilities.

College of Southern Nevada, Charleston Campus
Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	3	0	0
	2017	1	0	1
Drug Law Violation Arrests	2019	5	0	3
	2018	8	0	9
	2017	6	0	0
Weapons Law Violation Arrests	2019	8	0	0
	2018	3	0	0
	2017	2	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, Charleston Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2017: No Hate Crimes reported.

2018: No Hate Crimes reported.

2019: No Hate Crimes reported.

Unfounded Crimes:

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

2019: Zero unfounded crimes.

College of Southern Nevada, North Las Vegas Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	1	0	0
	2018	0	0	0
	2017	3	0	0
Motor Vehicle Theft	2019	5	0	0
	2018	3	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, North Las Vegas Campus does not have any residential facilities.

College of Southern Nevada, North Las Vegas Campus

Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	1	0	0
	2017	3	0	0
Drug Law Violation Arrests	2019	2	0	2
	2018	1	0	0
	2017	6	0	0
Weapons Law Violation Arrests	2019	2	0	0
	2018	1	0	0
	2017	5	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	1	0	0
	2017	1	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	2	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, North Las Vegas Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2017: No Hate Crimes reported.

2018: No Hate Crimes reported.

2019: No Hate Crimes reported.

Unfounded Crimes:

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

2019: Zero unfounded crimes.

College of Southern Nevada, Henderson Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, Henderson Campus does not have any residential facilities.

College of Southern Nevada, Henderson Campus

Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	3	0	0
	2018	0	1	0
	2017	0	0	0
Weapons Law Violation Arrests	2019	1	0	0
	2018	1	0	0
	2017	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, Henderson Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2017: No Hate Crimes reported.

2018: No Hate Crimes reported.

2019: No Hate Crimes reported.

Unfounded Crimes:

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

2019: Zero unfounded crimes.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	1	0	0	0
	2018	4	0	0	0
	2017	1	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	6	0	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*TMCC Dandini Campus does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	1	0	0	0
	2018	1	0	0	1
	2017	1	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*TMCC William N Pennington Applied Technology Center does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*TMCC N.J. Redfield Foundation Performing Arts Center does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	2	0	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	1	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*TMCC Meadowood Center does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Redfield campus does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Great Basin College Battle Mountain Center does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	5	3	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	1	0	0
Stalking	2019	2	1	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	1	0	0	0
	2017	2	2	0	1
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	3	3	0	0
	2018	0	0	0	0
	2017	2	2	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	2	2	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Great Basin College - Ely Center does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	1
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Great Basin College Pahrump Center does not have residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	1
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Great Basin College Winnemucca Center does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	2
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

WNC - Carson City Campus

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	1	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Western Nevada College Carson City Campus does not have any residential facilities.

WNC - Carson City Campus

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	3	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Western Nevada College Douglas Campus does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	1	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	1	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	1
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

**Western Nevada College Fallon Campus does not have any residential facilities.

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

ANNUAL ACTIVITY REPORTS

University Police Services
Hiring Requirements for 2019

University Police Services recruits for three police officer positions; Cadet / Reserve Police Officer, Police Officer One and Police Officer Two. Cadet / Reserve officer applicants generally have no law enforcement experience, Police Officer One candidates are required to have some experience and Police Officer Two candidates must be currently certified police officers with experience equivalent to a University Police Officer. The minimum requirements for all positions are detailed below.

Cadet / Reserve Police Officer

- The minimum qualification for this position requires graduation from high school or equivalent education.
- One year of experience in public contact work which included interpretation of rules, regulations or established procedures.
- Position requires possession of a valid Nevada Class C driver's license for appointment and continuing employment.
- Position requires use of a concealable weapon; ex-felons are **not** eligible.
- Applicants must comply with requirements of Title 18 USC 922 (d) (9).
- Pursuant to NRS 284.4066, positions in this class have been identified as affecting public safety. Persons offered employment in this class must first submit to a pre-employment screening test to detect the presence of a controlled substance, a thorough background investigation, psychological, medical, vision and hearing examinations, and polygraph prior to commencement of employment.
- Applicants must be 21 years of age and a US citizen by the time of graduation from the academy.
- The physical agility testing and requirements are as follows:
 - **Height by vertical jump – 14 inches**
 - **Agility Run – 19.5 seconds**
 - **Sit-ups in one minute – 30**
 - **Push-ups no time limit – 23**
 - **300 meter run – 68 seconds**
 - **1.5 Mile Run – 16 minutes 57 seconds**

University Police Services
Hiring Requirements for 2019

Police Officer I

- Graduation from high school or equivalent education.
- One year of experience in public contact work which included interpretation of rules, regulations or established procedures.
- Applicants must currently be enrolled in or have graduated from an accredited law enforcement academy and meet Nevada Peace Officer Standards and Training (POST) requirements by time of appointment.
- Any POST Category I certification must be current within a two-year period.
- Position requires possession of a valid Nevada Class C driver's license for appointment and continuing employment.
- Position requires use of a concealable weapon, ex-felons are **not** eligible.
- Applicants must comply with requirements of Title 18 USC 922 (d) (9).
- Pursuant to NRS 284.4066, positions in this class have been identified as affecting public safety. Persons offered employment in this class must first submit to a pre-employment screening test to detect the presence of a controlled substance, a thorough background investigation, psychological, medical, vision and hearing examinations, and polygraph prior to commencement of employment.
- Applicants must be 21 years of age and a US citizen by the time of graduation from the academy.
- The physical agility testing and requirements are as follows:
 - **Height by vertical jump – 14 inches**
 - **Agility Run – 19.5 seconds**
 - **Sit-ups in one minute – 30**
 - **Push-ups no time limit – 23**
 - **300 meter run – 68 seconds**
 - **1.5 Mile Run – 16 minutes 57 seconds**

University Police Services
Hiring Requirements for 2019

Police Officer II

- One year of law enforcement experience performing duties similar to a University Police Officer I.
- Applicants must have graduated from an accredited law enforcement academy and meet Nevada Peace Officer Standards and Training (POST) requirements.
- POST Category I certification must be current within a two-year period. Out-of-state Category I basic in-lieu certification can be accepted from states with reciprocity.
- Position requires possession of a valid Nevada Class C driver's license for appointment and continuing employment.
- Position requires use of a concealable weapon; ex-felons are **not** eligible.
- Applicants must comply with requirements of Title 18 USC 922 (d) (9).
- Pursuant to NRS 284.4066, positions in this class have been identified as affecting public safety. Persons offered employment in this class must first submit to a pre-employment screening test to detect the presence of a controlled substance, a thorough background investigation, psychological, medical, vision and hearing examinations, and polygraph prior to commencement of employment.
- Applicants must be 21 years of age and a US citizen.
- The physical agility testing and requirements are as follows:
 - **Height by vertical jump – 14 inches**
 - **Agility Run – 19.5 seconds**
 - **Sit-ups in one minute – 30**
 - **Push-ups no time limit – 23**
 - **300 meter run – 68 seconds**
 - **1.5 Mile Run – 16 minutes 57 seconds**

Uniform Regulations

1023.1 PURPOSE AND SCOPE

The uniform policy of the University Police Services is established to ensure that uniformed officers, special assignment personnel and non-sworn employees will be readily identifiable to the public through the proper use and wearing of Department uniforms. Employees should also refer to the following associated policies:

- Firearms
- Department Owned and Personal Property
- Body Armor
- Grooming Standards

The University Police Services will provide uniforms for all employees required to wear them in the manner, quantity and frequency.

1023.2 WEARING AND CONDITION OF UNIFORM AND EQUIPMENT

Police employees wear the uniform to be identified as the law enforcement authority in society. The uniform also serves an equally important purpose to identify the wearer as a source of assistance in an emergency, crisis or other time of need.

- (a) Uniform and equipment shall be maintained in a serviceable condition and shall be ready at all times for immediate use. Uniforms shall be neat, clean and appear professionally pressed.
- (b) All peace officers of this department shall possess and maintain at all times, a serviceable uniform and the necessary equipment to perform uniformed field duty.
- (c) Personnel shall wear only the uniform specified for their rank and assignment.
- (d) The uniform is to be worn in compliance with the specifications set forth in the Department's uniform specifications and procedures that are maintained separately from this policy.
- (e) All supervisors will perform periodic inspections of their personnel to ensure conformance to these regulations.
- (f) Civilian attire shall not be worn in combination with any distinguishable part of the uniform.
- (g) Uniforms are only to be worn while on-duty, while in transit to or from work, for court or at other official Department functions or events.
- (h) If the uniform is worn while in transit, an outer garment may be worn over the uniform shirt so as not to bring attention to the employee while he/she is off-duty.
- (i) Employees are not to purchase or drink alcoholic beverages while wearing any part of the Department uniform, including the uniform pants.
- (j) Mirrored sunglasses will not be worn with any Department uniform

University Police Services

University of Nevada Reno Police Services Policy Manual

Uniform Regulations

- (k) Visible jewelry, other than those items listed below, shall not be worn with the uniform-unless specifically authorized by the Assistant Vice President and Director of Police Services or his designee.
 - 1. Wrist watch.
 - 2. Wedding ring(s), class ring or other ring of tasteful design. A maximum of one ring/set may be worn on each hand.
 - 3. Medical alert bracelet.

1023.2.1 DEPARTMENT OFFICE ISSUED IDENTIFICATION

The Department issues each employee an official Department identification card bearing the employee's name, identifying information and photo likeness. All employees shall be in possession of their Department issued identification card at all times while on-duty or when carrying a concealed weapon.

- (a) Whenever on-duty or acting in an official capacity representing the Department, employees shall display their Department issued identification in a courteous manner to any person upon request and as soon as practicable.
- (b) Officers working specialized assignments may be excused from the possession and display requirements when directed by their Lieutenant.

1023.3 UNIFORM CLASSES

1023.3.1 CLASS A DRESS UNIFORM

The Class A uniform is to be worn on special occasions such as funerals, graduations, promotions, ceremonies or as directed. The Class A uniform is required for all sworn personnel. The Class A uniform includes the standard issue uniform with:

- (a) Long sleeve, shirt with tie and pants. (Flying Cross Long Sleeve and Flying Cross Pants)
- (b) Polished shoes.
- (c) Dress hat

The department issued hat may be worn for events held outdoors. Boots with pointed toes are not permitted.

1023.3.2 PATROL UNIFORM

All officers will possess and maintain a serviceable patrol uniform at all times.

The patrol uniform will consist of:

- (a) The long or short sleeve shirt may be worn with the collar open. No tie is required.
- (b) Department approved external vest with appropriate pouches.
- (c) A white, navy blue or black crew neck t-shirt must be worn with the uniform.
- (d) All shirt buttons must remain buttoned except for the last button at the neck.

University Police Services

University of Nevada Reno Police Services Policy Manual

Uniform Regulations

- (e) Approved all black unpolished shoes may be worn.
- (f) Boots with pointed toes are not permitted.
- (g) Department issued baseball style hat is also authorized for optional use.

1023.3.3 SPECIALIZED UNIT UNIFORMS

The Assistant Vice President and Director of Police Services may authorize special uniforms to be worn by officers in specialized units such as Canine Team, SWAT, Bicycle Patrol, Motor Officers and other specialized assignments.

1023.3.4 FOUL WEATHER GEAR

The Uniform and Equipment Specifications lists the authorized uniform jacket and rain gear.

1023.3.5 FOUL WEATHER GEAR

All jackets will be black, made of Gortex, leather, nylon, or polyester with uniform patches and rank insignia, if appropriate, affixed. Rain gear will be black, yellow or international orange with appropriate uniform patches affixed. When the temperature drops below freezing, or severe weather is imminent, officers may seek supervisor approval to wear Class C uniform (foul weather suit). The foul weather suit must have patches applied to each sleeve and the officer's name professionally applied in gold embroider. The suit color will be solid, dark navy blue. Any suit/coveralls will be the responsibility of the officer to purchase and maintain and the suit design must be approved by the Director prior to usage.

1023.3.6 C. ALTERNATE SUMMER UNIFORM FOR OFFICERS ASSIGNED TO SPECIALIZED UNITS

Between the dates of April 15th and October 15th officers assigned to specialized assignments are authorized to wear an alternate summer uniform to aid the in fending off heat and heat related injuries. The alternate summer uniform must have patches applied to each sleeve and the officer's names professionally applied in gold embroidery. The alternate summer uniform will be solid, dark navy blue in color with a 5.11 style collared polo shirt and 5.11 style performance pants with black footwear. While an alternate summer uniform is authorized, it does not replace the current class "A" uniform outright. There are times i.e. funerals, dignitary functions, and special events that will require the officers to wear a more appropriate uniform.

1023.3.7 FOOTWEAR

Black boots or shoes are approved footwear. If the finish of the boot or shoe is designed to be shined, the footgear will be shined.

1023.3.8 DUTY BELT AND RELATED EQUIPMENT

For use with the Class A uniform, the department will furnish every sworn officer a black basket weave, leather duty belt and accessories. The accessories, in black basket-weave, include a holster of at least Level II retention characteristics, handcuff case, magazine pouch, baton holder, flashlight holder, key holder, OC spray holder and keepers. Officers will be issued at least one pair of handcuffs, handcuff key, OC spray, ASP or equivalent baton and belt buckle.

University Police Services

University of Nevada Reno Police Services Policy Manual

Uniform Regulations

Officers will be issued black "ballistic nylon" duty belt and keepers for use with the Class B patrol uniform.

1023.4 INSIGNIA AND PATCHES

- (a) **Shoulder Patches** - The authorized shoulder patch supplied by the Department shall be machine stitched to the sleeves of all uniform shirts and jackets, three-quarters of an inch below the shoulder seam of the shirt and be bisected by the crease in the sleeve.
- (b) **Service stripes and stars** - Service stripes and other indicators for length of service may be worn on long sleeved shirts and jackets. They are to be machine stitched onto the uniform. The bottom of the service stripe shall be sewn the width of one and one-half inches above the cuff seam with the rear of the service stripes sewn on the dress of the sleeve. The stripes are to be worn on the left sleeve only.
- (c) **The regulation nameplate, or an authorized sewn on cloth nameplate, shall be worn at all times while in uniform. The nameplate shall display the employee's first and last name. If an employee's first and last names are too long to fit on the nameplate, then the initial of the first name will accompany the last name. If the employee desires other than the legal first name, the employee must receive approval from the Assistant Vice President and Director of Police Services. The nameplate shall be worn and placed above the right pocket located in the middle, bisected by the pressed shirt seam, with equal distance from both sides of the nameplate to the outer edge of the pocket.**
- (d) **When a jacket is worn, the nameplate or an authorized sewn on cloth nameplate shall be affixed to the jacket in the same manner as the uniform.**
- (e) **Assignment Insignias** - Assignment insignias, (e.g., SWAT, FTO or similar) may be worn as designated by the Assistant Vice President and Director of Police Services.
- (f) **Flag Pin** - A flag pin may be worn, centered above the nameplate.
- (g) **Badge** - The Department issued badge, or an authorized sewn on cloth replica, must be worn and visible at all times while in uniform.
- (h) **Rank Insignia** - The designated insignia indicating the employee's rank must be worn at all times while in uniform. The Assistant Vice President and Director of Police Services may authorize exceptions.

1023.4.1 MOURNING BADGE

When authorized by the Director, uniformed employees shall wear a black mourning band across the uniform badge whenever a law enforcement officer is killed in the line of duty. The following mourning periods will be observed:

- (a) **An officer of this department** - From the time of death until midnight on the 14th day after the death.
- (b) **An officer from this state** - From the time of death until midnight on the day of the funeral.
- (c) **Funeral attendee** - While attending the funeral of a fallen officer.

University Police Services

University of Nevada Reno Police Services Policy Manual

Uniform Regulations

- (d) National Peace Officers Memorial Day (May 15th) - From midnight through the following midnight.
- (e) As directed by the Assistant Vice President and Director of Police Services or designee.

The Director may authorize the wearing of mourning bands in recognition of the passing of former officers, employees or officials of the University of Nevada, Reno.

1023.5 CIVILIAN ATTIRE

In order to insure a professional appearance when greeting the public, full-time front office staff members will wear a department issued dark blue 5.11 tactical polo shirt with the department badge embroidered on the left chest and the employee's last name embroidered on the right chest. Slacks will be worn, except on designated "dress down" days when jeans may be worn.

There are assignments within the Department that do not require the wearing of a uniform because recognition and authority are not essential to their function. There are also assignments in which the wearing of civilian attire is necessary.

- (a) All employees shall wear clothing that fits properly, is clean and free of stains and not damaged or excessively worn.
- (b) All male administrative, investigative and support personnel who elect to wear civilian clothing to work shall wear button style shirts with a collar, slacks or suits that are moderate in style.
- (c) All female administrative, investigative and support personnel who elect to wear civilian clothes to work shall wear dresses, slacks, shirts, blouses or suits which are moderate in style.
- (d) The following items shall not be worn on-duty:
 - 1. T-shirt alone.
 - 2. Open toed sandals, athletic shoes, or flip flops.
 - 3. Swimsuit, tube tops or halter-tops.
 - 4. Spandex type pants or see-through clothing.
 - 5. Distasteful, offensive, or political printed slogans, buttons or pins.
- (e) Variations from this order are allowed at the discretion of the Assistant Vice President and Director of Police Services or designee when the employee's assignment or current task is not conducive to the wearing of such clothing.
- (f) No item of civilian attire may be worn on-duty that would adversely affect the reputation of the University Police Services or the morale of the employees.

1023.6 POLITICAL ACTIVITIES, ENDORSEMENTS AND ADVERTISEMENTS

Unless specifically authorized by the Assistant Vice President and Director of Police Services, University Police Services employees may not wear any part of the uniform, be photographed wearing any part of the uniform, utilize a Department badge, patch or other official insignia, or

University Police Services

University of Nevada Reno Police Services Policy Manual

Uniform Regulations

cause to be posted, published or displayed, the image of another employee, or identify himself/herself as an employee of the University Police Services to do any of the following:

- (a) Endorse, support, oppose or contradict any political campaign or initiative.
- (b) Endorse, support, oppose or contradict any social issue, cause or religion.
- (c) Endorse, support or oppose, any product, service, company or other commercial entity.
- (d) Appear in any commercial, social or non-profit publication, or any motion picture, film, video, public broadcast or any website.

1023.7 OPTIONAL EQUIPMENT - MAINTENANCE AND REPLACEMENT

- (a) Any of the items listed in the Uniform and Equipment Specifications as optional shall be purchased at the expense of the employee.
- (b) Maintenance of optional items shall be the financial responsibility of the purchasing employee (e.g., repairs due to normal wear and tear).
- (c) Replacement of items listed in this order as optional shall be done as follows:
 - 1. When the item is no longer functional because of normal wear and tear, the employee bears the full cost of replacement.
 - 2. When the item is no longer functional because of damage in the course of the employee's duties, it may be replaced following the procedures for the replacement of damaged personal property (Policy Manual § 700).

1023.8 UNAUTHORIZED UNIFORMS, EQUIPMENT AND ACCESSORIES

University Police Services employees may not wear any uniform item, accessory or attachment unless specifically authorized in the Uniform and Equipment Specifications or by the Assistant Vice President and Director of Police Services or designee.

University Police Services employees may not use or carry any tool or other piece of equipment unless specifically authorized in the Uniform and Equipment Specifications or by the Assistant Vice President and Director of Police Services or designee.

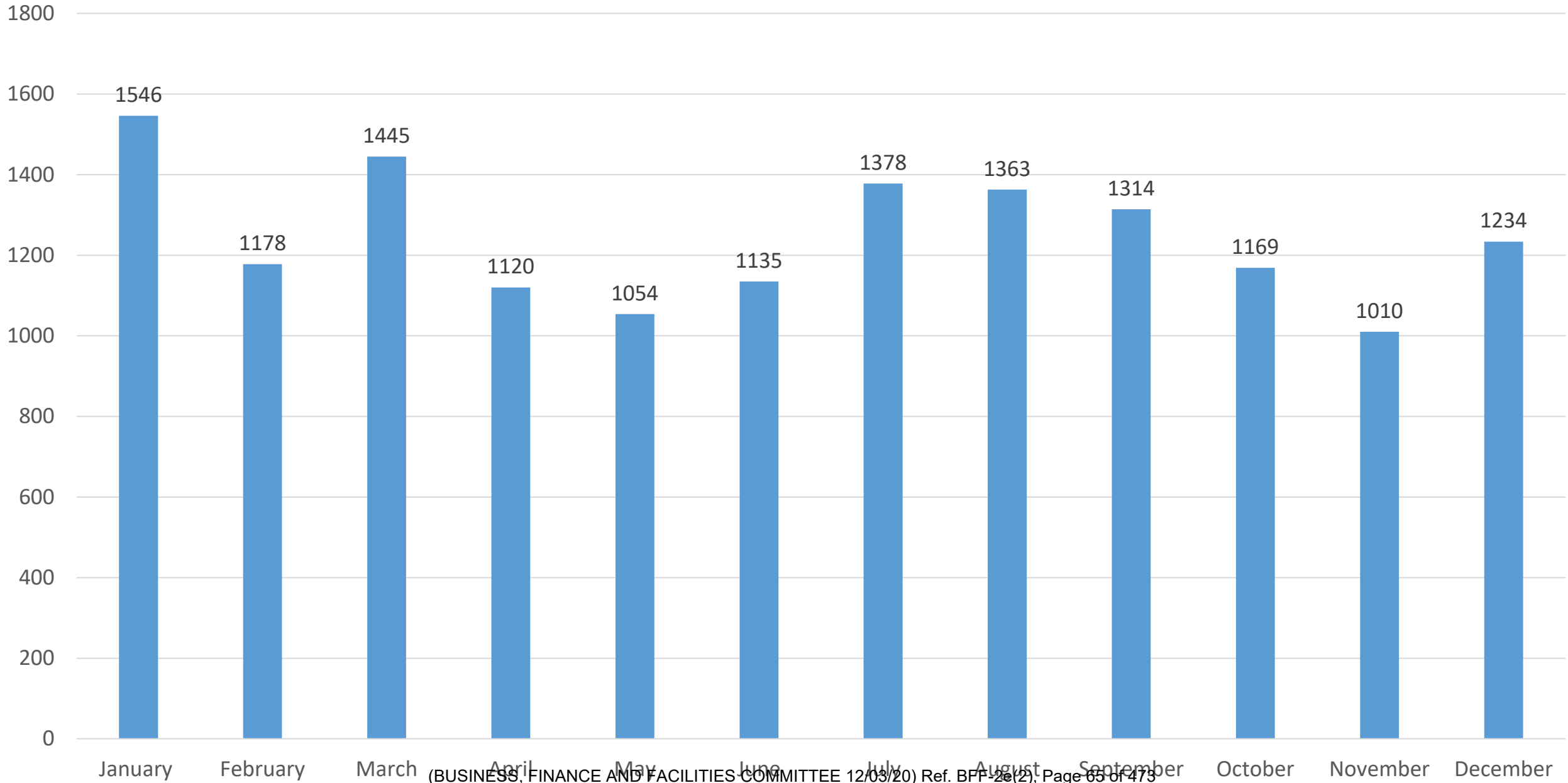
1023.9 UNIFORM MAINTENANCE, REPAIR AND REPLACEMENT

- (a) **CLEANING AND MAINTENANCE:** University Police Services provides professional cleaning of all uniforms worn during the course and scope of employment.
- (b) **UNIFORM REPLACEMENT:** University Police Services will replace uniforms that are damaged beyond repair or showing distracting or unattractive wear and tear. Officers will submit an e-mail or memorandum to their supervisor requesting replacement. Approved request for replacement will be presented to the department's uniform vendor for issuance of new or replacement uniforms.

**University Police Services
Weapons In Inventory
2019**

Weapon Description	Model/Caliber	Quantity	Comments
Glock Handgun	M17 / 9 mm	28	Duty Issue
Glock Handgun	M18 / 9 mm	1	Training
Glock Handgun	M22 / .40 cal.	3	Duty Issue
Glock Handgun	M27 / .40 cal.	2	Duty Issue
Glock Handgun	17-T FX / 9 mm	8	Training
H&K Handgun	.45 Cal.	1	Duty Issue
Sig Sauer Handgun	P239 / 9mm	1	Duty Issue
Sig Sauer Handgun	P226 DAK 9mm	2	Duty Issue
Sig Sauer Handgun	P226 9mm	1	Duty Issue
Smith & Wesson	.38 Revolver	1	Training
Remington Shotgun	870/12 Ga.	23	Duty Issue
Remington Shotgun	870/12Ga Breaching	2	Duty Issue
Colt Rifle	AR 15 A-3 / .223 cal.	8	Duty Issue
Colt Rifle 10.5" Barrel	AR 15 A-3 / .223 cal.	2	SWAT
Carbine 16" Rifle	DPMS Panther RFA2-4A	26	Duty Issue
Carbine 16" Rifle	S&W M&P 5.56 Rifle	4	Duty Issue
Carbine 11" Rifle	DPMS Panther RFA2-4A	2	Duty Issue
Carbine 7.5 Rifle	Battle Born Tactical	1	Duty Issue
Sig 7.62 NATO	WR716G2-16B-P	2	Duty Issue
M1 Garand	Springfield .30cal	3	Honor Guard
M1 Garand	Winchester .30cal	1	Honor Guard
Non-Lethal	FN 303	2	Duty Issue
Taser	X-26	12	Duty Issue
Taser	X2	31	Duty Issue

2019 Campus Foot Patrol in Hours





University Police Services Southern Command Annual Activity Report

2019

University of Nevada, Las Vegas

College of Southern Nevada

Nevada State College

Desert Research Institute – Las Vegas Campus

This report has been compiled to provide the Board of Regents of the Nevada System of Higher Education (NSHE) with the information required pursuant to Board of Regents Policy (*Title 4, Chapter 1, Section 12*).

Table of Contents

Hiring Requirements 1
Uniform Regulations..... 5
Description of Weapons in Inventory 13
Percentage of Time Police Spend on Campus 14

Recruitment and Selection

1000.1 PURPOSE AND SCOPE

This policy provides a framework for employee recruiting efforts and identifying job-related standards for the selection process. This policy supplements the rules that govern employment practices for the University Police Services, Southern Command and that are promulgated and maintained by the Department of Human Resources.

1000.2 POLICY

In accordance with applicable federal, state, and local law, the University Police Services, Southern Command provides equal opportunities for applicants and employees regardless of actual or perceived race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, pregnancy, genetic information, veteran status, marital status, and any other classification or status protected by law. The Department does not show partiality or grant any special status to any applicant, employee, or group of employees unless otherwise required by law.

The Department will recruit and hire only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards.

1000.3 RECRUITMENT

The Administrative Services Assistant Director should employ a comprehensive recruitment and selection strategy to recruit and select employees from a qualified and diverse pool of candidates.

The strategy should include:

- (a) Identification of racially and culturally diverse target markets.
- (b) Use of marketing strategies to target diverse applicant pools.
- (c) Expanded use of technology and maintenance of a strong internet presence. This may include an interactive department website and the use of department-managed social networking sites, if resources permit.
- (d) Expanded outreach through partnerships with media, community groups, citizen academies, local colleges, universities and the military.
- (e) Employee referral and recruitment incentive programs.
- (f) Consideration of shared or collaborative regional testing processes.

The Administrative Services Assistant Director shall avoid advertising, recruiting and screening practices that tend to stereotype, focus on homogeneous applicant pools or screen applicants in a discriminatory manner.

The Department should strive to facilitate and expedite the screening and testing process, and should periodically inform each candidate of his/her status in the recruiting process.

Recruitment and Selection

1000.4 SELECTION PROCESS

The Department shall actively strive to identify a diverse group of candidates who have in some manner distinguished themselves as being outstanding prospects. Minimally, the Department should employ a comprehensive screening, background investigation, and selection process that assesses cognitive and physical abilities and includes review and verification of the following (NAC 289.110):

- (a) A comprehensive application for employment (including previous employment, references, current and prior addresses, education, military record)
- (b) Driving record
- (c) Reference checks
- (d) Employment eligibility, including U.S. Citizenship and Immigration Services (USCIS) Employment Eligibility Verification Form I-9 and acceptable identity and employment authorization documents. This required documentation should not be requested until a candidate is hired. This does not prohibit obtaining documents required for other purposes.
- (e) Information obtained from public internet sites
- (f) Financial history consistent with NRS 613.580 and the Fair Credit Reporting Act (FCRA) (15 USC § 1681 et seq.)
- (g) Local, state, and federal criminal history record checks
- (h) Lie detector or voice stress analyzer examination (when legally permissible)
- (i) Medical and psychological examination (may only be given after a conditional offer of employment)
- (j) Review board or selection committee assessment

1000.4.1 VETERAN PREFERENCE

The Department will provide veteran preference as required (NRS 281.060).

1000.5 BACKGROUND INVESTIGATION

Every candidate shall undergo a thorough background investigation to verify his/her personal integrity and high ethical standards, and to identify any past behavior that may be indicative of the candidate's unsuitability to perform duties relevant to the operation of the University Police Services, Southern Command. This information is used to verify that the candidate has a good moral character and meets the minimum standards established by the Nevada Peace Officers' Standards and Training (POST) Commission (NAC 289.110).

1000.5.1 NOTICES

Background investigators shall ensure that investigations are conducted and notices provided in accordance with the requirements of the FCRA (15 USC § 1681d).

Recruitment and Selection

1000.5.2 REVIEW OF SOCIAL MEDIA SITES

Due to the potential for accessing unsubstantiated, private or protected information, the Administrative Services Assistant Director shall not require candidates to provide passwords, account information or access to password-protected social media accounts (NRS 613.135).

The Administrative Services Assistant Director should consider utilizing the services of an appropriately trained and experienced third party to conduct open source, internet-based searches and/or review information from social media sites to ensure that:

- (a) The legal rights of candidates are protected.
- (b) Material and information to be considered are verified, accurate and validated.
- (c) The Department fully complies with applicable privacy protections and local, state and federal law.

Regardless of whether a third party is used, the Administrative Services Assistant Director should ensure that potentially impermissible information is not available to any person involved in the candidate selection process.

1000.5.3 DOCUMENTING AND REPORTING

The background investigator shall summarize the results of the background investigation in a report that includes sufficient information to allow the reviewing authority to decide whether to extend a conditional offer of employment. The report shall not include any information that is prohibited from use, including that from social media sites, in making employment decisions. The report and all supporting documentation shall be included in the candidate's background investigation file.

1000.5.4 RECORDS RETENTION

The background report and all supporting documentation shall be maintained in accordance with the established records retention schedule.

1000.6 DISQUALIFICATION GUIDELINES

As a general rule, performance indicators and candidate information and records shall be evaluated by considering the candidate as a whole, and taking into consideration the following:

- Age at the time the behavior occurred
- Passage of time
- Patterns of past behavior
- Severity of behavior
- Probable consequences if past behavior is repeated or made public
- Likelihood of recurrence
- Relevance of past behavior to public safety employment
- Aggravating and mitigating factors

Recruitment and Selection

- Other relevant considerations

A candidate's qualifications will be assessed on a case-by-case basis, using a totality-of-the-circumstances framework.

1000.7 EMPLOYMENT STANDARDS

All candidates shall meet the minimum standards required by state law (NRS 289.510; NAC 289.110). Candidates will be evaluated based on merit, ability, competence and experience, in accordance with the high standards of integrity and ethics valued by the Department and the community.

Validated, job-related and nondiscriminatory employment standards shall be established for each job classification and shall minimally identify the training, abilities, knowledge and skills required to perform the position's essential duties in a satisfactory manner. Each standard should include performance indicators for candidate evaluation. The Department of Human Resources should maintain validated standards for all positions.

1000.7.1 STANDARDS FOR OFFICERS

Candidates shall meet the minimum standards established by Nevada POST and Nevada law, including those provided in NAC 289.110:

- (a) Citizen of the United States
- (b) At least 21 years of age
- (c) High school graduate or possess the equivalent of a high school diploma
- (d) Submit to a medical examination to ensure that no physical condition exists that would adversely affect the candidate in the performance of his/her duties as a peace officer
- (e) Free of any felony conviction
- (f) Free of any conviction involving an offense of moral turpitude or the use, sale, or possession of a controlled substance
- (g) No history of physical violence
- (h) Not have previously resigned or been terminated from a position in civil service employment due to misconduct involving dishonesty

1000.8 PROBATIONARY PERIODS

The Administrative Services Assistant Director should coordinate with the Department of Human Resources to identify positions subject to probationary periods and procedures for:

- (a) Appraising performance during probation.
- (b) Assessing the level of performance required to complete probation.
- (c) Extending probation.
- (d) Documenting successful or unsuccessful completion of probation.

Uniform Regulations

1024.1 PURPOSE AND SCOPE

The uniform policy of the University Police Services, Southern Command is established to ensure that uniformed officers, special assignment personnel and non-sworn employees will be readily identifiable to the public through the proper use and wearing of Department uniforms. Employees should also refer to the following associated policies:

- Firearms
- Department Owned and Personal Property
- Body Armor
- Grooming Standards

The Uniform and Equipment Specifications policy is maintained and periodically updated by the Vice President for Public Safety Services or his/her designee. The manual, and associated procedures, should be consulted regarding authorized equipment and uniform specifications.

The University Police Services, Southern Command will provide uniforms for all employees required to wear them.

1024.2 WEARING AND CONDITION OF UNIFORM AND EQUIPMENT

Police employees wear the uniform to be identified as the law enforcement authority in society. The uniform also serves an equally important purpose to identify the wearer as a source of assistance in an emergency, crisis or other time of need.

- (a) Uniform and equipment shall be maintained in a serviceable condition and shall be ready at all times for immediate use. Uniforms shall be neat, clean and appear professionally pressed. Uniforms will be cleaned at department expense.
- (b) While assigned to a uniformed duty or position, officers of this department shall possess and maintain at all times, a serviceable uniform and the necessary equipment to perform uniformed field duty. If assigned to a non-uniformed position, such as but not limited to civilian clothes assignments, detective duty, executive or dignitary protection assignments and others similar duties, peace officers will maintain a reasonably neat appearance in professional moderate clothing and have the necessary equipment to perform their specified duty.
- (c) Personnel shall wear only the uniform specified for their rank and assignment.
- (d) The uniform is to be worn in compliance with the specifications set forth in the Department's uniform specifications and procedures.
- (e) All supervisors will perform periodic inspections of their personnel to ensure conformance to these regulations.
- (f) Civilian attire shall not be worn in combination with any distinguishable part of the uniform.

University Police Services, Southern Command

Policy Manual

Uniform Regulations

- (g) Uniforms are only to be worn while on-duty, while in transit to or from work, for court or at other official department functions or events.
- (h) If the uniform is worn while in transit, an outer garment may be worn over the uniform shirt so as not to bring attention to the employee while he/she is off-duty.
- (i) Employees are not to purchase or drink alcoholic beverages while wearing any part of the Department uniform, including the uniform pants.
- (j) Mirrored sunglasses will not be worn on duty.
- (k) Visible jewelry, other than those items listed below, shall not be worn with the uniform unless specifically authorized by the Director or their designee.
 - 1. Wrist watch.
 - 2. Wedding ring(s), class ring or other ring of tasteful design. A maximum of one ring/set may be worn on each hand.
 - 3. Medical alert bracelet.

1024.2.1 DEPARTMENT ISSUED IDENTIFICATION

The Department issues each employee an official Department identification card bearing the employee's name, identifying information and photo likeness. All employees shall be in possession of their Department issued identification card at all times while on-duty or when carrying a concealed weapon.

- (a) Whenever on-duty or acting in an official capacity representing the Department, employees shall display their Department issued identification in a courteous manner to any person upon request and as soon as practicable.
- (b) Officers working specialized assignments may be excused from the possession and display requirements when directed by their Assistant Director.

1024.3 UNIFORM CLASSES

1024.3.1 CLASS A UNIFORM

The Class A uniform is to be worn on special occasions such as funerals, graduations, promotions, ceremonies or as directed. The Class A uniform is required for all sworn personnel. The Class A uniform includes the standard issue uniform with:

- (a) Long sleeve shirt with tie.
- (b) Polished shoes.

The class A uniform hat, if issued, will be worn only during occasions calling for class A uniform or as directed. Boots with pointed toes are not permitted.

1024.3.2 CLASS B UNIFORM

All officers will possess and maintain a serviceable Class B uniform at all times.

University Police Services, Southern Command

Policy Manual

Uniform Regulations

The Class B uniform will consist of the same garments and equipment as the Class A uniform with the following exceptions:

- (a) The long or short sleeve shirt may be worn with the collar open. Long sleeved shirts may be worn with the necktie, black turtleneck or black dickie. Neckties shall be worn with the long sleeved uniform shirt for court, formal occasions or by order of the Vice President for Public Safety Services.
- (b) Optional outer uniform vest carrier, issued by the department, may be worn.
- (c) A black or dark blue crew neck undershirt must be worn with the uniform.
- (d) All shirt buttons must remain buttoned except for the last button at the neck.
- (e) Polished shoes.
- (f) Approved all black unpolished shoes may be worn.
- (g) Boots with pointed toes are not permitted.
- (h) The authorized department ball cap, when issued, may be worn as an optional hat during inclement or severe summer weather depending on the assignment.

1024.3.3 CLASS C UNIFORM

The Class C uniform may be established to allow field personnel cooler clothing during the summer months or for special duty assignments. The Vice President for Public Safety Services will establish the regulations and conditions for wearing the Class C Uniform and the specifications for the Class C Uniform.

1024.3.4 SPECIALIZED UNIT UNIFORMS

The Vice President for Public Safety Services may authorize special uniforms to be worn by officers in specialized units such as Canine Team, Motor Officers, Bicycle Patrol, Range Staff, and other specialized assignments.

1024.3.5 FOUL WEATHER GEAR

The Uniform and Equipment Specifications lists the authorized uniform jacket and rain gear.

1024.3.6 GLOVES

Gloves shall be black unless officers are engaged in other duties that require a different color glove. The Vice President for Public Safety Services shall approve exceptions. Shot filled, Hard knuckled, Sap gloves or "loaded" gloves are prohibited.

1024.3.7 SHOES

Uniform shoes shall be black with black laces and plain round toes or plain toed black boots. Buckles, straps, and buttons on shoes or boots are not permitted. When low cut shoes are worn, only dark blue or black socks shall be worn.

1024.3.8 RAINCOATS

Uniformed officers will wear only approved rain gear.

University Police Services, Southern Command

Policy Manual

Uniform Regulations

1024.3.9 TIE CLASP

3. The tie clasp will be straight bar type clasp, gold in color. Officers have the option of wearing the University Police Patch miniature. No other tie bar or tie pins shall be worn with the uniform without the approval of the Vice President for Public Safety Services.

1024.4 INSIGNIA AND PATCHES

- (a) **Shoulder Patches** - The authorized shoulder patch supplied by the Department shall be machine stitched to the sleeves of all uniform shirts and jackets, three-quarters of an inch below the shoulder seam of the shirt and be bisected by the crease in the sleeve.
- (b) **Service stripes and stars** - service stripes and other indicators for length of service may be worn on long sleeved shirts and jackets. They are to be machine stitched onto the uniform. The bottom of the service stripe shall be sewn the width of one and one-half inches above the cuff seam with the rear of the service stripes sewn on the dress of the sleeve. The stripes are to be worn on the left sleeve only.
- (c) **The regulation nameplate, or an authorized sewn on cloth nameplate, shall be worn at all times while in uniform. The nameplate shall display the employee's first initial and last name. The nameplate shall be worn and placed above the right pocket located in the middle, bisected by the pressed shirt seam, with equal distance from both sides of the nameplate to the outer edge of the pocket.**
- (d) **When a jacket is worn, the nameplate or an authorized sewn on cloth nameplate shall be affixed to the jacket in the same manner as the uniform.**
- (e) **Assignment Insignias** - assignment insignias, (e.g., SWAT, FTO or similar) may be worn as designated by the Vice President for Public Safety Services.
- (f) **Flag Pin** - A flag pin may be worn, centered above the nameplate.
- (g) **Badge** - The Department issued badge, or an authorized sewn on cloth replica, must be worn and visible at all times while in uniform.
- (h) **Rank Insignia** - The designated insignia indicating the employee's rank must be worn at all times while in uniform. The Vice President for Public Safety Services may authorize exceptions.

1024.4.1 MOURNING BADGE

Uniformed employees shall wear a black mourning band across the uniform badge only when approved of by the Vice President for Public Safety Services. The following mourning periods will be observed:

- (a) **An officer of this department** - From the time of death until midnight on the 14th day after the death.
- (b) **An officer from this state** - From the time of death until midnight on the day of the funeral.
- (c) **Funeral attendee** - While attending the funeral of a fallen officer.

University Police Services, Southern Command

Policy Manual

Uniform Regulations

- (d) National Peace Officers Memorial Day (May 15th) - From midnight through the following midnight.
- (e) As directed by the Vice President for Public Safety Services or designee.

1024.5 CIVILIAN ATTIRE

There are assignments within the Department that do not require the wearing of a uniform because recognition and authority are not essential to their function. There are also assignments in which the wearing of civilian attire is necessary.

- (a) All employees shall wear clothing that fits properly, is clean and free of stains and not damaged or excessively worn.
- (b) All male administrative, investigative and support personnel who elect to wear civilian clothing to work shall wear button style shirts with a collar, slacks or suits that are moderate in style.
- (c) All female administrative, investigative and support personnel who elect to wear civilian clothes to work shall wear dresses, slacks, shirts, blouses or suits which are moderate in style.
- (d) The following items shall not be worn on-duty:
 - 1. T-shirt alone.
 - 2. Open toed sandals or thongs.
 - 3. Swimsuit, tube tops or halter-tops.
 - 4. Spandex type pants or see-through clothing.
 - 5. Distasteful printed slogans, buttons or pins.
- (e) Variations from this order are allowed at the discretion of the Vice President for Public Safety Services or designee when the employee's assignment or current task is not conducive to the wearing of such clothing.
- (f) No item of civilian attire may be worn on-duty that would adversely affect the reputation of the University Police Services, Southern Command or the morale of the employees.

1024.6 POLITICAL ACTIVITIES, ENDORSEMENTS AND ADVERTISEMENTS

Unless specifically authorized by the Vice President for Public Safety Services, University Police Services, Southern Command employees may not wear any part of the uniform, be photographed wearing any part of the uniform, utilize a Department badge, patch or other official insignia, or cause to be posted, published or displayed, the image of another employee, or identify himself/herself as an employee of the University Police Services, Southern Command to do any of the following:

- (a) Endorse, support, oppose or contradict any political campaign or initiative.
- (b) Endorse, support, oppose or contradict any social issue, cause or religion.
- (c) Endorse, support or oppose, any product, service, company or other commercial entity.

Uniform Regulations

- (d) Appear in any commercial, social or non-profit publication, or any motion picture, film, video, public broadcast or any website.

1024.7 OPTIONAL EQUIPMENT - MAINTENANCE AND REPLACEMENT

- (a) Any of the items listed in the Uniform and Equipment Specifications as optional shall be purchased at the expense of the employee.
- (b) Maintenance of optional items shall be the financial responsibility of the purchasing employee (e.g., repairs due to normal wear and tear).
- (c) Replacement of items listed in this order as optional shall be done as follows:
 1. When the item is no longer functional because of normal wear and tear, the employee bears the full cost of replacement.
 2. When the item is no longer functional because of damage in the course of the employee's duties, it may be replaced following the procedures for the replacement of damaged personal property (see the Department-Owned and Personal Property Policy).

1024.8 UNAUTHORIZED UNIFORMS, EQUIPMENT AND ACCESSORIES

University Police Services, Southern Command employees may not wear any uniform item, accessory or attachment unless specifically authorized in the Uniform and Equipment Specifications or by the Vice President for Public Safety Services or designee.

University Police Services, Southern Command employees may not use or carry any tool or other piece of equipment unless specifically authorized in the Uniform and Equipment Specifications or by the Vice President for Public Safety Services or designee.

1024.9 EQUIPMENT REQUIRED

Officers qualified with each specific item, shall carry the following listed equipment and maintain it in good condition as required below:

- (a) **Badge and Identification Card.** Uniformed officers shall wear the police badge on the outside of their outermost garment over the left breast pocket. When authorized by the Vice President for Public Safety Services Police or designee to be in plainclothes, officers shall carry the badge with their regulation department identification card. The officer shall carry the regulation identification card where it is readily accessible for use.
- (b) All on duty uniformed officers shall wear a duty style belt in either 1.5", 1.75" or 2" widths sizes. Belt shall be of nylon, leather or similar material, black in color, with a protective kydex plastic heavy duty buckle having a feature to ensure no inadvertent manipulation will render the belt unsecured. Belt should be rigid enough to hold all necessary required equipment as dictated by policy.
- (c) Uniformed officers may wear a duty inner belt made partially of velcro material to help secure the outer duty in place. officer

University Police Services, Southern Command

Policy Manual

Uniform Regulations

- (d) Uniformed officer may wear duty belt suspenders provided they are worn underneath a department authorized outer vest carrier. Duty suspenders may not be worn on the outside of a uniform shirt. officer Officers Officers
- (e) Plainclothes officers are required to wear a belt that will properly secure their holster and firearm, handcuffs and other required equipment as per policy.
- (f) All on duty uniformed and plainclothes officers shall be armed with a department-approved firearm and ammunition as prescribed in Chapter 306 or as otherwise authorized by the Vice President for Public Safety Services. police department
- (g) All on duty uniformed officers shall carry a Level III holster on their duty belt as described by department policy. Level III holsters shall be black in color, of kydex plastic, leather, or similar material, be designed for duty carry and will be subject to inspection from the Range Master to determine suitability.
- (h) Plainclothes officers may carry a Level I or Level II holster outside of the waistband. Level I or Level II holsters shall be black in color, of kydex plastic, leather, or similar material. Plainclothes officers wishing to carry handguns concealed will be required to meet additional training standards and require Range Master authorization.
- (i) Plainclothes officers may carry a Level I holster inside of the waistband. Level I holsters shall be black in color, of kydex plastic or similar material, leather, nylon or a combination of all materials. Plainclothes officers wishing to carry handguns concealed will be required to meet additional training standards and require Range Master authorization.
- (j) All on duty uniformed and plainclothes officers shall carry a magazine pouch black in color, of either nylon, kydex plastic, leather or similar on their duty belt. Magazine pouch may be open top or covered. Uniformed officers shall carry a magazine pouch that will accommodate at least 2 spare magazines with a maximum of 4. Plainclothes officers may carry at minimum a single magazine pouch or a combination carrier comprised of a handcuff case and single magazine pouch, Magazine pouches may be positioned either vertically or horizontally
- (k) Collapsible batons will be carried on duty by uniformed officers.
- (l) Officers qualified with an ECD Taser shall carry it in a department approved holster. Taser shall be worn on the officer's non dominant side. Taser should be positioned for either a non dominant hand presentation of the device or a cross handed presentation of the device.
- (m) Handheld flashlights are to be carried on duty by uniformed officers, they will be at least a spotlight type. If carried on the duty belt, they will be in a flashlight pouch or case. Case may be nylon, leather or kydex plastic and black in color. Officers should check and maintain flashlight is in good working order and check battery condition before duty to ensure proper function. It is always recommended that an officer carries spare batteries as a precaution.
- (n) Officers are required to carry notebooks for recording matters of importance relative to their official duties.

University Police Services, Southern Command

Policy Manual

Uniform Regulations

- (o) Officers are required to carry a least 2 (two) pens for recording matters of importance relative to their official duties.
- (p) Officers are required to carry a radio pouch or holster. It must be of nylon or kydex plastic and black in color. Radio holster should have a strap or bungee to secure radio in place.
- (q) Officers are required to carry a reliable timepiece while on duty other than a personal phone.
- (r) Officers are required to carry a tourniquet device on their duty belt.
- (s) Officers are required to carry on their person some type of protective glove to offer some protection against blood borne pathogens or other unsanitary conditions that an officer might encounter. These gloves may be at minimum latex, nitrile gloves or similar.
- (t) Officers who have been certified are required to carry a Narcan (Naloxone) device on their person. Narcan is a medication used to block the effects of opioids. This device will be carried in a pouch designed to protect it. Officers will report any damaged or used device to their supervisor for replacement.
- (u) Supervisory police personnel in uniform or Director approved non-uniform or plain clothes assignments shall be armed with the department-issued weapon or as otherwise authorized. The only ammunition authorized for on duty use by officers is department issued or approved. Officers, whether working in uniform or plainclothes, shall carry their handgun fully loaded. A fully loaded handgun is defined as the firearms having a single round in the chamber and a complete or nearly complete magazine inserted in the magazine well.
- (v) A minimum of 2 sets of handcuffs and 2 keys will be carried by all uniformed patrol officers. Handcuffs may be of the hinged or chain type. Handcuffs must be carried in a handcuff pouch designed for the appropriate type of handcuff. Handcuff pouches may be in single or double handcuff styles and black in color.
- (w) H. Officers going on shift must bring their batons, weapons and other required equipment to briefing for inspection by the on duty police patrol supervisor.

1024.9.1 SPECIAL ASSIGNMENTS

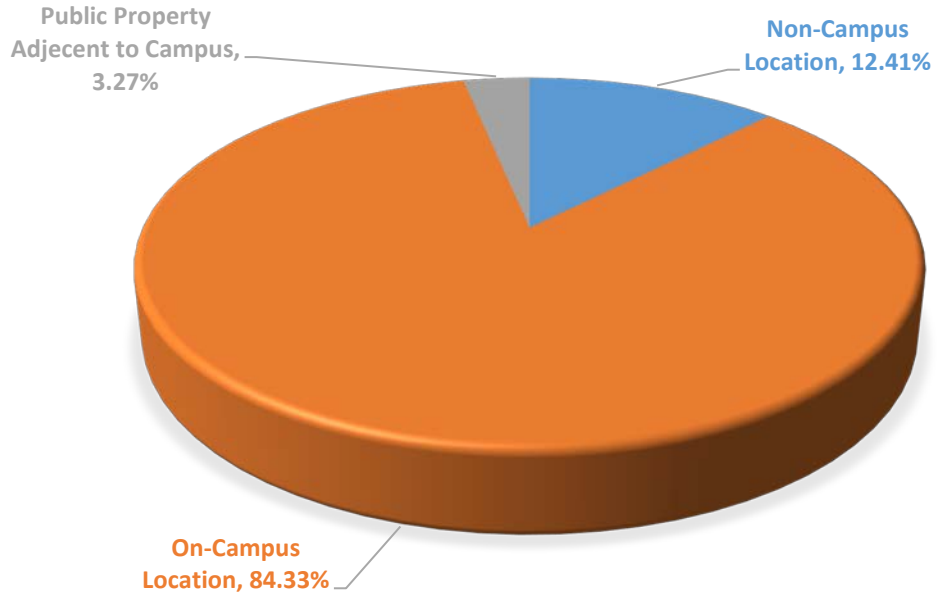
Police Command Staff and Supervisors may be required or require officers on special assignment to carry other items of equipment in addition to or less than what is normally required.

Weapons in Inventory

The current weapons in inventory for University Police Services Southern Command include the following:

Weapon Description	Quantity
PISTOL 9MM SMITH/WESSON	10
SHOTGUN REMINGTON LESS LETHAL	2
PISTOL SEMI-AUTO WALTHR-WEAP	1
SHOTGUN PUMP REMINGTON - WEAP	1
REMINGTO SHOTGUN	9
TASER	88
9 MM SEMI AUTO PISTOL	1
RIFLE M16 SEMI AUTO	2
RIFLE M-16 SEMI-AUTO COLT-WEAP	1
PISTOL 9MM GLOCK	1
PISTOL #60 S&W	1
RIFLE M-1 GRAND	2
DEF TECH GLASS GUN	1
GLOCK 17	7
Colt M4 CARBINE RIFLIES	15
40 Colt M4 CARBINE RIFLIES	25
GLOCK 43X FS GNS PISTOL 9MM	26
Glock 17 LE GEN5 9MM	4

PERCENTAGE OF TIME SPENT ON CAMPUS



ANNUAL SECURITY & FIRE SAFETY REPORTS



Annual Security and Fire Safety Report

University of Nevada, Reno



2020

The Annual Security and Fire Safety Report is prepared by University Police Services. This report, which was published in October 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.

Message From the Vice President



University of Nevada, Reno

Vic Redding
Vice President

September 24, 2020

Message from the Vice President

At the University of Nevada, Reno, ensuring the safety and well-being of all members of our community is a high priority. As we continue to grow, we strive to continue making our university a great place to study, live and work.

I would like to welcome everyone and thank you for taking the time to read the 2020 Annual Security and Fire Safety report. We depend on all members of our community to actively participate in keeping our campus safe. Be sure to report any suspicious activity you observe or any crimes you become aware of.

I hope you find this report and the information contained within helpful. I welcome any comments or suggestions that may assist us in maintaining the safety and security of our community.

Vic Redding

Administration & Finance

University of Nevada, Reno/0003
Reno, Nevada 89557-0003
(775) 784-4031 office
(775) 784-1774 fax
Email: vredding@unr.edu

Message from the Director



University of Nevada, Reno

Todd Renwick
Assistant Vice President
Chief of Police

Message from the Director

University Police Services proudly provides police services to the University of Nevada, Reno, Truckee Meadows Community College, the Desert Research Institute—Reno, and Western Nevada College. Police Services continues to enhance the quality of life on our campuses by building relationships and working collaboratively within our diverse communities to reduce crime, enforce laws, preserve peace, and provide for a safe environment.

Although reported crime at UNR TMCC, DRI—Reno, and WNC is low, it is important to remember that we are not immune from crime, as we share many of the crime and safety issues that exist in any complex environment, and therefore the safety and security of our community is the combined responsibility of all of us. I remind you that if you “See Something, Say Something” and report incidents of concern to police immediately.

As you read through this Annual Security and Fire Report, you will find information about policies and practices regarding safety, security and crimes occurring on or near campus. Our commitment to keeping our community informed is just one way we strive to keep our campus environment safe and enjoyable.

Please feel free to contact me directly at trenwick@unr.edu, or by phone at (775) 784-4013 if you have any questions, concerns or suggestions for Police Services. It is my honor to have the opportunity to serve you.

Todd Renwick
Assistant Vice President & Director
University Police Services

Table of Contents

Preparation of and Disclosure of Crime Statistics	1
University Police Services Authority and Jurisdiction	1
Interlocal Agreement, Monitoring of Criminal Activity of Students at Non-Campus Locations	2
Security and Access.....	3
University Police Services Encourages the Accurate and Prompt Reporting of Criminal Offenses	3
Limited Confidential Reporting	4
Title IX Information	4
Counselors and Confidential Crime Reporting.....	5
Important Numbers to Know	5
How to Report a Crime	6
Daily Crime Log.....	7
Timely Warnings.....	8
Emergency Notifications	9
Emergency Text and Email Messaging System	10
Emergency Response and Evacuation Procedures	11
Procedures for Testing Emergency Response and Evacuation Procedures	11
Crime Prevention and Personal Safety Tips	12
Missing Student Notification Policy.....	13
Security Awareness Programs	14
Crime Prevention Programs	15
Policy Regarding Use, Sale & Possession of Alcoholic Beverages, Enforcement of Underage Drinking Laws	16
Drug-Free Schools and Communities Act.....	18
University Alcohol and Drug Free Workplace Policy Statement	21
Sexual Assault, Domestic Violence, Dating Violence, and Stalking Definitions & Procedures for Reporting	22
Institutional Disciplinary Action, Procedures in the Case of Alleged Sexual Assault, Domestic Violence, Dating Violence, and Stalking.....	39
Off-Campus Counselors and Advocates.....	42
Employee and Faculty Disciplinary Sanctions	43
Classified Staff Sanctions:.....	43
Sex Offender Registration	45
Annual Fire Safety Report.....	46
Residence Hall Fire Safety	47
Clery Fire Statistics: 2017, 2018, 2019	51
Main Campus—Crime Statistics	54
Redfield Campus—Crime Statistics	56
Main Station Field Lab—Crime Statistics.....	58

Preparation and Disclosure of Crime Statistics

University Police Services prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is prepared in cooperation with our partner law enforcement agencies surrounding our campuses, Residential Life Services and the Office of Student Conduct. Each office provides updated information regarding their educational efforts and programs.

Statistics contained within this report regarding campus crime, arrest, and disciplinary referrals include those reported to University Police Services, designated campus officials known as Campus Security Authorities, and local law enforcement agencies. Statistics are included in this Annual Security and Fire Safety Report for all of the University of Nevada, Reno (UNR) campuses. Our branch campuses, the Redfield Campus and the Main Station Field Lab, follows the same policies except where otherwise noted and included in their respective sections.

Counseling services staff informs their clients of the procedures to report crime to University Police Services on a voluntary or confidential basis, should they feel it is in the best interest of their client.

An e-mail notification is made to all enrolled students, faculty, and staff that provides direct website access to this report. The full text of this report can be located on our website at <http://www.unr.edu/police/clery>.

Anyone wishing to obtain a paper copy may do so at University Police Services business office located in the Fitzgerald Student Services building Monday—Friday 8:00 a.m. to 5:00 p.m. (excluding holidays on which university offices are closed). The website address for this report is also attached to employment applications obtained through the university's employment website.

University Police Services Authority and Jurisdiction

University Police Services is a fully functional law enforcement agency. University Police Services officers have full police and arrest powers; certified by the Nevada Peace Officer Standards and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county and state agencies—enforcing all local, state and federal laws and ordinances within the jurisdiction of the Nevada System of Higher Education (NSHE) properties in northern Nevada. University Police Services officers patrol NSHE properties 24 hours a day, 365 days a year.

University Police Services officers have jurisdiction on the main University of Nevada, Reno campus, and all properties owned, operated, or governed by the university including affiliated Greek houses, Cooperative Extensions, various medical offices and other sites throughout the state; Truckee Meadows Community College main and branch campuses, as well as Desert Research Institute Reno Campus. Effective July 1, 2019, University Police Services assumed responsibility for police services at Western Nevada College in Carson City, NV, including their branch campus' in Fallon and Douglas, NV. As of June 30, 2017 University Police Services no longer has jurisdiction over the Medical District in Las Vegas. University of Nevada, Reno School of Medicine moved all operations to the main UNR campus located in Reno, NV.

University Police Services works in cooperation with all regional law enforcement agencies through official agreements for mutual assistance. The department is linked to these agencies through the Reno Emergency Communications Center, which provides dispatch services for police and other emergency services in Washoe County. University Police Services also has the ability to share crime information through shared information systems.

Interlocal Agreement

University Police Services works closely with surrounding law enforcement agencies to include the Nevada Department of Public Safety, Washoe County Sheriff's Office, Carson City Sheriff's Office, Douglas County Sheriff's Office, Fallon Police Department, Sparks Police Department, Reno Police Department, and Washoe County School District Police Department.

University Police Services maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Services officers the ability to render aid and provide for mutual assistance between local law enforcement partners. The MOU allows for University Police Services officers to exercise their powers or authority on public and private property within the County of Washoe, including the City of Reno, the City of Sparks, and various other sites throughout northern Nevada.

In accordance with the agreement, the Assistance Vice President & Director of University Police Services, or their designee, may request assistance from any of these agencies, in any law enforcement matter within the jurisdiction of University Police Services.

Monitoring of Criminal Activity of Students at Non-Campus Locations

University Police Services has jurisdiction over all University of Nevada, Reno campus properties including non-campus properties belonging to student organizations that are officially recognized by the University. These properties include Greek organizations who have a current, signed relationship agreement with the University of Nevada, Reno. These properties are not monitored through local agencies as they fall within the patrol jurisdiction of University Police Services.



Security and Access

During normal business hours (excluding holidays when university buildings and offices are closed) academic buildings with centrally scheduled classrooms are accessible from 7:00 a.m. to 10:30 p.m. Administrative and research buildings are accessible 8:00 a.m. to 5:00 p.m. Certain facilities including the Joe Crowley Student Union, E.L. Wiegand Fitness Center, Mathewson—IGT Knowledge Center, Intercollegiate Athletics Facilities, Redfield Campus and the Lawlor Events Center schedule facility hours of operation independently. In these cases, the facilities are secured according to the schedules developed by the departments through a combination of electronic and hard key access.

Residence halls use a combination of electronic and hard key access. All students are required to obtain and carry WolfCards to gain access to residential buildings. When a Wolf Card is lost, students are to notify residential life staff immediately to ensure their cards access is deactivated.

Residence halls are secured 24 hours. There are 24 hour information and security desks in operation at each residence hall with full time staff who conduct regular building rounds. Residence halls have live in staff that receive training on safety and security issues as well as providing educational programs on personal and property safety.

University Police Services regularly patrol campus buildings. The campus and its buildings are maintained by the facilities services department. Requests for service repairs can be submitted online 24 hours a day at www.unr.edu/facilities. Facilities Services can be reached via telephone Monday—Friday 8:00 a.m.—4:30 p.m. at (775) 784-8020.

University Police Services Encourages the Accurate and Prompt reporting of Criminal Offenses



University Police Services Headquarters

Students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to University Police Services as soon as possible. Faculty and staff are required to report crimes they become aware of through contact with members of the campus community.

Crimes should be reported to University Police Services to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus community when appropriate. Any suspicious activity or person should be reported to University Police Services.

To report crimes or request officer assistance dial (775) 334-COPS (2677) (non-emergency dispatch), (775) 784-4013 for the University Police Services main office, dial 911 (emergencies only) or use the Blue Light telephones located in the parking lots or structure, near residence halls, and at various other locations around campus. Reports can be filed in person at the University Police Services station located in the Fitzgerald Student Services Building Monday—Friday 8:00 a.m. to 5:00 p.m. (excluding holidays and weekends when university offices are closed) or online at www.unr.edu/police.

Limited Confidential Reporting

University Police Services encourages anyone who is the victim of, or witness to, any crime to promptly report the incident to the police or talk to someone about what happened in order for them to receive the support they need and so the university can respond appropriately.

Some employees, such as professional counselors, are required to maintain complete confidentiality; talking to them is sometimes referred to as “privileged communication.”

Employees known as Campus Security Authorities may talk to a reporting student in confidence, and generally only report to the university that an incident occurred without revealing any personally identifying information. Disclosures to these employees may not trigger a university investigation into an incident against the reporting student’s wishes, except in certain circumstances as discussed below.

Employees known as “responsible employees” are required to report all the details of an incident, including the identities of both the reporting student and all other students involved, to the Title IX Coordinator. A report to these employees constitutes a report to the university and generally obligates the university to investigate the incident and take appropriate steps to address the situation.

If the reporting student discloses an incident to a responsible employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the University will weigh that request against the University’s obligation to provide a safe, non-discriminatory environment for all students, including the reporting student. If the University honors the request for confidentiality, a reporting student will be informed that the University’s ability to investigate the incident and pursue disciplinary action against the identified student may be limited.

There are times when, in order to provide a safe, non-discriminatory environment for all students, the University may not be able to honor a reporting student’s request for confidentiality. The University has designated the following individual to evaluate requests for confidentiality made by a reporting student:

Title IX Coordinator (775) 784-1547

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the university can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution. For additional information visit www.unr.edu/eotix.

Title IX Information

If you believe you have been subjected to sex or gender-based discrimination and/or unwelcome sexual advances, sexual coercion, requests for sexual favors, and/or sexually motivated physical, verbal, or nonverbal conduct, other conduct of a sexual nature, or interpersonal violence, there are campus resources and services available to you. The university will also implement interim measures to ensure the safety and well-being of those who have been subjected to this behavior. Please immediately contact:

**UNR Equal Opportunity and Title IX
Continuing Education Building
(775) 784-1547**

Sexual Assault Hotline: (775) 784-1030

If you have been sexually assaulted or someone has attempted to sexually assault you, immediately contact:

**University Police Services
911 or (775) 334-COPS (2677)**

The University of Nevada, Reno strictly prohibits sexual harassment and discrimination. Sexual harassment in educational institutions is a form of sex-based discrimination prohibited by Titles IV and IX.

Counselors and Confidential Reporting

A professional counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. Counselors are encouraged to inform persons being counseled, when they deem it appropriate, of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics. Professional counselors are not required to report any information about an incident to the Title IX office without the student's permission.

University of Nevada, Reno does not currently offer pastoral counseling services.

This policy is intended to make students aware of the various reporting and confidential disclosure options available to them so they can make informed choices about where to turn should they want to report a crime or act of sexual violence.

Privileged and Confidential Reporting Options:

Counseling Services:

Pennington Student Achievement Center, Suite 420
(775) 784-4648
www.unr.edu/counseling

Student Health Center

Nell J. Redfield Bldg., 2nd Floor
www.unr.edu/shc
(775) 784-6598

UNR Psychological Services Center

Mack Social Science, 438
(775) 784-6668

Victims of Crime Treatment Center

Mack Social Science, 124
(775) 682-8684

Crisis Call Center Victim Advocates

Continuing Education Bldg., 204
(775) 771-8724

Important Numbers to Know

University Police Services

Emergency: 911
Non-Emergency: (775) 334-COPS (2677)
Business Office: (775) 784-4013
www.unr.edu/police

ASUN Campus Escort

(775) 742-6808

Student Cadets—Mid Campus

(JCSU to North Lots)
(775) 745-5921

Student Cadets—South Campus

Knowledge Center to 9th St.
(775) 745-7505

ASUN Legal Services

(775) 784-4388

Student Conduct

(775) 784-4388

Organizational Resilience Manager

(775) 784-6478



How to Report a Crime

When reporting an emergency, crime or suspicious activity at the university, follow these steps:

For Emergencies:

Dial 911,
Give your name and location (state specifically that you are at the university),
Briefly describe the activity you are reporting,
Request medical attention if needed,
Remain calm and speak slowly,
Stay on the phone until the dispatcher ends the call,

If possible, give a description of the person (s) and vehicle involved, location or direction of travel and presence of weapons if known

For non-emergency situations:

Dial (775) 334-COPS (2677), call the University Police Services main office at (775) 784-4013, or use the on-line report form from the University Police Services web page at: www.unr.edu/police.

If you are uncomfortable reporting an incident to University Police Services, you may contact any of the following:

Vice President for Student Services:

(775) 784-6196

Counseling Services:

(775) 784-4648

Student Health Services:

(775) 784-6598

Student Conduct:

(775) 784-4388

Housing & Residential Life:

(775) 784-1113

Campus Victim Resources Coordinator

In 2019, University Police Services added a law enforcement based victim services coordinator to the department staff. The position is funded by a three year grant from the US Department of Justice Programs, Office of Victims of Crime. The victim services coordinator works with victims of all crimes to assist in obtaining various resources that may be available to them.

Campus Security Authorities

Additionally crime reports can be made to Campus Security Authorities. Campus Security Authorities (CSA) at the University include the following:

1. UNR Police Services Employees
2. Campus Security Guards and all individuals hired in a security function for campus events
3. Residential Life Employees
4. Student Conduct Office Employees
5. Dean of Students Employees
6. Greek Life Coordinator
7. Athletic Advisors/Coaches

Crime reports can be made to any CSA in confidence. CSA's will only report to University Police Services for statistical purposes, that an incident occurred without revealing any personally identifying information. Disclosures by any CSA may not trigger an investigation into an incident against the reporting student's wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Daily Crime Log

A daily log of reported crimes is maintained by University Police Services records division in accordance with the Clery Act. The crime log includes the type of incident, reported date and time of occurrence and general location as well as the disposition of the incident, if this information is known.

The crime logs for the UNR Main Campus, UNR Redfield Campus and UNR Main Station Field Lab are available online at <http://www.unr.edu/police/daily-crime-log>. The UNR Main Campus crime log can also be viewed by the public at the University Police Services Office in the Fitzgerald Student Services Building Monday—Friday 8:00 a.m. to 5:00 p.m. (excluding holidays on which university offices are closed).



Timely Warnings

A Timely Warning is an alert that is issued to the entire campus community whenever a crime covered by the Clery Act poses a serious or continuing threat to the students, employees, or visitors to any University of Nevada, Reno locations. Timely warnings are issued without delay as soon as enough pertinent information is available and extends to all University properties covered by the Clery Act.

PROCEDURE

Any Clery Act crime or situation which may present a potential threat to the campus community is communicated to the campus community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings, property, and public property within or immediately adjacent to, and accessible from, the main campus. Properties may include buildings and/or property owned or controlled by student organizations that are officially recognized by the institutions or any building or property owned or controlled by the institution and used in direct support of, or in relation to, the institution's educational purposes. Reporting requirements include properties which are frequently used by students which may or may not be within contiguous geographic proximity to the main campus.

The Assistant Vice President & Director of University Police Services or his/her designee may make the final determination of when a timely warning will be issued and disseminated, on a case by case basis.

When a timely warning is issued, it is the responsibility of the Assistant Vice President & Director of University Police Services or in his absence by the on scene supervisor, to cause immediate notification to the representatives of the University President's Office, Vice President of Administration and Finance, the Student Services office, and Dispatch.

Determining whether to issue a timely warning will be evaluated on a case-by-case, taking into account both the frequency of the offense and the likelihood of additional occurrence.

The following officials are authorized to disseminate alerts:

- A. Assistant Vice President and Director of University Police Services
- B. Assistant Chief of University Police Services
- C. Lieutenants of University Police Services
- D. Clery Compliance Officer of University Police Services
- E. University of Nevada, Reno Office of the President
- F. University of Nevada, Reno Office of the Provost
- G. University of Nevada, Reno Vice President of Administration and Finance
- H. University of Nevada, Reno Vice President of Student Services
- I. Public Safety Dispatch

Timely warnings will contain the phrase "Timely Warning Notification", in the subject line. The body of the alert may include a short description of the crime or incident giving the time and date, location, reported offense, suspect description, weapon used (if any), and suspect vehicle (if any) and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to aid members of the university community in protecting themselves from becoming victims of a similar crime and promote overall safety.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

If appropriate, status updates as to the resolution and/or unfounded status of the crime or emergency situation will be similarly disseminated and updated as soon as possible.

Reporting members of the community who know of a crime or other serious incident should report that incident as soon as possible to the University Police Services, so a determination can be made as to issuing an alert.

Emergency Notifications

An Emergency Notification is an alert that may be issued whenever any significant emergency or dangerous situation poses an immediate threat to the health or safety of students or employees on the campus. This could overlap and include a Clery crime such as a shooting, but it also covers crimes not reportable under Clery as well as non-criminal incidents, such as an outbreak of a communicable illness, an impending weather emergency or a gas leak. Notifications are to be issued without delay upon confirmation of the emergency and may be tailored exclusively to the segment of the campus at risk.

PROCEDURE

Any crime or situation which may present a potential threat to the campus community is communicated to the campus community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings, property, and public property within or immediately adjacent to, and accessible from, the main campus. Properties may include buildings and/or property owned or controlled by student organizations that are officially recognized by the institutions or any building or property owned or controlled by the institution and used in direct support of, or in relation to, the institution's educational purposes. Reporting requirements include properties which are frequently used by students which may or may not be within contiguous geographic proximity to the main campus.

The Assistant Vice President & Director of University Police Services or his/her designee may make the final determination of when a Timely Warning or an emergency notification will be issued and disseminated, on a case by case basis.

When an emergency notification is issued, it is the responsibility of the Assistant Vice President & Director of University Police Services or in his absence by the on scene supervisor, to cause immediate notification to the representatives of the University President's Office, Vice President of Administration and Finance, the Student Services office, and Dispatch.

Determining whether to issue an Emergency Notification for non-Clery Act crimes will be evaluated on a case-by-case, taking into account both the frequency of the offense and the likelihood of additional occurrence.

The following officials are authorized to disseminate alerts:

- A. Assistant Vice President and Director of University Police Services
- B. Assistant Chief of University Police Services
- C. Lieutenants of University Police Services
- D. Clery Compliance Officer of University Police Services
- E. University of Nevada, Reno Office of the President
- F. University of Nevada, Reno Office of the Provost
- G. University of Nevada, Reno Vice President of Administration and Finance
- H. University of Nevada, Reno Vice President of Student Services
- I. Public Safety Dispatch

Emergency notifications may contain the phrase "Crime Alert" or "Emergency Notification", in the subject line. The body of the alert may include a short description of the crime or incident giving the time and date, location, reported offense, suspect description, weapon used (if any), and suspect vehicle (if any) and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to aid members of the university community in protecting themselves and promote overall safety.



Canada Hall

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

If appropriate, status updates as to the resolution and/or unfounded status of the crime or emergency situation will be similarly disseminated and updated as soon as possible.

Emergency Messaging System

The University of Nevada, Reno utilizes an emergency messaging system, which sends Emergency Alerts, to faculty, staff and students. The program sends a text and/or email message to all enrolled cell phones and email accounts in the event of an emergency at the University. The system is only used during an emergency or unexpected closure of the University.

About the Service

As part of the University of Nevada, Reno's emergency preparedness planning, students, faculty and staff can receive emergency text and email alerts in addition to traditional forms of notification. The University employs text and email messaging as another solution for communicating swiftly and effectively in the event of an extreme emergency on campus. You may receive a test message at least once per semester to ensure that the service is working as expected. The University will only use the service to send tests, emergency/life-threatening or unexpected campus closure alerts.

An Opt-Out Service

Students and employees are automatically entered into the system when registration and new employee information is collected and must opt-out if they do

not wish to receive alerts. All participants need to update cell numbers and email addresses manually if their contact information changes. Students and employees will remain registered in the system until they leave school or terminate employment.

The service is provided at no additional fee from the University. Participants may need to pay for incoming text messages as part of their regular phone plan. Use of Emergency Alerts is rare as they are activated only in emergency situations.



University Police Services' Honor Guard

More information

As with all methods of emergency communication, it is important to remember that Emergency Alerts are one of the many ways that the University contacts its campus community when an extreme emergency occurs on our campus.

Emergency Alerts complement emergency communications and University closure notifications already in place. Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

Emergency Response and Evacuation Procedures

University Police Services receives information from various agencies on emergency or dangerous situations that may pose an immediate threat to the health or safety of the campus community. These include the Washoe County Emergency Management Office, Department of Emergency Management through the Department of Public Safety and the National Oceanic and Atmospheric Administration (NOAA). In addition to these outside agencies, University Police Services works with the Office of Environmental Health and Safety (EH&S).

University Police Services are usually the first responders in an emergency situation and work together with local agencies including paramedics, fire department, sheriff's department and other local police agencies.

In the event of an actual emergency, the University may use several methods to communicate information quickly to the campus community. Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

EH&S provides training on fire safety (prevention, use of fire extinguishers, and evacuation) and response to hazardous materials incidents (personnel exposures and spills). They prepare room and building-specific emergency response information to include door cards, hazardous materials inventory information and emergency evacuation maps. EH&S has developed more detailed emergency response procedures for incidents involving biological agents, chemicals, and radioactive materials which are contained in laboratory safety manuals. These are available on the EH&S web site. (<http://www.unr.edu/ehs>)

You can access the campus emergency information page, which contains the guidance listed in the emergency response guide at <http://www.unr.edu/emergency/guide>. Campus emergency response guide books have been developed and distributed across campus. Response procedures related to hazardous materials release and fire have also been developed by EH&S and are contained in the guide.

Procedures for Testing Emergency Response and Evacuation Procedures

The University of Nevada, Reno participates in emergency tests and evacuation drills throughout the year and conducts follow-through activities to assess and evaluate emergency procedures. Drills are conducted to prepare building occupants for an evacuation in the case of an actual emergency. University Police Services coordinates announced and unannounced drills to test various procedural operations.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets. University Police Services monitors these drills in order to evaluate the response and prepare an after action report with information on systems that worked as assigned, systems that encountered problems and recommendations for improvement.

Residential Life conducts a fire drill after classes begin so that students can learn the locations of the emergency exits in the buildings. In coordinating with EH&S, the Director of Residential Life, Housing and Food Service also conducts fire safety training with all of the resident assistants (RAs) that live in the residence halls four times per year where they discuss fire evacuation procedures and identify the safe exits out of each building. Residential Life and EH&S monitor the drills in order to evaluate and assess the evacuation plans.



Crime Prevention and Personal Safety Tips

We encourage you to be safe on our campus by making personal safety your number one priority. Awareness, Avoidance and Risk Reduction are the best ways to not be a victim. The following tips can be used on a daily basis:

If you are the victim of a crime, please report it to the police immediately.

Contact University Police Services by dialing (775) 334-COPS (2677) or 911 if you observe a suspicious person or situation.

If you know you are going to be studying and/or working late on campus, plan ahead to get home safely.

Never walk alone at night. Travel in groups of two or more and always travel in well-lit, heavily traveled areas.

Have a friend walk with you or meet you at a location the two of you can walk from safely. If you are alone, walk near other groups of people.

ALWAYS—ALWAYS lock your doors and windows.

Use Campus Escort by calling (775) 742-6808, or University Police Services by calling (775) 334-COPS (2677).

Tell someone where you are going and when you will return.

Carry a whistle or noise maker. This can serve as a reminder to exercise caution, and can alert someone in the area that you need help. Whistles and e-alarms are available free of charge at University Police Services Headquarters—ground floor of the Fitzgerald Student Services Building.

Be alert! Look around you; be aware of who is on the street and in the area. Make it difficult for anyone to take you by surprise.

If listening to music, keep the volume low so you can hear what is going on around you.

If you exercise at night or in the dark, do so with a friend and wear bright reflective clothing.

Follow your intuition, trust your feelings.

Download the SafePack app.



Missing Student Notification Policy

If a University Campus Security Authority has reason to believe that a student is missing, they shall immediately notify University Police Services at (775) 334-COPS(2677), whether or not the student lives on campus. Attempts to locate the student to determine his or her well-being will be made through the cooperation of University Police Services and Student Services.

University Police Services investigates all students reported as missing whether they live on or off-campus. If the student lives on campus, University Police Services will obtain authorization from Student Services to make entry into the student's room for a welfare check and notify the Resident Director or Graduate Resident Director for the area in which the student is housed. The Resident Director or Graduate Resident Director should be directed to contact neighbors and friends in the immediate vicinity of the student's room and report any findings to University Police Services. If the student is an off-campus resident, University Police Services will request the assistance of the neighboring police agency having jurisdiction, upon confirmation that a student is missing and cannot be located.

At the same time, University Police Services will attempt to ascertain the student's whereabouts by contacting the student's friends, associates and/or employers and inquire whether or not the student has been attending classes, labs, scheduled organizational or academic meetings or appearing for work. Verification of the student's state of health and intention of returning to campus is made if located. If appropriate, a referral will be made to Student Services.

If the student is not located within 24 hours of receiving the initial report, notification of the family and local law enforcement is made to determine if they know the whereabouts of the student. If the student is an off-campus resident, family members or friends are encouraged to make a formal missing

person report to the law enforcement agency with jurisdiction. University Police Services has MOUs in place with surrounding agencies for investigation of crimes.

If the missing student is under the age of 18 and is not an emancipated juvenile, University Police Services will notify the student's parent or legal guardian immediately after it has been determined that the student has been missing for more than 24 hours. This does not preclude implementing these procedures in less than 24 hours if circumstances warrant a faster implementation.

University Police Services will cooperate and assist the primary investigating agency in all ways possible. If the student is an on-campus resident, University Police Services will commence an official investigation and will remain the primary investigative unit. Upon resolution of the missing person investigation, all parties previously contacted will be advised of the status of the case.

The University of Nevada, Reno strongly recommends all students register confidential contact information in the event that a student over the age of 18 years is determined missing for a period of more than 24 hours. All students have the option to confidentially designate someone to be contacted by University Police Services in the event the student is reported to be missing for more than 24 hours. If a student has designated such an individual, University Police Services will notify that person no later than 24 hours after the student is determined to be missing. Student missing person contact information is accessible only to authorized campus officials and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. Students who wish to identify a confidential contact can do so through Admissions and Records during the application process.

Security Awareness Programs

During orientation throughout the summer months, students are informed of services offered by University Police Services. Video and Power Point presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on-campus and in surrounding neighborhoods. Similar information is presented to new employees.

Security Awareness Programs are offered on a continual basis. Periodically during the academic year, University Police Services, in cooperation with other university organizations and departments, presents crime prevention awareness sessions on sexual assault (rape and acquaintance rape), drug and alcohol abuse, theft, and vandalism, as well as programs on personal safety and residence hall security. Students and employees are encouraged to be aware of their responsibility for their own security and the security of others.

The university provides safe ride options for persons working or studying on campus during the evening hours. These options are available at no cost. These services include ASUN campus escort for off campus transportation needs, available year round from 7:00 pm until 1:00 am, 7 days per week. Student cadets provide on campus transportation needs during the academic year from 6:00 pm until midnight, Monday through Thursday.

In addition, information is disseminated to students and employees through security awareness print materials, videos from our website, and through Facebook and Twitter feeds. When time is of the essence, information is released to the university community. Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets. To sign up for emergency alerts, go to www.unr.edu/emergency/alerts.



Crime Prevention Programs

University Police Services offers various personal safety, sexual assault prevention and crime prevention programs on a continual basis throughout the year. Police personnel facilitate programs for students, parents, faculty and new employees, student organizations, community organizations, in addition to programs for Housing Services Resident Advisors and residents providing a variety of educational strategies and tips on how to protect themselves from sexual assault, theft and other crimes. To sign up for programs, go to www.unr.edu/police/safety-and-training. Available programs include:

Workplace Violence Prevention, Active Shooter and Threat Assessment:

Classes are offered by University Police Services Deputy Chief and Threat Assessment Manager regarding warning signs, prevention methods, and steps that should be taken if employees find themselves in any of these types of situations. These classes are offered on an ongoing basis through the calendar year.

Women's Self Defense:

Rape Aggression Defense (RAD) class is a physical defensive program for women. University Police Services has certified instructors who teach these proven and effective defense concepts.

Girls on Guard, an alternative class to RAD, it is shorter but still includes both education and hands-on techniques for sexual assault prevention.

Workplace Security Site Assessments:

Police Services will walk through a department office space or building to identify vulnerabilities, assist in creating an active threat plan, and discuss best practices for safety and security of the workplace.

Nevada Cares

University of Nevada, Reno's department, CASAT (The Center for the Application of Substance Abuse Technologies), offers a program called Nevada Cares. This program was created through a grant from the Office on Violence Against Women. Nevada Cares staff have been trained in Green Dot Bystander Intervention and Step UP! Bystander Intervention, each of which are evidence-based programs for bystander intervention training. Nevada Cares provides outreach and education on interpersonal violence to the campus community through prevention trainings such as the Bystander Intervention training, which is tailored to the campus community and specific audience, as well as through presentations related to information on consent, mindfulness for "partying smart" and considerations for drinking. Such presentations are in line with a harm-reduction model. These are offered throughout the semester and can be requested for specific events or student groups as well.

Nevada Cares also participates in awareness events and social media campaigns (their Instagram handle is @nvcare). Campaigns include participation in Sexual Assault Awareness Month and Domestic Violence Awareness Month, which also include working with the Title IX Office, the Student Health Center, and any other interested student groups to provide awareness and education-based events.



Policy Regarding the possession, use, and sale of alcoholic beverages and enforcement of State underage drinking laws

Use, possession, or distribution of alcoholic beverages without authorization (except as expressly permitted by University or NSHE regulations, such as the "Alcoholic Beverage Policy"), or public intoxication. Alcoholic beverages may not, in any circumstances, be used by, possessed by, or distributed to, a person less than twenty-one years of age.

In order to provide a safe and healthy environment for students, to comply with federal, state and local law, and to support the academic mission of the university, the following policy for the sale, service, distribution and use of alcoholic beverages has been adopted. This policy applies, but is not limited to, the following: receptions, banquets, dinners, picnics, or any cultural or social activity. Advance request and approval from the associate vice president for Student Life Services to serve alcohol at an activity is required for all student organizations, campus departments and individuals as follows.

1. A request may be made for alcoholic beverages at any activity sponsored by a student organization on university property or on property occupied by a student organization where all participants in attendance are 21 years of age or older.
2. A request may also be made for alcoholic beverages at activities sponsored by campus departments or guests using university facilities. Approval of alcohol requests will take into consideration the nature of the activity, number of underage participants, value of alcohol to the purpose of the activity, and security measures in place.
3. Alcoholic beverages must not be served in association with academic classes. See University Administrative Manual 5313 (e.g. in-class celebrations after final exams).

For activities where alcohol is being requested, the following procedure must be followed:

1. All requests must be submitted to the Associate Vice President for Student Life Services at least ten (10) working days in advance of the activity.
2. The sponsoring organization must hire a Licensed Liquor Vendor (LLV), as approved by the City of Reno, to serve the alcohol.
3. If using a LLV, the request must include a copy of the Business License and Certificate of Liability Insurance.
4. A representative of the sponsoring organization or department must sign the request accepting responsibility for the activity as it pertains to the distribution and control of alcohol. Department representative must be a full-time administrative faculty/staff member at the University of Nevada, Reno.

Upon approval of the activity, sponsoring organizations and individuals must comply with the following:

1. There must be adequate food and non-alcoholic beverages available at the activity.
2. Individuals who appear to be intoxicated at an activity will not be served alcohol.
3. The designated organizational representative will be expected to intervene with the intoxicated person to ensure the safety of the individual (e.g. provide a "safe ride" home; call a cab, etc. at the cost of the sponsoring organization).
4. Drinking alcoholic beverages cannot be the primary focus or purpose of the activity.
5. Promotional materials may not make reference to the availability of alcoholic beverages at the activity, may not be directed to an underage audience, and may not display any alcoholic beverage signs, emblems or insignia.
6. No activity shall include any form of "drinking contest", "all you can drink" promotion, or encourage any form of rapid consumption of alcoholic beverage.
7. Alcoholic beverages will not be provided as part of a performance contract, nor will alcohol be used on-stage.

Violations of the Policy for Sale, Service, Distribution or Use of Alcoholic Beverages may result in penalties as follows:

1. Student organizational officers will be subject to sanctions outlined in the University of Nevada, Reno Student Code of Conduct.
2. Sanctions for student organizations may include, but are not limited to, warning, probation, denial of use of university facilities, and withdrawal of organization recognition.
3. University departmental representatives will be subject to sanctions as outlined in Chapter 6 of the Board of Regents Handbook.
4. Guests of the university will be subject to denial of future use of University facilities.

University Police Services enforces state, local and federal alcohol laws within its jurisdiction.

Applicable Reno Municipal Codes (RMC):

RMC Sec. 8.16.040 states: It's illegal for persons under the age of 21 to have an alcoholic beverage in their possession at any time.

RMC Sec. 8.16.050 False Representation by minor states:

It's illegal to forge, alter, erase, change or destroy legal identification documents for the purpose of purchasing alcohol or other controlled substances, or to give, loan or sell false ID to minors.

It's illegal to use false ID for any purposes considered illegal for minors

Applicable Nevada Revised Statutes (NRS):

NRS 202.020 Purchase, consumption or possession of alcoholic beverage by minor:

a person under 21 years of age who purchases any alcoholic beverage or any such person who consumes any alcoholic beverage in any saloon, resort or premises where spirituous, malt or fermented liquors or wines are sold is guilty of a misdemeanor

a person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor

NRS 202.040

False representation by a minor to obtain intoxicating liquor. Every minor who shall falsely represent him/herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

Sale or furnishing of alcoholic beverage to a minor: aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age, is guilty of a misdemeanor.

NRS 205.460

Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or...(2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

Violations of laws or university policies regarding alcohol and other drugs may result in citation, arrest, and/or contact with the Office of Student Conduct.

Drug-Free Schools and Communities Act

The University of Nevada, Reno has joined other colleges and universities across the nation in encouraging the elimination of alcohol and other drug abuse on our campus and in our community. The university believes that the unlawful possession or use of drugs, including alcohol, and the abuse of alcohol and any drug by students constitutes a grave threat to their physical and mental well-being, and significantly impedes the process of learning and personal development.

SUBSTANCE ABUSE POLICY

The policy adopted by the university prohibits the use or possession of alcoholic beverages without authorization; use or possession of illegal and/or unauthorized drugs and drug paraphernalia; and providing alcoholic beverages to minors while on university property or at university-sponsored activities, and (2) being under the influence of a controlled substance, including alcohol, while on university property or at a university-sponsored activity and the exhibiting of offensive behavior while under the influence of alcohol or other controlled substances.

SUBSTANCE ABUSE PREVENTION PROGRAMS

In order to prevent and reduce alcohol-related problems, and to promote a drug-free and alcohol abuse-free campus, we have developed a comprehensive substance abuse prevention program, dedicated to the promotion of responsible and appropriate use of alcoholic beverages through a wide variety of educational activities, which are free to all participating students.

Alcohol Prevention and Education Programs, as sponsored by the Office of Student Conduct, provides

outreach educational programs, and co-sponsors alcohol-free student events, activities, and social opportunities on campus and through the sponsorship of programs by student organizations.

The educational programs offered by the staff of the Office of Student Conduct support the following goals and activities for our students:

- Identifying the values and attitudes related to drinking alcoholic beverages;

- Recognizing personal and societal motives for choosing to drink;

- Developing appropriate decision-making skills;

- Information regarding the physiological and psychological effects of alcohol and of its potential effects on the individual and society;

- Pamphlets, posters, films, and other information on alcohol and other drugs for student use and distribution;

- Programs specifically tailored to campus living groups and student organizations, including fraternity and sorority chapters and university residence halls;

- New Student Orientation programs and classroom presentations for classes, including First Year Experience courses;

For more information or to schedule a workshop for your group, please call the Office of Student Conduct, at: (775) 784-4388.

TREATMENT PROGRAMS

In addition to the above educational activities and services, the Office of Student Conduct has a Licensed Alcohol and Drug Counselor who provides services for mandated student services for: prevention, intervention, assessment, confidential counseling, and referrals for in-depth treatment for alcohol-drug abuse. A counselor may be reached for this mandated intervention programs at: (775) 784-4388.

For all students wishing to receive treatment services, who are not mandated (making a self-referral), the university offers confidential counseling on issues involving alcohol and other drugs through the Office of Student Conduct, which may be contacted at phone: 784-4388 and/or in person at the Clark Administration Building, Lake Level Suites.

CAMPUS DISCIPLINARY SANCTIONS

A student involved in violations of university standards of conduct related to alcohol and other drugs will be required to participate in a disciplinary intervention process which may include referral to educational programs and/or an individual needs assessment as a condition of continued association with the institution.

The following disciplinary sanctions are presented as guidelines, indicating the range and the progression of sanctions-from educational programs through expulsion. These sanctions are applied on a case-by-case basis, depending on the specific nature of the student's alcohol and drug violation. Each student's case is evaluated in terms of that student's level of risk posed (health/danger to self and others) by his or her substance abuse.

ALCOHOL AND OTHER DRUGS

For violations of campus policy related to possession or use of alcohol or an illegal drug, the student will participate in an educational intervention program, including one of the following programs: BASICS, CASICS, SHIFT, STEPSS, and OnTRAC. Each of these programs has been designed utilizing the guidelines of best practices for student development evidence-based research for treatment with the aid of a Licensed Drug and Alcohol Counselor. An overview of these programs is, as follows:

BASICS- Brief Alcohol Screening Intervention for College Students

An educational program designed to assist mild to

moderate alcohol abusers and/or policy violators in correcting behavior through enforcement and instruction.

CASICS - Cannabis Screening Intervention for College Students

An educational program designed to assist first-time student violations of our University substance abuse policy for possession/use of marijuana in correcting the student's behavior through enforcement and instruction.

SHIFT—Student High Risk Intervention for First Time Alcohol Violations

This three-to-four week educational program offers a one-on-one experience with a trained substance abuse educator to provide individual information and guidance to students, including tools to make choices to reduce binge drinking and to assist students in setting healthy goals for reducing abusive and/or underage drinking.

STEPSS- Substance Abuse Treatment & Educational Programs for Student Success

A program that combines education and treatment approaches and addresses student decision-making and life skills. This program is designed for students having a second alcohol violation and for students involved in a first time substance abuse violation for illegal drugs.

OnTRAC - Treatment, Responsibility, Accountability on Campus

A comprehensive educational and treatment program, designed for students in need of a highly structured intervention plan, due to the student's serious level of dependency on alcohol or illegal drugs, and/or the student's repeated drug and alcohol violations. This is an individualized program that combines treatment with student academic success strategies, and involves alcohol and other drug randomized testing throughout the student's participation in the program.

Eligibility for these programs is limited to those individuals enrolled at the University of Nevada, Reno, who are involved in substance-related misconduct and referred by the Office of Student Conduct and Residential Life, or self-referral by the student himself/herself. We have actively encouraged students involved in the criminal process to seek referrals to these programs from the court, when applicable to the resolution in court.

In addition to education and treatment interventions, the student may be sanctioned with the following activities and disciplinary sanctions:

1. Drug and/or alcohol assessment
2. Residence hall and/or campus disciplinary probation
3. Residence hall license cancellation
4. Community Service or research project
5. Disciplinary Suspension
6. University Expulsion

For violations involving sale of illegal drugs, the student's housing and student status at the university will be reviewed, and one or more of the following sanctions will be invoked:

1. Residence halls license cancellation
2. Disciplinary Suspension
3. University Expulsion

LEGAL STANDARDS

In addition to university student conduct standards, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws apply to any student conduct on or off campus. In these instances, the student is being regarded as a resident of the state of Nevada.

NRS 202.020

Purchase, consumption or possession of alcoholic beverage by a minor: Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.040

False representation by a minor to obtain intoxicating liquor. Every minor who shall falsely represent him/herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

Sale or furnishing of alcoholic beverage to a minor: aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age...is guilty of a misdemeanor.

NRS 205.460

Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or...(2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

LEGAL SANCTIONS

Legal action provides for sanctions ranging from the imposition of fines to incarceration. Legal sanctions are governed by the Nevada Revised Statutes (NRS) and applicable federal law. Such penalties result from the referral of an alcohol or other drug violation which comes to the attention of University Police Services, and is referred to the District Attorney's Office. Legal action may take place concurrently with campus disciplinary action.

University Alcohol and Drug Free Workplace Policy Statement

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are of concern to the State of Nevada and to the northern institutions of the Nevada System of Higher Education (NSHE). These institutions comply with the Omnibus Anti-Drug Abuse Act of 1988 and the Drug-Free Schools and Communities Act of 1989. It is the policy of this State and of NSHE to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or drugs; consume alcohol while on duty; or unlawfully possess or consume any drugs while on duty, at a work site or on State or NSHE property, or while driving an NSHE vehicle. Any employee who violates this policy is subject to disciplinary action.

1) As provided by statute, any employee who (a) exhibits signs and symptoms consistent with alcohol and/or drug intoxication; (b) is involved in a workplace vehicle accident in accordance with NAC 284.888; (c) is involved in a workplace accident for which they seek medical treatment in accordance with NAC 284.888 or who (d) applies for a position approved by the Personnel Commission as affecting public safety, is subject to a screening test for alcohol, drugs, or both

2) Employees found to be under the influence of drugs or alcohol while on duty will be referred to the Employee Assistance Program. Nevada Administrative Code 284.884 defines the maximum concentration of alcohol in blood or breath as greater than .02 gram. The Appointing Authority shall take into consideration the circumstances and actions of the employee in determining whether disciplinary action is appropriate.

3) Each employee is required to inform their supervisor as soon as possible after consuming any drug which could interfere with the safe and efficient performance of the employee's duties (NRS 284.4063).

4) Any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.

5) Any employee who is convicted of driving under the influence in violation of NRS 484.379 or of any other offense for which driving under the influence is an element of the offense is subject to discipline up to and including termination if the offense occurred while he was driving a State vehicle or a privately owned vehicle on State business.

6) The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace is prohibited. Any employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while on duty or on the premises of State/NSHE property will be subject to discipline up to and including dismissal.

7) The term, "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack". They also include "legal drugs" which are not prescribed by a licensed physician.

8) Each employee is required to inform his or her employer in writing within five days after he or she is convicted for violation of any federal or state criminal drug statute when such violation occurred while on duty or on the employer's premises.

9) All of the NSHE health insurance plans include coverage for chemical dependency treatment programs. Coverage differs so please contact your health care provider to find out what benefits are specific to your plan.

10) The NSHE Employee Assistance Program (EAP) also provides help to Nevada System of Higher Education employees and their families with alcohol and/or drug problems. The EAP can be reached by calling 1-877-234-5151. (Español 1-888-732-9020). This assistance is provided by off-campus resources and is completely confidential. Administrative leave may be granted for two visits to the EAP.

11) Faculty and Staff of these institutions may refer students for assistance through the appropriate Student Services office.

This policy is applicable to all employees. Specific federal guidelines, statutory provisions and regulations applicable to this policy are set down in the Drug Free Workplace Act and Chapter 284 of the Nevada Revised Statutes and Nevada Administrative Code.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault and Stalking

The University of Nevada, Reno is a diverse community committed to creating and maintaining a safe campus where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of University Policy.

The University of Nevada, Reno will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking. The University will take appropriate action to prevent, correct, and when necessary, to discipline conduct that violates Nevada System of Higher Education (NSHE) policy.

The policy in its entirety may be found in the Board of Regents Handbook (Title 4, Chapter 8, Section 13): Policy Against Discrimination of Sexual Harassment: Complaint Procedure.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

- a.) Each President of NSHE’s eight (8) institutions and the Chancellor for NSHE’s System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution’s efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b.) Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.

c.) Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2. Definitions.

a) "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b) "Respondent" means an individual who has been reported to be the individual engaging in the conduct that could constitute sexual harassment.

c) "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d) "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

(i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;

(ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or

(iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

e) “Rape” means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

f) “Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

g) “Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

h) “Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

i) “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

j) “Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

k) “Stalking” means engaging in a course of conduct on the basis of sex 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.

l) “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

m) “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

n) “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

o) “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.

p) “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.

Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.

Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.

Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.

Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.

The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is “deliberately indifferent” only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution’s response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution’s Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution’s treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a) Issuing a no-contact directive(s);
- b) Providing an effective escort to ensure safe movement between classes and activities;
- c) Not sharing classes or extracurricular activities;
- d) Moving to a different residence hall;
- e) Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f) Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g) Restricting to online classes;
- h) Providing information regarding campus transportation options;
- i) Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined;1 and
- j) Requiring the parties to report any violations of these restrictions.

For Employees:

- k) Providing an effective escort to ensure safe movement between work area and/or parking lots/ other campus locations;
- l) Issuing a no-contact directive(s);
- m) Placement on paid leave (not sick or annual leave);
- n) Placement on administrative leave;
- o) Transfer to a different area/department or shift in order to eliminate or reduce further business/ social contact;
- p) Providing information regarding campus transportation options;
- q) Instructions to stop the conduct;
- r) Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s) Reassignment of duties;
- t) Changing the supervisory authority; and
- u) Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4. Response to a Formal Complaint.

- a) In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.
- b) Nothing in this subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
- c) Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d) An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

General complaint process requirements for reports of Dating Violence, Domestic Violence, Sexual Assault, Stalking or Sexual Harassment

Institutions shall:

- a) Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;
- b) Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c) Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;
- d) Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;
- e) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- f) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- g) Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;
- h) Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;
- i) Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
- j) Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;

- a) Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

- l) Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m) State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;
- n) Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;
- o) Describe the range of supportive measures available to complainants and respondents;
- p) Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and
- q) Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures.

- a) Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:
 - (i) Notice of the institution's complaint process that complies with this section, including any informal resolution process; and
 - (ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:

- (a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process;
 - (b) Inform the parties that they may have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and
 - (c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.
- b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.
- c. Dismissal of formal complaint.
 - (i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.
 - (ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:
 - (a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
 - (b) The respondent is no longer enrolled or employed by the institution; or
 - (c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
 - (iii) Upon a dismissal required or permitted pursuant to subsections i and ii of subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
- b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and
- h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

- a) An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.
- b) At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.
- c) The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.
- d) Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, "relevant" means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.
- e) If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution's choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to "represent" a party but rather to relay the party's cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.
- f) If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.
- g) Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.
- h) Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law

9. Determination Regarding Responsibility.

- a) The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.
- b) The written determination must include:
 - (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
 - (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - (iii) Findings of fact supporting the determination;
 - (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
 - (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c) The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

- a) Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:
 - (i) Procedural irregularity that affected the outcome of the matter;
 - (ii) 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;
 - (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - (iv) Any additional basis offered by an institution.
- b) As to all appeals, the institution must:
 - (i) Immediately notify the other party in writing when an appeal is filed;
 - (ii) Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

- (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
 - (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
 - (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
 - (vi) Provide the written decision simultaneously to all parties.
- c) The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

11. Informal Resolution.

- a) If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:
- (i) Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;
 - (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and
 - (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- b) Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- c) An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.

- d) An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

12. Recordkeeping.

- a) An institution must maintain for a period of at least seven (7) years records of:
 - (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - (ii) Any appeal and the result therefrom;
 - (iii) Any informal resolution and the result therefrom; and
 - (iv) All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
 - (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

13. False Reports. Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14. Retaliation.

- a) Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.
- b) Specific circumstances.
- (i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.
 - (ii) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

This subsection D shall become effective on August 14, 2020.

15. Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the University or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
- Any clothing, towels, or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the University's complaint process.

- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report. These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- Vice President for Student Services at (775) 784-6196
- Counseling Services at (775) 784-4648
- Student Health Services at (775) 784-6598
- Student Conduct at (775) 784-4388
- Housing & Residential Life at (775) 784-1113
- Title IX at (775) 784-1547
- To notify and report the crime off-campus, contact the Reno Police Department at (775) 334-2677 or the appropriate jurisdiction, or 9-1-1.
- University Police Services at (775) 784-4013 or file an online report at www.unr.edu/police
- In the case of an emergency, dial 9-1-1.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- A) Local law enforcement,
- B) The University, including University Police Services,
- C) Both a & b,
- D) None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college.

To report directly to the Reno Police Department call (775) 334-2677. For assistance in contacting the Reno Police Department, contact University Police Services at (775) 784-4013

Process of Making a Police Report:

Depending on the circumstances of an incident, University Police Services may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say “I don’t remember” or “I’m not sure,” without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information:

An individual who wishes to pursue criminal action in addition to, or instead of, making a report to the University for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 911 (for emergencies) or 775-784-4013 to reach University Police Services, or in person at any University Police Services location.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the University. If a court order is issued the University will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The University will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to the University that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

The University is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. UNR prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of UNR Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

Bystander Intervention

You have the power to make a difference! If we all intervene as bystanders, we can stop sexual assault, sexual misconduct, domestic violence, dating violence and stalking. It is important to note that staying safe is of the utmost importance. Only intervene if it is safe to do so. The following provides examples of how to intervene as a bystander:

Direct

Confront (without placing yourself in danger) either the potential target or the person who you think is about to engage in inappropriate behavior. Tell the person to stop, or tell them what they are doing is not acceptable behavior or it is not an acceptable activity.

Delegate

When you do not feel safe to approach the situation alone, look to involve others. Involve friends to assist you in getting the person at risk to a safe place. Reporting the behavior or activity to the police or others in authority is also delegation.

Distract

This technique involves causing some form of distraction that will interrupt the flow of potential misconduct. You may want to tell the person his/her car is being towed or that you recognize him/her from class to distract him/her so you and/or friends can take the person at risk to a safe place.

SANCTIONS FOR STUDENTS:

RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES.

Exclusion/restriction from participation in privileges, extracurricular activities, holding office, or representing the University. Loss of use privileges for designated University facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

CONDUCT PROBATION.

The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION.

This is the temporary separation of the student from the University for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any University-sponsored activity and shall be barred from all University campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

EXPULSION OR TERMINATION.

Permanent separation of the student from the University. The expelled student shall not participate in any University-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES.

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

ADMINISTRATIVE CONDUCT

Hold status documented in the Registrar's official file that precludes the student from registering for classes and/or accessing official transcripts until clearance from the Vice President for Student and Academic Affairs.

INTAKE/ASSESSMENT/TREATMENT REFERRALS.

A student may be referred to a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off-campus provider for such services at the student's expense.

Range of Protective Measures Available

These measures may include, but are not limited to:

- the implementation of a UNR-issued no-contact order,
- academic accommodations,
- residential accommodations,
- transportation accommodations,
- employment accommodations,
- safety consultations with University Police Services,
- personal protection devices,
- on-campus escorts,

SANCTIONS FOR EMPLOYEES:

Nevada Administrative Code

NAC 284.480 Letters of Instruction

NAC 284.638 Warnings and written reprimands

NAC 284.642 Suspension and Demotion

NAC 284.646 Dismissal

NSHE Prohibitions and Penalties

Warning

Written Reprimand



Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault or Stalking

Following is contact information for these off-campus resources:

If you have been sexually assaulted, get help immediately.

Crisis Call Center:

(775) 784-8090 (Reno)

24 hour statewide Help Hotline: (800) 992-5757

info@crisiscallcenter.org

Get to a safe place and call a friend or family member for support, or call the Crisis Call line at (775) 784-8090. Call the police at 911. Tell the police dispatcher that you are a university student so that University Police Services will be contacted and you may be provided with immediate assistance and evidence can be collected.

NOTE: While these off-campus counselors and advocates may maintain a reporting student's confidentiality with regard to the university, they may have reporting or other obligations under state law. For example, there may be an obligation to report child abuse, an immediate threat of harm to self or others, or to report in the case of hospitalization for mental illness; for the exceptions to confidentiality, see NRS 49.213, NRS 49.245, and NRS 432B.220 in Appendix 2.

You should go to a hospital emergency room for medical treatment and evidence collection (transportation to the hospital may be provided by University Police Services or other local Police if desired). The hospital will call the Crisis Call's Sexual Assault Support Team representative who will meet you at the hospital to provide you with support and answer questions about the investigation process and your rights as the survivor of a sexual assault. Remember that you do not have to decide at this point whether or not to report the incident, but it is important for you to get medical attention.

If you have questions as to whether a specific incident should be reported, please contact University Police Services at (775) 784-4013 or e-mail unrpd@police.unr.edu.

In order to better preserve evidence, you should try to fight the urge to shower, bathe, douche, change clothes or straighten up the area since these activities will destroy evidence that you may need.

All reports will be investigated by the university. Violations of the law will be referred to University Police Services and when appropriate, to the staff of the Office of Student Conduct for investigation and resolution through the student conduct system, when the alleged violator is an enrolled student.

Off-Campus Counselors and Advocates:

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with the university unless the reporting student requests the disclosure and signs a consent or waiver form.

Employee and Faculty Disciplinary Sanctions

The following sanctions are applicable to faculty and staff of the University of Nevada, Reno for prohibited conduct. Depending on the seriousness of the misconduct, these sanctions may be imposed in any order.

Faculty Sanctions:

The following sanctions are applicable to faculty of the Nevada System of Higher Education for conduct prohibited by Section 6.2 of the Nevada System of Higher Education Code. Depending on the seriousness of the misconduct, these sanctions may be imposed in any order.

Warning: Notice, oral or written, that continuation or repetition of prohibited conduct may be the cause for more severe disciplinary action.

Reprimand: A formal censure or severe reproof administered in writing to a person engaging in prohibited conduct.

Restitution: The requirement to reimburse the legal owners for a loss due to defacement, damage, fraud, theft or misappropriation of property. The failure to make restitution shall be the cause for more severe disciplinary action.

Reduction in Pay: A reduction in pay may be imposed at any time during the term of an employment contract upon compliance with the procedures established in this chapter.

Suspension: Exclusion from assigned duties for one or more workweeks without pay, as set forth in a written notice to the employee. The phrase "workweek" has the meaning ascribed to it in the Fair Labor Standards Act; 29

U.S.C. § 207(a).

Termination: Termination of employment for cause. A hearing held under the procedures established in Section 6.11 and other applicable provisions of this chapter shall be required before the employment of an employee may be terminated for cause.

Revocation of a Degree

(a) The Board and its institutions reserve the right to withdraw academic degrees in the event that a case is brought after graduation for material academic misconduct that impacts the reputation of the institution, including misrepresentation of academic

credentials or material falsification in an application, if the act occurred before graduation and during the time the student applied to, or was enrolled at an NSHE institution, but a complaint had not been filed prior to graduation. Institutions who are investigating acts of misconduct prior to a student graduating may postpone the awarding of a degree pending the outcome of the investigation and imposing of appropriate disciplinary sanctions.

(b) Upon receipt of a complaint that a degree was conferred to a student accused of academic misconduct under Subsection (a), the institution shall commence an investigation under Section 6.8. The purpose of the investigation is for the administrative officer to make a recommendation to the president whether the charges are warranted, and if so, whether the violation is of such severity to warrant revocation of degree.

(c) If the president determines that the charges are warranted and the violation, if proven, is of sufficient severity to warrant revocation of degree, then a special hearing committee and special hearing officer shall be appointed in accordance with Section 6.11.

(d) The charged party shall receive all due process required by this Chapter in the investigation and hearing.

(e) The president may consider alternatives to revocation of degree, depending on the severity of the offense.

(f) After receiving the recommendation of the special hearing officer and special hearing committee, if it is determined that revocation of the degree is warranted, the president may revoke the degree. The charged party shall have an opportunity to appeal to the Board of Regents based on the procedure and grounds for appeal specified in Section 6.13.

(g) On appeal, the Board may take such action as specified in Section 6.13.2(d).

(h) The fact of degree revocation will appear permanently on the student's transcript.

(i) Events of misconduct discovered more than 7 years following graduation from an NSHE institution are not subject to the provisions of this section.

(j) NSHE institutions shall appropriately inform students of the Board's degree revocation policy.

Classified Staff Sanction:

The guidelines and the NSHE Prohibitions and Penalties have been developed as a supplement to Chapter 284 of the Nevada Administrative Code to

provide supervisors and classified employees with information about those specific activities which will be considered inconsistent, incompatible, or in conflict with their duties, as classified employees as well as to advise all parties of the kinds of penalties that may be imposed. It is not intended to provide an all inclusive list of all infractions or violations that could conceivably develop. Action taken in each case will depend upon the seriousness of the offense and on the facts of each incident, realizing that problems which call for disciplinary action are too individual and complex to permit the complete application of standardized procedures.

Verbal Warning: A verbal warning should be followed up with a letter of instruction summarizing the verbal warning. A "letter of instruction" is not placed in an employee's official personnel file.

Written Reprimand (NPD-52): A written reprimand is the next step in the progressive disciplinary process. This is a more formal disciplinary action taken against an employee for violating any of the rules and regulations set forth in NAC 284.650 and the NSHE Prohibitions and Penalties. Typically, a written reprimand is given to an employee where a verbal counseling has not been effective. A copy of the written reprimand must be sent to BCN Human Resources to be placed in the employee's official personnel file.

Suspension Without Pay: When the severity of the offense warrants it or when warnings or written reprimands have not been effective, an appointing authority may suspend a classified employee for a period not to exceed 30 calendar days. The director of BCN Human Resources must be consulted when considering this action, which must be reported on a Personnel Action Form (PAF) and NPD-41 specificity of charges. The pre-disciplinary hearing procedure must be followed for permanent employees.

Demotion (including reduction of pay within rate range): There is some question as to advisability of using demotions as a disciplinary measure because it sometimes creates additional problems. However, in a particular case this may be the best available disciplinary method and may be considered. The director of BCN Human Resources must be consulted when considering this action, which must be reported on a PAF and NPD-41 specificity of charges. The pre

-disciplinary hearing procedure must be followed for permanent employees.

Dismissal: This is the severest disciplinary measure that can be taken and should be used only after corrective efforts have proved ineffective or when the offense is so serious that there is no other alternative. The director of BCN Human Resources must be consulted before any formal action is taken, which must comply with the pre-disciplinary hearing procedure. This action must be reported on a PAF and, for permanent employees, on a NPD-41 specificity of charges.

Sex Offender Registration

Section 1601 of Public Law 106-386, also known as the Campus Sex Crimes Prevention Act, requires all sex offenders who are employees of, students of, or visitors to the University of Nevada Reno, to register with University Police Services. This includes employees of private contractors or other public entities who work at the university.

In addition to the federal laws requiring offender registration, the Nevada Revised Statutes also require offenders to register in any jurisdiction in which they will have a presence.

Offenders are assigned Level Numbers based on the details of the crime for which they are charged. Levels are set by the federal government and guidelines are given to the state Attorney General's Office. Nevada Statutes are: 179D.730 explaining the levels of notification for sex offenders, and 179D.720 explaining the criteria for assessment.

Information on sex offenders who are students, employees or guests of the university may be obtained by contacting University Police Services at the number listed below. Other Sex Offender information is available on the police website at <http://www.unr.edu/police/data-center/clery-legal-info> or the Nevada Department of Public Safety through a link to the Nevada State Sex Offender Registry: <http://www.nvsexoffenders.gov/>.

Anyone needing to register, must register with University Police Services in the Fitzgerald Student Services Building. Please call (775) 784-4013 Mon-Fri 8:00 am to 5:00 pm (excluding holidays when the office is closed) to make an appointment to register.



2020 Annual Report

Residence Hall Fire Safety

Residence Hall	Address	Audible/ Visual Fire/ Alarm Panel	Sprinkler System	Fire Extinguishers	Smoke/ Heat Detectors	Posted Evacuation Routes	# of Evacuation (Fire) Drills each year
Peavine Hall	38 W. 11 th St. Reno, NV 89503	X	X	X	X	x	2
Nye Hall	55 Artemesia Way Reno, NV 89503	X	X	X	X	X	2
Canada Hall	1255 N. Virginia St. Reno, NV 89503	X	X	X	X	X	2
Juniper Hall	1014 N. Virginia St. Reno, NV 89503	X	X	X	X	X	2
Sierra Hall	1001 N. Virginia St. Reno, NV 89503	X	X	X	X	X	2
Argenta Hall	1201 N. Virginia St. Reno, NV 89503	X	X	X	X	X	2
Great Basin Hall	1250 N. Virginia St. Reno, NV 89503	X	X	X	X	X	2
Nevada LLC	1295 N. Virginia St. Reno, NV 89503	X	X	X	X	X	2
Ponderosa Village	1775 Evans Ave. Reno, NV 89512	X	X	X	X	*	**
Manzanita Hall****	1014 N. Virginia St.	X	X	X	X	X	2
Wolf Pack Tower***	525 West St. Reno, NV 89503	X	X	X	X	X	1

*Each unit exits directly outdoors so evacuation routes are not necessary.

**Each unit is separate and has its own dedicated alarm system, so evacuation drills are not necessary.

*** Wolf Pack Tower was rented from Circus Circus casino effective August 12, 2019 for students displaced by Argenta Hall incident.

**** Manzanita Hall was reopened in fall of 2019 after renovation.

All fire alarm detection systems have been upgraded and/or replaced with state of the art systems. Each residence hall is inspected annually by the city fire department in addition to regular inspections by area fire stations. Scheduled testing of fire equipment by private vendors and university personnel is conducted regularly. State-of-the-art smoke and heat detection systems, in conjunction with exit doors, exit lighting and emergency lighting, provide early detection and warning to enable quick evacuation. All halls are equipped with sprinkler systems. The university has strict disciplinary and oversight systems in place to address prank-related alarms. The university provides a computerized perimeter access security system to monitor all exterior doors in the residence halls. Front desk in the residence halls are staffed nearly 24 hours each day.

The university, as a state entity, is under the jurisdiction of the state public works board and the state fire marshal. The state fire marshal's office has stated that the residence halls are in compliance with state fire codes and that "the students are as safe in the residence halls as they are at home, if not safer."

Applicable policies and procedures in the Residence Hall Handbook are listed below and available at: <https://www.unr.edu/housing/resources/student-handbook>

Fire Alarm Procedures

Before an emergency happens, take the time to familiarize yourself with the fire exits in each hallway. If an alarm sounds and remains on, assume there is an emergency and evacuate the building immediately. Failure to evacuate the building during an alarm will result in disciplinary action and possible criminal charges.

Remember:

Feel the door for temperature - if it's hot, don't open it,

Close the windows,

If you can't leave your room, stay calm,

Call 911 to notify authorities of your location,

Stuff wet sheets or clothing in cracks under doors,

Hang a sheet out the window or shout for help to attract attention,

If you leave the room, take your keys, close and lock the door behind you,

Stay low to the ground if smoke is present,

Move quickly but don't run,

Take a towel to avoid smoke inhalation,

Wear a coat and shoes,

Don't use elevators – use fire exits and stairs,

Go to your hall's specified evacuation location. Don't leave the area/campus without reporting your status to staff.

Don't re-enter the building until permitted to do so by emergency response personnel or residence hall staff.

Evacuation procedures

Exit via the stairway. Do not use elevators.

Wear shoes and beware of falling debris, broken glass, or electrical wires as you exit.

Go to an open area away from building, overhangs, trees, power lines, and roadways.

Stay outside and wait for instructions from emergency personnel.

Do not leave the area/campus without reporting your status to staff.

**Evacuation routes were posted on the back of doors and in corridors throughout Wolf Pack Tower during the duration of the time students lived there.

Fire Drills

To ensure residents are prepared to react properly in an actual fire, fire drills may be conducted periodically. A total of 19 fire drills were conducted for on-campus student housing facilities during calendar year 2019. You must respond to any alarm as an actual emergency. In the event of an alarm you are required to evacuate the building immediately. Failure to do so will result in disciplinary action.

Fire Safety

Tampering with or disabling any part of the fire alarm system, altering door closing or latching hardware, discharging an extinguisher, activating or causing a false fire alarm, or setting a fire can endanger life and property, and may result in cancellation of your housing license agreement, restitution, disciplinary action, and/or criminal prosecution. Items may not be attached to or hung from any smoke detector or any part of the sprinkler system. Failure to report damage to fire or life safety equipment may also be considered a violation.

Fire Safety - Smoke and Heat Detectors

Smoke and heat detectors, installed in each room, must be kept in working order. It is essential to report any malfunction of these items to the front desk immediately. Damage to any safety equipment or intentional activation of fire alarms may also result in departmental sanctions, criminal charges, and payment of restitution or applicable fines and charges.

Failure to Comply

For the development of responsible and respectful communities, cooperation from residents is a must. Individuals may, at times, question policies or the means of implementation. If so, they should voice dissent through proper channels such as making an appointment with your RE/GRD or other administrative staff. Failure to comply with regulations or encouraging others to violate policies can lead to chaos. Providing false information may also cause unnecessary disruption and fails to meet the standard of honest we expect. The following actions will result in disciplinary action:

Failure to evacuate the building during an activated fire alarm and remaining in the building during an alarm places not only the individual at risk, but will result in disciplinary action.

Prohibited Items

Many items are not permitted in the halls. Such items may be confiscated and held until they can be removed from the hall permanently. Items prohibited include, but may not be limited to:

A) Flammable liquids, harmful chemicals, photo chemicals, barbecue grills, charcoal, gasoline, explosives, flares, firecrackers, fireworks, and any other items that may be determined to be hazardous. Possession of such materials may result in the cancellation of your license agreement as well as additional disciplinary action.

B) Candles, incense, potpourri or any open flame burning.

C) Space heaters, power tools, air conditioners, personal lamps that use bulbs over 150 watts, halogen lamps without wire or glass guards over the bulb, multi-plug extension cords and multi-plug adapters are not allowed. Surge-suppressors and multi-outlet cords with circuit breakers, however, are permitted. Housing is not responsible for damage to items due to power surges.

D) Cooking equipment, hot-plates, toasters, electric fry-pans, grilling devices, or anything with an exposed heating element (except in Canada Hall kitchen areas). Authorized items include: hot-air popcorn poppers, blenders, coffee makers; one refrigerator per room (size of 4 cubic feet or less), one microwave per room (600 watt maximum).

E) No "real" Christmas trees or wreaths. String of lights around the edges of the window are okay if you unplug them when leaving your room.

F) Motorcycles, mopeds and automotive parts or components may not be kept in or around the buildings, except in designated parking areas. Bicycles may not be kept in hallways, stairwells, balconies, or public areas, except in designated racks.

G) Nothing may be attached to furniture, the building, exterior poles, railings, trees, etc., or placed in hallways, window sills/ledges, or balconies.

Prohibited Activities

The following activities create a risk of damage, injury or other intrusion on the rights of others and will result in disciplinary action:

A) Throwing or discharging anything from or toward the building, or inside the building, including water balloons, bottles, cigarette butts, litter, food, balls, rocks, spit, etc.

B) Overloading electrical outlets and/or altering existing power or communication infrastructure. Residents will be held responsible for damages caused by these actions. Residents are also responsible to provide surge protection devices for any sensitive electronic equipment they use in the facilities.

C) Attaching any items to the door of your room or hallway area. Small memo board may be attached beside the door, on the wall, using masking tape. Experience has shown that items attached to doors cause significantly more wear and tear than do memo pads attached to the wall next to the door.

D) Attaching any items to the ceiling, water pipes, sprinklers, smoke detectors or other items on or near the ceiling in your room.

E) Removing or tampering with window screens or blocks. Charges as high as \$300 - \$400 may be assessed. Many of the screens are custom made and not easily replaced. Secured screens may serve a security function and there are no valid reasons to remove one except in case of fire or other emergency.

F) Cooking using a flame or open element, barbecuing or grilling food inside building or in unauthorized exterior areas is prohibited.

G) Balconies are essentially external hallways. Balconies and hallways are walkways and must be kept clear of all objects at all times including attaching signs or objects.

H) Smoking is not allowed in any of the residence halls, including residence hall rooms, public areas, hallways, balconies, lounges, laundry rooms, lobbies,

immediate outside areas, etc.

Fire Safety and Education

Fire safety training is conducted four times per year with all the resident assistants (RAs) that live in the residence halls. Training is conducted by the Assistant Director of Residential Life, Student Conduct and Safety. During residence hall orientation, the RAs discuss fire evacuation procedures with students and conduct a walk-through to show residents the safe exists out of each building. Fire drills are conducted with other emergency personnel.

Fire Log

A fire log is maintained by the University Police Services Records Section in accordance with the Clery Act. The fire log is available to be viewed by the public at the University Police Services office in the Fitzgerald Student Services Building Monday – Friday 8:00 am to 5:00 pm (excluding holidays on which university offices are close). Please contact our office if you have an immediate need to view the log.

Contact Information

In case of an actual fire please dial 9-1-1. In addition, a notification should be made to The Assistant Director, Student Conduct & Safety, Department of Residential Life, Housing and Food Services at (775) 784-1113.

Clery Fire Statistics 2017

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2017						
Residential Facility	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
Peavine Hall - 38 W. 11th St.	0	0	N/A	N/A	N/A	N/A
Nye Hall - 55 Artemesia Way	0	0	N/A	N/A	N/A	N/A
Canada Hall - 1255 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Juniper Hall - 1014 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Sierra Hall - 1001 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Argenta Hall - 1201 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Great Basin Hall - 1250 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Nevada LLC - 1295 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Ponderosa Village - 1775 Evans Ave	0	0	N/A	N/A	N/A	N/A

Clery Fire Statistics 2018

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2018						
Residential Facility	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
Peavine Hall - 38 W. 11th St.	0	0	N/A	N/A	N/A	N/A
Nye Hall - 55 Artemesia Way	0	0	N/A	N/A	N/A	N/A
Canada Hall - 1255 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Juniper Hall - 1014 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Sierra Hall - 1001 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Argenta Hall - 1201 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Great Basin Hall - 1250 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Nevada LLC - 1295 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Ponderosa Village - 1775 Evans Ave	0	0	N/A	N/A	N/A	N/A

Clery Fire Statistics 2019

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2019						
Residential Facility	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
Peavine Hall - 38 W. 11th St.	0	0	N/A	N/A	N/A	N/A
Nye Hall - 55 Artemesia Way	0	0	N/A	N/A	N/A	N/A
Canada Hall - 1255 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Juniper Hall - 1014 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Sierra Hall - 1001 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Argenta Hall - 1201 N. Virginia St.	1	1	Gas leak explosion	0	0	\$1,000-\$9,999
Great Basin Hall - 1250 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Nevada LLC - 1295 N. Virginia St.	0	0	N/A	N/A	N/A	N/A
Ponderosa Village - 1775 Evans Ave	0	0	N/A	N/A	N/A	N/A
Wolf Pack Tower— 525 West St.	0	0	N/A	N/A	N/A	N/A
Manzanita Hall - 1014 N. Virginia St.	0	0	N/A	N/A	N/A	N/A

University of Nevada, Reno Main Campus

Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	6	5	1	0
	2018	14	11	0	0
	2017	2	2	2	0
Fondling	2019	3	2	0	0
	2018	5	0	1	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	1	0	0	2
	2018	0	0	1	0
	2017	0	0	0	0
Aggravated Assault	2019	1	1	0	0
	2018	1	1	0	0
	2017	3	1	0	0
Burglary	2019	8	2	1	0
	2018	17	2	5	0
	2017	28	4	3	0
Motor Vehicle Theft	2019	8	1	0	0
	2018	8	0	1	0
	2017	5	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	12	0	1	1
	2017	3	2	0	1
Stalking	2019	12	2	0	0
	2018	14	0	0	0
	2017	0	0	0	0
Dating Violence	2019	3	3	0	0
	2018	1	1	0	0
	2017	0	0	0	0

University of Nevada, Reno Main Campus
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	48	33	1	8
	2018	32	19	0	8
	2017	88	64	2	20
Drug Law Violation Arrests	2019	7	3	5	4
	2018	13	7	3	5
	2017	25	15	5	6
Weapons Law Violation Arrests	2019	0	0	1	1
	2018	0	0	0	2
	2017	1	0	2	3
Liquor Law Violations Referred for Disciplinary Action	2019	67	65	0	5
	2018	90	86	0	0
	2017	152	143	5	6
Drug Law Violations Referred for Disciplinary Action	2019	72	72	0	1
	2018	50	44	0	0
	2017	52	41	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Data is reported by calendar year.

Hate Crimes:

2019: One incident of Graffiti/Vandalism characterized by religion bias

2018: No Hate Crimes reported.

2017: Two incidents of Graffiti/Vandalism characterized by racial bias, and one public property Simple Assault characterized by racial bias.

Unfounded Crimes:

2019: Two unfounded crimes.

2018: Seven unfounded crimes.

2017: Four unfounded crimes.

University of Nevada, Reno Redfield Campus

Crime Statistics*

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*The University of Nevada, Reno Redfield Campus does not have any residential facilities.

University of Nevada, Reno Redfield Campus
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*University of Nevada, Reno Redfield Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

**University of Nevada, Reno Main Station Field Lab
Crime Statistics***

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*The University of Nevada, Reno Main Station Field Lab does not have any residential facilities.

University of Nevada, Reno Main Station Field Lab
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*University of Nevada, Reno Main Station Field Lab does not have any residential facilities.

**This property became classified as its own campus in 2019. Previously, crimes reported at this location would have been reported in the non-campus category on the Main Campus chart.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

The University of Nevada, Reno
2020 Annual Security & Fire Safety Report
was prepared by University Police Services.



For more information about University Police Services, visit our website at:

www.unr.edu/police

Follow us on Twitter or like us on Facebook at:

University of Nevada Reno Police Department

UNLV Annual Security and Fire Safety Report



2020

University Police Services prepare this Annual Security and Fire Safety Report. This report, which was published in October of 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.



Adam Garcia
Vice President
Public Safety Services

University of Nevada, Las Vegas students & colleagues,

University Police Services has seen our campus through significant and unprecedented challenges over the last year, and certainly within the last few months. The department continues to support COVID-19 testing and as of early September, approximately 90,000 tests have been provided, continuous of provision for a safe and secure learning environment for our diverse campus.

Although reported crime at the University of Nevada, Las Vegas is low, it is important to remember that we are not immune from crime. We share many of the crime and safety issues that exist in any complex environment, and therefore the safety and security of our communities is the combined responsibility of all of us. I remind you that if you "See Something, Say Something" and report incidents of concern to police immediately.

As you read through this Annual Security & Fire Safety Report, you will find information about policies and practices regarding, safety, security and crimes occurring on or near campus. Our commitment to transparency by keeping our community informed is just one way we strive to keep our campus environment safe. And in this day of the pandemic, wear a face covering at all times when interacting with others, even for short periods of time; wash your hands often or use hand sanitizer when washing is impractical, and maintain social distancing of 6 feet. Lastly, do not come to campus if you are sick!

It is my honor to have the opportunity to serve you- please feel free to contact me directly at adam.garcia@unlv.edu or by phone at (702) 895-5575 if you have any questions, concerns or suggestions for University Police Services.

Sincerely,

Adam Garcia
Vice president for Public Safety Services
Director University Police Services
Southern Command

Police Headquarters
University of Nevada, Las Vegas
4505 S. Maryland Pkwy.
Las Vegas, NV 89154-2007

Police Sub-Station
College of Southern Nevada
3200 East Cheyenne Ave., Bldg. P
North Las Vegas, NV 89030-4228



Table of Contents

Preparation and Disclosure of Crime Statistics	1
University Police Services Authority and Jurisdiction	1
Interlocal Agreement	2
Monitoring of Criminal Activity of Students at Non-Campus Locations of Student Organizations	2
Security and Access	3
University of Nevada, Las Vegas Encourages the accurate and prompt reporting of criminal offenses	3
How to Report a Crime	4
Campus Security Authorities	5
Voluntary Confidential Reporting Options.....	5
Counselors and Confidential Reporting Options	6
Daily Crime Log	6
Timely Warnings	7
Emergency Notifications	8
Testing Emergency Response Evacuation Procedures	10
Missing Student Notification Policy.....	13
Security Awareness and Crime Prevention Programs	15
Policy Statement Regarding the Possession, Use and Sale of Alcoholic Beverages and Enforcement of State Underage Drinking Laws.....	16
Policy Statement Regarding the Possession, Use and Sale of Illegal Drugs and Enforcement of Federal and State Drug Laws.....	16
Drug-Free Schools and Communities Act	16
Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking	26
5. General complaint process for reports of Dating Violence	34
Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking.....	50
Educational Programs and Campaigns to Promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault, and Stalking	53
Sex Offender Registration.....	55
University of Nevada, Las Vegas Main Campus.....	56
Crime Statistics	56
University of Nevada, Las Vegas Main Campus.....	57

Clery Act Arrests and Disciplinary Referrals	57
University of Nevada, Las Vegas Main Campus Hate Crimes.....	57
University of Nevada, Las Vegas Main Campus Unfounded Crimes:	57
University of Nevada, Las Vegas Shadow Lane Campus	58
Crime Statistics*	58
University of Nevada, Las Vegas Shadow Lane Campus	58
Clery Act Arrests and Disciplinary Referrals*	59
University of Nevada, Las Vegas Shadow Lane Campus Hate Crimes	59
University of Nevada, Las Vegas Shadow Lane Unfounded Crimes	59
2020 Annual Fire Safety Report	60
Residence Hall Fire Safety Systems	61
Policies Regarding Portable Electrical Appliances, Smoking and Open Flames in Student Housing Facilities	62
Procedures for Student Housing Evacuation	62
Policies Regarding Fire Safety Education and Training Programs	63
University of Nevada, Las Vegas	64
Fire Statistics 2019.....	64
University of Nevada, Las Vegas	65
Fire Statistics 2018.....	65
University of Nevada, Las Vegas	66
Fire Statistics 2017.....	66

Preparation and Disclosure of Crime Statistics

University Police Services prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is produced in cooperation with various departments across our campuses. Each office provides updated information regarding their educational efforts, programs policies, and crime statistics if applicable.

Statistics contained within this report regarding campus crime, arrest and disciplinary referrals include those reported to University Police Services, the Office of Student Conduct, the Office of Equal Employment and Title IX, designated campus officials known as Campus Security Authorities, and local law enforcement agencies. Statistics are included in this Annual Security and Fire Safety Report for all University of Nevada, Las Vegas (UNLV) campuses, public property within or immediately adjacent to the campuses, and non-campus property owned or controlled by UNLV. Our branch campus, the Shadow Lane Campus, follows the same policies unless otherwise noted.

An email notification is made to all enrolled students, faculty, and staff that provides direct website access to this report. The full text is available online for prospective students, employees, and members of the general public.

University Police Services Authority and Jurisdiction

University Police Services is a fully functional law enforcement agency with officers who have full police and arrest powers; certified by the Nevada Peace Officer Standard and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county and state agencies – enforcing all local, state, and federal laws and ordinances within its jurisdiction. University Police Services provides services 24 hours a day, 365 days a year.

University Police Services officers have jurisdiction on the campuses of UNLV, all properties owned, operated, or governed by UNLV, the College of Southern Nevada and all of its associated properties, Nevada State College, Desert Research Institute – Las Vegas Campus, and the Nevada System of Higher Education (NSHE) office in southern Nevada.

Interlocal Agreement

University Police Services maintains excellent working relationships with surrounding law enforcement agencies including but not limited to the Las Vegas Metropolitan Police Department, the Nevada Department of Public Safety, the Nevada Highway Patrol, the Henderson Police Department, the North Las Vegas Police Department, and the Clark County School District Police Department.

University Police Services maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Services officers the ability to render aid and provide for mutual assistance between local law enforcement partners. In accordance with this agreement, University Police Services may request assistance from any of these agencies, in any law enforcement matter within its jurisdiction.

Monitoring of Criminal Activity of Students at Non-Campus Locations of Student Organizations

UNLV does not have any officially recognized student organizations with non-campus locations. Therefore, University Police Services and/or local police agencies cannot and do not monitor student activity off campus.

Security and Access

The facility management department is responsible for the maintenance of campus facilities. University Police officers and student security officers work to identify potential problems and unsecured facilities through patrol activities. When a facility maintenance problem is identified, such as a broken door lock, or failed lighting equipment, facilities maintenance is notified immediately so the issue can be resolved promptly.

Building security and access is maintained through a combination of key card and a secondary hard key system. Classroom buildings with scheduled classes are generally accessible from 6:00 a.m. to 10:00 p.m. Access cards and keys are issued to faculty and staff through the university lock shop upon receipt of the appropriate request form. All technology enhanced classrooms are accessed through a key card system. Instructors swipe their card to access the room, it remains unlocked while the room is in use, and then instructors are expected to swipe their card upon exiting the room to re-secure and lock the room.

Exterior doors to residence halls are accessed through an electronic swipe card system. The front desk area of the residence halls are open to the public. Access to the residence rooms is restricted to residents, and a resident must accompany guests at all times.

Access to the Legacy apartments student housing facility is controlled through a hard key system. Each unit has its own key and is accessed from its individual exterior door.

Access to the Degree apartments is through a key FOB system. Each apartment is accessed through a FOB and each resident's FOB

opens their individual rooms. Additionally, the parking structure is accessed through a chipped parking sticker placed in residents vehicles.

University of Nevada, Las Vegas Encourages the accurate and prompt reporting of criminal offenses

When the victim of a crime elects to make a report, or is unable to make a report themselves, the appropriate law enforcement agency should be contacted as soon as possible. Students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to University Police Services and the appropriate local agency. If University Police Services is not the appropriate jurisdictional agency, a member of the department will assist victims, or the reporting party when the victim is unable to make a report themselves, in contacting the local agency with jurisdiction over the reported crime.

Crimes should be reported immediately to aid in providing timely warning notifications to the campus community when appropriate, and to ensure inclusion in the annual crime statistics.

To report crimes or request officer assistance dial 911 (emergencies only), 311 for non-emergencies, or (702) 895-3669

How to Report a Crime

When reporting an emergency, crime or suspicious activity at the university, follow these steps:

For Emergencies:

- Dial 911,
- Give you name and location to the dispatcher, state specifically that you are a university student, faculty, or staff member,
- Briefly describe the activity you are reporting,
- Request medical attention if needed,
- Remain calm and speak slowly,
- If possible, give a description of the person (s) and/or vehicle involved, location or direction of travel, and the presence of weapons if known,
- Stay on the phone until the dispatcher ends the call.

For Non-Emergencies:

From a campus phone, dial 311 or from a non-campus phone dial (702) 895-3669 to reach University Police Services Dispatch.

- Give you name and location to the dispatcher,
- Briefly describe the activity you are reporting,
- If possible, give a description of the person (s) and/or vehicle involved, location or direction of travel, and the presence of weapons if known,
- Stay on the phone until the dispatcher ends the call.

Crime reports can be made online at www.updsouth.nevada.edu. Once on the webpage select the file a report tab. Once

filed, an officer will make contact to obtain any additional information if necessary.

-Crime reports can be made in person at University Police Services Headquarters 24 hours a day 365 days per year located at:

- University Gateway Complex building
1280 E Dorothy Ave
Las Vegas, NV 89119

University Police Services maintain substations in the following locations:

University Police Services NSC Substation
Dawson Building, Modular 300 at 1300 Nevada State Drive, Henderson NV, 89002

University Police Services CSN Substations

- Charleston Campus, Building M, Room 102
- North Las Vegas Campus, Building P
- Henderson Campus, Building C, Room 131,

University Police Services Substation offices are not staffed with administrative personnel. Officers are patrolling campus and are not located in the substation outside of times when they are completing reports. To file a report in person at any of these locations call University Police Services dispatch at (702)

895-3668 and an officer will be dispatched to your location.

Campus Security Authorities

A Campus Security Authority (CSA) is defined under the Clery Act as anyone who falls into the following four categories:

- University Police Services,
- Any individual who has responsibility for campus security but who does not constitute the campus police department,
- Any individual specified in the university's annual security report as being designated a campus security authority, and
- Officials with significant responsibility for student and campus activities.

Examples of CSA's with whom crimes can be reported include but are not limited to the following offices:

University Police Services

(702) 895-3669

Clery Compliance Coordinator

(702) 895-5575

Associate Vice President for Student Wellness

(702) 895-0683

Director of Athletics

(702) 895-4729

Director of Housing and Residential Life

(702) 359-0300

Director of Student Conduct

(702) 895-2308

For a complete list of CSA's please contact University Police Services Headquarters office at (702) 895-5575.

In most cases it is possible for a CSA to fulfill their responsibilities while maintaining victim confidentiality when requested. Campus security authorities are required to report crimes they become aware of. Disclosure to a CSA may not trigger an investigation into an incident against the reporting parties' wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Voluntary Confidential Reporting Options

Victims or witnesses may wish to report crimes on a voluntary, confidential basis for inclusion in the crime statistics published in the Annual Security and Fire Safety Report. Voluntary, confidential reports do not require the reporting party to disclose their name or contact information, or the contact information of the victim. Reports filed in this manner aid the university's ability to identify crime patterns and address safety concerns. These reports, while valuable, may limit the university's ability to respond to or address the specific incident reported.

To make a confidential report for statistical inclusion purposes, contact University Police Services Dispatch by dialing 3-1-1 from any on campus phone or (702) 895-3668. A dispatcher will collect any information the reporting party is willing to provide and this information will be included in the annual statistics.

Counselors and Confidential Reporting Options

Student Counseling and Psychological Services (CAPS), is committed to helping students benefit from their college experience. Psychologists, counselors, and psychiatrists who specialize in working with the problems commonly experienced by college students of all ages and backgrounds staff the center.

All currently enrolled students are eligible for services. Services provided by CAPS are strictly confidential. Students can walk in or call the center at (702) 895-3627 to schedule an initial appointment.

For urgent or crisis consultations, a student can walk in and meet with an on-call counselor during open office hours. CAPS is located on the third floor of the Student Wellness Center inside the Student Recreation and Wellness Center and is open Monday-Thursday 8:00 a.m. – 6:00 p.m. and Fridays from 9:00 a.m. – 5:00 p.m.

The institution does not have any procedures that encourage pastoral or professional counselors to encourage persons they are counseling of any procedures to report crimes on a voluntary confidential basis. Reports made to CAPS counselors are confidential and will only be reported to University Police Services or local authorities with the reporting parties consent.

Legal exceptions to confidentiality, in accordance with Nevada State Law, exist when:

- There is a need to protect against a clear & substantial risk of imminent serious harm to self or others,

- There is reasonable concern of abuse or neglect of a child or vulnerable adult,
- There is a court order for release of information.

Daily Crime Log

In accordance with the Clery Act, the University Police Services records division maintains a daily log of reported crimes. The log includes the type of incident, reported date and time of occurrence, general location of the crime as well as the disposition of the incident, if this information is known.

The daily crime log is updated within two business days of receipt of a report of a crime. The crime log can be viewed in person at:

University Police Services Headquarters in the University Gateway Parking Garage 1280 Dorothy Ave., Las Vegas, NV 89119

Monday – Friday 8:00 a.m. – 5:00 p.m. excluding weekends and holidays in which the university is closed. The crime log can be viewed online at www.unlv.edu/police/crime-log.

Timely Warnings

A Timely Warning is an alert that is issued by either University Police Services or the University of Nevada, Las Vegas President's Office to the entire campus community whenever a Clery Act crime poses a serious or continuing threat to the students, faculty, staff, or visitors to any university property. The purpose of a Timely Warning is to not only inform the campus community that a crime has occurred, but to also heighten safety awareness and aid in the prevention of similar crimes.

When a crime covered under the Clery Act is reported, it is assessed for the potential need to distribute a Timely Warning. Upon receipt of enough pertinent information University Police Services personnel, including but not limited to the Assistant Directors, Lieutenants, and the Clery Compliance Coordinator, evaluate each case on an individual basis, taking into account the seriousness of the offense, its frequency, and/or the likelihood of additional occurrence. The Vice President for Public Safety Services & Director of University Police Services Southern Command or in his/her absence their designee, may make the final determination if a Timely Warning will be issued.

If a Timely Warning is to be issued, it is the responsibility of the Vice President for Public Safety Services & Director of University Police Services Southern Command to cause immediate notification to the University President's Office.

When a Timely Warning is issued it will contain the phrase "Timely Warning Notification". The body of the alert, will include a short description of the crime involved in the warning, and depending on

the nature of the crime, a description (if available) of the suspect. The warning will include instructions on how to contact University Police Services and will include personal safety information to aid members of the community in protecting themselves and in the prevention of similar crimes.

Dissemination of a Timely Warning may occur through any of the following various platforms including but not limited to, UNLV Official e-mail notification system, UNLV Rebel or RAVE (student e-mail systems), text messages, University Police Services website and social media sites, and UNLV's main social media sites.

Emergency Notifications

An emergency notification is an alert that is issued by either University Police Services or the University of Nevada, Las Vegas President's Office in the event that an emergency or dangerous situation presents an immediate threat to campus community. An emergency notification may overlap with a Clery Act crime but is not limited to those covered under the Clery Act. An emergency notification will be issued without delay and taking into account the safety of the community upon confirmation of the emergency or dangerous situation. The intent of an Emergency Notification is to provide students, faculty, staff, and visitors with notification of an emergency or dangerous situation that may present an immediate threat to the health and safety of the campus community and is issued to provide initial information about the incident and required actions to maintain life and safety security.

The notification may be tailored exclusively to the segment of the campus community at risk. Factors used in determining if a notification will be segmented versus sent to the entire campus community include but are not limited to, the nature of the threat or dangerous situation to the campus, if the threat or dangerous situation is located contained to a particular aspect of the campus (e.g. a particular dorm, a particular building, etc.), and can everyone who may be subjected or exposed to the threat or dangerous situation be determined. University Police Services will consult with the University President's Office, and other relevant campus departments if an alert is to be segmented to ensure all necessary recipients are notified of the alert. If everyone subjected or exposed to the threat or

dangerous situation cannot be determined, a campus wide alert will be issued.

When an emergency notification is to be issued, if possible, it is the responsibility of an Assistant Director or in his/her absence their designee, to cause immediate notification to the Vice President for Public Safety Services & Director of University Police Services Southern Command, and the University President's Office.

If an active threat or impending dangerous situation arises which may necessitate the dissemination of an emergency notification, University Police Services Dispatch will be responsible for ensuring the dissemination of the initial message to the campus community. The decision to send a notification will be made by University Police Services upon confirmation of the emergency.

If a dangerous situation arises such as an outbreak of serious illness, approaching extreme weather condition, or nearby chemical or hazardous waste spill occurs, dissemination of an emergency notification may come from either University Police Services or the University President's Office upon consultation with both.

Confirmation of an emergency or dangerous situation may come through any of the following but is not limited to the various methods listed below:

- Through multiple calls to University Police Services dispatch center regarding the same incident in close succession;
- Through an officer arriving on scene and confirming an emergency situation;
- From a local public health or medical official; or

- Through official communication from a local or national agency.

If information is received through any of these sources confirming an emergency or dangerous situation on or to the campus, the Vice President for Public Safety Services & Director of University Police Services Southern Command, or in his/her absence their designee will confer with the University President's Office if time allows and discuss sending an emergency alert to the campus community. If an active threat situation arises and there is not time for consultation, University Police Services will immediately notify the campus community.

When an emergency notification is issued it may contain the phrase "Emergency Notification" or "Emergency Alert" in the subject line, depending on the situation and the mode of distribution used. The contents of the body of the alert will be determined based on the information available to University Police Services and/or the University President's Office regarding the emergency occurring. The message may include a short description of the emergency incident or crime involved; instructions on how to contact University Police Services or the appropriate agency; any immediate steps the community needs to take regarding the situation in the alert message, and personal safety information to aid members of the community in protecting themselves if applicable.

Dissemination of an emergency notification may occur through any of the following various platforms including but not limited to, UNLV Official email notification system, UNLV Rebel or RAVE (student email systems), RebelSAFE Alerts such as push notifications, text messages, computer

desktop notifications, UNLV website banner activation, University Police Services website and social media sites, and UNLV's main social media sites. Notification of the larger community surrounding campus will be through social media communications. When appropriate, additional or follow up communication may come from the University Police Services public information officer, or the University public information officer, depending on the nature of the emergency.

Several members of University Police Services and other departments including leadership are authorized to activate and send emergency notifications. If the determination to send an emergency notification is made, any of the follow individuals or offices may send the initial alert:

- University Police Services Dispatch,
- Vice President Public Safety Services & Director of University Police Services Southern Command,
- University of Nevada, Las Vegas Office of the President,
- University Police Services Assistant Director(s),
- University Police Services Lieutenant(s),
- Clery Compliance Coordinator,
- Special Assistant to the AVP& Director of University Police Services, and
- University Police Services Support Services Director.

If an emergency notification alert is disseminated, a follow up alert notifying the campus community that the threat has passed will be issued when appropriate. This alert may come from either University Police Service, the Office of Emergency

Management, the University public information officer, or in some cases the Office of the University President. Follow up information may be distributed through any of the previously mentioned modes of communication or through website updates when appropriate.

Testing Emergency Response Evacuation Procedures

The University's Emergency Management Plan includes information about Incident Teams, University operating status parameters; incident priorities and performance expectations; shelter-in-place and evacuation guidelines; and local contingency and continuing planning requirements. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility.

The university conducts numerous emergency response exercises each year, including but not limited to table top exercises, field exercises, and tests of the emergency notification system on campus. Test may be announced or unannounced and at a minimum will include one campus wide test per year. When a campus wide test is announced, it will be done through various platforms, including but not limited to UNLV Official email notification systems, UNLV Rebel or RAVE (student email systems), RebelSAFE Alerts such as push notifications, university Police Services website and social media sites, and UNLV's main social media sites. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. Records of completed emergency response evacuation procedure testing are kept through various methods. Records of test such as building evacuations,

fire alarms, and test of similar nature are kept by the risk management and safety department, while tests of the emergency alert and text messaging systems are kept electronically by University Police Services. Documentation of tests is maintained for a minimum of seven year.

University Police Services officers and supervisors receive training in the Incident Command System and Responding to Critical Incidents on campus. Depending on the nature of the incident, other UNLV departments and additional local or federal agencies may also be involved in responding. If the incident is severe, the Emergency Operations Center may be activated to form a unified command post to support first responders.

GENERAL INFORMATION & EMERGENCY CLOSING

UNLV never officially stops operating. However, there are times when, because of emergency situations a facility or the entire campus may be closed. In an effort to ensure the safety of the students, faculty, staff and visitors, emergency conditions will be monitored so that a decision to close can be made in a timely fashion. The decision to close the campus partially, or in its entirety is made of the President of the university or her/his designee.

Emergency/Non-Emergency Resources

FOR ALL EMERGENCIES CALL 911.

UNLV Police Services Non-Emergency	(702) 895-3668
UNLV Emergency Management	(702) 895-5766
RebelSAFE	On-Line Only
Las Vegas Metro Police Department	(702) 229-3111
UNLV Risk Management & Safety	(702) 895-4226
Facilities Management Help Desk	(702) 895-4357
Student Wellness Center	(702) 895-3370
Office of Student Conduct	(702) 895-2308
Evening Security Escort Services	(702) 895-3668, ext. 2
Counseling and Psychological Services	(702) 895-3627
UNLV CARE 24 hour Hotline	(702) 895-0602

IF YOU SEE SOMETHING, SAY SOMETHING...

To report a crime or any emergency involving life, property, or health you can call 911 from any campus phone. You DO NOT have to dial 8 in this situation. In the event of a fire, activate the building’s fire alarm system, evacuate the building immediately, and call 911 from a safe location.

When calling 911:

- Stay on the line with the dispatcher.
- Provide the address of the building involved and/or your exact location (building, floor, room number, etc.). This is especially critical if you are calling from a cell phone.
- Provide a thorough description of the incident to ensure that proper resources are dispatched.
- Do not hang up until the dispatcher tells you to do so.

Emergency Telephone System (ETS):

Emergency telephones are placed throughout campus. If in the event of an emergency or need for University Police Services, to report a fire, or in need of an ambulance these phones can be utilized. The ETS boxes are red and/or black, have a blue light on top and are marked “POLICE” or “EMERGENCY”.

To use the ETS open the door and/or push the button. In a few seconds, the University Police Services Dispatch Center personnel will answer and send help.

Personal Safety Tips

Campus safety is a shared community responsibility. If you see something, say something. Awareness, avoidance and risk reduction steps are key to safety. If you are the victim of a crime, please report it to the police immediately. Contact University Police Services at (702) 895-3669.

The following tips can be used on a daily basis:

When walking on/off campus

- If possible, avoid traveling alone.
- Walk in well-lit areas. Do not take short cuts.
- Be alert while walking.
- Observe your surroundings.
- When walking to your vehicle have your keys ready in your hand.
- Keep purses tucked closely to your body.

In the office

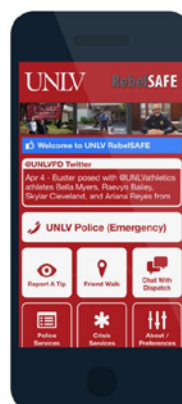
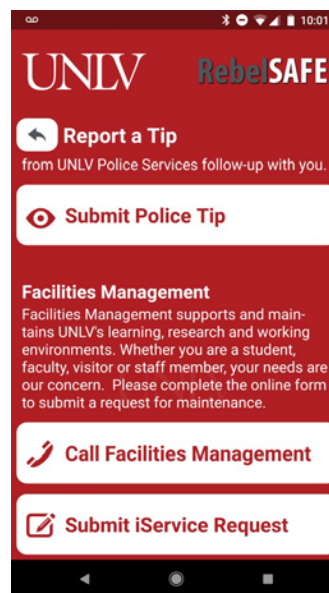
- If you are working alone during off-hours, keep your doors locked.
- Lock your door when leaving the office unattended no matter how long you plan to be gone.

Always remember be RebelSAFE

- Be informed.
- Develop an emergency plan.
- Build an emergency supply kit.
- Get involved.

For more information on be RebelSafe visit www.unlv.edu/safety.

Download the RebelSAFE app!



download it today... seriously ...now's good ...we'll wait



Missing Student Notification Policy

The first person who students, employees, or other individuals should contact when a resident has been reported as missing for 24 hours is the Residential Life Coordinator (RLC) for the appropriate complex (if after 5:00PM, contact the (A)RLC on-call @ (702) 210-1082).

The individual Residential Life Coordinators and their contact information during business hours is as follows:

Tonopah Complex – (702) 895-5018

Upper Class Complex – (702) 895-1032

Dayton Complex – (702) 895-5322

South Complex – (702) 895-4296

There Legacy and Degree complexes do not have Residential Life Coordinators. To report a student missing, contact University Police Services Dispatch at (702) 895- 3669.

How to identify a contact person for notification if missing:

Every resident has the option of listing a contact person or persons on the Missing Student Notification Form. This option is made available to every resident every year and to student who move on-campus mid-year. This contact information is confidential and will be accessible only to authorized campus officials, and it may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. Either the Housing & Residential Life Director or her/his designee will notify the contact or contacts within 24 hours of the determination that the student is missing. If a resident opted to not complete a Missing Student Notification Form, then the general

Emergency Contact on the Housing Registration form will be used. Missing persons notification contact information is kept separate from emergency contact notification information, even if a resident identifies the same person for both.

Notification of a missing student under 18 years of age:

Residential Life will notify a custodial parent or guardian of any student that is under 18 years of age (and is not emancipated) within 24 hours of the determination that a student is missing, in addition to notifying any additional contact person designated by the student on their Missing Student Notification form. If a resident opted to not complete a Missing Student Notification Form, then the general Emergency Contact on the Housing Registration form will be used.

A student has been reported to Housing & Residential Life as missing for 24 hours:

First, the RLC will refer the missing student report to University Police Services, which is the local law enforcement agency, immediately. Next, the RLC will direct a RL staff member to go to the resident's room and attempt to verify if the resident is present, either through knocking on the door or doing a welfare check (requires a pro-staff/GA) and will leave a note requesting the resident contact their parent/guardian, emergency contact, or whomever is reporting the resident as missing. If the resident cannot be contacted, the RLC will notify the Assistant Director (AD) for Residential Life (if after 5:00PM, contact the AD on-call); if the AD for Residential Life cannot be reached, they will contact the Director for Residential Life. The AD, Director, or RLC will then brief the responding University Police Officer or, if the officer is not available, the on-duty

dispatcher regarding the actions they have taken and their result.

Housing and Residential Life will notify University Police Services if a student is reported missing.

Residential Life will immediately notify University Police Services upon the receipt of a missing student report.

Procedures for Residential Life when a student residing on campus is reported missing:

Within 24 hours of determining that a student is missing, Residential Life notifies any contact person or persons that the student has designated on their Missing Student Notification Form.

If the student is under 18 years of age and is not emancipated, Residential Life will notify the student's custodial parent or guardian and any other designated contact person on their Missing Student Notification Form within 24 hours of the determination that the student is missing.

Regardless of whether the student has identified a contact person, is above age of 18, or is an emancipated minor, Residential Life will inform University Police Services immediately upon determination that a student is missing.

Procedures for notifying local law enforcement agencies of a missing student:

University Police Services will notify the appropriate jurisdiction when a student who resides on campus has been reported as missing for 24 hours or more. University Police Services is the agency with primary jurisdiction for all investigations of crimes, suspected crimes, and missing persons that are reported to have occurred on university

property. If a student is reported missing from university housing, University Police Services will serve as the primary investigative agency working closely with surrounding local agencies, and agencies in the student's home jurisdiction when necessary. Locating a missing student will be the primary objective and additional resources from local agencies will be welcomed.

Security Awareness and Crime Prevention Programs

Throughout the year security awareness and crime prevention programs are offered and presented by University Police Services. Presentations are provided on various topics including sexual assault prevention, reporting suspicious or criminal activity on campus, possession and use of weapons, residence hall security, and tips for a safe campus. These presentations and programs outline ways to maintain personal safety and residence hall safety. Students, faculty and staff are provided with information regarding crime on-campus, in the surrounding neighborhoods and ways to be vigilant and aware of their surroundings. These programs encourage members of the campus community to “see something, say something.”

Reporting Suspicious or Criminal Activity on Campus: This is a collection of presentations that focus on security awareness and is provided upon request. The audience is the entire University community. The program informs participants on the various ways to report suspicious or criminal activity on campus and encourages them to practice the “see something, say something” concept. There are approximately 40 presentations per year.

Sexual Assault Prevention: This program focuses on security awareness and is provided upon request (usually a few times per year). This program is open to the entire campus community and is designed to educate attendees to recognize the dangers of sexual assault, provide information on how to protect oneself, provides tips for a safe campus and how to report a crime.-

Possession and use of Weapons: This is a collection of presentations focusing on security awareness, and addressing what qualifies as a weapon and what is and is not allowed legally on campus. The audience is the entire campus community and approximately 35-40 presentations are conducted per year.

Residence Hall Security: This security awareness program provides a safety briefing from University Police Services and includes providing information on how to contact University Police Services when needed as well as recognizing the smell of marijuana. The audience for this program is newly-hired resident assistants and the program is presented at least once per year.

Active Shooter: this awareness program is offered regarding warning signs, prevention methods, and steps that should be taken if faculty, staff or students find themselves in a workplace violence or active shooter situation. These classes are available on an ongoing basis throughout the year.

Robbery and Theft Prevention: This crime prevention program provides information targeted at the entire campus community on ways to prevent becoming the victim of a crime. This program occurs approximately 35-40 times per year.

Rape Aggression Defense (RAD): this is a physical self-defense program for women. University Police Services has certified instructors who teach these classes on a regular basis.

Girls on Guard: this is an alternative class to RAD. It is a shorter self-defense class for women and includes both education and hands-on training techniques for participants.

Policy Statement Regarding the Possession, Use and Sale of Alcoholic Beverages and Enforcement of State Underage Drinking Laws

The unlawful possession, use, sale or distribution of alcohol by students or employees on NSHE/University premises or as part of any NSHE/University activity is prohibited.

The legal age for drinking alcohol in Nevada is 21. Any student or employee who violates underage drinking laws on campus will be subject to citation, arrest and/or referral for disciplinary action.

Policy Statement Regarding the Possession, Use and Sale of Illegal Drugs and Enforcement of Federal and State Drug Laws

UNLV is a drug free campus and the unlawful possession, use, sale, manufacture, or distribution of illegal drugs or other controlled substances on NSHE/University premises or as part of any NSHE/University activity is illegal and is strictly prohibited.

Any student or employee who violates federal or state law or University policy regarding the manufacture, use or possession of illegal drugs will be subject to citation, arrest, and/or referral for disciplinary action.

Drug-Free Schools and Communities Act

The Student Conduct Code, the Alcohol Response Policy and Guidelines, and the Controlled Substance Response Policy govern UNLV's drug and alcohol abuse prevention program for students. All three policies are available on the Office of Student

Conduct Website at <https://www.unlv.edu/studentconduct/forms>.

The Student Conduct Code is distributed to all incoming students at the mandatory first-year orientation. In addition, Student Conduct Code is distributed at the annual Undergraduate and Graduate Information Expos and targeted presentations to groups such as fraternities and sororities, student athletes, registered student organizations, and sports clubs. The Alcohol Response Policy and Guidelines, and the Controlled Substance Response Policy are also incorporated into each housing contract that residents sign prior to moving onto campus.

UNLV employees are governed by policies adopted by the Board of Regents of the Nevada System of Higher Education ("NSHE") for all NSHE institutions, including the NSHE Anti-Drug Policy Statement, and the NSHE disciplinary rules and proceedings for violation of such policies. In addition, as state employees, UNLV employees are subject to the State of Nevada Alcohol/Drug Free Workplace Policy Statement. At the institutional level, the annual UNLV Academic and Administrative Faculty Reference Guide reinforces applicable policies.

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are issues of concern to the state of Nevada. It is the policy of the state to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or drugs, or consume alcohol while on duty, at a work site, or on state property. Any employee who violates this policy is subject to disciplinary action. UNLV has adopted an Alcohol and Drug-Free Workplace Policy. The specifics of the policy are:

1. As provided by statute, any state employee who is under the influence of alcohol or drugs while on duty or who applies for a position approved by the Personnel Commission as affecting public safety is subject to a screening test for alcohol or drugs
2. Emphasis will be on rehabilitation and referral to an employee assistance program when an employee is under the influence of alcohol or drugs while on duty. The appointing authority shall, however, take into consideration the circumstances and actions of the employee in determining appropriate disciplinary action.
3. Any state employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.
4. Any state employee who is convicted of driving under the influence in violation of NRS 484.379 or of any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a state vehicle or a privately owned vehicle on state business, is subject to discipline up to and including termination.
5. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace is prohibited. Any state employee who is convicted of unlawfully giving or transferring a controlled substance to

another person or who is convicted of unlawfully manufacturing or using a controlled substance while on duty or on the premises of a state agency will be subject to discipline up to and including termination.

6. The term "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack". They also include "legal drugs" which are not prescribed by a licensed physician.
7. Each state employee is required to inform his or her employer within five days after he or she is convicted for violation of any federal or state criminal drug statute when such a violation occurred while on duty or on the employer's premises.

Any agency receiving a federal contract or grant must notify the U.S. government agency with which the contract or grant was made within ten days after receiving notice that an employee of the agency was convicted within the means used in paragraph 7, above.

This policy does not restrict agencies from augmenting the provisions of this policy with additional policies and procedures that are necessary to carry out the regulatory requirements of the Drug Free Work Place Act.

It is important to note the University's Student Conduct Code, classified staff prohibitions and penalties, and disciplinary procedures for faculty and professional staff all have standards of conduct that address the issues of alcohol and other drugs ("AOD").

NEVADA STATE BOARD OF REGENTS HANDBOOK

Title 4, Chapter 3.

Section 44. The NSHE Anti-Drug Policy Statement

1. The NSHE prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace. Any employee who violates this policy is subject to disciplinary action, which may include termination of employment.
2. During the course of employment, any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by *Nevada Revised Statutes* 193.105, regardless of where the incident occurred.
3. Any employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while acting within the scope of his/her NSHE employment will be subject to discipline up to and including termination.

4. The term, "controlled substance" means any drug defined as such under the regulations adopted pursuant to *Nevada Revised Statutes* 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.
5. Each State employee is required to inform his or her appointing authority within five days after he or she is convicted for violation of any federal or state criminal drug statute when such violation occurred while representing the NSHE or on the premises.
6. Any government agency with which the NSHE holds a contract or grant will be notified within ten days after receiving notice that an employee of the agency was convicted within the meaning used in paragraph 4, above.
7. Employees desiring more information concerning substance abuse, or seeking information on counseling may contact the designated Employee Assistance Representative for their institution. (B/R 5/92)

Title 4, Chapter 1

Section 34. Possession and Use of Marijuana

The Nevada System of Higher Education is sympathetic to the medical needs of our students, employees and visitors. A growing

number of states, including Nevada, are enacting laws decriminalizing or legalizing the use, possession, delivery, manufacture, growth, distribution, production, and/or cultivation (hereinafter “use”) of marijuana, including for medical purposes. Federal law prohibits the use of marijuana, including for medical purposes, on college and university campuses that receive federal funding. The following provisions shall govern the possession and use of marijuana, including for medical purposes, on NSHE property.

1. The use, possession, or cultivation of marijuana, including for medical purposes, on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.
2. Students, employees, faculty, guests, and/or visitors who violate this policy are subject to applicable disciplinary, legal and/or administrative action.
3. Each institution shall permit students who live on- campus or in housing that is owned or operated by the institution, to petition (“request”) for a release from the housing agreement if they assert legal compliance with Nevada state law to use medical marijuana. Such students, who prove their compliance with state law, may, in accordance with the applicable institution refund policy, be released from their housing agreements and may receive a prorated refund of housing fees or rent paid.

4. Each institution shall publish on its website and in its course catalog notice of the prohibited use, possession or cultivation of marijuana, including for medical purposes, on NSHE or institution property in accordance with the provisions of this section and as prohibited student conduct defined in Title 2, Chapter 10.
5. The Board of Regents recognizes the Nevada Legislature’s stated commitment to a program evaluating the medical use and distribution of medical marijuana to be conducted by the University of Nevada, Reno School of Medicine or the University of Nevada, Las Vegas School of Medicine. Any NSHE institution may engage in marijuana research that is conducted in accordance with state and federal laws and regulations, provided that the following are obtained: (a) the prior written consent of the President of the institution, after consultation with the institution’s general counsel; and (b) legal authorization from the proper federal authorities for approved research purposes. (B/R 9/18)

UNLV AOD PROGRAMS FOR STUDENTS

UNLV AOD programs work to reduce harmful consequences of alcohol and other drug use, in order to support students in achieving their personal and academic potential.

Office of Student Conduct (OSC)

Students involved in a conduct violation may be asked to complete multiple requirements depending on the incident. The information

provided below specifically relates to the sanctions that are either targeted toward students related to an alcohol or controlled substance violation.

Alcohol Online Tutorial (Under the Influence by 3rd Millennium; individual-based)

Description: This is one of the educational assignments given for a first time minor alcohol violation. To provide a well-rounded educational experience, a writing assignment, community service, or other sanction(s) may be assigned in conjunction with this session. The online, science-based course is designed to teach students about the effects of alcohol on the body and mind, and to assist in making safer and healthier decisions so they can avoid trouble in the future.

In order to fulfill the requirement of this sanction the student must complete the online course, which takes roughly 2.5 hours to complete. This course ends with an exam consisting of questions based on the content reviewed throughout the course. The student must earn a grade of 70% or higher to pass and receive credit for the course.

Alcohol Choices Education Seminar (A.C.E.S.)

(individual-based)

Description: The primary goal of this course is to provide students with specific information that will help them make more positive choices concerning their alcohol consumption. The class is a mixture of discussion and lecture style presentation. Students have the opportunity to explore their

own personal decision-making regarding their use of alcohol and to reflect on the specific situation that brought the student to the seminar. This program is designed for students that violate the alcohol policy a second time.

Intake/Assessment/Treatment Referrals

(individual-based)

Description: A student may be referred to CAPS or another community health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the University's discretion, proof of participation or completion of treatment may be required. When appropriate, CAPS may refer the student to an off-campus provider for such services at the student's expense.

Marijuana 101 (individual-based)

Description: This is one of the educational assignments given for a first time marijuana violation. To provide a well-rounded educational experience, a writing assignment, community service, or other sanction(s) may be assigned in conjunction with this session. The online, science-based course is designed to teach students about marijuana use and the effects of marijuana on the body and mind, and to assist in making safer and healthier decisions so they can avoid trouble in the future. In order to fulfill the requirement of this sanction the student must complete the online course. This course ends with an exam consisting of questions based on the content reviewed throughout the course. The student must earn a grade of 70%

or higher to pass and receive credit for the course.

Reflection Letter of Understanding

The reflection Letter of Understanding provides the student the opportunity to reflect what they have learned from their educational response section experience. Every student answers six core questions along with any questions specifically related to either their alcohol or controlled substance educational response.

Prevention Education (group-based)

OSC staff often talk to classrooms, athletic teams, and Greek organizations either at the beginning of each semester or each academic year. In those conversations (depending on the request), they may review common violations OSC sees throughout the year. During these presentations, it is pointed out the most common violations seen for different populations, which will include alcohol and controlled substance. UNLV policies are reviewed briefly and how these individuals should handle themselves to avoid being in violation of policy. OSC staff also present each semester during Greek 101 and in the Spring for Greek Leadership Day. The presentations we are typically involved in are related to Hazing and/or Title IX. OSC staff discuss the influence of alcohol and controlled substances as they are frequently linked in their investigation or response to both types of referrals.

Rebel Wellness Zone (Wellness Promotion) Rebel Recovery Community: A Student Organization (group-based; student organization)

Rebel Recovery Community or RRC is a Registered Student Organization at UNLV. RRC strives to lead the campus in creating a collaborative system of recovery activates, outreach campaigns, and referrals to campus and community AOD services. RRC is advised and mentored by a psychologist with an AOD specialty at the Student Counseling & Psychological Services (CAPS). RRC works with community partners to achieve several objectives with the primary goal of supporting students in long-term recovery. RCC's objectives include:

1. Work with the AOD community to create peer support groups for UNLV students that is on the 12-step & harm reduction principles
2. Provide student with social connections through AOD-free social activities (e.g., bowling, karaoke night, laser quest)
3. Use strategically-times, social media campaigns to promote early intervention and foster social change by decreasing stigma around addictions and recovery
4. Build campus allies through live and innovative outreach programs (e.g., UNLV Faces of Recovery)
5. Partner with campus departments to coordinate and host a National Speaker event to highlight the key points about addiction, consequences, and the courage to seek help.

National Collegiate Alcohol Awareness Week (NCAAW) (population-based, awareness campaign, *Wellness Promotion, Police Services, Healthy Rebel Peer Educators*)

UNLV's National Collegiate Alcohol Awareness Week promotes the prevention of high-risk drinking through interactive, educational activities. Activities include standard drink size models and our Fatal Vision goggles, with cones arranged as a miniature obstacle course and the Distract-A-Match board game. Program features include educational brochures about alcohol poisoning, how to help a friend, drunk driving prevention, and pacing strategies (i.e., harm-reduction). The event offers sand bag models with information on the harmful nutritional effects of alcohol and tips on how to connect socially without alcohol.

Safe Spring Break: UNLV Thrives Event (environmental-based) (*Wellness Promotion, Jean Nidetch Women's Center, HYPER*)

Safe Spring Break is held annually in March the week before spring break recess. The Healthy Rebel Peer Educators distribute free non-alcoholic "mocktails" to UNLV students and educate the student body on high-risk drinking prevention. Prevention education includes standard drink size models, interactive activities on alcohol's effects on nutrition and weight management, and information on local alcohol-free activities. We also offer materials on alcohol poisoning, alternative ways to connect socially, drunk driving prevention, and on-campus health resources.

Peer-Led Educational Workshops: UNLV Thrives Program (group-based) (*Wellness Promotion and the Healthy Rebel Peer Educators*)

Wellness Promotion offers interactive presentations on alcohol awareness, risk reduction, and drunk driving prevention. These presentations review standard drink sizes, alcohol myths and facts, and how to help and refer a friend in need. The presentations close with on-campus resources and a feedback form. The presentations feature our Fatal Vision Goggles, involving student volunteers. Wellness Promotion markets these presentations to all professors of first-year seminars, UNLV Greek Life, and Residence Life staff.

UNLV Thrives Social Media Campaigns: Timed Messages (group-based) (*Wellness Promotion and Student Counseling and Psychological Services*)

Wellness Promotion and Health Rebels use timed- social media campaign to promote AOD awareness and prevention including:

Safe and Smart Drinking Practices (Q&A),

Social Norms: Perceived vs. Actual Substance Use,

AOD and the Outdoors: Effects of Drugs in the Heat (Memorial Day, July 4th, EDC, Labor Day, Super bowl, Coachella),

Additional AOD prevention messages include videos of student testimonials, posters, images, and interactive worksheets.

UNLV Thrives YouTube Videos

Wellness Promotion launched its new UNLV Thrives YouTube channel this past Academic Year. Three videos directly address AOD prevention: Alcohol Awareness Q&A, How to Survive Midterms, and What to Pack for Coachella. These videos address underage drinking prevention, standard drink sizes, alternating alcoholic and non-alcoholic beverages, and other safety strategies.

Rebel Recovery Community: A Student Organization (group-based)

Rebel Recovery Community or RRC is a Registered Student Organization at UNLV. RRC strives to lead the campus in creating a collaborative system of recovery activities, outreach campaigns, and referrals to campus and community AOD services. RRC is advised and mentored by a psychologist with an AOD specialty at the Student Counseling & Psychological Services (CAPS). RRC works with community partners to achieve several objectives with the primary goal of supporting students in long- term recovery.

RRC's objectives include:

Work with the AOD community to create peer support groups for UNLV students that is on the 12- step & harm reduction principles;

Provide students with social connections through AOD –free social activities (e.g., bowling, karaoke night, laser quest);

Use strategically timed, social media campaigns to promote early intervention and foster social change by decreasing stigma around additions and recovery;

Build campus allies through live and innovative outreach programs (e.g., UNLV Faces of Recovery);

Partner with campus departments to coordinate and host a National Speaker event to highlight the key points about addiction, consequences, and the courage to seek help.

Student Counseling and Psychological Services (CAPS) (individual and group-based)

Provided mandated individual assessment for AOD violations referred by OSC,

AUDIT and QUDIT: Alcohol and Marijuana screeners are use at every intake evaluation Individual assessment and treatment of AOD that involves initial evaluation, objective assessment, and recommendations for treatment,

Group counseling on Success over Substance,

Referrals to off-campus AOD treatment providers/agencies, and

Class and group presentations on awareness and prevention of AOD misuse.

UNLV AOD PROGRAMS FOR FACULTY

Programs and interventions available to employees are mainly housed through UNLV's Human Resources, Employee Assistance Program (EAP) with services provided through Ceridian Lifeworks. Consultations are available 24/7 throughout the year. Employees are initially provided with 3 free counseling sessions before they

are referred to AOD treatment in the community using their health insurance. On the Ceridian Lifeworks website (<https://www.lifeworks.com/us>), employees have access to various seminars/articles/workshops/videos (over 20 resources) related to alcohol or other drug addictions. Ceridian Lifeworks provides an entire catalog of resources and the following is a brief listing of options related to AOD:

A. Addictive Behavior - Recorded

Webinar: Responsible for the coordination of administrative functions within the Library. May be in charge of the Library in the absence of the Chief Librarian. Common job titles include Associate or Assistant Dean, Assistant or Associate Director, Assistant or Associate Chief Librarian, Assistant or Associate University Librarian. Degree requirement: ALA Accredited Masters.

B. When Someone You Love Has a Drinking Problem - CD Recording:

When someone you love has a drinking problem, you may feel alone, angry, or afraid. A loved one's problem drinking touches everyone close -- spouses and partners, children, extended family, and friends. You may be caught up in patterns of denial; covering up for a loved one's drinking, or wondering how to find help. No matter what you're going through, it's important to remember that help is available for both you and the person you love who drinks. On this recording, addiction and recovery expert Robert Ackerman, PhD, offers valuable information and reassuring advice about alcoholism and the road to recovery. He

talks about how problem drinking affects family, friends, and loved ones, breaking unhealthy patterns, finding support, and helping a problem drinker. The recording also features stories and advice from people who know what it is like to love an alcoholic.

C. 12-Step Programs for Alcohol and Drug Addiction - Article:

Twelve-step programs provide a systematic set of principles to practice as a way of life to manage the alcohol or drug problem. These programs offer support in helping the person abstain from alcohol and drugs for life. Because lifelong abstinence is a big challenge, the programs encourage people to take it "one day at a time." Twelve-step programs encourage members to attend regular meetings at which they talk about their challenges without revealing their last names (a practice known as "anonymity"). It is understood that members may have an occasional relapse, or slip, where they temporarily go back to using alcohol or drugs.

Following the 12 steps programs can help individuals get their life back on track. Two of the most helpful aspects of 12-step programs are the support members provide to one another and the confidence in their ability to succeed that this support builds, according to a study by John F. Kelly, a specialist in addiction medicine at Harvard Medical School.

D. Alternatives to 12 - Step Programs for Alcohol and Drug Addiction - Article:

Alternatives to 12-step programs are national self-help organizations that can help you end your addiction without having to view your recovery in moral terms. These alternatives have eliminated controversial principles of 12-step programs. For example, they make no mention of a "higher power" and do not encourage members to "improve [their] conscious contact with God.¹¹ These programs do not have as extensive of a track record as 12-step programs, but they offer an alternative for individuals seeking help for a drug or alcohol addiction.

hours a day, every day, all year long. Employees also can watch educational videos, read articles, email consultants, and find online resources at Ceridian's website.

For more information regarding the Drug Free Schools and Communities Act and the Official Notice to Campus Regarding Substance Abuse, please visit <https://www.unlv.edu/studentwellness/health-center/drugfreeschools>.

E. Drug and Alcohol Abuse Warning Signs - Article:

If you are concerned that you may have an alcohol- or a drug-abuse problem, you aren't alone. Substance abuse affects all kinds of people, from preteens to the elderly, in every income level and occupation. But alcohol and drug abuse are treatable, and more options are available today than ever before.

F. Employee Assistance Program

UNLV provides employees with easy and confidential access to the employee assistance program (EAP). EAP is a confidential assessment and referral program where employees can get assistance in dealing with issues like stress, depression, finances, relationships, parenting, finding child or elder care, and substance abuse. EAP services are provided through Ceridian Lifeworks. Consultants are available 24

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The University of Nevada, Las Vegas is a diverse community committed to creating and maintaining a safe campus where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. The university encourages all members the UNLV community who believe that they have experienced sexual misconduct or gender based violence to seek immediate medical attention and take steps to preserve pertinent information and tangible materials, regardless of whether or not an individual wishes to make a report to the University or law enforcement.

Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of University policy. UNLV will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation

in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

- a. Each President of NSHE’s eight (8) institutions and the Chancellor for NSHE’s System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution’s efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the

individual designated as the Title IX Coordinator.

- b. Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.
- c. Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that

would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2 Definitions.

- a. "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- b. "Respondent" means an individual who has been reported be the individual engaging in the conduct that could constitute sexual harassment.
- c. "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

- d “Sexual harassment” means conduct on the basis of sex that satisfies one or more of the following:
- (i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual’s participation in unwelcome sexual conduct;
 - (ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution’s education program or activity; or
 - (iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, “education program or activity” includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, “sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation’s Uniform Crime Reporting Program.

“Rape” means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

“Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

“Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature

with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

“Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

“Stalking” means engaging in a course of conduct on the basis of sex 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.

- e. “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

- f. “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

- g. “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

- h. “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.
- i. “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.
- Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
 - Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
 - The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
- Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
 - Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
 - Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.
 - The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is “deliberately indifferent” only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution’s response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution’s Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution’s treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a. Issuing a no-contact directive(s);
- b. Providing an effective escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Restricting to online classes;
- h. Providing information regarding campus transportation options;
- i. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have

- resulted in the complainant or the respondent being disciplined; l and
- j. Requiring the parties to report any violations of these restrictions. For Employees:
 - k. Providing an effective escort to ensure safe movement between work area and/or parking lots/other campus locations;
 - l. Issuing a no-contact directive(s);
 - m. Placement on paid leave (not sick or annual leave);
 - n. Placement on administrative leave;
 - o. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
 - p. Providing information regarding campus transportation options;
 - q. Instructions to stop the conduct;
 - r. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
 - s. Reassignment of duties;
 - t. Changing the supervisory authority; and
 - u. Directing the parties to report any violations of these restrictions.
- All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.
- Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.
- Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.
- Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.
- In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution,

including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4 Response to a Formal Complaint.

- a In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.
- b Nothing in this subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973,

or the Americans with Disabilities Act.

- c Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

5. General complaint process for reports of Dating Violence, Domestic Violence Sexual Assault, Stalking, or Sexual Harassment.

Institutions shall:

- a. Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;
- b. Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual

harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution’s education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as “supportive measures”; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;

- d. Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person’s status as a complainant, respondent, or witness;
- e. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of

- interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- f. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
 - g. Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;
 - h. Ensure that investigators receive training on issues of
 - i. relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;
 - j. Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
 - k. Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;
 - l. Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good

cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

- l. Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m. State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must

apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;

- n. Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;
- o. Describe the range of supportive measures available to complainants and respondents;
- p. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and
- q. Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or

should have known of such conflict of interest or bias.

is made at the conclusion of the complaint process;

6. Complaint Procedures.

a. Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:

(i) Notice of the institution's complaint process that complies with this section, including any informal resolution process; and

(ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:

(a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility

(b) Inform the parties that they may have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and

(c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.

b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.

c. Dismissal of formal complaint.

(i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education

program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.

- (ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:
 - (a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
 - (b) The respondent is no longer enrolled or employed by the institution; or
 - (c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
- (iii) Upon a dismissal required or permitted pursuant to subsections i and ii of

subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the

institution must obtain the voluntary, written consent of a “parent,” as defined in 34 CFR 99.3);

- b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location,

participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;

- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- g. Prior to completion of the investigative report, send to each party and the party’s advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties’ inspection and review available at any hearing to give each party

equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and

- h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

- a. An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.
- b. At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the

other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.

- c. The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.
- d. Only relevant cross-examination and other

questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, “relevant” means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.

e. If a party does not have an advisor present at the live

hearing, the institution must provide, without fee or charge to that party, an advisor of the institution’s choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to “represent” a party but rather to relay the party’s cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.

f. If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.

g. Institutions must create an audio or audiovisual

recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

- h. Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law.

9. Determination Regarding Responsibility.

- a. The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.
- b. The written determination must include:
 - (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
 - (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits,

methods used to gather other evidence, and hearings held;

- (iii) Findings of fact supporting the determination;
 - (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
 - (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c. The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

a. Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:

- (i) Procedural irregularity that affected the outcome of the matter;
- (ii) 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;
- (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
- (iv) Any additional basis offered by an institution.

b. As to all appeals, the institution must:

- (i) Immediately notify the other party in writing when an appeal is filed;
- (ii) Ensure that the decision-maker for the appeal is not the same person as the

hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

- (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
- (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
- (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
- (vi) Provide the written decision simultaneously to all parties.

c. The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered

on appeal notwithstanding its absence from the record.

documentation or information;

11. Informal Resolution.

a. If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:

- (i) Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the

- (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and

- (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

b. Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

c. An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment,

or enjoyment of any other right.

- d. An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

12 Recordkeeping.

- a. An institution must maintain for a period of at least seven (7) years records of:
 - (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - (ii) Any appeal and the result therefrom;
 - (iii) Any informal resolution and the result therefrom; and
 - (iv) All materials used to train Title IX Coordinators,

investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;

- (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain

bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

13. False Reports.

Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14. Retaliation.

- a. Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with

any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational

Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.

- b. Specific circumstances.
- (i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.
 - (ii) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

15. This subsection D shall become effective on August 14, 2020.

Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the University or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
- Any clothing, towels, or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the University's complaint process.
- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report. These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- CARE Advocates will assist you in all steps of the process. Call the CARE Line at (702) 895-0602 or (702) 895-4475,
- UNLV Student Health Center at (702) 895-3370,
- UNLV Student Counseling and Psychological Services (CAPS) at (702) 895-3627.
- Office of Student Conduct at (702) 895-2308 or file an online report at <https://studentconduct.unlv.edu>,
- Officer of Equal Employment and Title IX at (702) 895-4055.
- University Police Services at (702) 895-3669 or file an online report at www.updsouth.nevada.edu, and
- To notify and report a crime off-campus, contact the Las Vegas Metropolitan Police Department at

(702) 828-3421 or the appropriate jurisdiction.

- In the case of an emergency, dial 9-1-1.

University personnel from the Jean Nidetch Women's Center, Student Health Center, the Office of Student Conduct, the Office of Equal Employment & Title IX, University Police Services, Student Counseling and Psychological Services or any CSA will assist students who desire assistance in contact local or on-campus authorities.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the University and local law enforcement. Although the University strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The University, including University Police Services,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the University or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the University will upon request, help that individual make a report to local law enforcement. A report to local law

enforcement is separate from a report to the University. To report directly to Las Vegas Metropolitan Police Department (LVMPD) call (702) 229-3111. For assistance in contacting LVMPD, contact University Police Services at (702) 895-3668.

Process of Making a Police Report: depending on the circumstances of an incident, University Police Services may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say “I don’t remember” or “I’m not sure,” without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information: an individual who wishes to pursue criminal action in addition to, or instead of, making a report at the University for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling

911 (for emergencies) or 702-895-3669 to reach University Police Services, or in person at any University Police Services location.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the University. If a court order is issued the University will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The University will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the University takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in

the community. **For specific contact information for these resources, please contact the UNLV Office of Equal Employment and Title IX at (702) 895-0415 or the Jean Nidetch Women's Center at (702) 895-0689.**

Written notification is made to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to UNLV that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

UNLV is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be

tolerated. UNLV prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of UNLV's office of Equal Employment and Title IX to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

SANCTIONS FOR STUDENTS:

RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES. Exclusion/restriction from participation in privileges, extracurricular activities, holding office, or represent the University. Removal from a University-living environment, loss of use privileges for designated University facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

CONDUCT PROBATION. The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION.

This is the temporary separation of the student from the University for a specified

period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any University-sponsored activity and shall be barred from all University campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Conduct Suspension Effective (date) to (date)." The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

EXPULSION OR TERMINATION.
Permanent

separation of the student from the University. The expelled student shall not participate in any University-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen

(18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES.

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

ADMINISTRATIVE CONDUCT HOLD.

A status documented in the Registrar's official file that precludes the student from registering for classes and/or accessing official transcripts until clearance from the Office of Student Conduct or the Vice President for Student Affairs or his/her designee.

INTAKE/ASSESSMENT/TRATMENT REFERRALS

A student may be referred to UNLV Student Counseling and Psychological Services (CAPS) or a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the University's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off- campus provider for such services at the student's expense.

REFLECTION LETTER OF UNDERSTANDING.

A student/student organization will reflect on what has been learned from the experience. The length and structure of such letter will be specifically assigned to the student/student

organization by the Office of Student Conduct.

Range of Protective Measures Available

These measures may include, but are not limited to:

- The implementation of UNLV issued no-contact order,
- Academic accommodations,
- Residential accommodations,
- Transportation accommodations,
- Employment accommodations,
- Safety consultations with University Police Services,
- Personal protection devices.

SANCTIONS FOR EMPLOYEES (NSHE Code 6.3):

The following sanctions are applicable to member of the community of the Nevada System of Higher Education for conduct prohibited by Section 6/2 of the Nevada System of Higher Education Code. Depending on the seriousness of the misconduct, these sanctions may be imposed in any order.

6.3.1 Warning

Notice, oral or written, that continuation or repetition of prohibited conduct may be the cause for more severe disciplinary action.

6.3.2 Reprimand

A formal censure or severe reproof administered in writing to a person engaging in prohibited conduct.

6.3.3 Restitution

The requirement to reimburse the legal owners for a loss due to defacement, damage, fraud, theft, or misappropriation of property. The failure to make restitution shall be the cause for more severe disciplinary action.

6.3.4 Reduction in Pay

A reduction in pay may be imposed at any time during the term of an employment contract upon compliance with the procedures established in this chapter.

6.3.5 Suspension

Exclusion from assigned duties for one or more workweeks without pay, as set forth in a written notice to the employee. The phrase “workweek” has the meaning ascribed to it in the Fair Labor Standards Act; 29 U.S.C § 207 (a).

6.3.6 Termination

Termination of employment for cause. A hearing held under the procedures established in Section 6.11 and other applicable provisions of this chapter shall be required before the employment of an employee may be terminated for cause.

Educational Programs and Campaigns to Promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

UNLV's Office of Equal Employment and Title IX provides training on Title IX and Sexual Harassment and oversees the University's web based training programs that include trainings on Campus SaVE Act, VAWA, and Title IX. Likewise, the Jean Nidetch Women's Center currently provides education and training programs that promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking through CARE Advocated. They also provide bystander intervention education to all first year seminar courses, which further highlights the fact that the University prohibits the offenses of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.

UNLV LawRoom/Campus Clarity training library primary and ongoing training includes:

- (main course)
- Ethical values in an academic environment (main course)
- Family Educational Rights and Privacy Act
- Overview of workers with disability laws
- Blood and other potential infectious materials
- Recognize and prevent workplace bullying
- HIPAA definitions, rules, and requirements

Student Training Courses

- Alcohol, Drugs, Sexual Assault harm-reduction Training (main course)
- Title IX and Campus SaVE Act (main course)
- Title IX and Campus SaVE Act for graduate students (main course)
- Safe and positive bystander intervention (main course & follow up courses)
- Prevent stalking and relationship violence, and support survivors of sexual assault (main and follow up courses)

Staff/Faculty Training Courses:

- Overview of Title IX and Campus SaVE Act (main course & follow up courses)
- Prevent harassment, discrimination and retaliation (main course)
- Recognize and report child abuse, mandated reporters (main course)
- Workplace health and safety
- Social media inside/outside the workplace, minimize the legal risks posed by social media

UNLV Jean Nidetch Women's Center

The UNLV Jean Nidetch Women's Center (JNWC) promotes awareness and prevention of sexual assault and other forms of interpersonal violence, including the cooccurrence of sexual assault with domestic violence and stalking, through a variety of activities and services.

JNWC offers direct advocate support and referrals to campus and community agencies through the CARE (Campus Advocacy Resource and Empowerment) Line, a 24-hour crisis hotline staffed by volunteer trained victim advocates, (702) 895-0602. This was coordinated via the ASERTAV coalition (Advocacy, Support, Education, and Response Team Against Violence), a collaboration of on and off campus organizations, social services, administrative offices, and police.

The JNWC is on campus and located in room 255 on the 2nd floor of the Student Services Complex-A, (702) 895-4475. The Center's office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m.

The JNWC offers ongoing prevention and awareness campaigns in the areas of interpersonal violence (IPV), dating violence, domestic violence, sexual assault and stalking. These programs include Domestic Violence/Dating Violence Awareness Month activities every fall semester, Sexual Assault Awareness Month activities every spring semester, class and organization presentations conducted by a student group housed under JNWC, CARE (Campus Advocacy Resources and Empowerment) Advocates.

The programs offered by JNWC include:

Let's Talk About Sex, Baby

This presentation helps students learn about communication skills that promote a culture of consent.

Learning Objectives:

- Define sexual assault,

- Discuss the different ways a person can give consent,
- Identify the signs when a person does not want to have sex, and
- Locate the JNWC and campus resources.

“I know you want it” How Sexual Violence is Normalized

This presentation incorporates information from feminist theory to discuss how sexual violence is normalized and perpetuated on campus through rape culture.

Learning Objectives:

- Define rape culture, health and unhealthy masculinity,
- Discuss the influence of popular culture, media and pornography in rape culture,
- Analyze how individuals perpetuate rape culture and unhealthy masculinity, and
- Locate the JNWC and campus resources.\

Keeping a Survivor in School: Interpersonal Violence (IPV) Facts and Resources

This presentation explains the complexities of IPV and informs students on campus with important resources and support.

Learning objectives:

- Define sexual consent,
- Discuss the different ways a person can give consent,
- Identify the signs when a person does not want to have sex, and
- Locate the JNWC and campus resources.

The Power of Romance in Relationships

This presentation explores healthy, unhealthy, and abusive relationships and helps students develop healthy boundaries.

Learning Objectives:

- Define healthy, unhealthy, and abusive relationships,
- Discuss power and control in relationships,
- Identify emotional, physical, and digital boundaries, and
- Locate the JNWC and campus resources.

Sex Offender Registration

In compliance with the Campus Sex Crimes Prevention Act and Nevada State Statute (NRS 179D), University Police Services must register employees and students of the University who are convicted of a sexual offense and deemed a sexual offender by law.

Those needing to register with University Police Services can call (702) 895-3668 to schedule a time to meet with a Detective.

Information regarding sex offenders at UNLV is available on the University Police Services website at <http://www.unlv.edu/sexualoffender>. The Nevada State Criminal History Repository is required by state statute to maintain a website containing information on serious and high-risk state offenders.

University of Nevada, Las Vegas Main Campus

Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	1
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	15	9	0	0
	2018	8	6	0	0
	2017	2	2	2	2
Fondling	2019	13	12	0	0
	2018	7	2	0	1
	2017	1	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	4	0	0	0
	2018	1	0	0	0
	2017	5	0	0	0
Aggravated Assault	2019	7	4	0	0
	2018	8	1	1	1
	2017	6	3	1	0
Burglary	2019	23	6	1	0
	2018	44	11	2	0
	2017	47	8	4	0
Motor Vehicle Theft	2019	24	0	0	0
	2018	49	0	5	1
	2017	20	0	0	0
Arson	2019	0	0	0	0
	2018	1	0	0	0
	2017	2	1	0	0
Domestic Violence	2019	6	5	0	1
	2018	7	3	0	0
	2017	2	1	0	0
Stalking	2019	15	0	0	0
	2018	10	8	2	0
	2017	8	3	0	1
Dating Violence	2019	6	6	0	0
	2018	6	1	0	0
	2017	1	1	0	0

University of Nevada, Las Vegas Main Campus

Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	5	3	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	30	4	0	2
	2018	17	0	0	0
	2017	2	0	0	0
Weapons Law Violation Arrests	2019	5	2	0	0
	2018	6	0	0	0
	2017	1	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	123	120	0	0
	2018	140	132	0	0
	2017	76	76	2	0
Drug Law Violations Referred for Disciplinary Action	2019	80	77	0	1
	2018	72	69	0	0
	2017	62	54	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	7	3	0	0
	2018	0	0	0	0
	2017	3	2	0	1

Data is reported by calendar year.

University of Nevada, Las Vegas Main Campus Hate Crimes

2019: One report of vandalism on-campus & on-campus housing characterized by racial bias, one report of vandalism on-campus characterized but religious bias, two reports of aggravated assault characterized by national origin bias, one report of intimidation on-campus characterized by sexual orientation bias, one report of intimidation on-campus characterized by ethnicity bias, one report of intimidation on-campus characterized by religious bias, and one report of simple assault on-campus characterized by gender identity bias.

2018: One report of vandalism on-campus characterized by religious bias, one report of simple assault on-campus characterized by sexual orientation bias, one report of intimidation characterized by national origin bias, and one report of intimidation on-campus characterized by racial bias.

2017: One report of destruction/damage/vandalism on-campus characterized by religious bias.

University of Nevada, Las Vegas Main Campus Unfounded Crimes:

2019: Thirteen unfounded crimes.

2018: Two unfounded crimes.

2017: Two unfounded crimes.

University of Nevada, Las Vegas Shadow Lane Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Fondling	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	1	0
Aggravated Assault	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	3	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	2	3	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	1
Dating violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The University of Nevada, Las Vegas Shadow Lane Campus does not have residential facilities.

University of Nevada, Las Vegas Shadow Lane Campus

Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

Data is reported by calendar year.

*The University of Nevada, Las Vegas Shadow Lane Campus does not have residential facilities.

University of Nevada, Las Vegas Shadow Lane Campus Hate Crimes

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

University of Nevada, Las Vegas Shadow Lane Unfounded Crimes

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.



2020 Annual Fire Safety Report

Residence Hall Fire Safety Systems

Residence Hall	Address	Audible/ Visual Fire/ Alarm Panel	Sprinkler System	Fire Extinguishers	Smoke/ Heat Detectors	Posted Evacuation Routes	# of Evacuation (Fire) Drills each year
Tonopah Complex	1130 Gym Rd. Las Vegas, NV 89154	Yes	Yes	Yes	Yes	Yes	3
Upper Class Complex	4750 Gym Rd. Las Vegas, NV 89154	Yes	Yes	Yes	Yes	Yes	3
Dayton Complex	4765 Gym Rd. Las Vegas, NV 89154	Yes	Yes	Yes	Yes	Yes	3
South Complex	4770 Gym Rd. Las Vegas, NV 89154	Yes	Yes	Yes	Yes	Yes	3
Legacy Apartments	4247 Claymont St. Las Vegas, NV 89119	No	No	Yes Exterior of building	Yes	*	**
Degree Apartments	4259 S Maryland Pkwy Las Vegas, NV 89119	Yes	Yes	Yes	Yes	Yes	**

*Each unit exits directly outdoors so evacuation routes are not necessary.

**Each unit is separate and has its own dedicated smoke detector system, thus evacuation drills are not required.

Policies Regarding Portable Electrical Appliances, Smoking and Open Flames in Student Housing Facilities

Appliances

Fire hazards, personal injuries, and property damages can result from the use and storage of following appliances in the residence halls: grills (BBQ or otherwise), stoves, hot plates, toaster ovens, space heaters, sun lamps, halogen lamps, and electric blankets. Therefore, these items are NOT allowed in the residence halls. Increased bug and rodent populations, food spoilage, and odors can result from trying to cook in residence hall rooms that are not equipped with adequate cooking facilities. Hot air poppers, coffee pots, and other appliances that have enclosed elements and underwriter's laboratory approval may be used in student rooms. Approved appliances should be plugged directly into a wall receptacle. Only approved power strips can be used. Multi-plug adapters and extension cords shall not be used. Power strips cannot be plugged into another power strip.

Smoking

All residential facility spaces, including resident rooms, balconies and entry ways, are nonsmoking areas. This includes the prohibition of e-cigarettes and similar type devices. Violations may result in disciplinary proceedings through the Office of Student Conduct.

Candles & Incense

The use and/or storage of candles or incense have resulted in injuries, fires, and property damage. Therefore, candles, incense, or other devices with an open flame are not permitted in the residence halls.

Procedures for Student Housing Evacuation

UNLV Housing and Residential Life staff members have a responsibility to assist Fire and Police Departments in responding to fire alarms within the residence halls. Every fire alarm should be responded to as though it is a real fire. University Police Services dispatch should be called immediately on the activation of any fire alarm and building evacuation and crowd control should commence immediately.

When a fire alarm is activated:

Office Assistants

- Call University Police Services immediately at (702) 895-3669
- If (A)RLC is not available to respond, call the Rebel Repair Help Desk (702) 895-5324
- RAs may be directed to assist with crowd control.

Once the alarm has been resolved, return to the desk to complete the shift.

RA on Duty

- Call University Police Services (702) 895-3669 (if not already done by office staff, or if the desk is closed)
- Call the coordinator on-call

All available complex Ras

- Go to predetermined staging area.
- RAs will be directed to monitor emergency exits and direct residents to the complex's evacuation zone by either the RA on duty or a responding (A) RLC
- RAs may be directed to assist with crowd control and communicating instructions to evacuated residents.

(A) RLC

In person or via reporting RA, review the fire panel to determine the location of the alarm.

(A)RLC may direct the reporting RA to proceed to the alarm location to determine the possible cause of the alarm.

The (A)RLC will assume control of the situation upon his/her arrival until emergency personnel respond. The (A)RLC will serve as the primary communicator with RAs and any responding emergency personnel.

Any actual fire should be reported to the on-call AD immediately.

The fire department or University Police Services will clear the building for re-entry. RAs should remain available to help residents who are locked out of their room.

REMEMBER: During a fire alarm situation, University Police Services Officers and Fire Department personnel have complete authority. Any directive or request received from any of these individuals need to be followed explicitly.

Policies Regarding Fire Safety Education and Training Programs

Every RLC, Assistant RLC, RA, and Community Assistant (CA) goes through emergency response training prior to the residence halls opening for Fall Semester. During this training, every staff member goes through the fire drill policies, sounds the fire alarm, and reviews where the alarm stations are located and how to respond during a drill or emergency.

Residential students are given information regarding fire evacuation procedures at the first floor meeting and complex orientations.

Emergency Evacuation Zones	
Dayton Complex	SWRC Lawn
South Complex	Lawn to the south of South Services Building
Tonopah Complex	Student Union
UCC Hughes, B, C	LDS or Newman Center Parking Lot
UCC Faiman	Basketball Court between Student Affairs Maintenance Shop & South Complex

University of Nevada, Las Vegas

Fire Statistics 2019

Residential Facility	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
Tonopah Hall 1130 Gym Rd., Las Vega, NV 89154	0	0	N/A	N/A	N/A	N/A
Dayton Hall 4765 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
UCC Complex 4750 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
South Complex 4770 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
Legacy Apartments 4247 Claymont St. Las Vegas, NV 89119	0	0	N/A	N/A	N/A	N/A
The Degree Apartments* 4259 S Maryland Pkwy Las Vegas, NV 89119	0	0	N/A	N/A	N/A	N/A

*The Degree Apartments opened in the Fall of 2019.

University of Nevada, Las Vegas

Fire Statistics 2018

Residential Facility	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
Tonopah Hall 1130 Gym Rd., Las Vega, NV 89154	0	0	N/A	N/A	N/A	N/A
Dayton Hall 4765 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
UCC Complex 4750 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
South Complex 4770 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
Legacy Apartments 4247 Claymont St. Las Vegas, NV 89119	0	0	N/A	N/A	N/A	N/A

University of Nevada, Las Vegas

Fire Statistics 2017

Residential Facility	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
Tonopah Hall 1130 Gym Rd., Las Vegas, NV 89154	1	1	Arson/open flame, paper on bulletin board charred	0	0	\$0-99
Dayton Hall 4765 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
UCC Complex 4750 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
South Complex 4770 Gym Rd., Las Vegas, NV 89154	0	0	N/A	N/A	N/A	N/A
Legacy Apartments 4247 Claymont St. Las Vegas, NV 89119	0	0	N/A	N/A	N/A	N/A

The University of Nevada, Las Vegas
2020 Annual Security & Fire Safety Report
is prepared by University Police Services.



For more information about University
Police Services, visit our website at:

<https://updsouth.nevada.edu>

Follow us on Twitter and Instagram or
like us on Facebook at:

@UPDSouth

Annual Security & Fire Safety Report



2020

The Annual Security Report is prepared by University Police Services. This report, which was published in October 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.



Adam Garcia

Vice President
Public Safety Services

Dear Nevada State College students & colleagues,

University Police Services has seen our campus through significant and unprecedented challenges over the last year, and certainly within the last few months. The department continues to support COVID-19 testing and as of early September, approximately 90,000 tests have been provided, continuous of provision for a safe and secure learning environment for our diverse campus.

Although reported crime at Nevada State College is low, it is important to remember that we are not immune from crime. We share many of the crime and safety issues that exist in any complex environment, and therefore the safety and security of our communities is the combined responsibility of all of us. I remind you that if you "See Something, Say Something" and report incidents of concern to police immediately.

As you read through this Annual Security & Fire Safety Report, you will find information about policies and practices regarding safety, security, and crimes occurring on or near campus. Our commitment to transparency by keeping our community informed is just one way we strive to keep our campus environment safe. And in this day of the pandemic, wear a face covering at all times when interacting with others, even for short periods of time; wash your hands often or use hand sanitizer when washing is impractical, and maintain social distancing of 6 feet. Lastly, do not come to campus if you are sick!

It is my honor to have the opportunity to serve you- please feel free to contact me directly at adam.garcia@nsc.edu, or by phone at (702) 895-5575 if you have any questions, concerns or suggestions for University Police Services.

Sincerely,

Adam Garcia
Vice president for Public Safety Services
Director University Police Services
Southern Command

Police Headquarters
University of Nevada, Las Vegas
4505 S. Maryland Pkwy.
Las Vegas, NV 89154-2007

Police Sub-Station
College of Southern Nevada 3200
East Cheyenne Ave., Bldg. P
North Las Vegas, NV 89030-4228



NEVADA STATE
COLLEGE

UNLV

COVID-19

The health, safety, and well-being of students, faculty, staff and visitors is the top priority for Nevada State College. In navigating the rapidly changing environment due to the COVID-19 pandemic, NSC will adjust operational plans with the guidance from policies and recommendations from the Centers for Disease Control and Prevention (CDC), the Southern Nevada Health District (SNHD), the State of Nevada, local government agencies, and the Nevada System of Higher Education (NSHE).

As a result of the COVID-19 pandemic, several temporary changes have been made to date:

- All individuals on NSC property are required to wear a face covering at all times, indoors and outdoors, except when alone in an office, residence hall room, or other private enclosed space.
- The face covering requirement includes classrooms, laboratories, the plaza area, common areas in residence halls, all student services areas, and any space where others are present.
- Properly wearing a face covering includes covering the nose and mouth.
- Face shields worn alone are not permitted.
- Failure to comply with the face covering may result in removal from campus for the semester or until the face covering mandate has been lifted.
- Faculty and staff who do not comply with the face covering requirement may be subject to appropriate disciplinary actions.
- Visitors who refuse to comply will be asked to leave campus.

Social distancing must be maintained.

- Face coverings are not a substitute for social distancing.
- Everyone must adhere to current social distancing requirements on campus, including in the classrooms, laboratories, the plaza area, common areas in residence halls, all student services areas, and any space where others are present.
- Individuals are prohibited from congregating around classroom and laboratory entrances before class sessions and must exit after the end of instruction to help ensure social distancing and allow for the people attending the next scheduled class session to enter.

COVID-19-related public health conditions continue to evolve and may cause the college to adjust its policies and procedures for its operations including, but not limited to, the mode of instruction for courses, with little prior notice. The college closely monitors the situation and is prepared to institute additional protective measures, such as shifting to all-remote instruction if directed by the State of Nevada or NSHE. Information on COVID-19 impacts are available at <https://nsc.edu/coronavirus>.

Table of contents

Preparation and Disclosure of Crime Statistics..... 1

University Police Services Authority and Jurisdiction 1

Interlocal Agreement 2

Monitoring of Criminal Activity of Students at Non-Campus Locations..... 2

Security and Access 3

Nevada State College Encourages the Accurate and Prompt Reporting of Criminal Offenses 4

How to Report a Crime 4

Voluntary Confidential Reporting..... 5

Counselors and Confidential Reporting..... 5

Campus Security Authorities 6

Daily Crime Log 6

Timely Warnings..... 7

Emergency Notifications..... 8

Emergency Response and Evacuation Procedures and Testing 10

Be State Safe! Download the State Safe App!..... 11

Security Awareness and Crime Prevention Programs 12

Missing Student Notification Policy 13

Policy Regarding the Possession, Use, and Sale of Alcoholic Beverages, and Enforcement of State Underage Drinking Laws 14

Policy regarding the Possession, Use, and Sale of Illegal Drugs and Enforcement of Federal and State Drug Laws 14

Drug Free Schools and Communities Act..... 14

Sexual Assault, Domestic Violence, Dating Violence, and Stalking..... 21

General Complaint Process for Reports of Domestic Violence, Dating Violence, Sexual Assault, Stalking, or Sexual Harassment..... 25

Institutional Procedures for Disciplinary Action in the case of alleges Domestic Violence, Dating Violence, Sexual Assault, Stalking, or Sexual Harassment 35

Educational Programs and Campaigns to promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault, or Stalking 37

Sex Offender Registration..... 38

Nevada State College Crime Statistics..... 39

Nevada State College Clery Act Arrests and Disciplinary Referrals 40

Annual Fire Safety Report 41

Policies regarding portable electrical appliances, smoking, & open flames in student housing facilities 43

Procedures for student housing evacuation..... 43

Policies regarding fire safety education and training programs..... 43

Preparation and Disclosure of Crime Statistics

University Police Services on behalf of Nevada State College prepares this report to comply with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). This report is produced in cooperation with various departments across our campus. Each office provides updated information regarding their educational efforts, programs, policies, and crime statistics if applicable.

Statistics contained within this report regarding campus crime, arrests, and discipline referrals include those reported to University Police Services, designated campus officials known as Campus Security Authorities, student conduct, Title IX, and local law enforcement agencies. Statistics are included in this Annual Security Report for the Nevada State College campus, public property within or immediately adjacent to the campus, and non-campus property owned or controlled by NSC.

An e-mail notification is made to all enrolled students, faculty, and staff that provides direct website access to this report. The full text is available online for perspective students, employees, and members of the general public.

University Police Services Authority and Jurisdiction

University Police Services is a fully functional law enforcement agency. University Police Services officers have full police and arrest powers, certified by the Nevada Peace Officer Standards and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county and state agencies – enforcing all local, state, and federal laws and ordinances within its jurisdiction. University Police Services provides its services 24 hours a day, 365 days a year.

University Police Services officers have jurisdiction on the campuses of Nevada State College, the College of Southern Nevada and all of its associated properties, the University of Nevada, Las Vegas, all properties owned, operated, or governed by UNLV, Desert Research Institute, Las Vegas Campus and the Nevada System of Higher Education (NSHE) offices in southern Nevada.



Interlocal Agreement

University Police Services maintains excellent working relationships with surrounding law enforcement agencies, including but not limited to the Las Vegas Metropolitan Police Department, the Nevada Department of Public Safety, the Nevada Highway Patrol, the Henderson Police Department, the North Las Vegas Police Department, and the Clark County School District Police Department.

University Police Services maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Services officers the ability to render aid and provide for mutual assistance between local law enforcement partners. In accordance with this agreement, University Police Services may request assistance from any of these agencies in any law enforcement matter within the jurisdiction of University Police Services.

Monitoring of Criminal Activity of Students at Non-Campus Locations

Nevada State College does not have any officially recognized student organizations with non-campus locations.

Security and Access

Building security and access is maintained through a combination of key card and a secondary hard key system. Classroom buildings with scheduled classes are accessible generally from 7:00 a.m. to 10:00 p.m. with alternate hours during summer and winter sessions. All technology enhanced classrooms are accessed through a key card system. Instructors swipe their card to access the room, it remains unlocked while the room is in use, and then instructors are expected to swipe their card upon exiting the room to re-secure and lock the room.

Access cards are issued to faculty and staff through the Office of Information Technology. Keys are controlled through Facilities Management.

Access to Nevada State Housing is through Key FOB access. All residents and housing staff have key FOBs. Residents are issued FOBs by housing staff upon move in which grants residents access to their unit and the community building.

Nevada State College engages in proactive property maintenance through a variety of channels. The College engages the services of UNLV Risk Management and Safety who conduct regular inspections related to Fire and Life Safety as well as Occupational Safety. These inspection identify any deficiencies on campus through comprehensive reports that are translated into repair orders. The premises are re-inspected to ensure that the identified issues have been resolved. The College also effectively uses its Campus Safety Committee as a means of recognizing and correcting campus safety concerns.

The following steps are taking proactively to maintain campus safety and security:

1. Monthly checks for all external lighting.
2. Daily equipment room rounds including all fire pump rooms, fire alarm rooms, and all building entrances.
3. Coordinate with Campus Police for all internal

and external events.

4. Quarterly and annual inspections of all fire sprinkler (standpipe) systems.
5. Quarterly and annual inspections of all fire alarm systems.
6. Annual inspections of all elevators.
7. Bi-annual inspections of all pressure vessels both boilers and chillers.
8. Two times per year (after leaves have fallen and after spring's burst growth from dormancy) landscape trimming of all walkways.
9. Fig palm pruning prior to fruit falling creating hazards.
10. Annual testing of emergency lighting (performed six months after UNLV's Risk Management's annual audit).

Furthermore, all College operated buildings are covered by an integrated automatic fire sprinkler and fire alarm system, which is monitored 24 hours a day. The buildings are equipped with either emergency generators or batteries that provide backup power for fire safety equipment and emergency lighting. All College operated facilities fire safety equipment and systems are inspected, tested, and maintained regularly by examiners approved by the State of Nevada and as required by local municipal codes. Facilities and Landscaping are maintained in a manner that minimizes hazardous conditions

Nevada State College the Accurate and Prompt reporting of Criminal Offenses

When the victim of a crime elects to make a report, or a third party if the victim is unable to make a report themselves, the appropriate agency should be contacted as soon as possible. Students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to University Police Services. If University Police Services is not the appropriate jurisdictional agency, a member of the department will assist victims in contacting their local agency with jurisdiction over where the crime occurred.

Crimes should be reported immediately to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus community when appropriate. Any suspicious activity should be reported to University Police Services.

To report crimes or request officer assistance, dial 911 (emergencies only), 311 for non-emergencies, or (702) 895-3668 to reach University Police Services Dispatch.

How to Report a Crime

When reporting an emergency, crime, or suspicious activity at the university, follow these steps:

For Emergencies:

- Dial 911
- Give your name and location to the dispatcher, state specifically that you are a university student, faculty, or staff member,
- Briefly describe the activity you are reporting,
- Request medical attention if needed,
- Remain calm and speak slowly,
- Stay on the phone until the dispatcher ends the call,
- If possible, give a description of the person(s) and/or vehicle involved, location or direction of travel and presence of weapons if known.

For Non-Emergencies:

From a campus phone, dial 311 or from a non-campus phone dial (702) 895-3669 to reach University Police

Services Dispatch.

- Give your name and location to the dispatcher,
- Briefly describe the activity you are reporting,
- Stay on the phone until the dispatcher ends the call,
- If possible, give a description of the person(s) and/or vehicle involved, location or direction of travel and presence of weapons if known.

Reports can be filed online at www.updsouth.nevada.edu. Once on the page, select the File a Police Report tab to complete the report. Once filed, an officer will make contact to obtain any additional information if necessary.

-Crime reports can be made in person at University Police Services Headquarters 24 hours a day 365 days per year located at:

- University Gateway Complex building
1280 E Dorothy Ave
Las Vegas, NV 89119

University Police Services maintain substations in the following locations:

University Police Services NSC Substation

Dawson Building, Modular 300 at 1300 Nevada State Drive, Henderson NV, 89002

University Police Services CSN Substations

- Charleston Campus, Building M, Room 102
- North Las Vegas Campus, Building P
- Henderson Campus, Building C, Room 131,

University Police Services Substation offices are not staffed with administrative personnel. Officers are patrolling campus and are not located in the substation outside of times when they are completing reports. To file a report in person at any of these locations call University Police Services dispatch at (702) 895-3668 and an officer will be dispatched to your location.

Voluntary Confidential Reporting

Victims or witnesses may wish to report crimes on a voluntary, confidential basis for inclusion in the crime statistics published in the Annual Security Report. Voluntary, confidential reports do not require the reporting party to disclose their name or contact information, or the name or contact information of the victim. Reports filed in this manner aid the College's ability to identify crime patterns and address safety concerns. Reports filed in this manner, while valuable, may limit the College's ability to respond to or address the specific incident reported.

To make a confidential report for statistical inclusion purposes, contact University Police Services Dispatch by dialing 3-1-1 from any on campus phone or (702) 895-3668. A dispatcher will collect any information the reporting party is willing to provide, and this information will be documented for Clery purposes.

Counselors and Confidential Reporting

Nevada State College has contracted All About You Counseling (AAU) licensed clinicians to offer free, short-term mental health counseling sessions to Nevada State students looking to boost their personal balance and fulfillment. These licensed clinicians focus on stabilization, symptom reduction, and skills building. Our clinicians are on campus and available to you two days per week by appointment.

After students complete a short-term therapy program, they are referred to Nevada State College's case manager, whose goal is to further assist as needed. The case manager will provide students with campus and community resources to ease the transition out of counseling.

Nevada State College does not have any policies or procedures that encourage pastoral or professional counselors to inform persons they are counseling of the institution's voluntary confidential reporting options. BE AWARE that professional ethics codes and state laws consider the personal information discussed in counseling to be strictly confidential. All information gathered in counseling, including the fact that a student has accessed services with All About You Counseling is held in strict confidence. No information is released to Nevada State College officials, faculty members, parents, or outside agencies without written prior authorization from the student except when there is imminent danger or serious harm to self or others; in this case, the counselor is required to take action to prevent harm.

Campus Security Authorities

A campus security Authority is defined under the Clery Act as anyone who falls into the following four categories:

- University Police Services;
- Any individual who has responsibility for campus security but who does not constitute the campus police department;
- Any individual designated in the College's annual security report as a campus security authority; and
- Official with significant responsibility for student and campus activities.
- The following list are examples of CSA's with whom crimes may be reported. For a complete list of Nevada State Colleges CSA's please contact the Clery Compliance Coordinator at (702) 895-3833.
- - ◊ Dean of Students (702) 992-2511
 - ◊ Director of Student Life (702) 992-2193
 - ◊ CARE Team Case Manager (702) 992-2514
 - ◊ Vice President for College and Community Engagement (702) 992-2358

In most cases it is possible for a CSA to fulfill their responsibilities while maintaining victim confidentiality when requested. Campus security authorities are required to report crimes they become aware of. Disclosure to a CSA may not trigger an investigation into an incident against the reporting party's wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Daily Crime Log

In accordance with the Clery Act, University Police Services records division maintains a daily log of reported crimes. The log includes the type of incident, reported date and time of occurrence, general location of the crime as well as the disposition of the incident, if this information is known.

The daily crime log is updated within two business days of receipt of a report of a crime. The crime log can be viewed online at <https://nsc.edu/campus-emergency/>. Once on the page, select the crime log tab. Additionally the daily crime log can be accessed through the State Safe app.

Timely Warnings

A Timely Warning is an alert that is issued by either University Police Services or the Nevada State College President's Office to the entire campus community whenever a Clery Act crime poses a serious or continuing threat to the students, faculty, staff, or visitors to any college property. The purpose of a Timely Warning is to not only inform the campus community that a crime has occurred, but to also heighten safety awareness and aid in the prevention of similar crimes.

When a crime covered under the Clery Act is reported, it is assessed for the potential need to distribute a Timely Warning. Upon receipt of enough pertinent information University Police Services personnel, including but not limited to the Assistant Directors, Lieutenants, and the Clery Compliance Coordinator, evaluate each case on an individual basis, taking into account the seriousness of the offense, its frequency, and/or the likelihood of additional occurrence. The Vice President Public of Safety Services & Director of University Police Services Southern Command or in his/her absence their designee, may make the final determination if a Timely Warning is issued.

If a Timely Warning is to be issued, it is the responsibility of the Vice President Public of Safety Services & Director of University Police Services Southern Command or in his/her absence their designee, to cause immediate notification to the College President's Office.

When a Timely Warning is issued, it will contain the phrase "Timely Warning Notification". The body of the alert will include a short description of the crime involved in the warning and depending on the nature of the crime, a description (if available) of the suspect. The warning will include instructions on how to contact University Police Services and will include personal safety information to aid members of the community in protecting themselves and in the prevention of similar crimes.

Dissemination of a Timely Warning may occur through various platforms including but not limited to, Nevada State's public announcement system and alerts such as text messages, digital signage, Nevada State's website banner activation, email notification to all students,

faculty and staff, University Police Services website and social media sites, and Nevada State's main social media sites.

Emergency Notifications

An emergency notification is an alert that is issued by either University Police Services or the Nevada State College President's Office in the event that an emergency or dangerous situation presents an immediate threat to campus community. An emergency notification may overlap with a Clery Act crime but is not limited to those covered under the Clery Act. An emergency notification will be issued without delay and taking into account the safety of the community upon confirmation of the emergency or dangerous situation. The intent of an Emergency Notification is to provide students, faculty, staff, and visitors with notification of an emergency or dangerous situation that may present an immediate threat to the health and safety of the campus community and is issued to provide initial information about the incident and required actions to maintain life and safety security.

The notification may be tailored exclusively to the segment of the campus community at risk. Factors used in determining if a notification will be segmented versus sent to the entire campus community include but are not limited to, the nature of the threat or dangerous situation to the campus, if the threat or dangerous situation is contained to a particular aspect of the campus (e.g. a particular dorm, a particular building, etc.), and can everyone who may be subjected or exposed to the threat or dangerous situation be determined. University Police Services will consult with the College President's Office, and other relevant campus departments if an alert is to be segmented to ensure all necessary recipients are notified of the alert. If everyone subjected or exposed to the threat or dangerous situation cannot be determined, a campus wide alert will be issued.

When an emergency notification is to be issued, if possible, it is the responsibility of an Assistant Director or in his/her absence their designee, to cause immediate notification to the Vice President of Public Safety Services & Director of University Police Services Southern Command, and the College President's Office.

If an active threat or impending dangerous situation arises which may necessitate the dissemination of an emergency notification, University Police Services Dispatch will be responsible for ensuring the dissemination of the initial message to the campus community. The decision to send a notification regarding an immediate or active threat will be made by University Police Services upon confirmation of the emergency.

If a dangerous situation arises such as an outbreak of serious illness, approaching extreme weather condition, or nearby chemical or hazardous waste spill occurs, dissemination of an emergency notification may come from either University Police Services or the College President's Office upon consultation with both.

Confirmation of an emergency or dangerous situation may come through any of the following but is not limited to the various methods listed below:

- Confirmation maybe reached through multiple calls to University Police Services dispatch center regarding the same incident in close succession;
- Through an officer arriving on scene and confirming an emergency situation;
- From a local public health or medical official; or
- Through official communication from a local or national agency.

If information is received through any of these sources confirming an emergency or dangerous situation on or to the campus, the Vice President of Public Safety Services & Director of University Police Services Southern Command or in his/her absence their designee will confer with the College President's Office if time allows and discuss sending an emergency alert to the campus community. If an active threat situation arises and there is not time for consultation, University Police Services will immediately notify the campus community.

When an emergency notification is issued it may contain the phrase "Emergency Notification" or "Emergency Alert" in the subject line, depending on the situation and the mode of distribution used. The contents of the body of the alert will be determined based on the information available to University Police Services and/or the College President's Office regarding the emergency occurring. The message may include a short description of the emergency incident or crime involved; it will include instructions on how to contact University Police Services or the appropriate agency; any immediate steps the community needs to take regarding the situation in the alert message, and will include personal safety information to aid members of the community in protecting themselves.

Dissemination of an emergency notification may occur through various platforms including but not limited to, Nevada State's public announcement system and alerts such as text messages, digital signage, Nevada State's media sites, and Nevada State's main social media sites. Notification of the larger community surrounding campus will be through social media communications. When appropriate, additional or follow up communication may come from the University Police Services public information officer, or the University public information officer, depending on the nature of the emergency.

website banner activation, email notification to all students, faculty and staff, University Police Services website and social

Several members of University Police Services and other departments including leadership are authorized to activate and send emergency notifications. If the determination to send an emergency notification is made, any of the follow individuals or offices may send the initial alert:

- University Police Services Dispatch,
- Vice President Public Safety Services & Director of University Police Services Southern Command,
- Nevada State College Office of the President,
- University Police Services Assistant Director(s),
- University Police Services Lieutenant(s),
- Clery Compliance Coordinator,
- Special Assistant to the AVP& Director of University Police Services, and
- University Police Services Support Services Director.

If an emergency notification alert is disseminated, a follow up alert notifying the campus community that the threat has passed will be issued when appropriate. This alert may come from either University Police Service, the Office of Emergency Management, the College public information officer, or in some cases the Office of the College President. Follow up information may be distributed through any of the previously mentioned modes of communication or through website updates when appropriate.

Emergency Response and Evacuation Procedures & Testing

NSC's Emergency Operations Plan includes information about Incident Teams, College operating status parameters, incident priorities and performance expectations, shelter-in-place and evacuation guidelines, and local contingency and continuity planning requirements. College departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The College conducts emergency response exercises each year, such as tabletop exercises and tests of the emergency notification system on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

University Police Services officers and supervisors have received training in the incident Command System and Responding to Critical Incidents on Campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually University Police Services, HPD, LVMPD, NLVPD, and the CCFD and Emergency Medical Services (EMS). They typically respond and work together to manage the incident; other Nevada State College departments and other local or federal agencies could also be involved in responding to the incident.

Circumstances surrounding the nature of the emergency will dictate what instructions members of the campus community are given and how they are advised to respond. Community members may be told to shelter in place and secure doors, or to evacuate immediately to a designated meeting location. Guidance on how to react during a particular emergency will be communicated via multiple messaging systems immediately upon confirmation of the emergency occurrence.

General information about the emergency response and evacuation procedures for Nevada State College are publicized each year as part of the institution's Clery Act compliance efforts. More detailed

information is available at www.nsc.edu/campus-emergency/

EMERGENCY/NON-EMERGENCY RESOURCES

**FOR ALL EMERGENCIES,
CALL 911 from a campus phone or
University Police Services at (702) 895-3669.**

**IF YOU SEE SOMETHING,
SAY SOMETHING...**

To report a crime or any emergency involving life, property or health you can call 911 from any campus phone. You DO NOT have to dial 9. In the event of a fire, activate the building's fire alarm system and call 911 from a safe location. Evacuate the building immediately!

When calling 911:

- Stay on the line with the dispatcher.
- Provide the address of the building involved and/or your exact location (building, floor, room number, etc.). This is especially critical if you are calling from a cell phone.
- Provide a thorough description of the incident to ensure that proper resources are dispatched.
- Do not hang up until the dispatcher tells you to do so.

Emergency Telephone System (ETS):

Emergency telephones are placed throughout campus to use in the event of an emergency, when in need for University Police Services officers, to report a fire or when in need of an ambulance. The ETS boxes are red and have a blue light on top and are marked "EMERGENCY"

For emergencies, use the EST in the following manner:

1. Push the red "Emergency" button
2. In a few seconds, the University Police Services Dispatch Center personnel will answer and send help.

Be State Safe!

Download the NSC Safety App.



The State Safe safety app includes the following features:

UPD Twitter Feed

- University Police Department Twitter with the most recent posts from the UPD twitter

COVID-19 Information

- Information: NSC COVID-19 Updates
- Daily COVID-19 Self-Assessment Tool
- NSC COVID-19 Self Report Form

Safety Toolbox

- Chat with University Police
- Report a Tip
- Security Escort
- Lost & Found
- Annual Security Report
- NSC Crime Log

Friend Walk

- Send your location real-time to a friend so they can watch you as you walk to your destination! They'll watch you and can trigger a call to emergency services if necessary.

Campus Resources

- Ride Services
- Campus Maps
- Building & Services Hours
- Be Engaged
- Disability Resource Center

Emergency Management

- Be Informed
- Develop an Emergency Plan
- Build an Emergency Supply Kit
- Get Involved with U.P.S (University Police Services)
- Emergency Operations Plan
- Campus Map

Crisis Services

- Mental Health Screening
- Suicide Prevention Lifeline
- Case Management
- Medical
- Rape Crisis Center
- LGBTQIA+ The Center
- Community Resources
- Domestic Violence
- Mental Health
- Immigration
- CARE Team
- All About You Counseling
- Homelessness
- Student Emergency Financial Support

Always remember campus safety is a shared community responsibility. If you see something, say something. If you are the victim of a crime or witness a crime, immediately contact University Police Services at (702) 895-3669

Security Awareness and Crime Prevention Programs

Throughout the year security awareness programs are offered and presented by University Police Services members. University Police Services provides security awareness presentations on various topics including sexual assault prevention, reporting suspicious or criminal activity on campus, possession and use of weapons, residence hall security, and tips for a safe campus.

Presentations outline ways to maintain personal safety. Students, faculty and staff are provided with information regarding crime on campus and in the surrounding neighborhoods and ways to be vigilant and aware of their surroundings. These presentations encourage members of the campus community to “see something, say something.”

Sexual Assault Prevention: This program focuses on security awareness and is provided upon request (usually a few times a year.) This program is open to faculty, staff, and students. The class is designed to educate attendees to recognize the dangers of sexual assault, provide information on how to protect oneself, provide tips for a safe campus, and assist with information on how to report a crime if one becomes a victim.

Reporting Suspicious or Criminal Activity on Campus: This is a collection of presentations that focus on security awareness and is provided upon request. The audience is the entire College community (meaning faculty, staff, and students). The information is primarily mentioned in all active shooter safety presentations and general safety presentations. Approximately 40 presentations are made per year. The presentations inform members of the College community and encourage them to "see something, say something" when they detect suspicious situations and/or individuals.

Possession and Use of Weapons: This is a collection of presentations focusing on security awareness, addressing what qualifies as a weapon and what is

and is not legally allowed on campus. The audience is the entire College community.

Tips for a Safe Campus: This program focuses on both security awareness and crime prevention. This program is offered throughout the year. The audience for this program is intended to be all members of the College community. The purpose of the program is to inform members of the campus of what to look for to avoid dangerous and illegal situations.

Robbery and Theft Prevention: This program focuses on crime prevention. The audience for the program is the College community. The goal is to inform members of the campus community of what to look for to avoid becoming a victim of crime.

In addition to personal safety presentations, University Police Services provides whistles for students and staff who wish to carry one with them.

The NSC State Safe Mobile application is available for download on smart phones. This app provides users with emergency contact numbers and various safety related services including the ability to report non-emergencies in addition to crimes on campus.

Missing Student Notification Policy

Reporting a Missing Student

If a person has reason to believe that an on-campus resident student is missing, he/she should immediately notify a Resident Assistant or the Director of Housing. The Director of Housing will then notify the NSC Dean of Students. The NSC Dean of Students will contact University Police Services at 702-895-3668. University Police Services is the local law enforcement agency and they will begin an investigation immediately.

Should University Police Services determine that the student has been missing for more than 24 hours they will follow up with the Dean of Students. The Dean of Students will request the Missing Person Contact data from American Campus Communities. University Police Services will work with the Dean of Students to notify any appropriate outside jurisdictional agency and the student's Missing Person Contact.

If the student is under 18 years of age and is not an emancipated individual, University Police Services will notify the student's parent or legal guardian and Missing Person Contact as designated in the form maintained by American Campus Communities, immediately after determining that the student has been missing for 24 hours.

Regardless of whether the student has identified a Missing Person Contact, if the student is above the age of 18, or is an emancipated minor, the Dean of Students will inform University Police Services within 24 hours that the student is missing.

The reporting party should provide the following information:

- Name of missing student
- Contact information for the student
- If there is a reason to believe the student might be in distress or if there is a threat of imminent harm
- Background and descriptive information
- Time and date last seen
- Location last seen
- Last known destination
- Names of acquaintances

- Any additional information that may be important in helping to locate the missing person

If contact is made with the student, University Police Services will notify the Dean of Students and the student will be encouraged to notify the Reporting Party.

Missing Person Contact

All on-campus resident students have the option to designate a Missing Person Contact strictly for the event that the student becomes a missing person. This contact information will be confidential and accessible only to authorized college officials and law enforcement personnel involved in an emergency response. The missing person contact information may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. The Missing Person Contact will be notified within 24 hours of University Police Services determining that the student is missing.

Policy Statement Regarding the Possession, Use, and Sale of Alcoholic Beverages and Enforcement of State Underage Drinking Laws

The unlawful possession, use, sale, or distribution of alcohol by students or employees on Nevada State premises or as part of any College activity is prohibited.

The legal age for drinking alcohol in Nevada is 21. Any student or employee who violates underage drinking laws on campus will be subject to citation, arrest, and/or referral for disciplinary action.

Policy Statement Regarding the Possession, Use, and Sale of Illegal Drugs and Enforcement of Federal and State Drug Laws

Nevada State College is a drug free campus and the unlawful possession, use, sale, manufacture, or distribution of illegal drugs or other controlled substances on the College premises or as part of any College activity is illegal and is strictly prohibited.

Any student or employee who violates federal or state law or College policy regarding the manufacture, use or possession of illegal drugs will be subject to citation, arrest, and/or referral for disciplinary action.

Drug-Free Schools and Communities Act

Nevada State College has joined other colleges and universities across the nation in encouraging the elimination of alcohol and other drug abuse on our campus and in our community. This policy supports the belief that the unlawful possession or use of drugs, including alcohol, and the abuse of alcohol and any drug by students constitutes a grave threat to their physical and mental well-being, and significantly impedes the processes of learning and personal development. While the majority of adults who drink alcohol do so in an acceptable and responsible manner, there is a substantial number who misuse and abuse alcohol, with resulting problems in health, academic, and vocational performance, social and personal relationships, and financial and legal

areas.

Alcoholic Beverages

1. In compliance with state law, no student may possess or consume alcohol if under 21 years of age; neither may a student offer alcoholic beverages to a minor (under 21 years).
2. The President has the authority to designate the time and place for special events where alcoholic beverages may be served on the college campus (for student groups as well as the entire college community and guests). Students who are of legal age may consume alcohol at these events.
3. Except as provided above, the storage, possession, or use of alcoholic beverages shall not be permitted on college-owned or college-supervised property. In addition, any student who exhibits offensive behavior on college-owned or college-supervised property, or while attending a college-sponsored event while under the influence of alcoholic beverages, shall be subject to college disciplinary action.

Other Substances

The use or possession of illegal and/or unauthorized drugs and drug paraphernalia is strictly prohibited.

Campus Disciplinary Sanctions for Violations of Alcohol and Illegal Substance Policies

A student involved in violations of college standards of conduct will be required (unless expelled from the college) to participate in an education and assessment process as a condition of continued association with the institution. The following sanctions are presented as guidelines, indicating the range and progression of sanctions-from educational programs through expulsion. These sanctions are applied on a case by case basis, depending on the specific nature of the alcohol and drug violation. Each student's case is evaluated in terms of that student's level of risk posed (health or danger to self and others) by his or her substance abuse.

For violations involving alcohol, sanctions might include:

- three-hour education seminar.
- counseling and assessment
- campus disciplinary probation
- extended probation with counseling
- Suspension
- expulsion

For violations involving the possession or use of drugs, sanctions might include:

- disciplinary probation and referral to assessment/treatment
- Suspension
- expulsion

For violations involving the sale of drugs, sanctions might include:

- Suspension
- Expulsion

Legal Standards

In addition to college student conduct standards, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws are presented which apply to any student conduct on or in the vicinity of the campus. In these instances, the student is being regarded as a resident of the state of Nevada:

Legal Sanctions

Legal action provides for sanctions ranging from the imposition of fines to incarceration. These sanctions are imposed after due process is pursued. Legal

sanctions are governed by the Nevada Revised Statutes (NRS). Such sanctions result from the referral of an alcohol or other drug violation which comes to the attention of the college Police Department and is referred to the District Attorney's Office. Legal action may take place concurrently with campus disciplinary action.

NRS 202.055 - Sale or furnishing of alcoholic beverage to a minor; aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age is guilty of a misdemeanor.

NRS 205.460 - Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or... (3) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, Photostat, or other replica thereof for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor entering gambling establishments shall be guilty of a misdemeanor.

NRS 202.020 - Purchase, consumption or possession of alcoholic beverage by a minor. Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor. NRS 202.040 - False representation by a minor to obtain intoxicating liquor. Every minor who shall falsely represent himself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

Resources:

SUBJECT	CONTACT	PHONE	WEBSITE / STATE SAFE / SOCIAL MEDIA
For students, NSC provides a variety of free services and assistance through on-campus appointments	All About You Counseling (AAU)	702-754-0807	https://nsc.edu/current-students/counseling-services/ State Safe Crisis Services
NSC's Case Manager	Laura Hinojosa	702-992-2514	https://nsc.edu/current-students/care-team/ IG: @CareCorner State Safe: Crisis Services
For NSC employees: Employee Assistance Program (EAP)	LifeWorks	Telephone: 877-234-5151 En Español, llame al 888-732-9020 TTY/TDD: 800-999-3004	www.lifeworks.com
Federal Substance Abuse and Mental Health Services Administration's Treatment Routing Services	Substance Abuse and Mental Health Services Administration (SAMHSA)	1-800-662-4357 (HELP)	https://www.samhsa.gov/find-help/national-helpline State Safe: Crisis Services
Al-Anon	Alanon Family Groups Al-Anon/Alateen	1-800-344-2666	https://al-anon.org/ https://www.nevadaal-anon.org/
Cocaine Hotline: 24/7 drug helpline	Our Lead Family	1-866-236-1651	https://www.ourleadfamily.com/help-is-available
Las Vegas Recovery Center	Las Vegas Recovery Center (LVRC)	702-515-1373	https://www.lasvegasrecovery.com/
Salvation Army Adult Rehabilitation Program	Salvation Army	702-399-2769	https://www.salvationarmyusa.org/usn/combat-addiction/
WestCare Detox	West Care	702-383-4044	https://westcare.com/
Alcoholics Anonymous Las Vegas Central Office	AA Las Vegas Central	702-595-1888	www.lvcentraloffice.org State Safe: Crisis Services

Region 51 Narcotics Anonymous	NA	888-495-3222	www.region51na.org
Valley View Family Counseling Service	Valley View	702-320-3180	https://www.valleyviewfamilycounseling.com/
Community Counseling Center	Community Counseling Center	702-369-8700	www.cccofsn.org
Mental Health Screening	Laura Hinojosa Care Team	702-992-2514	https://nsc.edu/statesafe/ State Safe: Crisis Services
National Suicide Prevention Lifeline	24/7 Lifeline	800-273-8255	https://suicidepreventionlifeline.org/ State Safe: Crisis Services
First Person Care Clinic	First Person Care Clinic	702-380-8118	http://www.firstpersoncc.org/ State Safe: Crisis Services
Rape Crisis Center	24/7 hotline	702-366-1640	https://rcclv.org/ State Safe: Crisis Services
LGBTQIA+ The Center	The Center	702-733-9800	https://thecenterlv.org/ State Safe: Crisis Services
Community Resources	PDF	PDF	State Safe: Crisis Services
Domestic Violence	24/7 hotline	800-799-7233	https://www.thehotline.org/ State Safe: Crisis Services
Anxiety & Depression Association of America	ADAA	240-485-1001	https://adaa.org/ State Safe: Crisis Services
Boys Town	24/7 hotline	800-448-3000	https://www.boystown.org/Pages/default.aspx State Safe: Crisis Services
Depression & Bipolar Support Alliance	DBSA	800-826-3632	https://www.dbsalliance.org/ State Safe: Crisis Services
National Alliance of Mental Health	NAMI	800-950-6264	https://www.nami.org/Home State Safe: Crisis Services
National Association of Anorexia Nervosa and Associated Disorders	ANAD	630-577-1330	https://anad.org/ State Safe: Crisis Services
National Eating Disorders Association	NEDA Helpline	800-931-2237	https://www.nationaleatingdisorders.org/ State Safe: Crisis Services
National Center of Excellence for Eating Disorders	NCEED	800-931-2237	https://www.nceedus.org/ State Safe: Crisis Services

National Council on Problem Gambling	NCPG	800-522-4700	https://www.ncpgambling.org/ State Safe: Crisis Services
National Drug Helpline	National Drug Helpline	844-289-0879	https://drughelpline.org/ State Safe: Crisis Services
University Legal Services	UNLV	702-895-2080	https://law.unlv.edu/clinics/immigration/university-legal-services State Safe: Crisis Services

Notice to Students and Employees Regarding Illicit Drugs and Alcohol

Nevada State College (NSC) believes that the unlawful possession or abuse of drugs and alcohol by students and employees presents multilevel risks to the individual, the learning and working environments, and the college community. Substance abuse impedes the process of learning, teaching, and personal development and the overall exercise of a person's true talents and abilities. There are also serious criminal and disciplinary sanctions that can be imposed on students and employees which will disrupt their studies or careers.

NSC provides this notice in compliance with federal law as part of NSC's program to prevent the possession, use, and distribution of illicit drugs and alcohol by students and employees. The information provided here includes campus rules and regulations pertaining to drugs and alcohol, possible health and social effects, legal sanctions, and contact information for services and programs that can provide further information and assistance. Additionally, this notice informs students of the implications for eligibility of financial aid when students are convicted of possession or sale of illegal drugs. For purposes of this notice, marijuana, although legal in the State of Nevada, is considered an illicit drug.

Illegal Drugs

NSC is a drug-free institution. Nevada state law and Nevada System of Higher Education (NSHE) regulations prohibit the manufacture, distribution, possession, or use of illegal or unauthorized drugs or drug paraphernalia on NSC property or at NSC-sponsored activities.

The possession or use of prescription drugs without a proper prescription is a crime in the State of Nevada. A student's or employee's possession of a "medical marijuana card" or similar documentation supporting the use of illegal drugs will not excuse or permit the manufacture, distribution, or use of illegal or unauthorized drugs or drug paraphernalia on NSC property or at NSC-sponsored activities.

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to Nevada state law, the NSC Student Code of Conduct, and the NSHE Code, and referral for criminal prosecution. Nevada law requires NSC to immediately terminate employment of any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance regardless of where the incident occurred. The term, controlled substance, means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and crack. They also include legal drugs, including marijuana, which are not prescribed by a licensed physician.

These violations are serious matters and can significantly impact education and employment.

Alcohol

NSC does not permit possession of alcohol on its property except for limited situations. The legal age for drinking alcohol in Nevada is 21 years. Alcohol abuse or excessive drinking by those of lawful age has become more prevalent, with tragic cases reported of death or serious injury. This includes forced consumption of alcohol in conjunction with initiations or affiliation with any organization; NSC prohibits any type of initiations requiring the consumption of alcohol.

NSHE regulations allow the use or consumption of alcohol on NSC property only in the following limited situations:

- Upon receipt of a timely advance application, the NSC President may grant permission in writing for the sale or distribution of alcoholic beverages at a NSC-sponsored event (including those sponsored by student organizations) and by guest organizations approved to use NSC facilities. Such consideration will be based upon, be based

upon, but not limited to, such factors as number and ages of people in attendance, purpose of the event, supervision, security provisions, location, and the date and time of the function. The President's decision to allow alcohol is discretionary and the decision is final. No other NSC officer, manager, or employee may approve the use of alcohol on campus or at a NSC-related event/function.

- Alcohol procured and used in association with approved NSC academic classes.

Impairment in the Workplace and Classroom

It is the policy of the State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or illegal drugs, or consume alcohol or use illegal drugs while on duty (including driving a personal vehicle while on College business or driving a state vehicle).

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are issues of concern to the State of Nevada. Any employee who appears to be in an impaired condition at work is subject to a screening test for alcohol or drugs, and disciplinary action up to and including termination of employment. Referral to an employee assistance program is also possible.

Any State employee convicted of driving under the influence in violation of NRS 484C.110 or any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a State vehicle or a private vehicle while on NSC business, is subject to discipline up to and including termination.

Any NSC student who comes to campus in an impaired condition resulting from the use or consumption of alcohol, non-prescribed drugs, or illegal drugs may be referred for discipline under the NSC Student Code of Conduct, especially if their impaired condition causes the student to act out in a disruptive manner.

Sanctions

Violation of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment, pursuant to the NSC Student Code of Conduct, Nevada Administrative Code, and the NSHE Code, and referral for criminal prosecution. Sanctions for student organizations may include, but are not limited to, warning, probation, denial of use of NSC facilities, and withdrawal of the organization's recognition and charter. A disciplinary sanction may include the completion of an appropriate educational or rehabilitation program. Guests of the college will be subject to denial of permission to come to any NSC campus and for future use of its facilities. These violations are serious matters and can significantly impact education and employment.

Health Risks Associated with Drug Abuse and Alcohol Use

1. Depressants (e.g. alcohol, tranquilizers, benzodiazepines such as Xanax or Valium)
 - a. poor concentration, coordination, and judgment
 - b. inability to reason and make decisions
 - c. mood swings
 - d. fatigue
 - e. liver diseases
 - f. ulcers
 - g. birth defects
 - h. depression
 - i. malnutrition
 - j. heart disease and stroke
 - k. certain cancers
 - l. brain damage
 - m. drowsiness
 - n. poor attention span, memory, and coordination
 - o. confusion
 - p. birth defects
 - q. possible liver disease

2. Stimulants (e.g. cocaine, crack, amphetamines such as Ritalin, meth)

- a. nervousness, short attention span, poor judgment, mood swings, paranoia, hallucinations
- b. depression caused by withdrawal
- c. death from heart or respiratory failure
- d. stroke or seizures
- e. lung and voice damage
- f. hepatitis or AIDS

3. Opioids & Morphine Derivatives (e.g. heroin, OxyContin)

- a. drowsiness, confusion, and disorientation
- b. slowed breathing, sometimes to point of death
- c. coma
- d. hepatitis or AIDS

4. Cannabinoids (e.g. marijuana, hashish)

- a. poor short-term memory
- b. slowed reflexes
- c. problems judging time, depths, and distance
- d. lung damage
- e. may harm immune system or fertility

5. Hallucinogens (e.g. LSD, psilocybin mushrooms, PCP/Angel Dust)

- a. disorganization
- b. hostile feelings toward others
- c. short attention span
- d. poor motor skills
- e. self-inflicted injury
- f. brain hemorrhage
- g. high blood pressure
- h. increased heart rate
- i. heart failure
- j. convulsions, coma, and death

6. Inhalants (e.g. glue, nitrous oxide, aerosol sprays)

- a. confusion
- b. difficulty walking
- c. rapid heart rate
- d. sudden brain damage
- e. damaged sense of smell
- f. liver damage
- g. lung damage

h. kidney problems

7. Anabolic Steroids

- a. aggressive behavior
- b. mood swings
- c. depression due to withdrawal
- d. liver disease
- e. heart attack
- f. stroke
- g. high cholesterol levels
- h. in men, breast development, small testicles, and sterility
- i. in women, deep voice, acne, hair growth, and decrease in breast size

Services and Programs for the NSC Community that Address Substance Abuse

A. For students, NSC provides a variety of free services and assistance through on-campus appointments. Students may contact All About You Counseling (AAU) at 702-754-0807 to schedule an appointment. Students may also contact NSC's Case Manager at 702-992-2514 for information about other campus and community resources that may assist them.

B. For NSC employees, an Employee Assistance Program (EAP) is also available. NSC currently contracts EAP services through LifeWorks. LifeWorks consultants are available 24 hours a day, 7 days a week, 365 days a year. Employees may contact LifeWorks via:

- Telephone: 877-234-5151
- En Español, llame al 888-732-9020
- TTY/TDD: 800-999-3004
- www.lifeworks.com

C. Other Resources available through toll-free telephone contacts:

- 1. Federal Substance Abuse and Mental Health Services Administration's Treatment Routing Services: 1-800-662-4357 (HELP)
 - Refers callers to local drug treatment

centers and support
groups

2. Al-Anon: 1-800-344-
2666

- Will refer families of substance abusers to group meetings in their local area

3. Cocaine Hotline: 1-866-236-
1651

- 24/7 drug helpline

D. Local Groups/Groups for Families

1. Las Vegas Recovery Center:
702-515-1373

2. Salvation Army Adult Rehabilitation
Program: 702-399-2769

3. WestCare Detox: 702-383-4044

4. Alcoholics Anonymous Las Vegas Central
Office: 702-595-1888; www.lvcentraloffice.org

5. Region 51 Narcotics Anonymous: 888-495-
3222; www.region51na.org

6. Valley View Family Counseling Service: 702-
320-3180

7. Community Counseling Center: 702-369-8700;
www.cccofsn.org

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Nevada State College is a diverse community committed to creating and maintaining a safe campus where all persons who participate in college programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. The college encourages all members the NSC community who believe that they have experienced sexual misconduct or gender based violence to seek immediate medical attention and take steps to preserve pertinent information and tangible materials, regardless of whether or not an individual wishes to make a report to the college or law enforcement.

Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of college policy.

NSC will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

- a. Each President of NSHE's eight (8)

institutions and the Chancellor for NSHE's System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution's efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

- b. Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.
- c. Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled

to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2 Definitions.

- a. "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- b. "Respondent" means an individual who has been reported be the individual engaging in the conduct that could constitute sexual harassment.
- c. "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.
- d. "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:
 - (i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;
 - (ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or
 - (iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

"Rape" means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

"Fondling" means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

"Incest" means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

"Statutory rape" means sexual intercourse with a person who is under the statutory age of consent (16 years old).

"Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

"Domestic violence" means felony or misdemeanor

For the purposes of this definition, "education program

crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

"Stalking" means engaging in a course of conduct on the basis of sex 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.

- e. "Formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.
- f. "Supportive measures" means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.
- g. "Actual knowledge" means notice of sexual harassment or allegations of sexual harassment to an institution's Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met

when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

- h. "Institution" means any and all of NSHE's eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE's System Administration offices.
- i. "Consent" means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.
 - Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
 - Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
 - The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
 - Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
 - Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
 - Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes:

impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.

- The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is "deliberately indifferent" only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances

An institution's response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution's Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem,

supportive measures and remedies may include, but are not limited to:

For Students:

- a. Issuing a no-contact directive(s);
- b. Providing an effective escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Restricting to online classes;
- h. Providing information regarding campus transportation options;
- i. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined;¹ and
- j. Requiring the parties to report any violations of these restrictions. For Employees:
- k. Providing an effective escort to ensure safe movement between work area and/or parking lots/other campus locations;
- l. Issuing a no-contact directive(s);
- m. Placement on paid leave (not sick or annual leave);
- n. Placement on administrative leave;
- o. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p. Providing information regarding campus transportation options;
- q. Instructions to stop the conduct;
- r. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s. Reassignment of duties;

- t Changing the supervisory authority; and
- u Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution’s education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4 Response to a Formal Complaint.

- a In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.
- b Nothing in this subsection precludes an institution from removing a respondent from the institution’s education program or activity on an emergency basis, provided

that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

- c Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular “party,” “complainant,” or “respondent” include the plural, as applicable.

5. General complaint process for Reports of Dating Violence, Domestic Violence, Sexual Assault, Stalking, or Sexual Harassment.

Institutions shall:

- a Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct

that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;

- b. Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution’s education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as “supportive measures”; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;
- d. Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person’s status as a complainant, respondent, or witness;
- e. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against

complainants or respondents generally or an individual complainant or respondent;

- f. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution’s education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudice of the facts at issue, conflicts of interest, and bias;
- g. Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;
- h. Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;
- i. Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
- j. Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;
- k. Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames

for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

- l. Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m. State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;
- n. Include the procedures and permissible bases for the complainant and respondent to

appeal a written determination;

- o. Describe the range of supportive measures available to complainants and respondents;
- p. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and
- q. Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures.

- a. Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:
 - (i) Notice of the institution's complaint process that complies with this section, including any informal resolution process; and
 - (ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:
 - (a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the

- complaint process;
 - (b) Inform the parties that they may have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and
 - (c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.
- b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.
- c. Dismissal of formal complaint.
- (i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.
 - (ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:
 - (a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
 - (b) The respondent is no longer enrolled or employed by the institution; or
 - (c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
- (iii) Upon a dismissal required or permitted pursuant to subsections i and ii of subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.
- 7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:**
- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
 - b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
 - c. Avoid restricting the ability of either party

to discuss the allegations under investigation or to gather and present relevant evidence;

- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The

institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and

- h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

- a. An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.
- b. At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.
- c. The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live

hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.

- d. Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, “relevant” means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.
- e. If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution’s choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to “represent” a party but rather to relay the party’s cross-examination questions that the party wishes to have asked

of other parties or witnesses so that parties never personally question or confront each other during a live hearing. If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.

- f. Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.
- g. Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law.

9. Determination Regarding Responsibility.

- a. The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.
- b. The written determination must include:
 - (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
 - (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - (iii) Findings of fact supporting the

- determination;
 - (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
 - (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c. The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

- a. Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:
- (i) Procedural irregularity that affected the outcome of the matter;
 - (ii) 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;
 - (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - (iv) Any additional basis offered by an institution.

- b. As to all appeals, the institution must:
- (i) Immediately notify the other party in writing when an appeal is filed;
 - (ii) Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;
 - (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
 - (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
 - (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
 - (vi) Provide the written decision simultaneously to all parties.
- c. The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

11. Informal Resolution.

- a. If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:
- (i) Provides to the parties a written notice disclosing the allegations; setting forth the

requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;

- (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and
 - (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- b. Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- c. An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.
- d. An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to

disclose allegations of sexual harassment to the institution.

12 Recordkeeping.

- a. An institution must maintain for a period of at least seven (7) years records of:
- (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - (ii) Any appeal and the result therefrom;
 - (iii) Any informal resolution and the result therefrom; and
 - (iv) All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
 - (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing

additional explanations or detailing additional measures taken.

13. False Reports. Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14. Retaliation.

a. **Retaliation Prohibited.** No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual

harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.

b. Specific circumstances.

(i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.

15. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. This subsection D shall become effective on August 14, 2020.

Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the University or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
- Any clothing, towels, or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence

will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the University's complaint process.

- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital, they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report. These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- The following support services are available should victims want to access them:
- Dean of Students at (702) 992-2511.
- Title IX and the Office of Compliance at (702) 992-2322.
- To notify and report the crime off-campus, contact the Henderson Police Department at (702) 267-5000 or the appropriate jurisdiction, or 9-1-1.
- University Police Services at (702) 895-3669 or file an online report at www.updsouth.nevada.edu, and
- In the case of an emergency, dial 9-1-1.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The Ucollege, including University Police Services,

- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college. To report directly to the Henderson Police Department call (702) 267-5000. For assistance in contacting the Henderson Police Department, contact University Police Services at (702) 895-3668.

Process of Making a Police Report: depending on the circumstances of an incident, University Police Services may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say, "I don't remember" or "I'm not sure," without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information: an individual who wishes to pursue criminal action in addition to, or instead of, making a report to the University for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 911 (for emergencies) or 702-895-3669 to reach University Police Services, or in person at any University Police Services location.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the college. If a court order is issued the college will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about options for, available assistance in, and how to request chances to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to NSC that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees' rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

NSC is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. NSC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of NSC's Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

SANCTIONS FOR STUDENTS: RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES. Exclusion/restriction from participation in privileges, extracurricular activities, holding office, or represent the College. Loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

CONDUCT PROBATION. The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION. This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time

that the student was suspended. At the end of the probationary period, the student will be classified as being in “good standing” provided that no further Code violations have occurred.

EXPULSION OR TERMINATION. Permanent

separation of the student from the College. The expelled student shall not participate in any College- sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked “Conduct Expulsion Effective (date).” The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION

ACTIVITIES. Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

ADMINISTRATIVE CONDUCT HOLD.

status documented in the Registrar’s official file that precludes the student from registering for classes and/or accessing official transcripts until clearance from the Dean of Students.

INTAKE/ASSESSMENT/TREATMENT

REFERRALS. A student may be referred to NSC All About You Counseling or a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College’s discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off- campus

provider for such services at the student’s expense.

Range of Protective Measures Available

These measures may include, but are not limited to: the implementation of a NSC-issued no-contact order, academic accommodations, residential accommodations, transportation accommodations, employment accommodations, safety consultations with University Police Services, personal protection devices, on-campus escorts,

SANCTIONS FOR EMPLOYEES:

- Nevada Administrative Code
- NAC 284.480 Letters of Instruction
- NAC 284.638 Warnings and written reprimands
- NAC 284.642 Suspension and Demotion
- NAC 284.646 Dismissal
- NSHE Prohibitions and Penalties
- Warning
- Written Reprimand
- Suspension
- Demotion
- Dismissal

For part-time employees of Nevada State College, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the College may terminate employment at any time, for any lawful reason.

Educational Programs and Campaigns to Promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault and Stalking

NSC promotes awareness and prevention of Dating Violence, Domestic Violence, Sexual Assault and Stalking through a variety of programs:

Women's Project:

A student led club whose main focus is to uplift, encourage and help women heal from past trauma. This club met on a recurring basis throughout the 2019 school year.

A Voice For the Innocent:

A student led club whose main focus is to bring awareness regarding sexual assault, rape and domestic abuse. This club meets on a recurring basis throughout the year.

Man Enough Project (staff):

A staff led group targeting men to discuss themes around toxic masculinity, re-define masculinity, and challenge the what society deems as being man enough. This group meets on a recurring basis throughout the year.

Girls on Guard: A program offered by University Police Services is a self-defense class for women to provide the basic skills to escape an attacker and teach them how to avoid dangerous situations whenever possible. This class is offered at a minimum annually.

Rape Culture & the Patriarchy: An educational presentation on what we can do to improve the environment of the rape culture that we live in. This was a one-time presentation offered to the NSC community.

Man Enough Project (Students): A program offered educating students on the statistics surrounding rape, sexual assault, and domestic abuse; followed by a clothing drive and volunteer opportunity in the Safe Nest warehouse. This is offered on an ongoing basis.

Tunnel of Awareness: An interactive experience where students walk through a tunnel of rooms created to bring awareness to social justice issues such as violence against women, black bodies immigrants, human trafficking and more. This is offered on an annual basis.

The college provides additional information on sexual harassment and sexual violence trainings. New faculty, staff, and student workers will be notified of sexual harassment and sexual violence prevention training during orientation. Current faculty, staff and students can access training through the Law Room. Students are assigned training through Campus Clarity.

In addition, NSC’s Office of Human Resources also provides training on Title IX and Sexual Harassment and oversees the college’s web-based training programs.

Students and staff may report a student conduct incident to the Dean of Students via the NSC Portal. In addition, any staff member who is concerned about the health, safety, and/or well-being of a student can make a referral to the CARE Team.

NSC’s Law Room/ Campus Clarity Training Library includes:

STUDENT TRAINING LIBRARY	STAFF/FACULTY TRAINING LIBRARY
Alcohol, Drugs, Sexual Assault harm-reduction Training – Title IX and Campus SaVE Act (main course)	Overview of Title IX and Campus SaVE Act.
Title IX and Campus SaVE Act training (main course)	Prevent harassment, discrimination & retaliation
	Family Educational Rights and Privacy Act

Sex Offender Registration

In compliance with the **Campus Sex Crimes Prevention Act** (and Nevada State statute (NRS 179D), University Police Services must register employees and students of the College who are convicted of a sexual offense and deemed a sexual offender by law. These registrations are kept by University Police Services Records Custodian. Persons interested in accessing this information may contact University Police Services at (702) 895-5575.

Nevada State College

Crime Statistics

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	1
	2017	0	0	0
Stalking	2019	0	0	0
	2018	1	0	0
	2017	0	0	0

*Nevada State College residential facilities opened October 2020. Data for housing will be tracked starting with calendar year 2020.

Nevada State College
Arrests and Disciplinary Referrals

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	1	0	1
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

* Nevada State College residential facilities opened October 2020. Data for housing will be tracked starting with calendar year 2020..

Data is reported by calendar year.

Hate Crimes:

2016: Zero Hate Crimes reported.

2017: Zero Hate Crimes reported.

2018: Zero Hate Crimes reported.

Unfounded Crimes:

2016: Zero unfounded crimes.

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.



2020 Annual Fire Safety Report

Residence Hall Fire Safety Systems

Residence Hall	Address	Audible/Visual Fire/Alarm Panel	Sprinkler System	Fire Extinguishers	Smoke/Heat Detectors	Posted Evacuation Routes	# of Evacuation (Fire) Drills each year
Building 1	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester
Building 2	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester
Building 3	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester
Building 4	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester
Building 5	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester
Building 6	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester
Building 7	1300 Nevada State Dr. Henderson, NV 89002	Yes	Yes	Yes In building breezeways.	Yes In each unit.	No	*Anticipated 1 per semester

* Nevada State Housing opened in October 2020. At the time of publication, zero fire drills had been conducted as residents were still in the process of moving in.

Policies Regarding Portable Electrical Appliances, Smoking and Open Flames in Student Housing Facilities

Appliances

Small appliances such as radios, televisions, and irons that do not exceed four cubic feet are permitted. Space heaters and similar heating devices are a potential fire hazard and are prohibited. Violation of this may be subjected to a fine. Fire code prohibits storage or use of barbecue grills in or on any building, stairway, balcony, or walkway. Grills found will be disposed of by the landlord. Community grills are available for resident use only.

Candles

The use of candles is not permitted. Violation may result in a fine.

Smoking

Smoking is prohibited in NEVADA STATE HOUSING. This includes any public areas, e.g. hallways, lounges, laundry room, etc. Tenants who possess a medical marijuana card must notify NEVADA STATE HOUSING to make arrangements to terminate their lease, in which case Tenants will be entitled to the full refund of their deposit.

Procedures for Student Housing Evacuation

Fire warning devices and safety equipment are to be used only in case of emergency. The sounding of a fire alarm should be taken seriously. In the event of an alarm, tenants should proceed in accordance with the instructions posted in and about Nevada State Housing. The intentional sounding of an alarm outside of an emergency is a criminal offense and a material breach of the housing lease.

Policies Regarding Fire Safety Education and Training Programs

Community management and residential assistance go through emergency response training where the fire drill policies and procedures are reviewed. Residential students are given information regarding fire evacuation procedures upon move in.

Where to report a fire

To report a fire after the fact for inclusion in the annual fire statistics contact any of the following individuals:

Dean of Students (702) 992-2511

Vice President for College and Community Engagement (702) 992-2358

Clery Compliance Coordinator (702) 895-3833

Director of Facilities, Facilities Management and Planning (702) 992-2253

Plans for future Fire Safety Improvements

There are no plans for future fire safety improvements at this time.

Nevada State College

Fire Statistics*

Residential Facility	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
Building 1 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A
Building 2 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A
Building 3 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A
Building 4 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A
Building 5 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A
Building 6 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A
Building 7 1300 Nevada State Dr. Henderson, NV 89002	0	0	N/A	N/A	N/A	N/A

*Nevada State Housing opened in Fall 2020. Fire Statistics will be tracked beginning Fall 2020.

The Nevada State College
2019 Annual Security Report
was prepared by University Police Services.



For more information about University Police Services,
visit our website at:

www.updsouth.nevada.edu

Follow us on Twitter and Instagram or like us on Facebook at:

@UPDSouth



2020

The Annual Security Report is prepared by University Police Services. This report, which was published in October 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.



Adam Garcia

Vice President
Public Safety Services

Dear College of Southern Nevada students & colleagues,

University Police Services has seen our campus through significant and unprecedented challenges over the last year, and certainly within the last few months. The department continues to support COVID-19 testing and as of early September, approximately 90,000 tests have been provided, continuous of provision for a safe and secure learning environment for our diverse campus.

Although reported crime at the College of Southern Nevada is low, it is important to remember that we are not immune from crime. We share many of the crime and safety issues that exist in any complex environment, and therefore the safety and security of our communities is the combined responsibility of all of us. I remind you that if you "See Something, Say Something" and report incidents of concern to police immediately.

As you read through this Annual Security Report, you will find information about policies and practices regarding, safety, security and crimes occurring on or near campus. Our commitment to transparency by keeping our community informed is just one way we strive to keep our campus environment safe. And in this day of the pandemic, wear a face covering at all times when interacting with others, even for short periods of time; wash your hands often or use hand sanitizer when washing is impractical, and maintain social distancing of 6 feet. Lastly, do not come to campus if you are sick!

It is my honor to have the opportunity to serve you- please feel free to contact me directly at adam.garcia@csn.edu, or by phone at (702) 895-5575 if you have any questions, concerns or suggestions for University Police Services.

Sincerely

Adam Garcia
Vice president for Public Safety Services
Director University Police Services
Southern Command

Police Headquarters
University of Nevada, Las Vegas
4505 S. Maryland Pkwy.
Las Vegas, NV 89154-2007

Police Sub-Station
College of Southern Nevada
3200 East Cheyenne Ave., Bldg. P
North Las Vegas, NV 89030-4228



COVID-19

The health, safety and wellbeing of students, faculty, staff and visitors is the top priority for CSN. As we continue to navigate the rapidly changing environment brought about by COVID-19, CSN continues to make operational plans guided by policies and recommendations from the Centers for Disease Control and Prevention (CDC), the Southern Nevada Health District (SNHD), the State of Nevada, local government agencies, and the Nevada System of Higher Education (NSHE).

As a result of the COVID-19 pandemic, several temporary changes have been made:

Face coverings are required.

- All individuals on CSN property are required to wear a face covering at all times, indoors and outdoors, except when alone in an office, residence hall room, or other private enclosed space.
- The face covering requirement includes classrooms, laboratories, common areas in residence halls, and any space where others are present.
- Face shields worn alone and masks with valves, holes, or other openings are not permitted.
- Students who do not comply with face covering requirement may be subject to administrative withdrawal from courses and disciplinary action under the CSN Student Code of Conduct.
- Faculty and staff who do not comply with the face covering requirement may be subject to appropriate disciplinary actions.
- Visitors who refuse to comply will be asked to leave campus.

Social distancing must be maintained.

- Face coverings are not a substitute for social distancing.
- Everyone must adhere to current social distancing requirements on campus, including in the classroom/laboratory setting and in public spaces, such as the Student Union, College Libraries, and common areas in residence halls.
- Individuals are prohibited from congregating around classroom/laboratory entrances before class sessions and must exit after the end of instruction to help ensure social distancing and allow for the people attending the next scheduled class session to enter.

COVID-19-related public health conditions continue to evolve and may cause the college to adjust its policies and procedures for its operations including, but not limited to, the mode of instruction for courses, with little prior notice. The college will continue to closely monitor the situation and is prepared to institute protective measures, which may include all-remote instruction if directed by the State of Nevada or NSHE. Information on COVID-19 impacts are available at www.csn.edu/covid-19.

Table of contents

Preparation and Disclosure of Crime Statistics..... 2

University Police Services Authority and Jurisdiction 2

Interlocal Agreement 3

Monitoring of Criminal Activity of Students at Non-Campus Locations 3

Security and Access 4

College of Southern Nevada Encourages the Accurate and Prompt Reporting of Criminal Offenses 5

Voluntary Confidential Reporting..... 6

Counselors and Confidential Reporting..... 6

How to Report a Crime 7

Campus Security Authorities 8

Daily Crime Log 8

Timely Warnings..... 9

Emergency Notifications..... 10

Emergency Response and Evacuation Procedures and Testing 12

Personal Safety Tips..... 13

Security Awareness and Crime Prevention Programs 14

Policy Regarding the possession, use, and sale of alcoholic beverages, and enforcement of State underage drinking laws..... 16

Policy regarding the possession, use, and sale of illegal drugs and enforcement of Federal and State drug laws .. 16

Drug Free Schools and Communities Act..... 16

Sexual Assault, Domestic Violence, Dating Violence, and Stalking..... 21

General Complaint Process for Reports of Domestic Violence, Dating Violence, Sexual Assault, and Stalking, and Sexual Harassment..... 26

Institutional Procedures for Disciplinary Action in the case of alleges Domestic Violence, Dating Violence, Sexual Assault, Stalking, or Sexual Harassment 37

Educational Programs & Campaigns to promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault and Stalking 39

Sex Offender Registration..... 39

College of Southern Nevada, Charleston Campus Crime Statistics 40

College of Southern Nevada, Charleston Campus Clery Act Arrests and Disciplinary Referrals..... 41

College of Southern Nevada, North Las Vegas Campus Crime Statistics..... 42

College of Southern Nevada, North Las Vegas Campus Clery Act Arrests and Disciplinary Referrals 43

College of Southern Nevada, Henderson Campus Crime Statistics 44

College of Southern Nevada, Henderson Campus Clery Act Arrests and Disciplinary Referrals..... 45

Preparation and Disclosure of Crime Statistics

University Police Services on behalf of the College of Southern Nevada prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is produced in cooperation with various departments across our campuses. Each office provides updated information regarding their educational efforts, programs, policies, and crime statistics if applicable.

Statistics contained within this report regarding campus crime, arrest, and disciplinary referrals include those reported to University Police Services, designated campus officials known as Campus Security Authorities, Office of Institutional Equity & Title IX, Student Conduct and local law enforcement agencies. Statistics are included in this Annual Security Report for all College of Southern Nevada (CSN) campuses, public property within or immediately adjacent to the campuses, and non-campus property owned or controlled by CSN. Our branch campuses, North Las Vegas and Henderson, follows the same policies except where otherwise noted and included.

An e-mail notification is made to all enrolled students, faculty, and staff that provides direct website access to this report. The full text is available online for prospective students, employees, and members of the general public.

University Police Services Authority and Jurisdiction

University Police Services is a fully functional law enforcement agency. University Police Services officers have full police and arrest powers; certified by the Nevada Peace Officer Standards and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county and state agencies – enforcing all local, state and federal laws and ordinances within its jurisdiction. University Police Services provides its services 24 hours a day, 365 days a year.

University Police Services officers have jurisdiction on the campuses of the College of Southern Nevada and all of its associated properties, Nevada State College, the University of Nevada, Las Vegas (UNLV), all properties owned, operated, or governed by UNLV, Desert Research Institute, Las Vegas Campus and the Nevada System of Higher Education (NSHE) offices in southern Nevada.

Interlocal Agreement

University Police Services maintains excellent working relationships with surrounding law enforcement agencies including but not limited to the Las Vegas Metropolitan Police Department, the Nevada Department of Public Safety, the Nevada Highway Patrol, the Henderson Police Department, the North Las Vegas Police Department, and the Clark County School District Police Department.

University Police Services maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Services officers the ability to render aid and provide for mutual assistance between local law enforcement partners. In accordance with this agreement, University Police Services may request assistance from any of these agencies, in any law enforcement matter within the jurisdiction of University Police Services.

Monitoring of Criminal Activity of Students at Non-Campus Locations

CSN does not have any officially recognized student organizations with non-campus locations.



Security and Access

CSN operates the following:

Charleston Campus:

Located at 6375 West Charleston Boulevard in Las Vegas. The President, senior administrators, and Human Resources for CSN are housed on this campus. Programs supported at Charleston include: the Veterans' Educational Center, a Dental Clinic, Mojave Mental Health Services, cardio-respiratory, nursing, and many other health-related programs. This campus is also home to Nevada Public Radio station KNPR.

Charleston Campus Main Number:

(702) 651-5000

Hours of Operation:

Monday – Thursday	8:00am–11:00pm
Friday	8:00am–9:30pm
Saturday	8:00am–5:00pm
Sunday	Closed

North Las Vegas Campus:

Located at 3200 East Cheyenne Avenue in North Las Vegas. The centralized student services provide easy access to critical support areas. Major programs supported at North Las Vegas include: Transportation Technology, Cisco Systems, Culinary Arts (producing gold and silver medal winners in numerous nation competitions), Automotive Service Education, Planetarium, and the Nicholas Horn Performing Arts Center (hosting hundreds of college and community events each year).

North Las Vegas Campus Main Number:

(702) 651-4000

Hours of Operation:

Monday – Friday	8:00am–10:30pm
Saturday	8:00am–5:00pm
Sunday	Closed

Henderson Campus:

Located at 700 College Drive in Henderson. Students can take general education courses and specialized classes in fields such as air conditioning technology, aviation, welding, police training and horticulture. This campus is home to the Southern Desert Regional Police Academy, the Morse Stadium and Lied Baseball Complex used by CSN's national championship baseball and softball teams, and the award winning horticulture program supported by experimental gardens and four greenhouses.

Henderson Campus Main Number:

(702) 651-3000

Hours of Operation:

Monday – Thursday	7:30am–10:30pm
Friday	7:30am–9:00pm
Saturday	8:00am–6:00pm
Sunday	Closed

At night and during times when the campuses are officially closed, College buildings are locked. Faculty, staff and students with proper authorization are permitted into the buildings. The general public can attend cultural and recreational events on campus with access limited to the facilities in which the events are held. Authorization for use of campus grounds for assembly purposes must be obtained in advance from the Campus Administration Office's located at the campus of interest. The college campuses are closed on Sundays. The college has attempted to provide campus safety in and around the buildings by installing closed circuit television cameras and exterior lighting, as well as, University Police Services personnel making regular patrols throughout the buildings and the college perimeter.

As with any urban setting, everyone is encouraged to remain alert for potential problems and dangerous situations. Security is everyone's responsibility. Your assistance is needed. CSN does not have campus residences. The college facilities all have external locking devices. The facilities are locked whenever classes or events are not scheduled. The President or Senior Vice President of the College must authorize access to the college during non-regular hours. Faculty and staff members are issued keys or access cards for their respective offices with the approval from the head of the Department. University Police Services personnel, facilities personnel and appropriate college administrators are the only persons issued keys for building entrances and exits. Keys may not be loaned to other staff members or students. Public safety personnel will confiscate any keys, which have not been specifically issued to a particular individual. Unauthorized duplication and illegal possession of keys is a misdemeanor.

College of Southern Nevada and University Police Services Encourages the Accurate and Prompt reporting of Criminal Offenses

When the victim of a crime elects to make a report, or is unable to make a report themselves, the appropriate agency should be contacted as soon as possible. Students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to University Police Services. If University Police Services is not the appropriate jurisdictional agency, a member of the department will assist victims in contacting their local agency with jurisdiction over where the crime occurred.

Crimes should be reported immediately to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus community when appropriate. Any suspicious activity should be reported to University Police Services.

To report crimes or request officer assistance dial 911 (emergencies only), 311 for non-emergencies, or (702) 895-3669 to reach University Police Services Dispatch.

Maintenance of Campus Facilities

University Police Services personnel and other college employees, routinely perform checks of lights on all campuses that need repair. This information is submitted to The Facilities Management Department for maintenance and repair. University Police Service and facilities personnel periodically take notice of shrubbery, doors, and locks that require maintenance and submit the information to the appropriate department to ensure safety and access to facilities is maintained.

Voluntary Confidential Reporting

Victims or witnesses may wish to report crimes on a voluntary, confidential basis for inclusion in the crime statistics published in the Annual Security Report. Voluntary, confidential reports do not require the reporting party to disclose their name or contact information, or the name or contact information of the victim. Reports filed in this manner aid the College's ability to identify crime patterns and address safety concerns. Reports filed in this manner, while valuable, may limit the College's ability to respond to or address the specific incident reported.

To make a confidential report for statistical inclusion purposes, dial 3-1-1 from any on campus phone or (702) 895-3668. A University Police Services dispatcher will take any information the caller is willing to report without requiring any identifying information.

Counselors and Confidential Reporting

It is the Mission of Counseling and Psychological Services (CAPS) to offer a variety of free and confidential psychological services aimed to help students in their emotional, relational and behavioral growth.

Our Vision is to promote the personal and emotional growth, coping ability, problem-solving ability, and self-management of CSN student services. We believe that education is not limited solely to academic knowledge and that academic success is not only dependent on study and test-taking skills. Academic and career success can be facilitated by developing students' appreciation of the integration of behaviors, belief systems, emotions, interpersonal interactions and even their own health issues. Counseling and Psychological Services strives to help students to pursue their academic, personal and career goals. **Any CSN Student currently enrolled is eligible for CAPS Services.**

Reports made to CAPS counselors are confidential and will only be reported to University Police Services or local authorities with the reporting parties consent. CSN does not have a policy requiring or suggesting counselors to inform patients or reporting options or for counselors to report for them.

Legal Exceptions:

Legal exceptions to confidentiality, in accordance with Nevada State Law, exist when:

- There is a need to protect against a clear & substantial risk of imminent serious harm to self or others.
- There is reasonable concern of abuse or neglect of a child or vulnerable adult.
- There is a court order for release of information.

How to Report a Crime

When reporting an emergency, crime or suspicious activity at the university, follow these steps:

For Emergencies:

- Dial 911
- Give your name and location to the dispatcher, state specifically that you are a university student, faculty, or staff member,
- Briefly describe the activity you are reporting,
- Request medical attention if needed,
- Remain calm and speak slowly,
- Stay on the phone until the dispatcher ends the call,
- If possible, give a description of the person(s) and/or vehicle involved, location or direction of travel and presence of weapons if known.

For Non-Emergencies:

From a campus phone, dial 311 or from a non-campus phone dial (702) 895-3669 to reach University Police Services Dispatch.

- Give your name and location to the dispatcher,
- Briefly describe the activity you are reporting,
- Stay on the phone until the dispatcher ends the call,
- If possible, give a description of the person(s) and/or vehicle involved, location or direction of travel and presence of weapons if known.

Reports can be filed online at www.updsouth.nevada.edu. Once on the page, select the File a Police Report tab to complete the report. Once filed, an officer will make contact to obtain any additional information if necessary.

-Crime reports can be made in person at University Police Services Headquarters 24 hours a day 365 days per year located at:

- University Gateway Complex building
1280 E Dorothy Ave
Las Vegas, NV 89119

University Police Services maintain substations in the following locations:

University Police Services CSN Substations

- Charleston Campus, Building M, Room 102
- North Las Vegas Campus, Building P
- Henderson Campus, Building C, Room 131,

University Police Services NSC Substation

Dawson Building, Modular 300 at 1300 Nevada State Drive, Henderson NV, 89002

University Police Services Substation offices are not staffed with administrative personnel. Officers are patrolling campus and are not located in the substation outside of times when they are completing reports. To file a report in person at any of these locations call University Police Services dispatch at (702) 895-3668 and an officer will be dispatched to your location.



Campus Security Authorities

A campus security Authority is defined under the Clery Act as anyone who falls into the following four categories:

- University Police Services;
- Any individual who has responsibility for campus security but who does not constitute the campus police department;
- Any individual specified in the college's annual security report as being designated a campus security authority; and
- Official with significant responsibility for student and campus activities.

Campus security authorities are required to report crimes they become aware of. Campus security authorities are generally only required to report for statistical purposes that an incident has occurred without revealing any personally identifiable information. Disclosure to a CSA may not trigger an investigation into an incident against the reporting parties' wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Daily Crime Log

In accordance with the Clery Act, University Police Services records division maintains a daily log of reported crimes. The log includes the type of incident, reported date and time of occurrence, general location of the crime as well as the disposition of the incident, if this information is known.

The daily crime log is updated within two business days of receipt of a report of a crime. The crime log can be viewed online at www.csn.edu/csn-police-department.

Timely Warnings

A Timely Warning is an alert that is issued by either University Police Services or the College of Southern Nevada President's Office to the entire campus community whenever a Clery Act crime poses a serious or continuing threat to the students, faculty, staff, or visitors to any college property. The purpose of a Timely Warning is to not only inform the campus community that a crime has occurred, but to also heighten safety awareness and aid in the prevention of similar crimes.

When a crime covered under the Clery Act is reported, it is assessed for the potential need to distribute a Timely Warning. Upon receipt of enough pertinent information University Police Services personnel, including but not limited to the Assistant Directors, Lieutenants, and the Clery Compliance Coordinator, evaluate each case on an individual basis, taking into account the seriousness of the offense, its frequency, and/or the likelihood of additional occurrence. The Vice President of Public Safety Services & Director of University Police Services Southern Command or in his/her absence their designee, may make the final determination if a Timely Warning will be issued.

If a Timely Warning is to be issued, it is the responsibility of the Vice President of Public Safety Services & Director of University Police Services Southern Command, or in his/her absence their designee, to cause immediate notification to the College President's Office.

When a Timely Warning is issued, it will contain the phrase "Timely Warning Notification". The body of the alert, will include a short description of the crime involved in the warning, and depending on the nature of the crime, a description (if available) of the suspect. The warning will include instructions on how to contact University Police Services and will include personal safety information to aid members of the community in protecting themselves and in the prevention of similar crimes.

Dissemination of a Timely Warning will occur through various platforms including but not limited to, CSN Official e-mail notification systems, text messages, University Police Services website and social media sites, and CSN's main social media sites

Emergency Notification

An emergency notification is an alert that is issued by either University Police Services or the College of Southern Nevada President's Office in the event that an emergency or dangerous situation presents an immediate threat to campus community. An emergency notification may overlap with a Clery Act crime but is not limited to those covered under the Clery Act. An emergency notification will be issued without delay and taking into account the safety of the community upon confirmation of the emergency or dangerous situation. The intent of an Emergency Notification is to provide students, faculty, staff, and visitors with notification of an emergency or dangerous situation that may present an immediate threat to the health and safety of the campus community and is issued to provide initial information about the incident and required actions to maintain life and safety security.

The notification may be tailored exclusively to the segment of the campus community at risk. Factors used in determining if a notification will be segmented versus sent to the entire campus community include but are not limited to, the nature of the threat or dangerous situation to the campus, if the threat or dangerous situation is contained to a particular aspect of the campus (e.g. a particular building, or group, etc.), and can everyone who may be subjected or exposed to the threat or dangerous situation be determined. University Police Services will consult with the College President's Office, and other relevant campus departments if an alert is to be segmented to ensure all necessary recipients are notified of the alert. If everyone subjected or exposed to the threat or dangerous situation cannot be determined, a campus wide alert will be issued.

When an emergency notification is to be issued, if possible, it is the responsibility of an Assistant Director or in his/her absence their designee, to cause immediate notification to the Vice President of Public Safety Services & Director of University Police Services Southern Command, and the College President's Office.

If an active threat or impending dangerous situation arises which may necessitate the dissemination of an emergency notification, University Police Services Dispatch will be responsible for ensuring the dissemination of the initial message to the campus

community. The decision to send a notification in this situation will be made by University Police Services upon confirmation of the emergency.

If a dangerous situation arises such as an outbreak of serious illness, approaching extreme weather condition, or nearby chemical or hazardous waste spill occurs, dissemination of an emergency notification may come from either University Police Services or the College President's Office upon consultation with both.

Confirmation of an emergency or dangerous situation may come through any of the following but is not limited to the various methods listed below:

- Confirmation maybe reached through multiple calls to University Police Services dispatch center regarding the same incident in close succession;
- Through an officer arriving on scene and confirming an emergency situation;
- From a local public health or medical official; or
- Through official communication from a local or national agency.

If information is received through any of these sources confirming an emergency or dangerous situation on or to the campus, the Vice President of Public Safety Services & Director of University Police Services Southern Command, or in his/her absence their designee will confer with the College President's Office if time allows and discuss sending an emergency alert to the campus community. If an active threat situation arises and there is not time for consultation, University Police Services will immediately notify the campus community.

When an emergency notification is issued it may contain the phrase "Emergency Notification" or "Emergency Alert" in the subject line, depending on the situation and the mode of distribution used. The contents of the body of the alert will be determined based on the information available to University Police Services and/or the College President's Office regarding the emergency occurring. The message may include a short description of the emergency incident or crime involved; it will include instructions on how to contact University Police Services or the appropriate

agency; any immediate steps the community needs to take regarding the situation in the alert message, and will include personal safety information to aid members of the community in protecting themselves.

Dissemination of an emergency notification may occur through various platforms including but not limited to, CSN's public announcement system and alerts such as text messages, digital signage, CSN's website banner activation, email notification to all students, faculty and staff, University Police Services website and social media sites, and CSN's main social media sites. Notification of the larger community surrounding campus will be through social media communications. When appropriate, additional or follow up communication may come from the University Police Services public information officer, or the College public information officer, depending on the nature of the emergency.

Several members of University Police Services and other departments including leadership are authorized to activate and send emergency notifications.

If the determination to send an emergency notification is made, any of the follow individuals or offices may send the initial alert:

- University Police Services Dispatch,
- Vice President of Public Safety Services & Director of University Police Services Southern Command,
- Nevada State College Office of the President,
- University Police Services Assistant Director(s),
- University Police Services Lieutenant(s),
- Clery Compliance Coordinator,
- Special Assistant to the AVP& Director of University Police Services, and
- University Police Services Support Services Director.

If an emergency notification alert is disseminated, a follow up alert notifying the campus community that the threat has passed will be issued when appropriate. This alert may come from either University Police Service, the Office of Emergency Management, the College public information officer, or in some cases the Office of the College President. Follow up information may be

distributed through any of the previously mentioned modes of communication or through website updates when appropriate. Emergency Response and Evacuation

Emergency Response and Evacuation Procedures and Testing

Each building has an emergency evacuation plan which included egress routes and exterior areas of assembly. These evacuation plans are posted at all elevator locations within the buildings. In addition, emergency procedures posters are displayed in the public areas of offices and on the police and emergency management web sites. All occupants of a building are made aware of routes of egress through the assistance of assigned fire/ evacuation floor wardens. University Police Services officers are trained on evacuation procedures as are selected civilian staff members.

Before an emergency, you should:

Familiarize yourself with the Emergency Management & Preparedness Guide located on the college's website at <https://www.csn.edu/emergencypreparedness>.

Emergency Evacuation and Fire Drills

Each building has assigned fire/evacuation floor wardens who provide training and direction to the college community during drills and actual emergency events.

Fire Prevention and Safety:

Fire prevention is the shared responsibility of all members of the college community. We work closely with the State Fire Marshal and Fire Departments to provide fire prevention information to the college community. Awareness is probably the best weapon in maintaining a safe, fire-free environment. You should take the following precautions to protect yourself and others while on campus.

Report any conditions, which create a fire hazard (trash in the corridors or stairwells, missing fire

extinguishers, blocked floor exits or stairwells, etc.) to campus police.

Know where the fire extinguishers are located. University Police Services and public safety staff has been trained to operate fire extinguishers.

Know the location of the fire alarms and how to activate them.

Know where the nearest fire exit is. Also, be prepared to use an alternate exit if necessary. Plan how you would escape in case of a fire.

Know the location of fire stairwells. Treat fire drills as real emergencies. During fire drills or a real fire, follow the instructions of University Police Services and public safety personnel. **NEVER USE AN ELEVATOR WHEN A FIRE ALARM IS ACTIVATED TO EVACUATE THE BUILDIN**

Personal Safety Tips

Campus safety is a shared community responsibility. If you see something, say something. Awareness, avoidance and risk reduction steps are key to safety. If you are the victim of a crime, please report it to the police immediately. Contact University Police Services at (702) 895-3669.

The following tips can be used on a daily basis:

When walking on/off campus:

If possible, avoid traveling alone.

Walk in well-lit areas. Do not take short cuts.
Be alert while walking.

Observe your surroundings.

When walking to your vehicle have your keys ready in your hand.

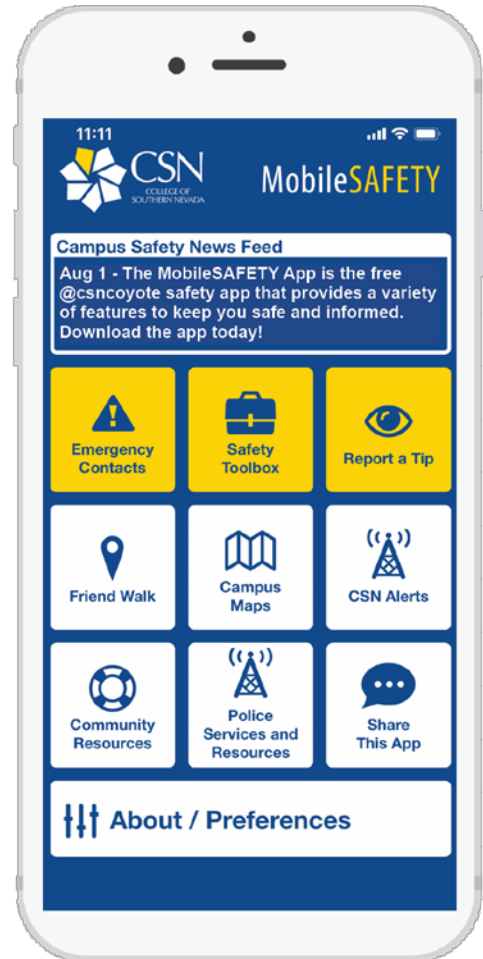
Keep purses tucked closely under your arm.

In the Office:

If you are working alone during off-hours, keep your doors locked.

Lock your door when leaving the office unattended no matter how long you plan to be gone.

Download the CSN Mobile Safety App!



Security Awareness and Crime Prevention Programs

Throughout the year security awareness programs are offered and presented by University Police Services members. University Police Services provides security awareness presentations on various topics including sexual assault prevention, reporting suspicious or criminal activity on campus, possession and use of weapons, residence hall security, and tips for a safe campus.

Presentations outline ways to maintain personal safety. Students, faculty and staff are provided with information regarding crime on-campus, in the surrounding neighborhoods and ways to vigilant and aware of their surroundings. These presentations encourage members of the campus community to “see something, say something.”

Sexual Assault Prevention: This program focuses on security awareness and provided upon request (usually a few times a year.) This program is open to faculty, staff, and students. The class is designed to educate attendees to recognize the dangers of sexual assault, provide information on how to protect oneself, to provide tips for a safe campus, and assist with information on how to report a crime if one becomes a victim.

Reporting Suspicious or Criminal Activity on Campus: This is a collection of presentations that focus on security awareness and is provided upon request. The audience is the entire College community (meaning faculty, staff, and students). The information is primarily mentioned in all active shooter safety presentations and general safety presentations. Approximately 40 presentations are made per year. The presentations inform members of the College community and encourage them to "see something, say something" when they detect suspicious situations and/or individuals.

Possession and Use of Weapons: This is a collection of presentations focusing on security awareness, addressing what qualifies as a weapon and what is and is not legally allowed on campus. The audience is the entire College community. While the information included in these presentations is primarily mentioned in all orientations on campus, University Police Services also conducts approximately 35 to 40 presentations per year.

University Police Services offers various personal safety and crime prevention programs throughout the year. Police Services personnel facilitate programs for students, parents, faculty and new employees, and student organizations. Available programs include

classes regarding warning signs, prevention methods, and steps that should be taken if employees find themselves in a workplace violence or active shooter situation. These classes are available on an ongoing basis throughout the year and include but are not limited to the following:

Tips for a Safe Campus: This program focuses on both security awareness and crime prevention. This program is offered throughout the year. The audience for this program is intended to be all members of the College community. The purpose of the program is to inform members of the campus of what to look for to avoid dangerous and illegal situations.

Robbery and Theft Prevention: This program focuses on crime prevention. The audience for the program is the College community. The goal is to inform members of the campus community of what to look for to avoid becoming a victim of crime.

In addition to personal safety presentations, University Police Services provides whistles for students and staff who wish to carry one with them.

Rape Aggression Defense (RAD) class is a physical self-defense program for women. University Police Services has certified instructors who teach these classes on a regular basis.

Girls on Guard, an alternative class to RAD, is a shorter class yet still includes both education and hands-on training techniques for participants.

Policy Statement Regarding the possession, use, and sale of alcoholic beverages and enforcement of State underage drinking laws

The unlawful possession, use, sale, or distribution of alcohol by students or employees on CSN premises or as part of any College activity is prohibited.

The legal age for drinking alcohol in Nevada is 21. Any student or employee who violates underage drinking laws on campus will be subject to citation, arrest, and/or referral for disciplinary action.

Policy Statement regarding the possession, use, and sale of illegal drugs and enforcement of Federal and State drug laws

CSN is a drug free campus and the unlawful possession, use, sale, manufacture, or distribution of illegal drugs or other controlled substances on the College premises or as part of any College activity is illegal and is strictly prohibited.

Any student or employee who violates federal or state law or College policy regarding the manufacture, use or possession of illegal drugs will be subject to citation, arrest, and/or referral for disciplinary action.

Drug-Free Schools and Communities Act

Notice to Students & Employees Regarding Illicit Drugs and Alcohol

The College of Southern Nevada (CSN) believes that the unlawful possession or abuse of drugs and alcohol by students and employees presents multilevel risks to the individual, the learning environment and the college community as a whole. Substance abuse impedes the process of learning, teaching, personal development and the overall exercise of a person's true talents and abilities. There are also serious

criminal and disciplinary sanctions that can be imposed on students and employees which will disrupt their studies or careers.

CSN provides this notice in compliance with federal law as part of CSN's program to prevent the possession, use, and distribution of illicit drugs and alcohol by students and employees. The information provided here includes campus rules and regulations pertaining to drugs and alcohol, possible health and social effects, the legal sanctions, and contact information for services and programs that can provide further information and assistance. Additionally, this notice informs students of the implications for eligibility of financial aid when students are convicted of possession or sale of illegal drugs.

Illegal Drugs

CSN is a drug free institution. Nevada state law and the Nevada System of Higher Education (NSHE) regulations prohibit the manufacture, distribution, possession or use of illegal or unauthorized drugs or drug paraphernalia on CSN property or at a CSN-sponsored activity.

The possession or use of prescription drugs without a proper prescription is a crime in the State of Nevada. A student's possession of a "medical marijuana card" or similar documentation supporting the use of illegal drugs will not excuse or permit the manufacture, distribution, or use of illegal or unauthorized drugs or drug paraphernalia on CSN property or at a CSN-sponsored activity.

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to Nevada state law, the CSN Student Conduct Code and the NSHE Code, and referral for criminal prosecution. Nevada law requires CSN to immediately terminate the employment of any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance regardless of where the incident occurred. The term

controlled substance means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and crack. They also include legal drugs which are not prescribed by a licensed physician.

These violations are serious matters and can significantly impact education and employment.

Alcohol

CSN does not permit possession of alcohol on its property except for limited situations. The legal age for drinking alcohol in the State of Nevada is 21 years of age. Moreover, alcohol abuse or excessive drinking by those of lawful age has become more prevalent with tragic cases reported of death or serious impairment. This includes the forced consumption of alcohol in conjunction with initiations or affiliation with any organization; CSN prohibits any type of initiations requiring the consumption of alcohol.

NSHE regulations allow the use or consumption of alcohol on CSN property only in the following limited situations:

Upon receipt of a timely advance application, the CSN President may grant permission in writing for the sale or distribution of alcoholic beverages at a CSN sponsored event (including student organizations) and guest organizations approved to use CSN facilities. Such consideration will be based upon, but not limited to, such factors as number and ages of people in attendance, purpose of the event, supervision, security provisions, location, date and time of the function. The President's decision to allow alcohol is discretionary, and the decision is final. No other CSN officer, manager, or employee may approve the use of alcohol on campus or at a CSN-related event/function.

- 1) Alcohol procured and used in association with approved CSN academic classes (e.g. culinary classes).

Impairment in the Workplace and Classroom

It is the policy of the State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or illegal drugs, or consume alcohol or use illegal drugs while on duty (including driving a personal vehicle while on college business or driving a state vehicle). Alcohol and drug-abuse and the use of alcohol and drugs in the workplace are issues of concern to the State of Nevada. Any employee who appears to be in an impaired condition at work is subject to a screening test for alcohol or drugs, and disciplinary action up to and including termination of employment. Referral to an employee assistance program is also possible.

Any State employee convicted of driving under the influence in violation of NRS 484.379 or any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a State vehicle or a private vehicle while on CSN business, is subject to discipline up to and including termination.

Any CSN student who comes to campus in an impaired condition resulting from the use or consumption of alcohol, non-prescribed drugs or illegal drugs may be referred for discipline under the CSN Student Conduct Code, especially if their impaired condition causes the student to act out in a particular manner.

Sanctions

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to the CSN Student Conduct Code and the NSHE Code, and referral for criminal prosecution.

Sanctions for student organizations may include, but are not limited to, warning, probation, denial of use of CSN facilities, and withdrawal of organization recognition. A disciplinary sanction may include the completion of an appropriate educational or rehabilitation program. Guests of the college will be subject to denial of permission to come to a CSN campus and for future use of its facilities. These

violations are serious matters and can significantly impact education and employment.

Services and Programs for the CSN Community That Address Substance Abuse:

CSN's Counseling and Psychological Services (CAPS) department offers a variety of free and confidential services that include: prevention, crisis intervention, assessments and evaluations, and treatment via on-campus services and/or community referrals.

For CSN employees, an Employee Assistance Program is also available. CSN currently contracts EAP services through LifeWorks. LifeWorks consultants are available 24 hours a day, 7 days a week, 365 days a year. Employees may contact LifeWorks via:

Telephone: 877-234-5151

En español, llame al 888-732-

9020 TTY/TDD: 800-999-3004

www.lifeworks.com

Other Resources available through toll-free telephone contacts: Federal Substance Abuse and Mental Health Services Administration's Treatment Routing Services: 1-800- 662-4357 (HELP) Refers callers to local drug treatment centers and support groups.

Al-Anon: 1-800-344-2666 Will refer families of substance abusers to group meeting in their local area.

Cocaine Hotline: 1-866-236-1651 24/7 drug helpline

Local Groups/Groups for Families

Las Vegas Recovery Center: (702) 515-1373

Salvation Army Adult Rehabilitation Program: (702) 399-2769

WestCare Detox: (702) 383-4044

Alcoholics Anonymous Las Vegas Central Office: (702) 598-1888; <http://www.lvcentraloffice.org/>

Region 51 Narcotics Anonymous: (888) 495-3222; <http://www.region51na.org/>

Valley View Family Counseling Service: (702) 320-3180

Community Counseling Center: (702) 369-8700; www.cccofsn.org

State and Federal Criminal Statutes

In addition to the CSN student conduct code, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws apply to any student conduct, whether on or off campus. In these instances, the student is being regarded as a resident of the state of Nevada.

NRS 202.020

Purchase, consumption or possession of alcoholic beverage by a minor: Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.040

False representation by a minor to obtain intoxicating liquor: Every minor who shall falsely represent him/herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

Sale or furnishing of alcoholic beverage to a minor: aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age...is guilty of a misdemeanor.

NRS 205.460

Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or...(2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, Photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

NRS 453.146

The board may adopt a regulation with respect to a substance, to include steroids and other enhancement products without medical necessity, if it is found that the substance has potential for abuse.

Federal criminal laws can also apply depending on the circumstances.

Applicable Laws and Regulations:

The NSHE regulations apply to all CSN employees. NSHE Code Title 2, Section 6.2.1(h) prohibits any employee to be under the influence of intoxicants, or, without a valid medical excuse, being under the influence of controlled substances while on duty. NSHE Code Title 2, Section 6.2.2(m) prohibits any employee or student while on NSHE property or at a NSHE function to engage in any act prohibited by local, state or federal law. Everyone on NSHE property is subject to all local, state, and federal laws related to substance abuse or the possession or use of alcohol.

NEVADA STATE BOARD OF REGENTS HANDBOOK Title 4, Chapter 3. Section 40.

The NSHE Anti-Drug Policy Statement

The NSHE prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace. Any employee who violates this policy is subject to disciplinary action, which may include termination of employment.

During the course of employment, any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by Nevada Revised Statutes 193.105, regardless of where the incident occurred.

Any employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while acting within the scope of his/her NSHE employment will be subject to discipline up to and including termination.

The term, "controlled substance" means any drug defined as such under the regulations adopted pursuant to Nevada Revised Statutes 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.

Each State employee is required to inform his or her appointing authority within five days after he or she is convicted for violation of any federal or state criminal drug statute when such violation occurred while representing the NSHE or on the premises.

Any government agency with which the NSHE holds a contract or grant will be notified within ten days after receiving notice that an employee of the agency was convicted within the meaning used in paragraph 4, above. Employees desiring more information concerning substance abuse, or seeking information on counseling may contact the designated Employee Assistance Representative for their institution.

(B/R 5/92)

IMPACT ON FEDERAL STUDENT AID ELIGIBILITY:

Drug convictions while enrolled as a student at CSN may affect a student's eligibility for federal student aid. "Drug convictions during a period of enrollment in which the student is receiving Title IV, HEA program funds, under any federal or state law involving the possession or sale of illegal drugs will result in the loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance." [HEA Sec. 484(r)(1); 20 U. S. C. 109® (1)].

For more information refer to the Federal Student Aid Webpage at:
<http://ifap.ed.gov/ifap/byAwardYear.jsp?type=drugworksheets>

For further information refer to the US Department of Education Web site at: <http://www2.ed.gov/policy/fund/reg/edgarReg/edgar.html>.

This annual notice is sent to all College of Southern Nevada students and employees as part of its drug prevention program in compliance with the Drug-free Schools and Communities Act as further articulated in the Dept. of Education General Administrative Regulations, 34 C.F.R. Subtitle A, Part 86.

Disciplinary and Legal Sanctions:

Any act prohibited by NSHE regulations or by local, state or federal law which occurs on NSHE property or NSHE functions shall constitute cause for discipline which for students can include a warning, reprimand, restitution, probation, suspension or expulsion. Sanctions for employees can include any of the above plus termination of employment. Any act that is prohibited by local, state or federal law will be referred for criminal prosecution by the appropriate jurisdictional authorities.

As provided by statute, any state employee who is under the influence of alcohol or drugs while on duty or who applies for a position approved by the Personnel Commission as affecting public safety is subject to a screening test for alcohol or drugs.

Emphasis will be on rehabilitation and referral to an employee assistance program when an employee is under the influence of alcohol or drugs while on duty. The appointing authority shall, however, take into consideration the circumstances and actions of the employee in determining appropriate disciplinary action.

Any state employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.

Any state employee who is convicted of driving under the influence in violation of NRS 484.379 or of any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a state vehicle or a privately owned vehicle on state business, is subject to discipline up to and including termination.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace is prohibited. Any state employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while on duty or on the premises of a state agency will be subject to discipline up to and including termination.

The term "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack". They also include "legal drugs" which are not prescribed by a licensed physician.

Each state employee is required to inform his or her employer within five days after he or she is convicted for violation of any federal or state criminal drug statute when such a violation occurred while on duty or on the employer's premises.

Any agency receiving a federal contract or grant must notify the U.S. government agency with which the contract or grant was made within ten days after receiving notice that an employee of the agency was convicted within the means used in paragraph 7, above.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The College of Southern Nevada is a diverse community committed to creating and maintaining a safe campus where all persons who participate in college programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. The college encourages all members the CSN community who believe that they have experienced sexual misconduct or gender based violence to seek immediate medical attention and take steps to preserve pertinent information and tangible materials, regardless of whether or not an individual wishes to make a report to the college or law enforcement.

Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of college policy.

CSN will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

a. Each President of NSHE’s eight (8) institutions and the Chancellor for NSHE’s System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution’s efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b. Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution’s Title IX Coordinator, to the Assistant Secretary of the

Department of Education, or both.

c. Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2 Definitions.

a. "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b. "Respondent" means an individual who has been reported be the individual engaging in the conduct that could constitute sexual harassment.

c. "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d. "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

- (i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;
- (ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and

objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or

- (iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

"Rape" means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

"Fondling" means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because

of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

“Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

“Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

“Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

“Stalking” means engaging in a course of conduct on the basis of sex 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.

e. “Formal complaint” means a document filed by a complainant or signed by

the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

f. “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

g. “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

h. “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; College of Southern Nevada; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western

Nevada College, and NSHE's System Administration offices.

i. "Consent" means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

- Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
- Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
- Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
- Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
- Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if

an individual otherwise cannot consent.

- The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is "deliberately indifferent" only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution's response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution's Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem,

supportive measures and remedies may include, but are not limited to:

For Students:

- a. Issuing a no-contact directive(s);
- b. Providing an effective escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Restricting to online classes;
- h. Providing information regarding campus transportation options;
- i. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined;¹ and

j. Requiring the parties to report any violations of these restrictions. For Employees:

- k. Providing an effective escort to ensure safe movement between work area and/or parking lots/other campus locations;
- l. Issuing a no-contact directive(s);
- m. Placement on paid leave (not sick or

annual leave);

- n. Placement on administrative leave;
- o. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p. Providing information regarding campus transportation options;
- q. Instructions to stop the conduct;
- r. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s. Reassignment of duties;
- t. Changing the supervisory authority; and
- u. Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether

the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4. Response to a Formal Complaint.

a. In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.

b. Nothing in this subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

c. Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be

construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

d. An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

5. General complaint process requirements for reports of Dating Violence, Domestic Violence, Sexual Assault, Stalking or Sexual Harassment

Institutions shall:

a. Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;

b. Promote impartial investigations and adjudications of formal complaints of sexual harassment;

c. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;

d. Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;

e. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;

f. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable,

and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;

g. Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;

h. Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;

i. Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;

j. Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;

k. Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement

activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

l. Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;

m. State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;

n. Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;

o. Describe the range of supportive measures available to complainants and respondents;

p. Not require, allow, rely upon, or otherwise use questions or evidence that

constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and

q. Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures.

a. Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:

(i) Notice of the institution's complaint process that complies with this section, including any informal resolution process; and

(ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:

(a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process;

(b) Inform the parties that they may

have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and

(c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.

b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.

c. Dismissal of formal complaint.

(i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.

(ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:

(a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;

(b) The respondent is no longer enrolled or employed by the institution; or

(c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

(iii) Upon a dismissal required or permitted pursuant to subsections i and ii of subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3,

then the institution must obtain the voluntary, written consent of a “parent,” as defined in 34 CFR 99.3);

b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;

c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;

d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;

e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;

f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;

g. Prior to completion of the

investigative report, send to each party and the party’s advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties’ inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and

h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party’s advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party’s written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

a. An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.

b. At the live hearing, the hearing officer must permit each party’s advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be

conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection

7 to otherwise restrict the extent to which advisors may participate in the proceedings.

c. The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.

d. Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, "relevant" means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.

e. If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution's choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to "represent" a party but rather to relay the party's cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.

f. If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.

g. Institutions must create an audio or audiovisual recording, or traCSNripte, of any live hearing and make it available to the parties for inspection and review.

h. Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law.

9. Determination Regarding Responsibility.

a. The decision-maker, or hearing officer(s) as appropriate, must issue a written

determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.

b. The written determination must include:

- (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
- (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- (iii) Findings of fact supporting the determination;
- (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
- (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
- (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.

c. The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

a. Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:

- (i) Procedural irregularity that affected the outcome of the matter;
 - (ii) 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;
 - (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - (iv) Any additional basis offered by an institution.
- b. As to all appeals, the institution must:
- (i) Immediately notify the other party in writing when an appeal is filed;
 - (ii) Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

- (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
- (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
- (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
- (vi) Provide the written decision simultaneously to all parties.

c. The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

11. Informal Resolution.

a. If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:

- (i) Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process,

including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;

- (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and
- (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

b. Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

c. An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.

d. An individual serving as a facilitator of an informal resolution process shall not be

the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

12 Recordkeeping.

a An institution must maintain for a period of at least seven (7) years records of:

- (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
- (ii) Any appeal and the result therefrom;
- (iii) Any informal resolution and the result therefrom; and
- (iv) All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
- (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a

report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

13 False Reports. Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14 Retaliation.

- a Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right

or privilege secured by Title IX or this part, or because

the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.

b. Specific circumstances.

- (i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.
- (ii) Charging an individual with a code of

conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

15. This subsection D shall become effective on August 14, 2020.

Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the University or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
- Any clothing, towels, or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the University's complaint process.
- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report.

These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- The following support services are available should victims want to access them:
- Institutional Equity and Title IX at (702) 651-7481.
- To notify and report the crime off-campus, contact the Las Vegas Metropolitan Police Department at (702) 828-3421, the Henderson Police Department at (702) 267-5000, the North Las Vegas Police Department at (702) 267-5000 or the appropriate jurisdiction, or 9-1-1.
- University Police Services at (702) 895-3669 or file an online report at www.updsouth.nevada.edu, and
- In the case of an emergency, dial 9-1-1.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The Ucollege, including University Police Services,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college. To report directly to the Las Vegas Metropolitan Police Department call (702) 828-3421, for the Henderson Police Department call (702) 267-5000, or for the North Las Vegas Police

Department Call (702) 633-1390. For assistance in contacting any of these departments, contact University Police Services at (702) 895-3668.

Process of Making a Police Report: depending on the circumstances of an incident, University Police Services may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say “I don’t remember” or “I’m not sure,” without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information: an individual who wishes to pursue criminal action in addition to, or instead of, making a report to the University for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 911 (for emergencies) or 702-895-3669 to reach University Police Services, or in person at any University Police Services location.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the college. If a court order is issued the college will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-

available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about options for, available assistance in, and how to request chances to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to CSN that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

CSN is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. CSN prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of CSN's Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

SANCTIONS FOR STUDENTS:

RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES. Exclusion/restriction from participation in privileges, extracurricular activities, holding office, or represent the College. Loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

CONDUCT PROBATION. The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION. This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

EXPULSION OR TERMINATION. Permanent

separation of the student from the College. The expelled student shall not participate in any College-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES. Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

College may terminate employment at any time, for any lawful reason

ADMINISTRATIVE CONDUCT HOLD. status documented in the Registrar's official file that precludes the student from registering for classes and/or accessing official transcripts until clearance from the Dean of Students.

INTAKE/ASSESSMENT/TREATMENT REFERRALS. A student may be referred to CSN All About You Counseling or a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off-campus provider for such services at the student's expense.

Range of Protective Measures Available

These measures may include, but are not limited to:
the implementation of a CSN-issued no-contact order,
academic accommodations,
residential accommodations,
transportation accommodations,
employment accommodations,
safety consultations with University Police Services,
personal protection devices,
on-campus escorts,

SANCTIONS FOR EMPLOYEES:
Nevada Administrative Code
NAC 284.480 Letters of Instruction
NAC 284.638 Warnings and written reprimands
NAC 284.642 Suspension and Demotion
NAC 284.646 Dismissal
NSHE Prohibitions and Penalties
Warning
Written Reprimand
Suspension
Demotion
Dismissal
For part-time employees of College of Southern Nevada, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the

Educational Programs and Campaigns to Promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

CSN's Office of Institutional Equity (OIE) oversees training on Title IX, Sexual Harassment, and the Campus SaVE Act. OIE provides training for both employees and students throughout the year.

Sexual Harassment and Campus SaVE Act training is required of all new employees and student workers. This training is required to be completed upon initial hire and is provided in person.

Campus SaVE Act/Clery training is assigned to all new students at the time of enrollment. This course is provided online for all students.

Sexual Harassment follow up training is required of all employees every two years. This course is offered online throughout the year.

OIE hosts a booth at Student Connections events at all three CSN campuses during fall and spring semesters where OIE staff members can answer questions and provide information regarding Sexual Harassment, discrimination, and Campus SaVE related topics.

OIE hosts a booth at Convocation and the Adjunct Faculty Conference where information is provided regarding sexual harassment, discrimination and Campus SaVE.

Training regarding sexual harassment and campus SaVE are provided by OIE to CSN student government, academic programs and club advisors annually.

Sex Offender Registration

In compliance with the Campus Sex Crimes Prevention Act and Nevada State Statute (NRS 179D), University Police Services must register employees and students of the University who are convicted of a sexual offense and deemed a sexual offender by law.

Those needing to register with University Police Services can call (702) 895-3668 to schedule a time to meet with a Detective at University Police Services Headquarters.

College of Southern Nevada, Charleston Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	2	0	0
	2018	0	0	0
	2017	1	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	2	0	0
	2018	1	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	1	0	0
	2018	3	0	0
	2017	2	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	1	0	0
Stalking	2019	1	0	0
	2018	0	0	0
	2017	2	0	0

*The College of Southern Nevada, Charleston Campus does not have any residential facilities.

College of Southern Nevada, Charleston Campus
Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	3	0	0
	2017	1	0	1
Drug Law Violation Arrests	2019	5	0	3
	2018	8	0	9
	2017	6	0	0
Weapons Law Violation Arrests	2019	8	0	0
	2018	3	0	0
	2017	2	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, Charleston Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2017: No Hate Crimes reported.

2018: No Hate Crimes reported.

2019: No Hate Crimes reported.

Unfounded Crimes:

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

2019: Zero unfounded crimes.

College of Southern Nevada, North Las Vegas Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	1	0	0
	2018	0	0	0
	2017	3	0	0
Motor Vehicle Theft	2019	5	0	0
	2018	3	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, North Las Vegas Campus does not have any residential facilities.

College of Southern Nevada, North Las Vegas Campus

Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	1	0	0
	2017	3	0	0
Drug Law Violation Arrests	2019	2	0	2
	2018	1	0	0
	2017	6	0	0
Weapons Law Violation Arrests	2019	2	0	0
	2018	1	0	0
	2017	5	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	1	0	0
	2017	1	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	2	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, North Las Vegas Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2017: No Hate Crimes reported.

2018: No Hate Crimes reported.

2019: No Hate Crimes reported.

Unfounded Crimes:

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

2019: Zero unfounded crimes.

College of Southern Nevada, Henderson Campus

Crime Statistics*

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, Henderson Campus does not have any residential facilities.

College of Southern Nevada, Henderson Campus

Clery Act Arrests and Disciplinary Referrals*

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	3	0	0
	2018	0	1	0
	2017	0	0	0
Weapons Law Violation Arrests	2019	1	0	0
	2018	1	0	0
	2017	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*The College of Southern Nevada, Henderson Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2017: No Hate Crimes reported.

2018: No Hate Crimes reported.

2019: No Hate Crimes reported.

Unfounded Crimes:

2017: Zero unfounded crimes.

2018: Zero unfounded crimes.

2019: Zero unfounded crimes.

The College of Southern Nevada
2020 Annual Security Report
was prepared by University Police Services.



For more information about University Police Services, visit our website at:

www.updsouth.nevada.edu

Follow us on Twitter and Instagram or like us on Facebook at:

@UPDSouth



Annual Security Report



2020

The Annual Security Report is prepared by University Police Services. This report, which was published in October 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.

Message From the President

Message from Dr. Hilgersom

Here at Truckee Meadows Community College, “The College for the New Nevada”, we began the 2020 school year with a sense of hope for the coming months. I would like to extend a warm welcome to our students, faculty, staff, and visitors.

As TMCC continues to grow, the safety and security of our college community is a top priority. This is especially true as we continue to operate during the COVID-19 pandemic. We are committed to providing high-quality learning experiences and ensuring an environment where students can thrive and feel safe while continuing their studies at one of our four sites, or from their homes via distance learning opportunities.

University Police Services employs full-time sworn officers who provide a police presence at TMCC locations 24 hours a day, 365 days a year. We are fortunate to have dedicated, community-oriented law enforcement officers who ensure our safety. TMCC continuously takes steps to ensure that students, faculty, staff, and visitors are safe while on campus; however, we depend on community members like you to report any suspicious activity or crimes.

As you read through the 2020 Annual Security Report you will find information regarding the safety resources, crime statistics, and services available. I hope you find the information helpful and welcome any comments or suggestions that may assist us in maintaining the safety of our campus communities.

Karin M. Hilgersom

Dr. Karin Hilgersom



Message from the Director



University of Nevada, Reno

Todd Renwick
Assistant Vice President
Chief of Police

Message from the Director

University Police Services proudly provides police services to the University of Nevada, Reno, Truckee Meadows Community College, the Desert Research Institute—Reno, and Western Nevada College. Police Services continues to enhance the quality of life on our campuses by building relationships and working collaboratively within our diverse communities to reduce crime, enforce laws, preserve peace, and provide for a safe environment.

Although reported crime at UNR TMCC, DRI—Reno, and WNC is low, it is important to remember that we are not immune from crime, as we share many of the crime and safety issues that exist in any complex environment, and therefore the safety and security of our community is the combined responsibility of all of us. I remind you that if you “See Something, Say Something” and report incidents of concern to police immediately.

As you read through this Annual Security Report, you will find information about policies and practices regarding safety, security and crimes occurring on or near campus. Our commitment to keeping our community informed is just one way we strive to keep our campus environment safe and enjoyable.

Please feel free to contact me directly at trenwick@unr.edu, or by phone at (775) 784-4013 if you have any questions, concerns or suggestions for Police Services. It is my honor to have the opportunity to serve you.



Todd Renwick
Assistant Vice President & Director
University Police Services

Table of Contents

Preparation and Disclosure of Crime Statistics	1
University Police Services Authority and Jurisdiction.....	2
Interlocal Agreement.....	2
Security and Access	3
Monitoring of Criminal Activity of Off-campus Student Organizations	3
University Police Services Encourages the Accurate and Prompt Reporting of Criminal Offenses	3
Counselors and Confidential Reporting	4
Important Numbers to Know	4
How to Report a Crime	5
Daily Crime Log	5
Timely Warnings	6
Emergency Notifications.....	7
Emergency Messaging System	8
Emergency Response and Evacuation Procedures	9
Procedures for Testing Emergency Response and Evacuation Procedures	9
Security Awareness and Crime Prevention Services and Programs.....	10
Substance Abuse: Policy, Sanctions, Laws & Programs.....	11
Sexual Assault, Domestic Violence, Dating Violence, and Stalking Definitions & Procedures for Reporting ..	14-30
Institutional Disciplinary Action & Procedures in the Case of Sexual Assault, Domestic Violence, Dating Violence, and Stalking	31
Bystander Intervention	33
Where to File a Complaint	34
Student Conduct	34
Faculty and Staff Conduct.....	34
Classified Staff	35
Sexual Violence Prevention Education & Awareness Programs	36
Public Information Regarding Sex Offenders	36
Crime Statistics Report—Dandini Campus.....	37
Crime Statistics Report—Meadowood Center.....	39
Crime Statistics Report—William N Pennington Applied Technology Center	41
Crime Statistics Report—NJ Redfield Performing Arts Center	43
Crime Statistic Report—Redfield Campus	45

Preparation and Disclosure of Crime Statistics

University Police Services prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is prepared in cooperation with our partner law enforcement agencies surrounding our campuses, Residential Life Services and the Office of Student Conduct. Each office provides updated information regarding their educational efforts and programs.

Statistics contained within this report regarding campus crime, arrest, and disciplinary referrals include those reported to University Police Services, designated campus officials known as Campus Security Authorities, and local law enforcement agencies. Statistics are included in this Annual Security Report for all of the Truckee Meadows Community College (TMCC) campuses. Our branch campuses, William N. Pennington Applied Technology Center, Meadowood Center, N. J. Redfield Foundation Performing Arts Center, and Redfield, follow the same policies except where otherwise noted and included in their respective sections.

Counseling services staff informs their clients of the procedures to report crime to University Police Services on a voluntary or confidential basis, should they feel it is in the best interest of their client.

An e-mail notification is made to all enrolled students, faculty, and staff that provides direct website access to this report. The full text of this report can be located on our website at <http://www.unr.tmcc.edu/police>.

Anyone wishing to obtain a paper copy may do so at University Police Services Substation business office located in the Red Mountain building room 243 Monday—Friday 8:00 a.m. to 5:00 p.m. (excluding holidays on which college offices are closed). The website address for this report is also attached to employment applications obtained through the college's employment website.



University Police Services Authority and Jurisdiction

University Police Services is a fully functional law enforcement agency. University Police Services officers have full police powers; certified by the Nevada Peace Officer Standards and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county and state agencies—enforcing all local, state and federal laws and ordinances within the jurisdiction of the Nevada System of Higher Education (NSHE) properties in northern Nevada. University Police Services officers patrol NSHE properties 24 hours a day, 365 days a year.

University Police Services officers have jurisdiction on the Truckee Meadows Community College main and branch campuses, the main University of Nevada, Reno campus, and all properties owned, operated, or governed by the university including affiliated Greek houses, Cooperative Extensions, various medical offices and other sites throughout the state; as well as Desert Research Institute Reno Campus. Effective July 1, 2019, University Police Services assumed responsibility for police services at Western Nevada College in Carson City, NV, including their branch campus' in Fallon and Douglas, NV. As of June 30, 2017 University Police Services no longer has jurisdiction over the Medical District in Las Vegas. University of Nevada, Reno School of Medicine moved all operations to the main UNR campus located in Reno, NV.

University Police Services works in cooperation with all regional law enforcement agencies through official agreements for mutual assistance. The department is linked to these agencies through the Reno Emergency Communications Center, which provides dispatch services for police and other emergency services in Washoe County. University Police Services also has the ability to share crime information through shared information systems.



Interlocal Agreement

University Police Services works closely with surrounding law enforcement agencies to include the Nevada Department of Public Safety, Washoe County Sheriff's Office, Carson City Sheriff's Office, Douglas County Sheriff's Office, Sparks Police Department, Reno Police Department, and Washoe County School District Police Department.

University Police Services maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Services officers the ability to render aid and provide for mutual assistance between local law enforcement partners. The MOU allows for University Police Services officers to exercise their powers or authority on public and private property within the County of Washoe, including the City of Reno, the City of Sparks, and various other sites throughout northern Nevada.

In accordance with the agreement, the Assistance Vice President & Director of University Police Services, or their designee, may request assistance from any of these agencies, in any law enforcement matter within the jurisdiction of University Police Services.

Security and Access

Our campuses have over a dozen buildings comprising over 680,000 square feet. Providing security to the campus community is a continuous process of reevaluating existing policies, facilities, and practices so that they confirm to the changing needs of the community and reduce or eliminate hazards. To supplement the efforts of University Police Services, several committees and programs exist or are developed on an as-needed basis to evaluate existing practices, facilitates, and landscaping and make security recommendations. Working with staff, faculty and students, we strive to make TMCC a safe place in which to learn.

TMCC has five locations throughout the greater Reno area. During the school year, our daily population of over 12,500 students, staff, and faculty makes us a small city in itself with its own crime problems. Campus buildings and facilities are accessible to members of the campus community as well as guests and visitors during normal business hours, Monday – Friday and limited hours on Saturdays. The campus is closed on Sundays and holidays. For information about access for a specific building, see the appropriate department head or contact facilities services. Buildings, facilities and landscaping are maintained in a manner designed to minimize hazardous conditions. University Police Services officers regularly patrol the campus and when necessary report malfunctioning lights or other unsafe physical conditions to facilities management authorities for correction. In addition, TMCC invites reports of physical hazards (for example, broken stairs, overgrown shrubs, or missing traffic sign) to Facilities Operations and Capital Planning.

Monitoring of Criminal Activity of Off-Campus Student Organizations

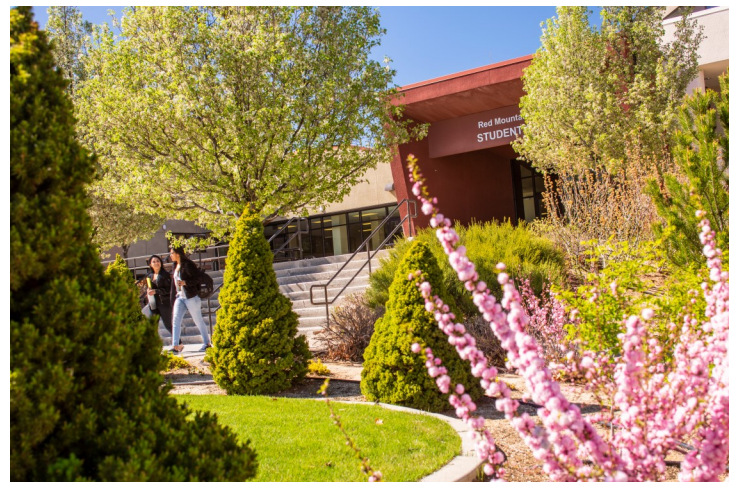
Truckee Meadows Community College does not have any officially recognized student organizations with off-campus locations

University Police Services Encourages the Accurate and Prompt Reporting of Criminal Offenses

Students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to University Police Services as soon as possible. Faculty and staff are required to report crimes they become aware of through contact with members of the campus community.

Crimes should be reported to University Police Services to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus community when appropriate. Any suspicious activity or person should be reported to University Police Services.

To report crimes or request officer assistance dial (775) 334-COPS (2677) (non-emergency dispatch), contact the Substation Business Office at (775) 674-7900, dial 911 (emergencies only) or use the Blue Light telephones located in the parking lots and at various other locations around campus. Reports can be filed in person at the University Police Services substation station located in the Red Mountain building room 243 Monday—Friday 8:00 a.m. to 5:00 p.m. (excluding holidays and weekends when college offices are closed) or online at www.tmcc.edu/police.



Counselors and Confidential Reporting

A professional counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. Counselors are encouraged to inform persons being counseled, when they deem it appropriate, of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics. Professional counselors are not required to report any information about an incident to the Title IX office without the student's permission.

Truckee Meadows Community College does not currently offer pastoral counseling services.

This policy is intended to make students aware of the various reporting and confidential disclosure options available to them so they can make informed choices about where to turn should they want to report a crime or act of sexual violence.

Privileged and Confidential Reporting Options:

Counseling Services:

Red Mountain building room 325
(775) 673-7060

Crisis Call Hotline:

1-800-273-8255

Suicide Prevention Hotline

1-800-785-2433

Sexual Assault Support Services

(775) 784-8090

Substance Abuse Helpline

(775) 825-4357

Important Numbers to Know

University Police Services

Emergency: 911

Non-Emergency: (775) 334-COPS (2677)

Substation Business Office: (775) 674-7900

University Police Services Headquarters: (775) 784-4013

www.unr.edu/police

Student Conduct

(775) 673-7270



How to Report a Crime

When reporting an emergency, crime or suspicious activity at the university, follow these steps:

For Emergencies:

- Dial 911,
- Give your name and location (state specifically that you are at the university),
- Briefly describe the activity you are reporting,
- Request medical attention if needed,
- Remain calm and speak slowly,
- Stay on the phone until the dispatcher ends the call,
- If possible, give a description of the person (s) and vehicle involved, location or direction of travel and presence of weapons if known

For non-emergency situations:

Dial (775) 334-COPS (2677), call the Substation Business Office at (775) 674-7900 or use the on-line report form from the University Police Services web page at: www.unr.edu/police.

If you are uncomfortable reporting an incident to University Police Services, you may contact any Campus Security Authority.

Campus Security Authorities (CSA) are individuals who are employed at, do business on, or volunteer at any College campus or sponsored event. Crime reports can be made to any CSA in confidence. CSA's will only report to University Police Services for statistical purposes, that an incident occurred without revealing any personally identifying information. Disclosures by any CSA may not trigger an investigation into an incident against the reporting student's wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Daily Crime Log

A daily log of reported crimes is maintained by University Police Services records division in accordance with the Clery Act. The crime log includes the type of incident, reported date and time of occurrence and general location as well as the disposition of the incident, if this information is known.

The crime log for the TMCC Main Campus is available online at <http://www.unr.edu/police/daily-crime-log>. The crime log can also be viewed by the public at the University Police Services Substation Office in the Red Mountain Building Monday—Friday 8:00 a.m. to 5:00 p.m. (excluding holidays on which college offices are closed).

The crime logs for the TMCC Redfield Campus, TMCC Meadowood Center, TMCC N. J. Redfield Performing Arts Center, and TMCC William N Pennington Applied Technology Center are also available online at <http://www.unr.edu/police/daily-crime-log>.

Timely Warnings

A Timely Warning is an alert that is issued to the entire campus community whenever a crime covered by the Clery Act poses a serious or continuing threat to the students, employees, or visitors to any University of Nevada, Reno locations. Timely warnings are issued without delay as soon as enough pertinent information is available and extends to all University properties covered by the Clery Act.

PROCEDURE

Any Clery Act crime or situation which may present a potential threat to the campus community is communicated to the campus community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings, property, and public property within or immediately adjacent to, and accessible from, the main campus. Properties may include buildings and/or property owned or controlled by student organizations that are officially recognized by the institutions or any building or property owned or controlled by the institution and used in direct support of, or in relation to, the institution's educational purposes. Reporting requirements include properties which are frequently used by students which may or may not be within contiguous geographic proximity to the main campus.

The Assistant Vice President & Director of University Police Services or his/her designee may make the final determination of when a timely warning will be issued and disseminated, on a case by case basis.

When a timely warning is issued, it is the responsibility of the Assistant Vice President & Director of University Police Services or in his absence by the on scene supervisor, to cause immediate notification to the representatives of the University President's Office, Vice President of Administration and Finance, the Student Services office, and Dispatch.

Determining whether to issue a timely warning will be evaluated on a case-by-case, taking into account both the frequency of the offense and the likelihood of additional occurrence.

The following officials are authorized to disseminate alerts:

- A. Assistant Vice President and Director of University Police Services
- B. Assistant Chief of University Police Services
- C. Lieutenants of University Police Services
- D. Clery Compliance Officer of University Police Services
- E. Truckee Meadows Community College, Office of the President
- F. Truckee Meadows Community College, Environmental Health and Safety Office
- G. Public Safety Dispatch

Timely warnings will contain the phrase "Timely Warning Notification", in the subject line. The body of the alert may include a short description of the crime or incident giving the time and date, location, reported offense, suspect description, weapon used (if any), and suspect vehicle (if any) and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to aid members of the university community in protecting themselves from becoming victims of a similar crime and promote overall safety.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

If appropriate, status updates as to the resolution and/or unfounded status of the crime or emergency situation will be similarly disseminated and updated as soon as possible.

Reporting members of the community who know of a crime or other serious incident should report that incident as soon as possible to the University Police Services, so a determination can be made as to issuing an alert.

Emergency Notifications

An Emergency Notification is an alert that may be issued whenever any significant emergency or dangerous situation poses an immediate threat to the health or safety of students or employees on the campus. This could overlap and include a Clery crime such as a shooting, but it also covers crimes not reportable under Clery as well as non-criminal incidents, such as an outbreak of a communicable illness, an impending weather emergency or a gas leak. Notifications are to be issued without delay upon confirmation of the emergency and may be tailored exclusively to the segment of the campus at risk.

PROCEDURE

Any crime or situation which may present a potential threat to the campus community is communicated to the campus community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings, property, and public property within or immediately adjacent to, and accessible from, the main campus. Properties may include buildings and/or property owned or controlled by student organizations that are officially recognized by the institutions or any building or property owned or controlled by the institution and used in direct support of, or in relation to, the institution's educational purposes. Reporting requirements include properties which are frequently used by students which may or may not be within contiguous geographic proximity to the main campus.

The Assistant Vice President & Director of University Police Services or his/her designee may make the final determination of when a Timely Warning or an emergency notification will be issued and disseminated, on a case by case basis.

When an emergency notification is issued, it is the responsibility of the Assistant Vice President & Director of University Police Services or in his absence by the on scene supervisor, to cause immediate notification to the representatives of the University President's Office, Vice President of

Administration and Finance, the Student Services office, and Dispatch.

Determining whether to issue an Emergency Notification for non-Clery Act crimes will be evaluated on a case-by-case, taking into account both the frequency of the offense and the likelihood of additional occurrence.

The following officials are authorized to disseminate alerts:

- A. Assistant Vice President and Director of University Police Services
- B. Assistant Chief of University Police Services
- C. Lieutenants of University Police Services
- D. Clery Compliance Officer of University Police Services
- E. Truckee Meadows Community College, Office of the President
- F. Truckee Meadows Community College, Environmental Health and Safety Office
- G. Public Safety Dispatch

Emergency notifications may contain the phrase "Crime Alert" or "Emergency Notification", in the subject line. The body of the alert may include a short description of the crime or incident giving the time and date, location, reported offense, suspect description, weapon used (if any), and suspect vehicle (if any) and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to aid members of the university community in protecting themselves and promote overall safety.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, the department's public safety radio station 1670 AM, outdoor notification system, posting of hard copies in public areas, posting on university and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

If appropriate, status updates as to the resolution and/or unfounded status of the crime or emergency situation will be similarly disseminated and updated as soon as possible.

Emergency Messaging System

The College uses the Omnilert system to send mass messages to students, faculty, and staff during emergencies requiring immediate notification.

The system provides faculty, staff and students with timely information and instructions during emergencies or other urgent situations that may directly affect their wellbeing.

In an emergency, University Police Services or their designees, are authorized to activate the Omnilert system and determine the content of the message. When possible and consistent with TMCC policy, University Police Services will consult with the TMCC Marketing and Communications Office regarding the content of the message before distribution.

Messages are sent by multiple methods to contact information listed in the College directory, as well as confidential contact information registered by users. The system can send simultaneous messages to the College community via text message, voice message and email.

To update contact information students, faculty and staff should use the TMCC Emergency Alert System website at: www.tmcc.edu/police/emergency-alerts/.

In the event of an emergency, the College will notify affected members of the campus community without delay, taking into account the safety of the community unless issuing a notification will, in the professional judgment of the Assistant Vice President & Director of University Police Services of their

designees, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Notifications may be sent to specific groups of individuals if the emergency is isolated to specific campus locations.

If you are not a current TMCC student, faculty or staff member, but wish to receive emergency communications, you may opt-in.

Examples of other groups who may wish to participate include:

- Families of the E.L. Cord Child Care Center;
- Students and instructors of the Adult Basic Education program;
- Employees of on-campus retail establishments (Bookstore, Café);
- Campus volunteers;
- Concerned citizens;

This system complements other TMCC communications including the TMCC homepage, Facebook and Twitter accounts and the recorded message telephone line at (775) 673-7111.



University Police Services Honor Guard

Emergency Response and Evacuation Procedures

TMCC's emergency response and evacuation procedures are a collaborative effort between University Police Services and TMCC Environmental Health and Safety departments. University Police Services is a partner member of the Regional Emergency Operational Plan which includes all TMCC and NSHE properties. TMCC Environmental Health and Safety maintains and develops campus and building specific emergency evacuation plans for the College.

University Police Services conducts training sessions, emergency exercises including tabletop exercises, field training exercises and tests the Omnilert system annually. In conjunction with Environmental Health & Safety, University Police Services evaluates emergency plans to assess the capabilities of the campus to respond to an emergency.

Procedures for Testing Emergency Response and Evacuation Procedures

Truckee Meadows Community College participates in emergency tests and evacuation drills throughout the year and conducts follow-through activities to assess and evaluate emergency procedures. Drills are conducted to prepare building occupants for an evacuation in the case of an actual emergency. University Police Services coordinates announced and unannounced drills to test various procedural operations.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, posting of hard copies in public areas, posting on college and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets. University Police Services monitors these drills in order to evaluate the response and prepare an after action report with information on systems that worked as assigned, systems that encountered problems and recommendations for improvement.

Environmental Health & Safety conducts fire drills so that students, staff, and faculty can learn the locations of the emergency exits and fire evacuation procedures and identify the safe exits out of each building. EH&S monitors the drills in order to evaluate and assess the evacuation plans.



Education and Crime Prevention Services and Programs

and may give crime prevention input in the planning process for new buildings, and in landscaping design and maintenance.

Crime Prevention

University Police Services offers various personal safety, sexual assault prevention and crime prevention programs on a continual basis throughout the year. Police personnel facilitate programs for students, parents, faculty and new employees, student organizations, and community organizations. To sign up for programs, go to www.unr.edu/police/safety-and-training. Available programs include:

Workplace Violence prevention, Active Shooter and Threat Assessment:

Classes are offered by University Police Services Commanders and Threat Assessment Manger regarding warning signs, prevention methods, and steps that should be taken if employees find themselves in any of these types of situations. These classes are offered on an going basis through the calendar year.

Women's Self Defense

Rape Aggression Defense (RAD) class is a physical defensive program for women. University Police Services has certified instructors who teach these proven and effective defense concepts.

Girls on Guard, an alternative class to RAD, it is shorter but still includes both education and hands-on techniques for sexual assault prevention.

Workplace Security Site Assessments

Police Services will walk through a department office space or building to identify vulnerabilities, assist in creating an active threat plan, and discuss best practices for safety and security of the workplace.

University Police Service provides consultation and crime prevention audits on request; may assist in developing department-specific emergency plans for evacuations, bomb threats, and criminal incidents;

Security Awareness Programs

New Employee/Student Orientations:

University Police Services provides informational presentations to new students and employees.

Community Fairs:

University Police Services provides information flyers, brochures and safety whistles to attendees.

Emergency Plan:

University Police Services works closely with community members to address all-risk emergencies. The plan includes 30 potential emergency response guidelines.

Senior Leadership Training:

University Police Services works closely with the President's Crisis Action Team to provide Incident Command System, National Incident Management System, and threat response training.

This is the TMCC Safety App You've Been Waiting For



Substance Abuse: Policy, Sanctions & Laws

Truckee Meadows Community College believes that the unlawful possession or abuse of drugs and alcohol by students and employees presents multilevel risks to the individual, the learning environment and the College community as a whole. Substance abuse impedes the process of learning, teaching, personal development and the overall exercise of a person's true talents and abilities. There are also serious criminal and disciplinary sanctions that can be imposed on students and employees, which will disrupt their studies or careers.

TMCC provides this notice in compliance with federal law as part of TMCC's program to prevent the possession, use, and distribution of illicit drugs and alcohol by students and employees. The information provided here includes campus rules and regulations pertaining to drugs and alcohol, possible health and social effects, the legal sanctions, and contact information for services and programs that can provide further information and assistance. Additionally, this notice informs students of the implications for eligibility of financial aid when students are convicted of possession or sale of illegal drugs.

TMCC Policy and Sanctions

TMCC strives to maintain communities and workplaces free from the illegal use, possession, or distribution of alcohol and other drugs. The manufacture, sale, distribution, dispensation, possession, or use of alcohol and controlled substances by College students and employees on College property, at official College functions, or on College business is prohibited except as permitted by law, College policy, and campus regulations.

Students violating these policies are subject to disciplinary action, including suspension or dismissal from the College, and may be referred for criminal prosecution and/or required to participate in appropriate treatment programs.

Employees violating these policies may be subject to corrective action, up to and including dismissal, under applicable College policies and labor contracts,

and may be referred for criminal prosecution and/or required to participate in an Employee Support Program or appropriate treatment program.

Loss of Financial Aid for Conviction Involving Possession/Sale of Illegal Drugs

Drug convictions while enrolled as a student at TMCC may affect a student's eligibility for federal student aid. "Drug convictions during a period of enrollment in which the student is receiving Title IV, HEA program funds, under any federal or state law involving the possession or sale of illegal drugs will result in the loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance." [HEA Sec. 484(r)(1); 20 U. S. C. 109®(1)].

Illegal Drugs

TMCC is a drug free institution. Nevada state law and the Nevada System of Higher Education regulations prohibit the manufacture, distribution, possession or use of illegal or unauthorized drugs or drug paraphernalia on TMCC property or at a TMCC -sponsored activity.

The possession or use of prescription drugs without a proper prescription is a crime in the State of Nevada. A student's possession of a "medical marijuana card" or similar documentation supporting the use of illegal drugs will not excuse or permit the manufacture, distribution, or use of illegal or unauthorized drugs or drug paraphernalia on TMCC property or at a TMCC -sponsored activity.

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to Nevada state law, the TMCC Student Conduct Code and the NSHE Code, and referral for criminal prosecution. Nevada law requires TMCC to immediately terminate the employment of any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance regardless of where the incident occurred. The term "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana,

cocaine, PCP, and crack. They also include legal drugs which are not prescribed by a licensed physician.

These violations are serious matters and can significantly impact education and employment.

Alcohol

TMCC does not permit possession of alcohol on its property except for limited situations. The legal age for drinking alcohol in the State of Nevada is 21 years of age. Moreover, alcohol abuse or excessive drinking by those of lawful age has become more prevalent with tragic cases reported of death or serious impairment. This includes the forced consumption of alcohol in conjunction with initiations or affiliation with any organization; TMCC prohibits any type of initiations requiring the consumption of alcohol.

NSHE regulations allow the use or consumption of alcohol on TMCC property only in the following limited situations:

Upon receipt of a timely advance application, the TMCC President may grant permission in writing for the sale or distribution of alcoholic beverages at a TMCC sponsored event (including student organizations) and guest organizations approved to use TMCC facilities. Such consideration will be based upon, but not limited to, such factors as number and ages of people in attendance, purpose of the event, supervision, security provisions, location, date and time of the function. The President's decision to allow alcohol is discretionary, and the decision is final. No other TMCC officer, manager, or employee may approve the use of alcohol on campus or at a TMCC-related event/function.

Alcohol procured and used in association with approved TMCC academic classes (e.g. culinary classes).

Impairment in the Workplace or Classroom

It is the policy of the State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or illegal

drugs, or consume alcohol or use illegal drugs while on duty (including driving a personal vehicle while on College business or driving a state vehicle).

Alcohol and drug-abuse and the use of alcohol and drugs in the workplace are issues of concern to the State of Nevada. Any employee who appears to be in an impaired condition at work is subject to a screening test for alcohol or drugs, and disciplinary action up to and including termination of employment. Referral to an employee assistance program is also possible.

Any State employee convicted of driving under the influence in violation of NRS 484.379 or any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a State vehicle or a private vehicle while on TMCC business, is subject to discipline up to and including termination.

Any TMCC student who comes to campus in an impaired condition resulting from the use or consumption of alcohol, nonprescribed drugs or illegal drugs may be referred for discipline under the TMCC Student Conduct Code, especially if their impaired condition causes the student to act out in a particular manner.

Substance Abuse: Education, Prevention Programs, Assistance Services And Resources

Campus Programs, Services and Resources

The TMCC Drug and Alcohol Prevention Programs are focused on preventing and reducing alcohol, tobacco and other drugs issues in the student population, developing, managing and evaluating strategies to aid students in making informed decisions in these areas.

TMCC Counseling and Career Services located in RDMT 325 offers a variety of free and confidential services that include: prevention, crisis intervention, assessments and evaluations, and treatment via on-campus services and/or community referrals.

More information is available at www.tmcc.edu/counseling/drug-and-alcohol-prevention/ or by calling 775-673-7060.

The TMCC Employee Assistance Program (EAP) offers confidential, cost free assessment, intervention, consultation and referral services to all TMCC faculty, staff and their immediate families. More information is available at www.tmcc.edu/hr/employee-benefits/employee-assistance-program/ or by calling 775-673-7168.



Sexual Assault Policy

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Truckee Meadows Community College is a diverse community committed to creating and maintaining a safe campus where all persons who participate in college programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. The college encourages all members the TMCC community who believe that they have experienced sexual misconduct or gender based violence to seek immediate medical attention and take steps to preserve pertinent information and tangible materials, regardless of whether or not an individual wishes to make a report to the college or law enforcement.

Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of college policy.

TMCC will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

- a.) Each President of NSHE’s eight (8) institutions and the Chancellor for NSHE’s System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution’s efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b.) Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.

c.) Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2. Definitions.

a) "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b) "Respondent" means an individual who has been reported to be the individual engaging in the conduct that could constitute sexual harassment.

c) "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d) "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

(i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;

(ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or

(iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

e) “Rape” means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

f) “Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

g) “Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

h) “Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

i) “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

j) “Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

k) “Stalking” means engaging in a course of conduct on the basis of sex 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.

l) “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

m) “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

n) “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

o) “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.

p) “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.

Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.

Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.

Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.

Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.

The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is “deliberately indifferent” only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution’s response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution’s Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution’s treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a) Issuing a no-contact directive(s);
- b) Providing an effective escort to ensure safe movement between classes and activities;
- c) Not sharing classes or extracurricular activities;
- d) Moving to a different residence hall;
- e) Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f) Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g) Restricting to online classes;
- h) Providing information regarding campus transportation options;
- i) Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined; and
- j) Requiring the parties to report any violations of these restrictions.

For Employees:

- k) Providing an effective escort to ensure safe movement between work area and/or parking lots/other campus locations;
- l) Issuing a no-contact directive(s);
- m) Placement on paid leave (not sick or annual leave);
- n) Placement on administrative leave;
- o) Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p) Providing information regarding campus transportation options;
- q) Instructions to stop the conduct;
- r) Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s) Reassignment of duties;
- t) Changing the supervisory authority; and
- u) Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4. Response to a Formal Complaint.

- a) In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.
- b) Nothing in this subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
- c) Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d) An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

General complaint process requirements for reports of Dating Violence, Domestic Violence, Sexual Assault, Stalking or Sexual Harassment

Institutions shall:

- a) Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;
- b) Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c) Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;
- d) Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;
- e) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- f) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- g) Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;
- h) Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;
- i) Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
- j) Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;

- a) Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

- l) Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m) State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. “Preponderance of the evidence” means the evidence establishes that it is more likely than not that the prohibited conduct occurred;
- n) Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;
- o) Describe the range of supportive measures available to complainants and respondents;
- p) Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and
- q) Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures.

- a) Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:
 - (i) Notice of the institution’s complaint process that complies with this section, including any informal resolution process; and
 - (ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. “Sufficient details” include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:
 - (a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process;

Inform the parties that they may have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and

(c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.

b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.

c. Dismissal of formal complaint.

(i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.

(ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:

(a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;

(b) The respondent is no longer enrolled or employed by the institution; or

(c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

(iii) Upon a dismissal required or permitted pursuant to subsections i and ii of subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
- b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and
- h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

- a) An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.
- b) At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.
- c) The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.
- d) Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, "relevant" means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.
- e) If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution's choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to "represent" a party but rather to relay the party's cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.
- f) If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.
- g) Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.
- h) Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law

9. Determination Regarding Responsibility.

- a) The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.
- b) The written determination must include:
 - (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
 - (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - (iii) Findings of fact supporting the determination;
 - (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
 - (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c) The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

- a) Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:
 - (i) Procedural irregularity that affected the outcome of the matter;
 - (ii) 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;
 - (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - (iv) Any additional basis offered by an institution.
- b) As to all appeals, the institution must:
 - (i) Immediately notify the other party in writing when an appeal is filed;
 - (ii) Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

- (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
 - (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
 - (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
 - (vi) Provide the written decision simultaneously to all parties.
- c) The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

11. Informal Resolution.

- a) If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:
- (i) Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;
 - (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and
 - (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- b) Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- c) An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.
- d) An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

12. Recordkeeping.

- a) An institution must maintain for a period of at least seven (7) years records of:
- (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - (ii) Any appeal and the result therefrom;
 - (iii) Any informal resolution and the result therefrom; and
 - (iv) All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
 - (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

13. False Reports. Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14. Retaliation.

- a) Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.
- b) Specific circumstances.
- (i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.
 - (ii) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

This subsection D shall become effective on August 14, 2020.

15. Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the College or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
- Any clothing, towels, or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the College's complaint process.
- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report. These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- Student Conduct Office at (775) 673-7270.
- Title IX Coordinator at (775) 674-7502.
- Students may contact the TMCC Counseling Center at 775-673-7060
- Faculty & staff may contact the Employee Assistance Program, Life Works at 877-234-5151
- To notify and report the crime off-campus, contact the Reno Police Department non-emergency line at (775) 334-2677 or the appropriate jurisdiction, or 9-1-1.
- University Police Services Substation at (775) 674-7900 or file an online report at www.unr.edu/police, and
In the case of an emergency, dial 9-1-1.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The College, including University Police Services,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college.

To report directly to the Reno Police Department call (775) 334-2677. For assistance in contacting the Reno Police Department, contact University Police Services at (775) 674-7900.

Process of Making a Police Report:

Depending on the circumstances of an incident, Great Basin College Security Staff may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say “I don’t remember” or “I’m not sure,” without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information:

An individual who wishes to pursue criminal action in addition to, or instead of, making a report to the University for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 911 (for emergencies) or 775-674-7900 to reach University Police Services, or in person at any University Police Services location.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the college. If a court order is issued the college will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to TMCC that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

TMCC is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. TMCC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of TMCC Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

SANCTIONS FOR STUDENTS:

RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES.

Exclusion/restriction from participation in privileges, extracurricular activities, holding office, or represent the College. Loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

CONDUCT PROBATION.

The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION.

This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

EXPULSION OR TERMINATION.

Permanent separation of the student from the College. The expelled student shall not participate in any College-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES.

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

ADMINISTRATIVE CONDUCT

Hold status documented in the Registrar's official file that precludes the student from registering for classes and/ or accessing official transcripts until clearance from the Vice President for Student and Academic Affairs.

INTAKE/ASSESSMENT/TREATMENT REFERRALS.

A student may be referred to a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off- campus provider for such services at the student's expense.

Range of Protective Measures Available

These measures may include, but are not limited to:

the implementation of a TMCC-issued no-contact order,
academic accommodations,
residential accommodations,
transportation accommodations,
employment accommodations,
safety consultations with Great Basin College Security Office,
personal protection devices,
on-campus escorts,

SANCTIONS FOR EMPLOYEES:

Nevada Administrative Code

NAC 284.480 Letters of Instruction

NAC 284.638 Warnings and written reprimands

NAC 284.642 Suspension and Demotion

NAC 284.646 Dismissal

NSHE Prohibitions and Penalties

Warning

Written Reprimand

Suspension

Demotion

Dismissal

For part-time employees of Truckee Meadows Community College, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the College may terminate employment at any time, for any lawful reason.

Bystander Intervention

If a bystander limits their intervention to a serious event, like a sexual assault, we have missed multiple opportunities along the way to say or do something before that situation escalates to that level.

What is a Bystander

A bystander can be anyone: a friend, a teacher, a neighbor, a parent or even a stranger.

Bystanders can play an important role in preventing or stopping sexual violence.

The key is that when you see inappropriate sexual conduct that you do something.

Steps Toward Taking Action as a Bystander

Notice the events along a continuum of actions.

Consider whether the situation demands your action.

Decide if you have a responsibility to act.

Choose what form of assistance to use.

Understand how to implement the choice safely.

Note: it is important to consider the consequences and your own safety. **If there is immediate danger, call 911.**

Forms of Bystander Action

Intervene to Stop the Behavior as it is Occurring

Ask the victim:

"Do you need help?"

"Is everything ok?"

"Are you all right?"

"Do you want me to call someone for you?"

"What can I do to help you?"

"Do you want me to talk to so-and-so for you?"

"Should I call the police?"

Speak to the offender:

"What you said earlier really bothered me."

"I don't like what you did."

"I wonder if you realize how that comes across."

"How would you feel if someone did that to your sister/brother/child?"

Encourage the Victim to Seek Help from Family, Professionals or Law Enforcement

Examples of what to say:

"You might want to talk to the police about his/her behavior for your own safety."

"I know a counselor you can talk to about this."

"Do your parents know how he/she is treating you?"

"Here is the number you can call for help."

Report the Incident Yourself

Call the police and report the incident.

Report it to a supervisor or an administrator.

Report it to a counselor or faculty member.

TMCC encourages victims to preserve all physical evidence. If the incident of sexual violence happened within 72 hours, you may choose to have an evidentiary exam in order to collect evidence of the assault. To preserve evidence, you should not change clothes, bathe or shower, brush your teeth or use mouthwash, comb your hair, or take other action to clean up before going to the hospital. If you feel you may have been administered drugs to facilitate an assault, it is best to wait to urinate until you reach the hospital and a urine sample can be collected. A victim advocate and a police officer will accompany you to the exam if you consent. The physicians and nurses of the Washoe County Sexual Assault Response Team (SART) provide these free exams. For more information about the evidentiary exam process, please contact Sexual Assault Support Services (Crisis Call Center) at 775-785-8090 or 1-800-273-8255.

How to Obtain Support, Assistance, Resources and Referrals

In order to ensure that you are provided with support and assistance, University Police Services contacts the victim advocate as soon as you contact the police. If you do not want to speak to the advocate, you will be provided with written resource describing options and available support services. A victim advocate is available regardless of whether you choose to report the assault to law enforcement. You can contact Sexual Assault Support Services by calling 775-785-8090 or 1-800-273-8255.

Where to File a Complaint

A student, faculty, staff, or guest may file complaints with the Primary Officer / Human Resources Director or the Retention Support Programs Director. The Primary Officer is designated as the Title IX Coordinator. They will explain the TMCC administrative procedures for responding to complaints of sexual violence.

Human Resources Office
7000 Dandini Blvd. Library 203B
Reno, NV 89512
Telephone: 775-674-7654
Fax: 775-674-7560
Retention Support Programs
7000 Dandini Blvd. RDMT 325
Reno, NV 89512
Telephone: 775-674-7997
Fax: 775-673-7207

Student Conduct

When the accused is a student, the matter is referred to the Vice President of Student Services (Student Conduct) for possible disciplinary action. The Student Conduct Officer informs both the victim and the accused of its discipline procedures. If the matter proceeds to a hearing, a College hearing officer will be appointed.

If a formal student disciplinary hearing is held, both the alleged victim and the accused have the same rights to be present at the hearing, and both have the same right to be accompanied by an advisor at any stage of the process. Both will be simultaneously informed of the outcome of any disciplinary proceeding, the procedures for appealing the results of the disciplinary proceeding, of any change to the results that occurs before the results become final and when such results become final.

If the incident involved an alleged crime of violence or an alleged sex offense, both the victim and the accused student are notified of the final decision in the disciplinary proceeding and any sanctions imposed.

The rules for student disciplinary procedures are outlined in the Board of Regents Handbook, Title 2, Chapter 10. Possible sanctions for being found responsible:

Expulsion

Deferred Suspension

Suspension

Withholding of a Degree

Discretionary and Educational Sanctions

Loss of Privileges

Probation

Restitution

Reprimand

Warning

Exclusion from Facilities

No Contact Order

Faculty and Staff Conduct

TMCC staff or faculty members may be subject to disciplinary action under applicable personnel policies or collective bargaining agreements. For more information about the administrative process NSHE uses to handle cases of sexual violence or any personnel violation review the rules for disciplinary procedures for NSHE personnel:

Administrative & Academic Faculty

The following sanctions are applicable to faculty of the Nevada System of Higher Education for conduct prohibited by Section 6.2 of the Nevada System of Higher Education Code. Depending on the seriousness of the misconduct, these sanctions may be imposed in any order.

Warning: Notice, oral or written, that continuation or repetition of prohibited conduct may be the cause for more severe disciplinary action.

Reprimand: A formal censure or severe reproof administered in writing to a person engaging in prohibited conduct.

Restitution: The requirement to reimburse the legal owners for a loss due to defacement, damage, fraud, theft or misappropriation of property. The failure to make restitution shall be the cause for more severe disciplinary action.

Reduction in Pay: A reduction in pay may be imposed at any time during the term of an employment contract upon compliance with the procedures established in this chapter.

Suspension: Exclusion from assigned duties for one or more workweeks without pay, as set forth in a written notice to the employee. The phrase "workweek" has the meaning ascribed to it in the Fair Labor Standards Act; 29 U.S.C. § 207(a).

Termination: Termination of employment for cause. A hearing held under the procedures established in Section 6.11 and other applicable provisions of this chapter shall be required before the employment of an employee may be terminated for cause.

Revocation of a Degree

(a) The Board and its institutions reserve the right to withdraw academic degrees in the event that a case is brought after graduation for material academic misconduct that impacts the reputation of the institution, including misrepresentation of academic credentials or material falsification in an application, if the act occurred before graduation and during the time the student applied to, or was enrolled at an NSHE institution, but a complaint had not been filed prior to graduation. Institutions who are investigating acts of misconduct prior to a student graduating may postpone the awarding of a degree pending the outcome of the investigation and imposing of appropriate disciplinary sanctions.

(b) Upon receipt of a complaint that a degree was conferred to a student accused of academic misconduct under Subsection (a), the institution shall commence an investigation under Section 6.8. The purpose of the investigation is for the administrative officer to make a recommendation to the president whether the charges are warranted, and if so, whether the violation is of such severity to warrant revocation of degree.

(c) If the president determines that the charges are warranted and the violation, if proven, is of sufficient severity to warrant revocation of degree, then a special hearing committee and special hearing officer shall be appointed in accordance with Section 6.11.

(d) The charged party shall receive all due process required by this Chapter in the investigation and hearing.

(e) The president may consider alternatives to revocation of degree, depending on the severity of the offense.

(f) After receiving the recommendation of the special hearing officer and special hearing committee, if it is

determined that revocation of the degree is warranted, the president may revoke the degree. The charged party shall have an opportunity to appeal to the Board of Regents based on the procedure and grounds for appeal specified in Section 6.13.

(g) On appeal, the Board may take such action as specified in Section 6.13.2(d).

(h) The fact of degree revocation will appear permanently on the student's transcript.

(i) Events of misconduct discovered more than 7 years following graduation from an NSHE institution are not subject to the provisions of this section.

(j) NSHE institutions shall appropriately inform students of the Board's degree revocation policy.

Classified Staff

The guidelines and the NSHE Prohibitions and Penalties have been developed as a supplement to Chapter 284.638 to 284.6563 of the Nevada Administrative Code to provide supervisors and classified employees with information about those specific activities which will be considered inconsistent, incompatible, or in conflict with their duties, as classified employees as well as to advise all parties of the kinds of penalties that may be imposed. It is not intended to provide an all inclusive list of all infractions or violations that could conceivably develop. Action taken in each case will depend upon the seriousness of the offense and on the facts of each incident, realizing that problems which call for disciplinary action are too individual and complex to permit the complete application of standardized procedures.

Verbal Warning: A verbal warning should be followed up with a letter of instruction summarizing the verbal warning. A "letter of instruction" is not placed in an employee's official personnel file.

Written Reprimand (NPD-52): A written reprimand is the next step in the progressive disciplinary process. This is a more formal disciplinary action taken against an employee for violating any of the rules and regulations set forth in NAC 284.650 and the NSHE Prohibitions and Penalties. Typically, a written reprimand is given to an employee where a verbal counseling has not been effective. A copy of the written reprimand must be sent to BCN Human Resources to be placed in the employee's official personnel file.

Suspension Without Pay: When the severity of the offense warrants it or when warnings or written reprimands have not been effective, an appointing authority may suspend a classified employee for a period not to exceed 30 calendar days. The director of BCN Human Resources must be consulted when considering this action, which must be reported on a Personnel Action Form (PAF) and NPD-41 specificity of charges. The pre-disciplinary hearing procedure must be followed for permanent employees.

Demotion (including reduction of pay within rate range): There is some question as to advisability of using demotions as a disciplinary measure because it sometimes creates additional problems. However, in a particular case this may be the best available disciplinary method and may be considered. The director of BCN Human Resources must be consulted when considering this action, which must be reported on a PAF and NPD-41 specificity of charges. The pre-disciplinary hearing procedure must be followed for permanent employees.

Dismissal: This is the severest disciplinary measure that can be taken and should be used only after corrective efforts have proved ineffective or when the offense is so serious that there is no other alternative. The director of BCN Human Resources must be consulted before any formal action is taken, which must comply with the pre-disciplinary hearing procedure. This action must be reported on a PAF and, for permanent employees, on a NPD-41 specificity of charges.

Sexual Violence Prevention Education & Awareness Programs

The TMCC Sexual Violence Awareness and Prevention Program provides online training for all incoming freshmen, transfer students and college community members.

This education includes information about the nature, dynamics and common circumstances and effects associated with sexual assault, domestic violence, dating violence and stalking. The program includes information about risk reduction and bystander intervention strategies. In addition to these programs, each year the program presents and sponsors sexual violence prevention programs, lectures, training sessions and workshops to classes and student organizations. The Human Resource Office also maintains an extensive library pertaining to violence and sexual assault. In addition, TMCC prepares and

widely distributes numerous educational brochures and other publications.

TMCC provides periodic training relating to the prevention and handling of sexual assault, domestic violence, dating violence and stalking to all relevant personnel including University Police Services officers, student conduct staff and hearing officers, college investigators and other staff associated with the Title IX program.

The TMCC Human Resources Office provides education relating to sexual harassment prevention. All instructor-led programs include information about the prevention and handling of sexual violence. Several TMCC offices collaborate on a variety of other activities throughout the academic year designed to ensure that all members of the TMCC community are aware of the policies and resources pertaining to issues of sexual violence. This includes communications with the campus community through a variety of methods, use of social media, tabling events, flyers, and special events.

Public Information Regarding Sex Offenders

The state of Nevada requires sex offenders to register with the police in the jurisdiction in which they reside, as well as with campus police departments if they are a student, working or carrying on a vocation on campus. The Nevada Sex Offender Registry is available at <http://www.nvsexoffenders.gov/>. Individuals who must register with University Police Services may schedule an appointment to do so. Please call (775) 784-4013 or stop by the University Police Services Substation in the Red Mountain Building, room 243 to schedule an appointment.

Truckee Meadows Community College Dandini Campus Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	1	0	0	0
	2018	4	0	0	0
	2017	1	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	6	0	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Dandini Campus does not have any residential facilities.

Truckee Meadows Community College Dandini Campus

Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	1	0	0	0
	2018	1	0	0	1
	2017	1	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Dandini Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

Truckee Meadows Community College Meadowood Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	1	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Meadowood Center does not have any residential facilities.

**Truckee Meadows Community College Meadowood Center
Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Meadowood Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

Truckee Meadows Community College William N. Pennington Applied Technology Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College William N. Pennington Applied Technology Center does not have any residential facilities.

Truckee Meadows Community College William N. Pennington Applied Technology Center

Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College William N. Pennington Applied Technology Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

Truckee Meadows Community College N.J. Redfield Performing Arts Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College N.J. Redfield Performing Arts Center does not have any residential facilities.

**Truckee Meadows Community College N.J. Redfield Performing Arts Center
Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	2	0	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College N.J. Redfield Performing Arts Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

Truckee Meadows Community College Redfield Campus

Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Redfield Campus does not have any residential facilities.

Truckee Meadows Community College Redfield Campus
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Truckee Meadows Community College Redfield Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

The Truckee Meadows Community College
2020 Annual Security Report
was prepared by University Police Services.



For more information about University Police Services, visit our website at:

www.unr.edu/police

Follow us on Twitter or like us on Facebook at:

University of Nevada Reno Police Department



Annual Security & Fire Safety Report 2020

**Report prepared by the Great Basin College Campus Safety &
Security Department and University Police Services**



The Annual Security and Fire Safety Report is prepared by the Great Basin College Campus Safety & Security Department and University Police Services. This report, which was published in October 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.

Table of Contents

Preparation and Disclosure of Crime Statistics.....	1
Great Basin College Overview	2
Safety and Security Department Overview	3
Security on Campus	4
Reporting a Crime or Emergency	5
Prompt Reporting of Crimes	6
Confidential Reporting	6
Behavioral Intervention Team	7
How to Report a Crime	8
Timely Warning	9
Emergency Notification	10
Important Contacts	12
Personal Safety Tips.....	13
Sexual Assault, Domestic Violence, Dating Violence and Stalking Definitions & Procedures for Reporting.....	14-30
Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking.....	31
Code of Conduct	34
Daily Crime Log	35
Safety Awareness, Crime Prevention & Training Programs	35
Policy on Alcohol and Illegal Drugs.....	36
Safety & Security and Vice President.....	38
Missing Student Policy	38
Sex Offender Registration.....	40
Access to Great Basin College Campus and Centers	41
Fire Safety Report	42
Emergency Procedures.....	45
Clery Fire Statistics 2017, 2018, 2019	47
Crime Statistics Report – Battle Mountain	50
Crime Statistics Report – Elko	52
Crime Statistics Report – Ely.....	54
Crime Statistics Report – Pahrump	56
Crime Statistics Report - Winnemucca.....	58

Preparation and Disclosure of Crime Statistics

The Director of Environmental Health, Safety & Security at Great Basin College and the Clery Compliance Officer from University Police Services are responsible for compiling the Jeanne Clery Crime Statistics report. This report is filed with the Nevada System of Higher Education, Board of Regents each fall and with the U.S. Department of Education in October of 2020. The report is available to the public at the Great Basin College campus safety website or by contacting the Director and requesting a copy of the report after the October reporting date.

Great Basin College crime statistics for 2020 (reporting calendar years 2017, 2018 and 2019) including campus crime, arrests, fire incidents and referral statistics are a compilation of those reported to the Safety and Security department on the Elko Campus; those reported to Center Directors in Battle Mountain, Ely, Pahrump and Winnemucca and those reported to any of the listed campus security authorities. Statistics will include those provided by the local Police and Sheriff agencies responding to the campus and centers for each location and the adjacent public areas around those locations.

The full report and statistics for the past three years are available to students, staff and the public at the following web location: <https://www.gbcnv.edu/security/securitypolicy.html> . Those persons who would like to request a printed copy of this information may do so by contacting the Director via email at patria.anderson@gbcnv.edu or by U.S. Postal mail at Great Basin College, Director Environmental Health, Safety & Security, 1500 College Parkway, Elko, NV 89801.

Great Basin College Overview

Located in the high desert of rural Nevada, Great Basin College is a Carnegie classified baccalaureate and associates degree granting institution embracing a comprehensive hybrid mission to deliver a full four-year liberal arts and sciences, community college and applied technical learning curricula. With its main campus in Elko, a beautiful site with residential housing and state-of-the-art learning technologies, GBC serves the largest geographic area of Nevada's colleges. Great Basin College serves the citizens residing in ten of Nevada's most rural counties, covering 86,514 square miles and bordering five states. This service area includes centers in Battle Mountain, Ely, Pahrump and Winnemucca. Additionally, satellite locations can be found in twenty other frontier communities.

Our vast geography is known for its spectacular mountain ranges and picturesque valleys, providing a myriad of outdoor recreational opportunities. And Elko is also home to several well-known western museums and the world renown, National Cowboy Poetry Gathering, begun 35 years ago to honor and share the traditions of Western storytelling, nurturing the expressive culture of the American West.

GBC provides a "private college" experience with public college affordable access to postsecondary education in an environment that embraces and respects all cultures. It stands among the most innovative colleges in America, integrating many disciplines into single courses and programs, helping students to develop critical thinking and self-directed learning skills. Graduates of Great Basin College are fully prepared to enter their chosen careers with the knowledge and confidence to succeed in the global marketplace.



Safety and Security Department Overview

The Director of Environmental Health, Safety and Security has been charged with the overall responsibility for safety and security throughout the Great Basin College system. The Director is based on the Elko Campus and has a Security Supervisor and Security Officers on staff at that location. The Security Department reports directly to the Vice President for Business Affairs. The Director's responsibilities include safety and security at all the Great Basin College centers. She works closely with each Center Director to ensure the safety of the faculty, staff and students at each location. The Director has been assigned various investigative duties, including working as the Title IX/Civil Rights Investigator under the direction of the Vice President for Student Affairs/Title IX Coordinator. The Director works with the Human Resources Department to investigate employee concerns and misconduct under the direction of the Vice President for Business Affairs. The Director has been designated as the person to handle all conduct complaint investigations for all students, staff and faculty in all locations.

Currently the only location with security staff is the Elko main campus. All locations have video surveillance systems in place, although at this time no location has full time staff to monitor the systems. They are in place for the Director to use as needed and to review for any incidents that may occur.

Because of the various mandated reporting requirements depending on the type of investigation, the Director has a dual reporting line of reporting directly to the Vice President for Business Affairs on a daily basis and reporting directly to the Vice President for Student Affairs/Title IX Coordinator during any Title IX complaints and investigations (effective August 31, 2019, this position now oversees both Student and Academic Affairs as well). In the absence of the Vice President for Business Affairs or Vice President for Student Affairs, or because of the nature of any one specific issue, the Director will also advise and work with the Deans and the College President.

Security on Campus

Great Basin College employs a small Security staff on the Elko Campus. These employees are part of the State of Nevada Classified employee system and the NSHE professional staff and are not P.O.S.T certified police officers. The Elko campus and our centers in Battle Mountain, Ely, Pahrump and Winnemucca all strive to maintain good working relationships with our local Police, Sheriff and Fire Departments. As authorized representatives of Great Basin College the center directors and security staff do have the power of citizen's arrest.

Under the laws of the State of Nevada, Security Staff and Campus Executives in Elko and Campus Directors in all other locations have the power to request identification from someone they suspect is on campus for illegal or disruptive purposes. Should persons become disruptive to the goals of the institution, a specific event or a body of people conducting legitimate business at the college, the Security staff; Campus Executives or Campus Directors all have the power to exclude, on a permanent basis, a person from the college property.

Great Basin College maintains a highly professional working relationship with the police, sheriff and fire departments within the communities we serve. The need to maintain a written memorandum of understanding (MOU) with each agency does not exist. Each campus and center are located within the responding agency's normal jurisdiction and benefit from rapid response during a true emergency. All members of the campus community are strongly encouraged to immediately report all suspected criminal activity, safety issues and incidents to the security department or campus director who will notify the local law enforcement agency to investigate the incident or appropriate internal department. Prompt reporting will ensure the best possibility of solving the case and of permitting timely warning notices on campus, should they need to be issued. This will also provide the Director with more accurate information to correctly identify those situations reportable under the Clery Act.

Reporting a Crime or Emergency

If the crime or emergency is occurring as you are calling, dial 911 (from an on campus phone 9-911) and request the police/sheriff respond. If you are a victim of a crime and no emergency is currently present, please contact the Police/Sheriff on their non-emergency number and the Campus Director in Battle Mountain, Ely, Pahrump or Winnemucca. Please contact Security in Elko (775-934-4923). You will be requested to complete a written statement with as much detail as you can remember including all item makes, models, identification numbers, colors, etc., if known. The Director or a Security Officer will assist all persons in contacting the local police agency so they may investigate the incident. If the incident location is still available and visible such as a vehicle accident an attempt will be made to take photos to help document the circumstances. If the incident is a major crime (murder, sexual assault, domestic battery, assault, arson, involves weapons or burglary) the local police agency should be notified and requested to respond in addition to notifying the Campus Director or Security Department. Great Basin College witness statements can be downloaded as a word document at the campus safety website, <http://www.gbcnv.edu/security/>.

Victims and reported suspects of crimes, incidents, disturbances or other types of situations will be requested to write a statement to help the Security staff or Police determine what happened. Persons who may be witnesses to crimes, incidents, disturbances or other types of situations may also be requested to write a witness statement to help the Security staff or Police determine what happened.

All reports filed with the Director or a Security Officer will be reviewed by the Director of Environmental Health, Safety & Security. All reports requiring investigation will be investigated by the Director or the local Police department depending on the type of incident and a belief that a crime may have occurred. Anyone wishing to file a report of a crime, sexual assault, sexual harassment, incident or disconcerting situation may contact the Security department or any of the persons listed below to make that report.

Police/Sheriff	911
Elko Security Staff	775.934.4923
Director of Environmental Health, Safety & Security	775.753.2115
Dean of Business & Technology	775.753.2217
Dean of Health Sciences & Human Services	775.753.2135
Dean of Arts & Sciences	775.753.2266
Vice President for Student Affairs	775.753.2184
Vice President for Business Affairs	775.753.2181
Vice President for Academic Affairs	775.753.2184
Housing Coordinator	775.753.5422
Center Director	Center's main office number

Prompt Reporting of Crimes

Faculty, staff, students and visitors are strongly encouraged to report all crimes to the Great Basin College security department or the local police/sheriff department as soon as possible. Anyone witnessing a possible crime in progress should dial 911 (9-911 from a campus phone) immediately. If someone tells you about a possible crime or incident, you must report it to the Center Director or Great Basin College Security (775.934.4923), even if you are uncertain if a crime has occurred. The Jeanne Clery Act requires faculty, staff, residence life staff and student leaders to report crimes they become aware of through contact with other members of the campus community in a timely manner.

Under the act, once a member of the campus faculty or staff are on notice of a crime, the campus is perceived as being on notice. That is the point when notification of the campus community decisions must start if there is a possible threat to others.

If you are the victim of a crime and do not wish to pursue the filing of a criminal report with the Police/ Sheriff you are still encouraged to file a report with your Center Director or the Great Basin College Security department so the college may take steps to prevent the incident from reoccurring. Depending on the incident, the College may decide to pursue disciplinary action for violations of the Nevada System of Higher Education Code and for violations of the Great Basin College Policies and Procedures.

Confidential Reporting

Great Basin College does not have staff designated to accept confidential reports. Persons wishing to make confidential reports should contact the offices of Nevada Mental Health, a minister or pastor or a trusted friend or family member.



Behavioral Intervention Team

The mission of the Great Basin College (GBC) Behavioral Intervention Team is to provide the broadest base of knowledge and skills designed to help students, faculty and staff during difficult times and personal crisis. The Vice President for Student Services oversees the BIT team and the volunteer members are Classified staff, Administrative Faculty and Academic faculty from around the GBC service areas. The BIT meets on a regular basis to share general information regarding resources available and provides for ongoing training to ensure the availability of assistance to those in crisis, regardless of the nature of the situation. Most of the BIT team members have been trained in either ASIST or SAFE talk suicide prevention techniques. The team has protocols in place to ensure open communication between departments while maintaining the confidentiality necessary to respond quickly in a crisis situation. The Director of Environmental Health, Safety & Security has received national certification training in Advanced Violence Risk Assessment from the National Behavioral Intervention Team Association (NaBITA). This training assists the team in determining if there is an immediate threat level. It also assists in determining whether the threat is toward the individual themselves, a specific individual or others in a more general perception.

If you believe you or anyone else at your campus or center is in need of the assistance of the team please contact the Assistant to the Vice President for Student Affairs at 775-753-2184 and she will arrange for the appropriate team member to respond. If you have an emergency call 911, the security cell at 775-934-4923, or the Center Director for immediate response.



How to Report a Crime

When reporting an emergency, crime or suspicious situation please follow these tips:

For Immediate Emergencies:

Dial 911 (from a campus phone 9-911). In Elko you may call Campus Security directly at 775.934.4923. Give your name, state you are at the college and provide the location on campus (state the specific building you are in or near)

Briefly describe what you are reporting (fight, burglary, fire, accident, etc.)

State if there are any injuries or illness and if you need medical assistance.

Remain calm, speak slowly, and answer all the questions the dispatcher may ask.

DO NOT HANG UP, stay on the phone until the dispatcher ends the call.

Tell the dispatcher the physical descriptions of the people involved; height, weight, hair color, skin color, clothing description, and vehicle they are driving, etc. IF you know their name(s) provide that information.

For Non-Emergency Situations:

In Elko call 775.934.4923 for Security.

At Centers other than Elko, report the situation immediately to your Center Director's office.

Contact the Director of Environmental Health, Safety & Security at 775.753.2115 or patria.anderson@gbcnv.edu

Contact the office of the Vice President for Student Affairs at 775.753.2184

Reporting any situation or emergency promptly is the responsibility of all members of the Great Basin College family. It becomes very difficult to stop a problem or correct a situation if the conversation starts out, "Last week I was doing ----- and I saw/heard this action/statement....." Delays in reporting can place others danger and may result in a crime not being solved because it is too late to identify witness or the criminals.

Campus Security Authorities

Additionally crime reports can be made to Campus Security Authorities. Campus Security Authorities (CSA) are all Great Basin College employees, student employees and student government officers with the exception of some custodial and grounds employees. Crime reports can be made to any CSA in confidence. CSA's will only report to the Campus Safety & Security Department for statistical purposes, that an incident occurred without revealing any personally identifying information. Disclosures by any CSA may not trigger an investigation into an incident against the reporting student's wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Timely Warning

It is the purpose of this program to provide all members of the campus community timely notification of emergency situations and of crimes that are covered by the Clery Act which may present a threat to students, faculty, staff or guests at any of the Great Basin College locations or properties. It is the policy of Great Basin College and the Department of Safety & Security to maintain compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f))*.

Any member of the campus community that becomes aware of or encounters a situation on any campus or center should immediately notify the center director or in Elko the security department. If the situation or crime is causing an immediate threat to safety, notification should also be to the local police or fire department by calling 911. Examples may include sexual assaults, hostage situations, armed suspects on or near the campus, reports of shots fired, etc.

Timely Warning notices will be issued when a crime alert or campus emergency alert is determined to be an imminent threat and the notice to be immediately required. The Vice President for Business Affairs, or her designee may make the final determination of when a timely warning will be issued and disseminated, on a case by case basis.

When a timely warning is issued, the Director of Environmental Health, Safety & Security will notify the Vice President for Academic & Student Affairs, the Vice President for Business Affairs, the College President, the local police and dispatch and the Deans. They will be notified of the immediate threat, the emergency response that has begun and any need for additional actions or plans. Should the Director be unavailable the Security Supervisor and on-duty security staff will make the notification. Upon approval of the timely warning notice the Manager of Buildings & Grounds will be notified to begin any necessary equipment shut down or staff assistance based on the type of emergency. Should the Director be absent she will be notified of the emergency situation as soon as possible.

Timely Warnings will include the “Timely Warning” identification notice within them and a brief statement of the emergency. The timely warning methods of dissemination may include, but not be limited to, text messages, email messages, notification on the GBC campus safety app, notification in WebCampus, alarm sirens, PA announcements, notice on reader board signs and notices, notice on the home page of the college web site and a scrolling notice will appear on the open page of any college computer that is logged on. The size of messages for cell phone text messages is limited by some carriers. For that reason all persons are directed to the front page of the campus website for detailed information.

As appropriate, status updates will be provided via the same information formats including changes in the status of the emergency, resolution of the emergency permitting an all clear notice, or notice of closure of all or a portion of a building or campus.

Emergency Notification

It is the purpose of this program to provide all members of the campus community timely notification of emergency situations and of crimes that may present a threat and to heighten safety awareness. It is the policy of Great Basin College and the Department of Safety & Security to maintain compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f))*.

Any member of the campus community that becomes aware of or encounters a situation on any campus or center should immediately notify the center director or in Elko the security department. If the situation or crime is causing an immediate threat to safety, notification should also be to the local police or fire department by calling 911. Examples would be sexual assaults, hazardous chemical accidents, extreme weather events and armed suspects on or near the campus or shots fired. If the situation is a fire, immediate evacuation of the building should be started by pulling the fire alarm pull station, this will activate the building alarms, strobe lights and horns so all persons inside will know there is an emergency. The fire alarm system may be used to evacuate buildings under specific circumstances that are not a fire such as a hazardous chemical accident causing an unsafe breathing situation.

Emergency notices will be issued when a crime alert or campus emergency alert is determined to be an imminent threat and the notice to be immediately required. The Director of Environmental Health, Safety & Security will contact the Vice President for Business Affairs, the Vice President for Academic & Student Affairs, and the College President. They will be notified of the immediate threat and emergency response and approve issuing the emergency notice. Should the Director be unavailable the Security Supervisor and the on-duty security staff will make the notification. Upon approval of the emergency notification, the Manager of Buildings & Grounds will be notified to begin any necessary equipment shut down or staff assistance based on the type of emergency. Should the Director be absent she will be notified of the emergency situation as soon as possible.

Emergency notification methods of dissemination may include, but will not be limited to, text messages, email messages, notification via the GBC campus safety app, notification in WebCampus, alarm sirens, PA announcements, notice on reader board signs and notices, notice on the home page of the college web site and a scrolling notice will appear on the open page of any college computer that is logged on.

As appropriate, status updates will be provided via the same information formats including changes in the status of the emergency, resolution of the emergency permitting an all clear notice, or notice of closure of all or a portion of a building or campus.

The only persons authorized to request an emergency alert are the Director of Environmental Health, Safety & Security; the Manager of Buildings & Grounds or the on-duty Security staff. As soon as reasonably possible, one of these persons must contact the Vice Presidents and President to notify them of the need for the notification.

The alert will include the basic information regarding the type of emergency, campus/center of the emergency, the recommended safe locations and how the emergency response, shelter within or evacuation should be conducted. Emergency notifications are designed to contact as many members of the campus community as possible therefore, when warnings are issued they will be sent to all members regardless of their location at the main campus or at a center. Great Basin College campus and centers work too closely together to not notify all persons of an emergency at any location.

Each student is responsible for ensuring that their contact information in the PeopleSoft (MyGBC) System is current and that their email address and cell phone number are correct. Each Faculty and Staff member is responsible for ensuring that their email and cell phone numbers are correctly listed in the Workday human resources system. These two data bases are the records location we use to obtain the contact information for upload into the emergency notification system.

Great Basin College utilizes the Omnilert emergency notification system and all employees and students are uploaded each semester into the system. Persons wishing to opt out of the notifications must email the Director of Environmental Health, Safety & Security to specifically request removal from notifications. Great Basin College also provides, at no cost to students, faculty or staff a Campus Safety App available from both the iTunes store and Google Play, <http://www.gbcnv.edu/security/safetyapp.html>. This app will receive the emergency alert messages and also has safety features such as Friend Walk, NV Roads 511, a suspicious activity reporting link and a photo reporting link, both to Security.

IMPORTANT CONTACTS

**Police, Sheriff
and Ambulance**

dial 911

From campus phones

dial 9-911

Elko Campus Security

775.934.4923

**Great Basin College
Emergency Contacts**

[www.gbcnv.edu/security/
emergency.html](http://www.gbcnv.edu/security/emergency.html)

**Rape, Abuse, and Incest
National Network**

www.rainn.org/get-help/national-sexual-assault-hotline

Hotline: 1.800.656.HOPE

**National Domestic
Violence Hotline**

www.thehotline.org

advocates may be contacted by chatting online or calling 1.800.799.SAFE (7233)

**Organization to End Domestic
Violence and Sexual Assault**

(not an emergency hotline)

www.nomore.org

**White House Task Force
to Protect Students**

from Sexual Assault

www.notalone.gov

Personal Safety Tips

- If you have concerns about a single person or a group of people please contact the Campus Director, Director of Environmental Health, Safety & Security or Vice President for Student Affairs to report and discuss the situation. Reporting in a timely manner will assist in the locating of the individual(s), investigation of the situation and immediate assistance to a victim.
- When studying late or leaving evening classes it is a good idea to walk with friends and classmates. There is always more safety in groups than a single person walking at night alone. If you feel uncomfortable and would like an escort to your vehicle or dorm room please feel free to contact your faculty member, the Campus Director or, in Elko, the Security Department.
- Be alert, look around you. Don't watch a video while walking. Know what is happening around you. If you wear ear buds, keep your music low so you can hear someone walking up to you.
- Personal safety and the safety of your fellow students, college faculty and staff is the priority of Great Basin College. Everyone should remember to be aware of their surroundings, avoid unsafe practices and reduce the ways you could become a victim.
- When walking around the campus and community carry a whistle that will alert others you need assistance. If you are walking in a dark area, use a flashlight or your cell phone flashlight to light up the pathway.
- If you are a victim of any crime, bullying or harassing behavior please report it immediately by calling 911 and contacting your center director or in Elko the Safety & Security department at 775.934.4923.
- Always lock the doors of your vehicle and your residence. Don't assume we are in a rural community and crimes don't happen here, they happen **everywhere** when there is easy opportunity.
- If you are taking time out for a getaway be sure to tell your roommate, family or resident advisor where you are going and when you plan to be back. If you take off without saying something and are reported missing by your faculty or roommate the missing student policy will be activated.
- **TRUST YOUR INNER FEELINGS!** Following your intuition, if it doesn't feel right, then it isn't. Don't just go along, say no, call for help.

Sexual Assault Policy

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Great Basin College is a diverse community committed to creating and maintaining a safe campus where all persons who participate in college programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. The college encourages all members the GBC community who believe that they have experienced sexual misconduct or gender based violence to seek immediate medical attention and take steps to preserve pertinent information and tangible materials, regardless of whether or not an individual wishes to make a report to the college or law enforcement.

Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of college policy.

GBC will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

- a.) Each President of NSHE’s eight (8) institutions and the Chancellor for NSHE’s System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution’s efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b.) Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.

c.) Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2. Definitions.

a) "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b) "Respondent" means an individual who has been reported to be the individual engaging in the conduct that could constitute sexual harassment.

c) "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d) "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

(i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;

(ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or

(iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

e) “Rape” means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

f) “Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

g) “Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

h) “Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

i) “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

j) “Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

k) “Stalking” means engaging in a course of conduct on the basis of sex 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.

l) “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

m) “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

n) “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

o) “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.

p) “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.

Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.

Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.

Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.

Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.

The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is “deliberately indifferent” only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution’s response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution’s Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution’s treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a) Issuing a no-contact directive(s);
- b) Providing an effective escort to ensure safe movement between classes and activities;
- c) Not sharing classes or extracurricular activities;
- d) Moving to a different residence hall;
- e) Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f) Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g) Restricting to online classes;
- h) Providing information regarding campus transportation options;
- i) Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined;1 and
- j) Requiring the parties to report any violations of these restrictions.

For Employees:

- k) Providing an effective escort to ensure safe movement between work area and/or parking lots/other campus locations;
- l) Issuing a no-contact directive(s);
- m) Placement on paid leave (not sick or annual leave);
- n) Placement on administrative leave;
- o) Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p) Providing information regarding campus transportation options;
- q) Instructions to stop the conduct;
- r) Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s) Reassignment of duties;
- t) Changing the supervisory authority; and
- u) Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4. Response to a Formal Complaint.

- a) In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.
- b) Nothing in this subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
- c) Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d) An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as

General complaint process requirements for reports of Dating Violence, Domestic Violence, Sexual Assault, Stalking or Sexual Harassment

Institutions shall:

- a) Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;
- b) Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c) Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;
- d) Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;
- e) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- f) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- g) Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;
- h) Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;
- i) Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
- j) Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;

applicable.

- k) Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

- l) Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m) State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;
- n) Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;
- o) Describe the range of supportive measures available to complainants and respondents;
- p) Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and
- q) Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures.

- a) Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:
 - (i) Notice of the institution's complaint process that complies with this section, including any informal resolution process; and
 - (ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties

involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:

- (a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process;
 - (b) Inform the parties that they may have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and
 - (c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.
- b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.
- c. Dismissal of formal complaint.
- (i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.
 - (ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:
 - (a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
 - (b) The respondent is no longer enrolled or employed by the institution; or
 - (c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
 - (iii) Upon a dismissal required or permitted pursuant to subsections i and ii of subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
- b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and
- h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

- a) An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.
- b) At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.
- c) The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.
- d) Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, "relevant" means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.
- e) If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution's choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to "represent" a party but rather to relay the party's cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.
- f) If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.
- g) Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.
- h) Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law

9. Determination Regarding Responsibility.

- a) The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.
- b) The written determination must include:
 - (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
 - (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - (iii) Findings of fact supporting the determination;
 - (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
 - (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c) The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

- a) Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:
 - (i) Procedural irregularity that affected the outcome of the matter;
 - (ii) 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;
 - (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - (iv) Any additional basis offered by an institution.
- b) As to all appeals, the institution must:
 - (i) Immediately notify the other party in writing when an appeal is filed;
 - (ii) Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

- (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
 - (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
 - (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
 - (vi) Provide the written decision simultaneously to all parties.
- c) The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

11. Informal Resolution.

- a) If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:
- (i) Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;
 - (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and
 - (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- b) Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- c) An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.

- d) An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

12. Recordkeeping.

- a) An institution must maintain for a period of at least seven (7) years records of:
 - (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - (ii) Any appeal and the result therefrom;
 - (iii) Any informal resolution and the result therefrom; and
 - (iv) All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
 - (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

13. False Reports. Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14. Retaliation.

- a) Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.
- b) Specific circumstances.
- (i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.
 - (ii) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

This subsection D shall become effective on August 14, 2020.

15. Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the College or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
 - Any clothing, towels, or bedding should remain untouched pending collection by law enforcement.
- Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the University's complaint process.

- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report. These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- GBC Elko Security Staff at 775-934-4923
- Director of Environmental Health, Safety & Security at (775) 753-2115.
- Vice President for Student and Academic Affairs, Office of Title IX & Student Conduct at (775) 753-2184.
- The Center Director in Battle Mountain, Ely, Pahrump or Winnemucca.
- To notify and report the crime off-campus, contact the Elko Police Department at (775) 777-7310 or the appropriate jurisdiction, or 9-1-1.
- In the case of an emergency, dial 9-1-1.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The College, including University Police Services,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college.

To report directly to the Elko Police Department call (775) 777-7310. For assistance in contacting the Elko Police Department, contact GBC Security Staff at (775) 934-4923. For assistance in contacting your local Police or Sheriff's department please contact your Center Director or front office.



Process of Making a Police Report:

Depending on the circumstances of an incident, Great Basin College Security Staff may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say "I don't remember" or "I'm not sure," without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information:

An individual who wishes to pursue criminal action in addition to, or instead of, making a report to the College for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 911 (for emergencies) or 775-753-2115 to reach the Director of Environmental Health, Safety and Security, or in person by contacting on duty Security in Elko at 775-934-4923 or your Center Director on campus.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the college. If a court order is issued the college will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about

options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to GBC that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

GBC is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. GBC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of GBC Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

SANCTIONS FOR STUDENTS:

RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES. Exclusion/ restriction from participation in privileges, extracurricular activities, holding office, or represent the College. Loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/ or other restrictions consistent with the violation committed.

CONDUCT PROBATION. The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION.

This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

EXPULSION OR TERMINATION.

Permanent separation of the student from the College. The expelled student shall not participate in any College-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES.

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

ADMINISTRATIVE CONDUCT

Hold status documented in the Registrar's official file that precludes the student from registering for classes and/or accessing official transcripts until clearance from the Vice President for Student and Academic Affairs.

INTAKE/ASSESSMENT/TREATMENT REFERRALS.

A student may be referred to a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off-campus provider for such services at the student's expense.

Range of Protective Measures Available

These measures may include, but are not limited to:

- the implementation of a GBC-issued no-contact order,
- academic accommodations,
- residential accommodations,
- transportation accommodations,
- employment accommodations,
- safety consultations with Great Basin College Security Office,
- personal protection devices,
- on-campus escorts,

SANCTIONS FOR EMPLOYEES:

Nevada Administrative Code

NAC 284.480 Letters of Instruction

NAC 284.638 Warnings and written reprimands

NAC 284.642 Suspension and Demotion

NAC 284.646 Dismissal

NSHE Prohibitions and Penalties

Warning

Written Reprimand

Suspension

Demotion

Dismissal

For part-time employees of Great Basin College, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the College may terminate employment at any time, for any lawful reason.

Code of Conduct

The Board of Regents of the Nevada System of Higher Education (NSHE) Handbook specifies the code of conduct for all members of the NSHE system. The Code, Title 2 Chapter 10, specifies the code of conduct for all students within the NSHE system. Great Basin College Policies and Procedures specifies the code of conduct within Great Basin College for all faculty, staff and students, <http://www.gbcnv.edu/administration/policies.html>.

The President of Great Basin College will designate specific persons to oversee and administer the NSHE codes of conduct for all members of the college community. The Vice President for Student Affairs has been designated both the Title IX Coordinator and the Student Conduct officer and all complaints of student conduct violations should be directed to his office. This will include any form of harassment, sexual assault, classroom misconduct, plagiarism and other conduct violations that may come forward. Misconduct complaints associated with student residence life should be directed to both the Housing Coordinator and the Vice President for Student Affairs.

The scope of authority of Great Basin College begins when a student registers for their first course and continues throughout their college career at Great Basin College. This includes attending courses full-time, part-time, web based courses, interactive video courses or live sessions. Additionally, it includes students enrolled in community education non-credit courses and high school students enrolled in driver's education, advanced placement courses or college credit courses.

Every student is responsible for their own conduct during their college career. Actions will be considered misconduct regardless of the manner it may occur. Misconduct will be considered when texting, responding to online coursework including discussion sessions, speaking in a class or at student club meeting or face to face confrontations. Great Basin College will address student conduct concerns when they are present at any of the campuses or centers; at a Great Basin College student dorm; while participating in a class or club field trip away from the campus or center or at a non-campus location while participating in an academic or extracurricular college related experience.

Daily Crime Log

The Security department maintains a daily report log which includes all incident reports and complaints taken by the security department at the Elko Campus and those submitted by the center directors for all other locations in accordance with the Clery Act. The report log includes the date and time reported, the date and time of the incident and the general location of the incident. The report log is located in the Elko campus security office and is available, upon request, for review during normal campus business hours. Requests to view the log should be made to the Director of Environmental Health, Safety & Security at patria.anderson@gbcnv.edu or 775.753.2115. If you have an immediate need to view the log please contact the on-duty security officer at 775.934.4923.

Safety Awareness, Crime Prevention & Training Programs

Throughout the year safety awareness and training programs are offered to students, faculty and staff by the office of the Vice President for Student Affairs, the Director of Environmental Health, Safety & Security and the Housing Coordinator. Some programs include:

Fire Safety & Fire Extinguisher Training—geared towards all career and technical program students for safety awareness including fire safety equipment and hands on fire extinguisher training with the fire department. Offered at the beginning of each school year.

Active Shooter Training—geared towards all staff and students in collaboration with the Elko Police Department regarding training in the event of an active shooter situation. Offered at least once every semester.

Personal Protection and Self Awareness Training—geared towards dorm residents covering basic self-awareness techniques and safety training for getting to and from night classes safely. Offered at the beginning of each school year.

Resident Hall Do's and Don'ts— geared towards dorm students regarding fire safety, general rules and awareness training for living in Great Basin College resident housing.

Other programs include sexual assault prevention, campus security authorities' procedures, prevention of hate crimes, harassing conduct & bullying, emergency procedures and workplace violence.

Training programs are updated as new policies, procedures and topics are available. Training programs are available upon request anytime of the year and will be customized for specific groups. Training is routinely provided via the college network of interactive video so students, faculty and staff at all Great Basin College locations benefit from the topics offered. Requests for training on a specific topic or for a specific class, club or department should be sent to the Director of Environmental Health, Safety & Security at patria.anderson@gbcnv.edu.

Policy on Alcohol and Illegal Drugs

Great Basin College has joined with the other institutions within the Nevada System of Higher Education in encouraging the elimination of alcohol and drug abuse on our campus and centers. The college believes that the unlawful possession or use of drugs, including alcohol, and the abuse of alcohol and any drug by students constitutes a grave threat to their physical and mental well-being, and significantly impedes the process of learning and personal development.

The College policies regarding the possession and use of alcohol and illegal drugs on campus and in dorm housing complies with that of the Nevada System of Higher Education (NSHE) Board of Regents. The policy for students is found in the Board of Regents Handbook, Title 2, Chapter 10, Section 10.2.1 and reads as follows:

(s) Use, possession, or distribution of alcoholic beverages without authorization (except as expressly permitted by System or Institutional regulations, such as the Alcoholic Beverage Policy), or public intoxication. Alcoholic beverages may not, in any circumstances, be used by, possessed by, or provided to, any person under 21 years of age.

(t) Use, possession, manufacturing or distribution (hereinafter “use”) of marijuana, heroin, narcotics, or other controlled substances, use or possession of any illegal and/or unauthorized drugs, prescription drugs, and drug paraphernalia or being under the influence of illegal drugs except as expressly permitted by law. Use, possession or cultivation of medical marijuana on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.

The Board of Regents Handbook, Title 4, Chapter 20, Section 4, states the NSHE’s alcoholic beverage policy. It governs storage, possession, and use of alcoholic beverages by people of legal age. It also mandates disciplinary action against “any student who exhibits offensive behavior on university-owned or supervised property while under the influence of alcoholic beverages.” Use and possession of alcohol and drugs are addressed in the Student Code of Conduct. Legal sanctions are governed by the Nevada Revised Statutes. Such sanctions result from a police report filed with the District Attorney’s Office. Legal action may take place concurrently with campus disciplinary action.

Great Basin College policy prohibits the use of alcohol for any events held on the campus or centers by members of the campus or the community without prior written authorization from the College President. A written request may be submitted to the office of the President and must identify the event sponsor, the nature of the activity, source/donor of the alcohol and if trained servers will be ensuring that all persons being served are 21 years old or older. Alcoholic beverages may not be served in association with academic classes such as a finals week end of the year celebration.

Alcoholic beverages are not permitted in the single student dorms (Griswold Hall) or the single student apartments (College Parkway). Married and Family dorm apartments are restricted to students 21 years or older and their immediate family. A resident of Married and Family may have alcohol inside their apartment but shall not serve any minors nor may they drink or display alcoholic beverages outside in the common areas.

Possession and Use of Medical Marijuana NSHE Policy

The Nevada System of Higher Education is sympathetic to the medical needs of our students, employees and visitors. A growing number of states, including Nevada, are enacting laws decriminalizing or legalizing the use, possession, delivery, manufacture, growth, distribution, production, and/or cultivation (hereinafter “use”) of marijuana, including for medical purposes. Federal law prohibits the use of marijuana, including for medical purposes, on college and university campuses that receive federal funding. The following provisions shall govern the possession and use of marijuana, including for medical purposes, on NSHE property.

1. The use, possession, or cultivation of marijuana, including for medical purposes, on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.

2. Students, employees, faculty, guests, and/or visitors who violate this policy are subject to applicable disciplinary, legal and/or administrative action.

3. Each institution shall permit students who live on-campus or in housing that is owned or operated by the institution, to petition (“request”) for a release from the housing agreement if they assert legal compliance with Nevada state law to use medical marijuana. Such students, who prove their compliance with state law, may, in accordance with the applicable institution refund policy, be released from their housing agreements and may receive a prorata refund of housing fees or rent paid.

4. Each institution shall publish on its website and in its course catalog notice of the prohibited use, possession or cultivation of marijuana, including for medical purposes, on NSHE or institution property in accordance with the provisions of this section and as prohibited student conduct defined in Title 2, Chapter 10.

5. The Board of Regents recognizes the Nevada Legislature’s stated commitment to a program evaluating the medical use and distribution of medical marijuana to be conducted by the University of Nevada School of Medicine. Any NSHE institution may engage in marijuana research that is conducted in accordance with state and federal laws and regulations, provided that the following are obtained: (a) the prior written consent of the President of the institution, after consultation with the institution’s general counsel; and (b) legal authorization from the proper federal authorities for approved research purposes. (B/R 3/17) Title 4, Chapter 1, Page 29

Safety and Security Working with Vice President for Business Affairs

The Safety and Security department works closely with the office of the Vice President for Business Affairs, the Vice President for Student Affairs and the Housing Coordinator, to determine the appropriate course of action for enforcement, education and intervention when students may be found in violation of the alcohol and/or drug policies of the institution. Each situation will be documented and reviewed to determine who was involved and what the circumstances were of the incident. The department works closely with the Elko Police Department and if alcohol/drug parties are discovered the Police may be called. When that occurs involved students may be the subject of both criminal investigations by the Police and policy and code violation investigations by the Safety & Security department concurrently.

Missing Student Policy

Policy

Great Basin College is committed to the safety and security of all students attending each campus and center. A student will be determined to be missing if they are absent from their college residence or campus for more than twenty-four (24) hours without any known reason. This policy has been developed in order to assist in locating any student determined by the College to be missing upon completion of the investigative procedures listed below. This policy complies with Section 488 of the Higher Education Act of 2008.

Procedures

Anyone who believes a student is missing should report their concern immediately. On the Elko campus reports should be made to the Director of Environmental Health, Safety and Security, a Security Officer, the Housing Coordinator or the Vice President for Student Affairs. Concerns at all Centers should be reported to the Campus Director or Manager, the Director of Environmental Health, Safety and Security or the Vice President for Student Affairs. Upon receipt of a report of concern that a student may be missing, if the report was not directly to them, both the Vice President for Student Affairs and the Director of Environmental Health, Safety and Security shall be notified so an investigation may be conducted.

Office of the Vice President for Student Affairs: 775-753-2184

Office of the Director of Environmental Health, Safety & Security: 775-753-2115

Elko Campus On-Duty Security: 775-934-4923

Office of the Center Director: Center main phone number

Emergency at all Centers & Campuses: 911

All housing students at the beginning of each semester will be requested to provide the Housing Coordinator with current emergency contact information. In the event a student is determined to be missing the designated person will be notified within 24 hours. All non-housing students have the option of providing their emergency contact information at the Great Basin College main website under the MyGBC link or in person at the Elko Campus Admissions office or their Center's main desk. Students are advised that their emergency contact information will be kept confidential and only used in the event of an emergency or if they are reported missing.

Notification

Any member of the Great Basin College community that believes a student is missing shall immediately report their information to the Elko Campus Security Department or their Center's Director. Included in the reported information shall be:

The student's full name, if known, plus any nicknames.

Any known contact information such as cell phone number, home phone, class schedule, residence address.

The date, time and location the student was last seen.

The name and contact information of the person making the missing student report.

General information about the suspected missing student (e.g. appearance, clothing, employment, friends, vehicle, etc.)

Any concerns about changes in behavior or mental health or substance abuse.

Upon obtaining as much information as possible, the Security Officer or Campus Director will notify the Vice President for Student Affairs and the Director of Environmental Health, Safety & Security who will oversee the investigation of the missing student report.

Investigation

The Director of Environmental Health, Safety & Security will immediately begin an investigation into the report of a missing student. The investigation will include:

Inspection of the student's residence if they live in on-campus housing.

Attempts to contact the student via any known cell or home numbers.

The student will be sent an email to contact the college immediately.

Interviews of the student's Resident Advisor, roommate(s) and friends will be conducted to see if they may be aware of the student's activities, location or plans.

The student's class schedule will be reviewed and a Security Officer will meet the class to determine if the student attends or if anyone in the class may know their whereabouts.

Professors will be contacted to attempt to determine when the last class attendance or web campus entry occurred.

If the student has a vehicle registered with the Housing Coordinator or it can be identified by friends Security will search all college properties for the vehicle.

Calls to local hospitals to see if they have been treated or admitted.

All results of the investigation will be reported to the Vice President for Student Affairs.

Action

Upon completion of the investigation, if the location of the missing student has not been determined and the student has been missing 24 hours or if there appears to be a reason to believe foul play has occurred the Vice President for Student Affairs will authorize a report being filed with the local police agency.

All Great Basin College locations have a good working relationship with their local Police and Sheriff agencies. Each campus will normally request that those agencies respond for any criminal complaints. The same Police agency will be contacted in the event a missing student report should need to be filed.

The Vice President for Student Affairs or his designee will notify the individual listed as emergency contact. "If a student is under 18 years of age, and not an emancipated individual, the institution is to immediately contact the custodial parent or legal guardian of such student" [cited from Section 488 (j)(1)(A)(i) (II)].

The Vice President for Student Affairs will determine when the College President should be notified as well as other campus executives. Should the Vice President for Student Affairs be absent from the college, the Vice President for Business Affairs will assume all responsibilities for the investigation and notifications.

Sex Offender Registration

As a student registered for class or an employee of Great Basin College, you are hereby notified that this College **does** comply with the Campus Sex Crimes Prevention Act, effective October 27, 2002.

Section 1601 of Public Law 106-386 requires sex offenders (anyone required to register as a sex offender) pursuant to Nevada State law to provide notice to each institution of higher education at which the person is employed, carries on a vocation, or is a student and to provide notice about each change in enrollment or employment status of such person at an institution of higher education in the state of Nevada.

Offenders who are students or employees (as defined by NRS 179D.110 and 179D.120) and all offenders who are present for 48 hours or more on any Great Basin College campus including the online campus (pursuant to requirements of NRS 179D) must register with your local sheriff/police. The offender must also notify the Director of Environmental Health, Safety and Security by telephone at 775-753-2115 or by e-mail at patricia.anderson@gbcnv.edu. They can also contact the office of the Vice President for Student Affairs/Title IX Coordinator at 775-753-2184.

Campus notification of sex offenders will be issued by the local police agency in the community of residence for the offender and by the Safety & Security department based on individual offender's tier level, method of coursework (live class, online, IAV) and the current Federal and State of Nevada laws.

Questions regarding sex offender registration or about sex offenders who may be employees, students or guests on campus should be directed to the Director of Environmental Health, Safety & Security. Offender information is also available at:

Nevada Department of Public Safety <http://www.nvsexoffenders.gov/>

U.S. Department of Justice <http://www.nsopw.gov/>

Access to Great Basin College Campus and Centers

Campus Access

Security staff patrol all campus buildings inside and outside on a daily basis. All campus buildings are secured with hard key access.

Resident Housing Access

All resident housing dorms and apartments are secured with hard key access. The apartment units are secured with deadbolts. Each individual bedroom within the dorms are separately key locked as well. All resident students are required to obtain a photo college identification card; the photographs are also sent to the Resident Life Director and maintained in the event the missing student procedure needs to be enacted. The main campus resident hall, Griswold Hall, has locked back doors 24/7 and the front doors are open until 10:00pm when classes end. Entry through the front door directly passes the resident life office. Each single student resident building has a Resident Advisor who monitors and lives in the building as well. The Housing Coordinator and Resident Advisors perform monthly inspections of all residential locations, checking each room for safety hazards as well as the general wellbeing of students. Security on duty can be reached via the security cell phone at **775-934-4923**.





2020 Annual Report

Residence Hall Fire Safety

Residence Hall	Address	Audible/Visual Fire/Alarm Panel	Sprinkler System	Fire Extinguishers	Smoke/Heat Detectors	Posted Evacuation Routes	# of Evacuation (Fire) Drills each year
College Parkway	1691 College Parkway Elko, Nevada 89801	0	X	0	X	0	0
Married & Family	611 Walnut St Elko, Nevada 89801	0	X	0	X	0	0
Griswold Hall	735 Walnut St Elko, Nevada 89801	X	X	X	X	X	0

**The College Parkway and the Married & Family facilities are both apartment complexes in which each unit exits directly outdoors so evacuation routes are not necessary and in which each unit is separate and has its own dedicated alarm system so evacuation drills are not necessary.

Residence Hall Fire Safety

Both the Walnut Street Married and Family residence apartments and the College Parkway single student apartments are constructed with fire sprinklers and have smoke detectors installed in each hallway between the kitchen/living room and the bedrooms. The smoke detectors in these units are local alarms only. The sprinklers, if tripped, will cause an audible bell on the outside of the building to sound. Fire systems in these units are not monitored by a twenty-four hour alarm monitor/dispatch service. Should an alarm sound it is up to the residents to evacuate to a safe location then notify the Elko County central dispatch of the alarm (dial 911) and request a response. Residents should notify the Housing Coordinator and phone the Security cell phone immediately, when it is safe to do so.

The Griswold Hall residence is constructed with fire sprinklers and has smoke detectors in each room and all hallways, study areas and laundry facilities. This building alarm system has been upgraded and is fully monitored by a monitoring/dispatch service. Should an alarm sound, residents must immediately evacuate the building, the Fire Department will be automatically dispatched. Residents should ensure that other residents are also evacuating and notify their resident advisor, the Housing Coordinator and the Security cell phone.

Campus Fire Safety

Should an alarm sound in any location, residence hall, classroom, lab, library or any other location on campus all students, staff and faculty must immediately evacuate that building via the safest route. Each Great Basin College building is on a separate fire alarm system so an alarm in one building will not trigger other building alarms to sound. All instructional, office and administration buildings have alarm systems that are monitored by an outside monitoring/dispatch service 24/7/365. Should fire occur in any location, the person seeing the fire should immediately start evacuating the area and pull the red alarm pull station box so the audible and visual alarms will sound to notify others to evacuate.

In the State of Nevada, failure to evacuate a building during a fire alarm is a crime, and places that person and others at risk. Any person failing to evacuate, may be subject to disciplinary actions under NSHE Code, NRS state statues or NAC state employment policies or a criminal citation under state law.

Prohibited Items

Many items are prohibited from being in dorm rooms, dorm apartments, classrooms and offices because of their flammable nature. Those items include but are not limited to:

Candles, incense, potpourri or any open flame burning items. Scented candles may be used with a warming dish but not an open flame.

Flammable liquids, harmful chemicals, gasoline, BBQ charcoal & lighter fluid, explosives, flares, firecrackers, fireworks. Chemicals used in specific lab situations, inside rooms designed for their use under the direct supervision of Instructors are exempt from this policy. (i.e., diesel fuel in the Diesel shop, chemicals in the Chemistry Lab, etc.)

Space heaters may only be used after receiving approval from the Buildings & Grounds Manager for types that have a tip over safety switch and no open heating elements.

Use of light weight extension cords or multi-plug adapters is not permitted. Only surge protector type power strips plugged directly to a wall outlet are permitted.

Emergency Procedures

Evacuation

In the event of an evacuation, GBC personnel have the responsibility to give instructions, close, but do not lock doors, and provide other required safety measures, unless otherwise directed by emergency personnel.

Some Emergencies May Require the Evacuation of the Buildings

In this event:

1. Fire alarms will be used to sound evacuation situation. **FAILURE TO EVACUATE IS UNLAWFUL.**
2. Remain calm and orderly. Walk quickly but **DO NOT RUN** to the **NEAREST** exit.
3. Follow instructions of emergency personnel (i.e., Fire Fighter, EMT, Police, Campus Security, or Campus Buildings & Grounds).
4. If persons with disabilities are in the area give needed assistance. **FOLLOW THE SPECIFIC INSTRUCTIONS FOR EVACUATION OF PERSONS WITH DISABILITIES.**
5. If time permits, turn off lights and equipment that you were using and close but do not lock doors as you leave.
6. GBC students and staff, move to your designated meeting location away from the building and assemble to wait for further instructions. All office groups must check in with their Administrative Assistant. All classes must check in with their Professor.
7. Keep roadways and walkways **CLEAR** for emergency vehicles. Stay at your assembly area until instructed otherwise. High School students should go to the football field.

No one is permitted to re-enter a building until the okay is given by the Police or Fire Department.

Evacuation of Persons with Disabilities

All GBC personnel are responsible for the evacuation of persons with disabilities in their respective areas. GBC personnel must obtain the assistance necessary to evacuate these persons. GBC personnel must ensure the persons with disabilities are attended to until the “ALL CLEAR” is given or until relieved by emergency personnel.

Persons with Visual Impairments

Tell the person the nature of the emergency and offer to guide them to the nearest exit. Have the person take your elbow and escort them (this is the preferred method when acting as a “sighted guide”).

Persons with Hearing Impairments

Two methods of warning are:

1. Write a message indicating the nature of the emergency and the nearest evacuation route. For example: FIRE!! Exit out the 1st door on the left and go to the parking lot. NOW!
Tap the person’s shoulder and point to the strobe lights on the fire alarms or turn the room lights on and off to get their attention. Indicate through writing a note or gesturing what is happening and what to do.

Persons with Mobility Impairments

Persons with mobility impairments should be escorted to the nearest exit. Do not attempt to carry persons with mobility impairments unless there is **IMMINENT DANGER**. Lifting a person with minimal ability to move may be dangerous to their wellbeing. If a person with mobility impairments cannot leave the building without assistance one employee should remain with them as long as it is safe to do so while a second employee contacts the emergency responders for assistance.

In an Emergency

If police or ambulance is needed, dial **9** then **911** from any college extension.

On the Elko Campus, immediately notify the Security Department by calling **775-934-4923**.

If Security is not available or at any other GBC location, notify any college employee that you are in need of assistance. Notify a college official by calling:

Elko:

Patricia Anderson, Director of Environmental Health, Safety and Security, 775-753-2115 or 775-934-4923

Jake Rivera, Vice President for Student and Academic Affairs, 775-753-2184

Sonja Sibert, Vice President for Business Affairs, 775-753-2181

Battle Mountain:

Jill Chambliss, Coordinator, 775-635-231

Ely:

Veronica Nelson, Director, 775-289-3589

Pahrump:

Diane Wrightman, Director, 775-727-2017

Winnemucca:

Lisa Costa Campbell, Director, 775-623-4824

Our primary objective is to make visitors, students and staff feel safe and secure while on any GBC campus. At the Elko Campus all security officers carry mobile radios to provide instant communication with campus staff and outside emergency service agencies. Security officers carry a campus cell phone for immediate contact by anyone requiring Security assistance at the Elko Campus, 775-934-4923. At Battle Mountain, Ely, Pahrump and Winnemucca assistance is available by contacting the front desk or Campus Director.

Chemical Spill

In the Event of a Spill, Large or Small, Follow these Steps:

- If you **DO NOT** know the identity of the spilled substance, immediately evacuate the area and notify an emergency contact.
- If you **DO** know the identity of the spilled substance and have been trained in the proper handling of the substance, proceed with the following:
 - o Spills involving an immediate danger to life or property:
 - ✦ If an immediate hazard exists, or medical assistance is required, call 911.
 - ✦ Follow the evacuation procedures for the immediate area and limit access.
 - ✦ Spills not involving immediate danger to life or property:
 - ✦ Confine the spill, if possible without substantial exposure.
 - ✦ Evacuate the immediate area and limit access.

If you can identify the chemical, follow instructions on the Material Safety Data Sheet (MSDS)

In all emergency situations involving hazardous materials, notify the Campus Director or the Department Chair and the Director of Environmental Health, Safety, and Security 775-753-2115.

Clery Fire Statistics 2017

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2017						
Residential Facility	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
College Parkway— 1691 College Parkway	0	0	N/A	N/A	N/A	N/A
Married & Family— 611 Walnut St	0	0	N/A	N/A	N/A	N/A
Griswold Hall—735 Walnut St	0	0	N/A	N/A	N/A	N/A

Clery Fire Statistics 2018

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2018						
Residential Facility	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
College Parkway— 1691 College Parkway	0	0	N/A	N/A	N/A	N/A
Married & Family— 611 Walnut St	0	0	N/A	N/A	N/A	N/A
Griswold Hall—735 Walnut St	0	0	N/A	N/A	N/A	N/A

Clery Fire Statistics 2019

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2019						
Residential Facility	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
College Parkway— 1691 College Parkway	0	0	N/A	N/A	N/A	N/A
Married & Family— 611 Walnut St	0	0	N/A	N/A	N/A	N/A
Griswold Hall—735 Walnut St	0	0	N/A	N/A	N/A	N/A

Battle Mountain Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Battle Mountain Center
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Battle Mountain Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: No unfounded crimes reported.

2018: No unfounded crimes reported.

2017: No unfounded crimes reported.

Elko Campus Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	5	3	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	1	0	0
Stalking	2019	2	1	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Elko Campus
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	1	0	0	0
	2017	2	2	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	3	3	0	0
	2018	0	0	0	0
	2017	2	2	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	2	2	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: No unfounded crimes reported.

2018: No unfounded crimes reported.

2017: No unfounded crimes reported.

Ely Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Ely Center
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Ely Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: No unfounded crimes reported.

2018: No unfounded crimes reported.

2017: No unfounded crimes reported.

Pahrump Center Crime Statistics

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	1
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

Pahrump Center
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	1
Weapons Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*Pahrump Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: No unfounded crimes reported.

2018: No unfounded crimes reported.

2017: No unfounded crimes reported.

Winnemucca Center Crime Statistics

Offense	Year	On Campus	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

Winnemucca Center
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	2
Weapons Law Violation Arrests	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

*Winnemucca Center does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: No unfounded crimes reported.

2018: No unfounded crimes reported.

2017: No unfounded crimes reported.

Great Basin College
2020 Annual Security & Fire Safety Report
was prepared by the Great Basin College Campus Safety and Security Department
and University Police Services.



For more information about University Police Services, visit our
website at:

www.unr.edu/police

Follow us on Twitter or like us on Facebook at:

University of Nevada Reno Police Department



Western Nevada College

Annual Security Report



2020

The Annual Security Report is prepared by University Police Services. This report, which was published in October 2020, contains statistics for the three most recent calendar years of 2017, 2018, and 2019.



Message from the President

I would like to extend a welcome to everyone and thank you for taking the time to read the Annual Security and Safety Report.

Western Nevada College (WNC) is committed to providing high quality learning experiences in an atmosphere where students, faculty, staff and visitors feel safe. WNC prioritizes the safety and well-being of all of the members of our community. To further ensure the safety and security of those on our campuses, WNC partners with University Police Services to provide a police presence with full-time sworn officers.

WNC continuously takes steps to ensure that students, faculty, staff and visitors are safe while on campus. In order to do so, we depend on our community members to report any suspicious activity or crimes they are made aware of.

I welcome any comments or suggestions that may assist us in maintaining the safety of our community.

A handwritten signature in black ink, appearing to read 'Vincent Solis'.

Vincent Solis
President of Western Nevada College



University of Nevada, Reno

Todd Renwick
Assistant Vice President
Chief of Police

Message from the Director

University Police Services proudly provides police services to the University of Nevada, Reno, Truckee Meadows Community College, the Desert Research Institute—Reno, and Western Nevada College. Police Services continues to enhance the quality of life on our campuses by building relationships and working collaboratively within our diverse communities to reduce crime, enforce laws, preserve peace, and provide for a safe environment.

Although reported crime at UNR TMCC, DRI—Reno, and WNC is low, it is important to remember that we are not immune from crime, as we share many of the crime and safety issues that exist in any complex environment, and therefore the safety and security of our community is the combined responsibility of all of us. I remind you that if you “See Something, Say Something” and report incidents of concern to police immediately.

As you read through this Annual Security Report, you will find information about policies and practices regarding safety, security and crimes occurring on or near campus. Our commitment to keeping our community informed is just one way we strive to keep our campus environment safe and enjoyable.

Please feel free to contact me directly at trenwick@unr.edu, or by phone at (775) 784-4013 if you have any questions, concerns or suggestions for Police Services. It is my honor to have the opportunity to serve you.

Todd Renwick
Assistant Vice President & Director
University Police Services

Table of Contents

Preparation and Disclosure of Crime Statistics	1
University Police Services Authority and Jurisdiction	1
Interlocal Agreement	2
University Police Services Encourages the Accurate and Prompt Reporting of Crimes	2
Security and Access	3
Limited Confidential Crime Reporting.....	4
Confidential Reporting	4
How to Report a Crime.....	5
Daily Crime Log	5
Timely Warnings	6
Emergency Notifications	7
Emergency Response and Evacuation Procedures	8
Testing Emergency Response and Evacuation Procedures	8
Security Awareness Programs	9
Crime Prevention Programs.....	9
Crime Prevention and Personal Safety Tips	9
Western Nevada College Alcohol and Drug Free Workplace Policy Statement.....	10
Drug Free Schools and Communities Act	11
Sexual Assault, Domestic Violence, Dating Violence and Stalking Definitions & Procedures for Reporting	12-28
Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking	29
Title IX Information	31
Sex Offender Registration	31
Off Campus Counselors & Advocates	32
Western Nevada College Carson Campus Crime Statistics	33
Western Nevada College Douglas Campus Crime Statistics	35
Western Nevada College Fallon Campus Crime Statistics	37

Preparation and Disclosure of Crime Statistics

University Police Services prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is prepared in cooperation with our partner local law enforcement agencies surrounding our campuses, and the College officials.

Campus crime, arrest and referral statistics include those reported to University Police Services (the Department of Public Safety prior to April 1, 2019), designated campus officials, and local law enforcement agencies. Statistics included in the current Annual Security Report are for all of our campuses combined. Our branch campuses Douglas, and Fallon, follow the same policies except where otherwise noted and included in their respective sections. Effective April 1, 2019 University Police Services at the University of Nevada, Reno assumed jurisdiction of all Western Nevada College properties, providing sworn law enforcement services.

Western Nevada College (WNC) does not provide residential dormitories or facilities for on campus student housing. The WNC Department of Public Safety had primary responsibility for collecting and categorizing, crime statistics for calendar year 2018. As of April 1, 2019 University Police Services has assumed this responsibility.

An e-mail notification is made to all enrolled students that provides a web link to access this report. The full text of this report can be located on our website at <https://www.wnc.edu/public-safety/asr/>.

Anyone wishing to obtain a paper copy may do so at the University Police Services substation located on the second floor of the Bristlecone building, room 229 Monday – Friday 8:00 a.m. to 5:00 p.m. (excluding holidays on which the college offices are closed.

University Police Services Authority and Jurisdiction

University Police Services is a fully functional law enforcement agency. University Police Services officers have full police powers; certified by the Nevada Peace Officer Standards and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county and state agencies—enforcing all local, state and federal laws and ordinances within the jurisdiction of the Nevada System of Higher Education (NSHE) properties in northern Nevada. University Police Services officers patrol NSHE properties 24 hours a day, 365 days a year.

As of April 1, 2019, University Police Services officers have jurisdiction on the Western Nevada College main campus.

University Police Services works in cooperation with all regional law enforcement agencies through official agreements for mutual assistance. In Carson City the department is linked to these agencies through the Carson City Communications Dispatch Center, which provides emergency dispatch services throughout the city.

At the WNC Douglas Campus, the Douglas County Sheriff's Office will be the primary first responders. University Police Security Officers will provide a presence on the campus during college operations from 5:30 p.m. to 10:00 p.m. and University Police Officers will provide periodic patrols.

The Fallon Police Department will be the primary first responders on the Fallon Campus. Facility attendants will provide a daily security presence on this campus.

University Police Services Officers work closely with partner outside agencies for each WNC campus. University Police will provide investigation, K-9, and threat assessment services to all Western Nevada College locations.

Interlocal Agreement

University Police Services works closely with surrounding law enforcement agencies to include the Nevada Department of Public Safety, the Carson City Sheriff's Office, Douglas County Sheriff's Office, and the Fallon Police Department.

University Police Services maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Services officers the ability to render aid and provide for mutual assistance between local law enforcement partners. The MOU allows for University Police Services officers to exercise their powers or authority on public and private property within Carson City, Douglas County, Fallon, and various other sites throughout northern Nevada.

In accordance with the agreement, the Assistance Vice President & Director of University Police Services, or their designee, may request assistance from any of these agencies, in any law enforcement matter within the jurisdiction of University Police Services.



University Police Services Encourages the Accurate and Prompt Reporting of Crimes

Students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to University Police Services as soon as possible. Faculty and staff are required to report crimes they become aware of through contact with members of the campus community.

Crimes should be reported to University Police Services to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus community when appropriate. Any suspicious activity or person should be reported to University Police Services.

To report crimes or request officer assistance on the Carson City campus dial (775) 887-COPS (2677) (non-emergency dispatch), dial 911 (emergencies only) or call (775) 230-1952 to reach the University Police Services substation.

The Douglas County Sheriff's Office will be the primary first responders on the Douglas Campus. To report crimes or request officer assistance on the Douglas campus dial (775) 782-5126 (non-emergency dispatch), dial 911 (emergencies only), or dial (775) 230-1952 to reach the University Police Services substation.

The Fallon Police Department will be the primary first responders on the Fallon Campus. To report crimes on the Fallon campus or to request officer assistance dial (775) 423-2111 (non-emergency), 911 in (emergencies only). To reach or dial (775) 782-5126 to reach the University Police Services substation.

Reports can be filed for any campus in person at the University Police Services substation station located on the Carson City campus in Bristlecone building, room 229 Monday – Friday 8:00 a.m. to 5:00 p.m. (excluding holidays on which the college offices are closed) online at www.unr.edu/police, or by calling University Police Services Headquarters at (775) 784-4013.

Security and Access

For security purposes, campus buildings are secured when classes and activities have finished each day. Facilities are kept secured during periods when college sanctioned functions are not being conducted. All persons required to be on campus when facilities are closed are requested to contact University Police in Bristlecone 229, (ext. 3308) or 775-230-1952.

College facilities on the Carson City Campus are generally open from 7am-10pm, Monday through Friday, and from 7:30a-5pm on Saturdays. College is closed on Sunday. Persons requesting access to college facilities after hours will be required to show appropriate identification and state the reason for being on campus. On a need basis, and with proper authorization, students, faculty, and staff may be provided with access to those facilities which are operated with manual or electronic lock access controls. There is no student housing located on any of the WNC campuses. Students desiring to be on campus after hours are to be in the company of a faculty or staff member or provide written permission from an appropriate College official.

College Facilities on the Douglas campus are shared with Aspire Academy. WNC does not operate classes on the Douglas Campus until 3pm. The hours for WNC at the Douglas campus are generally M-TH 3pm-10pm during school semesters. The Douglas campus during semesters is closed on Friday, Saturdays, and Sundays barring a class or special event. During the off-semesters the WNC Douglas campus is closed except for specialized hours a week or two before the semester begins. Persons requesting access to college facilities after hours will be required to show appropriate identification and state the reason for being on campus. On a need basis, and with proper authorization, students, faculty, and staff may be provided with access to those facilities which are operated with manual or electronic lock access controls. There is no student housing located on any of the WNC campuses. Students desiring to be on campus after hours are to be in the company of a faculty or staff member or provide written permission from an appropriate College official. Notify the

Department of Public Safety before access is needed by calling 775-230-1952.

College Facilities on the Fallon campus are generally available during semester M-F 8am-10pm and Saturdays 8am-12pm. During the off-semesters the WNC Fallon campus is open generally M-F 8am-5pm with times adjusted for classes or events. Persons requesting access to college facilities after hours will be required to show appropriate identification and state the reason for being on campus. On a need basis, and with proper authorization, students, faculty, and staff may be provided with access to those facilities which are operated with manual or electronic lock access controls. There is no student housing located on any of the WNC campuses. Students desiring to be on campus after hours are to be in the company of a faculty or staff member or provide written permission from an appropriate College official. Notify University Police Services before access is needed by calling 775-230-1952 or the Fallon Campus and Rural Outreach Director, Holly O'Toole, at 775-423-7565.



Limited Confidential Crime Reporting

Western Nevada College Public Safety encourages anyone who is the victim of, or witness to, any crime to promptly report the incident to the WNC Public Safety Department (775) 230-1952, their local police department by dialing 911, or talk to someone about what happened in order for them to receive the support they need and so the college can respond appropriately. Different employees on campus have different abilities to maintain a reporting student's confidentiality.

If a reporting student discloses an incident to a responsible employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the College will weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students, including the reporting student.

If the College honors the request for confidentiality, a reporting student will be informed that the College's ability to investigate the incident and pursue disciplinary action against the identified student may be limited.

There are times when, in order to provide a safe, non-discriminatory environment for all students, the College may not be able to honor a reporting student's request for confidentiality. The College has designated the following individual to evaluate requests for confidentiality made by a reporting student:

Title IX Coordinator
(775) 445-3219

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

Confidential Reporting

Western Nevada College has counselors on staff who can provide limited counseling services regarding sensitive information. However, WNC does not employ counselors whose office responsibilities include providing psychological counseling to members of the campus community and who function within the scope of his or her license or certification.

If you are uncomfortable reporting an incident to the Department of Public Safety, you may contact any Campus Security Authority.

Campus Security Authorities (CSA) at the college include the following:

1. UNR Police Services Employees
2. Campus Public Safety Officers and all individuals hired in a security function for campus events
3. Student Conduct Officers
4. Vice President for Student Success
5. Student Life Coordinator
6. Greek Life Coordinator
7. Athletic Advisors/Coaches

Crime reports can be made to any CSA in confidence. CSA's will only report to University Police Services for statistical purposes, that an incident occurred without revealing any personally identifying information. Disclosures by any CSA may not trigger an investigation into an incident against the reporting student's wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.



How to Report a Crime

When reporting an emergency, crime or suspicious activity at the college, follow these steps:

For Emergencies:

Dial 911- (from a campus phone, you must dial 9-911)

Give your name and location (state specifically that you are at the college)

Briefly describe the activity you are reporting

Request medical attention if needed

Remain calm and speak slowly

Stay on the phone until the dispatcher ends the call

If possible, give a description of the person (s) and vehicle involved, location or direction of travel and presence of weapons if known

For non-emergency situations:

Carson City: (775) 887-COPS (2677)

Douglas: (775) 782-5126

Fallon: (775) 423-2111

University Police Services:

Non-Emergency: (775) 230-1952

Daily Crime Log

A daily log of reported crimes is maintained by University Police Services records division in accordance with the Clery Act. The crime log includes the type of incident, reported date and time of occurrence and general location as well as the disposition of the incident, if this information is known.

The daily crime logs for the WNC Carson City, Douglas and Fallon Campuses are available online at <http://www.unr.edu/police/daily-crime-log>.

The Carson City Campus crime log can also be viewed by the public at the Department of Public Safety Office in the Bristlecone Building Monday - Friday 8:00 am to 5:00 pm (excluding holidays on which college offices are closed).

Important Numbers to Know

University Police Services

Emergency: 911

Non-Emergency: (775) 887-COPS (2677)

Substation Business Office: (775) 230-1952

University Police Services Headquarters:

(775) 784-4013

www.unr.edu/police



Timely Warnings

A Timely Warning is an alert that is issued to the entire campus community whenever a crime covered by the Clery Act poses a serious or continuing threat to the students, employees, or visitors to any University of Nevada, Reno locations. Timely warnings are issued without delay as soon as enough pertinent information is available and extends to all University properties covered by the Clery Act.

PROCEDURE

Any Clery Act crime or situation which may present a potential threat to the campus community is communicated to the campus community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings, property, and public property within or immediately adjacent to, and accessible from, the main campus. Properties may include buildings and/or property owned or controlled by student organizations that are officially recognized by the institutions or any building or property owned or controlled by the institution and used in direct support of, or in relation to, the institution's educational purposes. Reporting requirements include properties which are frequently used by students which may or may not be within contiguous geographic proximity to the main campus.

The Assistant Vice President & Director of University Police Services or his/her designee may make the final determination of when a timely warning will be issued and disseminated, on a case by case basis.

When a timely warning is issued, it is the responsibility of the Assistant Vice President & Director of University Police Services or in his absence by the on scene supervisor, to cause immediate notification to the representatives of the University President's Office, Vice President of Administration and Finance, the Student Services office, and Dispatch.

Determining whether to issue a timely warning will be evaluated on a case-by-case, taking into account both the frequency of the offense and the likelihood of additional occurrence.

The following officials are authorized to disseminate alerts:

- A. Assistant Vice President and Director of University Police Services
- B. Assistant Chief of University Police Services
- C. Lieutenants of University Police Services
- D. Clery Compliance Officer of University Police Services
- E. Western Nevada College Office of the President
- F. Western Nevada College Environmental Health and Safety Office
- G. Public Safety Dispatch

Timely warnings will contain the phrase "Timely Warning Notification", in the subject line. The body of the alert may include a short description of the crime or incident giving the time and date, location, reported offense, suspect description, weapon used (if any), and suspect vehicle (if any) and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to aid members of the university community in protecting themselves from becoming victims of a similar crime and promote overall safety.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, posting of hard copies in public areas, posting on college and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets.

If appropriate, status updates as to the resolution and/or unfounded status of the crime or emergency situation will be similarly disseminated and updated as soon as possible.

Reporting members of the community who know of a crime or other serious incident should report that incident as soon as possible to the University Police Services, so a determination can be made as to issuing an alert.

Emergency Notifications

An Emergency Notification is an alert that may be issued whenever any significant emergency or dangerous situation poses an immediate threat to the health or safety of students or employees on the campus. This could overlap and include a Clery crime such as a shooting, but it also covers crimes not reportable under Clery as well as non-criminal incidents, such as an outbreak of a communicable illness, an impending weather emergency or a gas leak. Notifications are to be issued without delay upon confirmation of the emergency and may be tailored exclusively to the segment of the campus at risk.

PROCEDURE

Any crime or situation which may present a potential threat to the campus community is communicated to the campus community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings, property, and public property within or immediately adjacent to, and accessible from, the main campus. Properties may include buildings and/or property owned or controlled by student organizations that are officially recognized by the institutions or any building or property owned or controlled by the institution and used in direct support of, or in relation to, the institution's educational purposes. Reporting requirements include properties which are frequently used by students which may or may not be within contiguous geographic proximity to the main campus.

The Assistant Vice President & Director of University Police Services or his/her designee may make the final determination of when a Timely Warning or an emergency notification will be issued and disseminated, on a case by case basis.

When an emergency notification is issued, it is the responsibility of the Assistant Vice President & Director of University Police Services or in his absence by the on scene supervisor, to cause immediate notification to the representatives of the University President's Office, Vice President of Administration and Finance, the Student Services office, and Dispatch.

Determining whether to issue an Emergency Notification for non-Clery Act crimes will be evaluated on a case-by-case, taking into account both the frequency of the offense and the likelihood of additional occurrence.

The following officials are authorized to disseminate alerts:

- A. Assistant Vice President and Director of University Police Services
- B. Assistant Chief of University Police Services
- C. Lieutenants of University Police Services
- D. Clery Compliance Officer of University Police Services
- E. Western Nevada College Office of the President
- F. Western Nevada College Environmental Health and Safety Office
- G. Public Safety Dispatch

Emergency notifications may contain the phrase "Crime Alert" or "Emergency Notification", in the subject line. The body of the alert may include a short description of the crime or incident giving the time and date, location, reported offense, suspect description, weapon used (if any), and suspect vehicle (if any) and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to aid members of the university community in protecting themselves and promote overall safety.

Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, posting of hard copies in public areas, posting on college and public safety web sites, voice mail recordings, campus monitors, reverse 911 and dissemination via local media outlets

If appropriate, status updates as to the resolution and/or unfounded status of the crime or emergency situation will be similarly disseminated and updated as soon as possible.



Emergency Response and Evacuation Procedures

WNC has implemented a comprehensive Emergency Notification System that can alert and inform campus community members in the event of an imminent threat to health and safety (e.g. tornado, active shooter, hazardous material spill, fire, earthquake, etc.). The system used is a siren system in coordination with Code Red messaging on the Carson City campus.

Upon confirmation from a Public Safety officer or College official regarding a significant emergency or dangerous situation involving an immediate threat to the health and safety of the campus community members, emergency notifications will be disseminated without delay to campus community members via text message and email alerts, internal public address system and an internal/external siren (where applicable). The Director of Public Safety, working in conjunction with other College officials will determine the content of the emergency notification, select the most appropriate method(s) for disseminating the information as quickly as possible, and initiate the notification system. The Director of Public Safety, Public Safety officers, and authorized College personnel have responsibility for issuing notifications via the College's Emergency Notification System. The content of the notification will be determined by the person who is starting the emergency notification system and based on the situation. Some examples are given in the WNC emergency notification booklet near each station as well as pre-programmed messages in the Code Red System. The text message system WNC Alerts (Code Red) is a free service that students, faculty, and staff are automatically subscribed into in order to receive information directly to their text enabled mobile phone in the event of an emergency or campus closure. The system is an opt-out system. To sign up for the service if one is a student who is not getting the text messages they can sign-up through admissions and records at (775-445-3277). If an employee or faculty is not getting the text messages they can contact the HR department at (775-445-4237). The external/internal siren is capable of producing audible and voice commands to the campus community in the event of an emergency. When you hear the audible alert tone and blue emergency lights flashing be prepared to enact emergency procedures such as run, hide, or fight. Voice commands can be given in certain situations, but may not be given for every situation. Other emergency notification methods the College employs

can include fliers posted at entryways, the College's homepage (www.wnc.edu), digital displays, broadcast radio, and television alerts. Calling the College's main number 775-445-3000 during a special emergency will give emergency information to the larger community. Additional information can also be found on the College's website as well as local radio and television stations.

Emergency evacuation routes are conspicuously posted in each classroom on our campuses. College officials will conduct annual tests and exercises of emergency response and evacuation procedures in order to ensure an orderly response to incidents necessitating such measures and to continuously assess the readiness of our emergency response and recovery capabilities. Tests will be announced in advance via email, the College's homepage, and other available methods.

Testing Emergency Response and Evacuation Procedures

Western Nevada College participates in emergency tests and evacuation drills throughout the year and conducts follow-through activities to assess and evaluate emergency procedures. Drills are conducted to prepare building occupants for an evacuation in the case of an actual emergency. The Department of Public Safety coordinates announced and unannounced drills to test various procedural operations. Methods of dissemination may include, but are not limited to, electronic distribution through mass email, text messaging, posting of hard copies in public areas, posting on WNC and WNC Public Safety web sites, voice mail recordings, and dissemination via local media outlets. The Department of Public Safety monitors these drills in order to evaluate the response and prepare an after action report with information on systems that worked as assigned, systems that encountered problems and recommendations for improvement.

Security Awareness Programs

Each semester, the Department of Public Safety office informs new employees of campus policies and security awareness tips. Public Safety Officers conduct presentations relating to crime prevention and safety policies during orientations and at other times, when requested by staff or students. Security awareness materials are distributed to all incoming students and they are expected to help take part in campus safety by being active participants in their personal safety.

Crime Prevention Programs

Department of Public Safety offers various personal safety, and crime prevention programs on a continual basis throughout the year. Public Safety personnel facilitate programs for students, faculty and new employees, and student organizations, providing a variety of educational strategies and tips on how to protect themselves from sexual assault, theft and other crimes. Available programs include:

Workplace Violence prevention and Active Shooter

Classes are offered by Public Safety officers regarding warning signs, prevention methods, and steps that should be taken if employees find themselves in any of these types of situations. These classes are offered on an ongoing basis through the calendar year.

Personal Safety

E-alarms are available from the Associated Student of Western Nevada for students and staff who wish to carry one with them.

Workplace Security Site Assessments

Public Safety will walk through a department office space or building to identify vulnerabilities, assist in creating an active threat plan, and discuss best practices for safety and security of the workplace.

Crime Prevention and Personal Safety Tips

Effective crime prevention begins with personal involvement and responsibility. By taking a few moments before acting, we can all make ourselves less likely to become a victim or a statistic. The following is a list of DOs and DON'Ts to help you in protecting your personal property and yourself.

Do lock your car at all times-when parked and when driving;

DO use the lighted walkways going to and from the parking lots;

DO report all crimes and/or suspicious activities to Public Safety promptly;

DO mark your valuable possessions (books, calculators, phones, recorders etc.) i.e. with your driver's license number;

DO call Public Safety (230-1952) if you desire an escort;

DO treat all personal property as you do cash;

DO ask a friend to walk with you to the parking lot;

DON'T leave valuables in plain sight in your vehicle (iPods, GPS devices, books, etc.).

DON'T leave books, handbags, book bags, wallets, purses, etc. unattended in the library, cafeteria, restrooms or study areas;

DON'T leave your purse or other valuables in an unlocked desk or file cabinet;

DON'T walkthrough dark areas without an escort;

DON'T leave cash or checks in your unlocked desk or file cabinet. Crime prevention is everyone's job. With some effort and forethought we can maintain a safe campus environment.

Western Nevada College Alcohol and Drug Free Workplace Policy Statement

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are of concern to the State of Nevada and to the northern institutions of the Nevada System of Higher Education (NSHE). These institutions comply with the Omnibus Anti-Drug Abuse Act of 1988 and the Drug-Free Schools and Communities Act of 1989. It is the policy of this State and of NSHE to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or drugs; consume alcohol while on duty; or unlawfully possess or consume any drugs while on duty, at a work site or on State or NSHE property, or while driving an NSHE vehicle. Any employee who violates this policy is subject to disciplinary action.

As provided by statute, any employee who (a) exhibits signs and symptoms consistent with alcohol and/or drug intoxication; (b) is involved in a workplace vehicle accident in accordance with NAC 284.888; (c) is involved in a workplace accident for which they seek medical treatment in accordance with NAC 284.888 or who (d) applies for a position approved by the Personnel Commission as affecting public safety, is subject to a screening test for alcohol, drugs, or both employees found to be under the influence of drugs or alcohol while on duty will be referred to the Employee Assistance Program. Nevada Administrative Code 284.884 defines the maximum concentration of alcohol in blood or breath as greater than .02 gram. The Appointing Authority shall take into consideration the circumstances and actions of the employee in determining whether disciplinary action is appropriate.

Each employee is required to inform their supervisor as soon as possible after consuming any drug which could interfere with the safe and efficient performance of the employee's duties (NRS 284.4063).

Any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.

Any employee who is convicted of driving under the influence in violation of NRS 484.379 or of any other offense for which driving under the influence is an element of the offense is subject to discipline up to and including termination if the offense occurred

while he was driving a State vehicle or a privately owned vehicle on State business.

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the work-place is prohibited. Any employee who is convicted of unlawfully giving or transfer-ring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while on duty or on the premises of State/NSHE property will be subject to discipline up to and including dismissal.

The term, "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack". They also include "legal drugs" which are not prescribed by a licensed physician.

Each employee is required to inform his or her employer in writing within five days after he or she is convicted for violation of any federal or state criminal drug statute when such violation occurred while on duty or on the employer's premises.

All of the NSHE health insurance plans include coverage for chemical dependency treatment programs. Coverage differs so please contact your health care provider to find out what benefits are specific to your plan.

The NSHE Employee Assistance Program (EAP) also provides help to Nevada System of Higher Education employees and their families with alcohol and/or drug problems. The EAP can be reached by calling 1-877-234-5151. (Español 1-888-732-9020). This assistance is provided by off-campus resources and is completely confidential. Administrative leave may be granted for two visits to the EAP.

Faculty and Staff of these institutions may refer students for assistance through the appropriate Student Services office.

This policy is applicable to all employees. Specific federal guidelines, statutory provisions and regulations applicable to this policy are set down in the Drug Free Workplace Act and Chapter 284 of the Nevada Revised Statutes and Nevada Administrative Code.

Drug-Free Schools and Communities Act

Western Nevada College has joined other colleges and universities across the nation in encouraging the elimination of alcohol and other drug abuse on our campus and in our community. The college believes that the unlawful possession or use of drugs, including alcohol, and the abuse of alcohol and any drug by students constitutes a grave threat to their physical and mental well-being, and significantly impedes the process of learning and personal development.

SUBSTANCE ABUSE POLICY

The policy adopted by the college prohibits the use or possession of alcoholic beverages without authorization; use or possession of illegal and/or unauthorized drugs and drug paraphernalia; and providing alcoholic beverages to minors while on college property or at college-sponsored activities, and (2) being under the influence of a controlled substance, including alcohol, while on college property or at a college-sponsored activity and the exhibiting of offensive behavior while under the influence of alcohol or other controlled substances. The complete policy can be located on the WNC website at <http://lr.wnc.edu/policymanual/1-10-1.php>.

CAMPUS DISCIPLINARY SANCTIONS

A student involved in violations of college standards of conduct related to alcohol and other drugs may be required to participate in a disciplinary intervention process which may include referral to educational programs and/or an individual needs assessment as a condition of continued association with the institution. Violations of the law or NSHE regulations may result in expulsion of students and/or termination of employment pursuant to the WNC Student Code of Conduct and the NSHE Code, and referral for criminal prosecution. Guests of the college will be subject to denial of permission to come onto a WNC campus, educational site or center, and for future use of its facilities. These violations are serious matters and can significantly impact education and employment.

LEGAL STANDARDS

In addition to college student conduct standards, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws apply to any student conduct on or off campus. In

these instances, the student is being regarded as a resident of the state of Nevada.

NRS 202.020

Purchase, consumption or possession of alcoholic beverage by a minor: Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.040

False representation by a minor to obtain intoxicating liquor. Every minor who shall falsely represent him/herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

Sale or furnishing of alcoholic beverage to a minor: aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age...is guilty of a misdemeanor.

NRS 205.460

Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or...(2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

LEGAL SANCTIONS

Legal action provides for sanctions ranging from the imposition of fines to incarceration. Legal sanctions are governed by the Nevada Revised Statutes (NRS) and applicable federal law. Such penalties result from the referral of an alcohol or other drug violation which comes to the attention of local law enforcement, and is referred to the District Attorney's Office. Legal action may take place concurrently with campus disciplinary action.

Sexual Assault Policy

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Western Nevada College is a diverse community committed to creating and maintaining a safe campus where all persons who participate in college programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. The college encourages all members the WNC community who believe that they have experienced sexual misconduct or gender based violence to seek immediate medical attention and take steps to preserve pertinent information and tangible materials, regardless of whether or not an individual wishes to make a report to the college or law enforcement.

Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of college policy.

WNC will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking.

Sexual Harassment under Title IX.

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures.

- a.) Each President of NSHE’s eight (8) institutions and the Chancellor for NSHE’s System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution’s efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b.) Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this section. Each institution must notify persons entitled to a notification under paragraph (a) of this section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.

c.) Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this section and a complaint process that complies with subsection 5 for formal complaints as defined in subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

2. Definitions.

a) "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b) "Respondent" means an individual who has been reported to be the individual engaging in the conduct that could constitute sexual harassment.

c) "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d) "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

(i) An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;

(ii) Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or

(iii) Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

e) “Rape” means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

f) “Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

g) “Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

h) “Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

i) “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

j) “Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

k) “Stalking” means engaging in a course of conduct on the basis of sex 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.

l) “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

m) “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

n) “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

o) “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.

p) “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.

Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.

Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.

Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.

Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.

The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment.

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is “deliberately indifferent” only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution’s response must treat complainants and respondents equitably by offering supportive measures as defined in subsection f of subsection 2 to all parties, and by following a complaint process that complies with subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent.

The institution’s Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in subsection f of subsection 2, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution’s treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a) Issuing a no-contact directive(s);
- b) Providing an effective escort to ensure safe movement between classes and activities;
- c) Not sharing classes or extracurricular activities;
- d) Moving to a different residence hall;
- e) Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f) Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g) Restricting to online classes;
- h) Providing information regarding campus transportation options;
- i) Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined; and
- j) Requiring the parties to report any violations of these restrictions.

For Employees:

- k) Providing an effective escort to ensure safe movement between work area and/or parking lots/other campus locations;
- l) Issuing a no-contact directive(s);
- m) Placement on paid leave (not sick or annual leave);
- n) Placement on administrative leave;
- o) Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p) Providing information regarding campus transportation options;
- q) Instructions to stop the conduct;
- r) Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s) Reassignment of duties;
- t) Changing the supervisory authority; and
- u) Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing ongoing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4. Response to a Formal Complaint.

- a) In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with subsection 5. With or without a formal complaint, an institution must comply with subsection 3.
- b) Nothing in this subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
- c) Nothing in this subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d) An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

General complaint process requirements for reports of Dating Violence, Domestic Violence, Sexual Assault, Stalking or Sexual Harassment

Institutions shall:

- a) Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;
- b) Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c) Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in subsection f of subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in subsection f of subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;
- d) Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence—and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;
- e) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- f) Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- g) Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection d of subsection 8;
- h) Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection d of subsection 8;
- i) Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
- j) Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;

- a) Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement,

Chapter 6 of the NSHE Code for professional employees, and Chapter 10 of the NSHE Code or applicable code of conduct for students. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

- l) Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m) State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;
- n) Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;
- o) Describe the range of supportive measures available to complainants and respondents;
- p) Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and
- q) Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures.

- a) Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:
 - (i) Notice of the institution's complaint process that complies with this section, including any informal resolution process; and
 - (ii) Notice of the allegations potentially constituting sexual harassment as defined in subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under subsection 2, and the date and location of the alleged incident, if known. This written notice also must:
 - (a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process;

Inform the parties that they may have an advisor of their choice under subsection d of subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under subsection 7; and

- (c) Consistent with section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.
- b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to subsection a of subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.
- c. Dismissal of formal complaint.
 - (i) If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.
 - (ii) The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:
 - (a) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
 - (b) The respondent is no longer enrolled or employed by the institution; or
 - (c) Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
 - (iii) Upon a dismissal required or permitted pursuant to subsections i and ii of subsection c of subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

7. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
- b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and
- h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

8. Live Hearings.

- a) An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.
- b) At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under subsection d of subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.
- c) The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.
- d) Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this section, "relevant" means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. 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.
- e) If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution's choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to "represent" a party but rather to relay the party's cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.
- f) If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer(s) 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.
- g) Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.
- h) Nothing in this subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law

9. Determination Regarding Responsibility.

- a) The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.
- b) The written determination must include:
 - (i) Identification of the allegations potentially constituting sexual harassment as defined in subsection 2;
 - (ii) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - (iii) Findings of fact supporting the determination;
 - (iv) Conclusions regarding the application of the institution's code of conduct to the facts;
 - (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - (vi) The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c) The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

10. Appeals.

- a) Within five (5) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:
 - (i) Procedural irregularity that affected the outcome of the matter;
 - (ii) 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;
 - (iii) The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - (iv) Any additional basis offered by an institution.
- b) As to all appeals, the institution must:
 - (i) Immediately notify the other party in writing when an appeal is filed;
 - (ii) Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

- (iii) Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections e-i of subsection 5;
 - (iv) Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within five (5) calendar days of the outcome;
 - (v) Issue a written decision within five (5) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
 - (vi) Provide the written decision simultaneously to all parties.
- c) The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

11. Informal Resolution.

- a) If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:
- (i) Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;
 - (ii) Obtains the parties' voluntary, informed written consent to the informal resolution process; and
 - (iii) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- b) Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- c) An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.
- d) An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

12. Recordkeeping.

- a) An institution must maintain for a period of at least seven (7) years records of:
- (i) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under subsection g of subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - (ii) Any appeal and the result therefrom;
 - (iii) Any informal resolution and the result therefrom; and
 - (iv) All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
 - (v) For each response required under subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

13. False Reports. Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

14. Retaliation.

- a) Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under subsection C.
- b) Specific circumstances.
- (i) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under subsection a of this subsection.
 - (ii) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under subsection a of this subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

This subsection D shall become effective on August 14, 2020.

15. Evidence Preservation:

Although in the immediate aftermath of an incident an individual may not be interested in reporting the incident to the College or in pressing charges, preserving evidence immediately can be vital to a successful investigation if, in the future, an individual decides to move forward with a civil, criminal, or university conduct case, or seeks a protective order.

Tips for preserving evidence:

- Avoid showering, bathing, douching, brushing teeth, going to the bathroom, drinking, and/or changing clothing before seeking medical attention
- Any clothing, towels, or bedding should remain untouched pending collection by law enforcement. Whether or not an individual has chosen how to proceed at the time of a medical examination, taking steps to gather evidence will preserve the full range of options to seek resolution through the pursuit of criminal investigation or through the College's complaint process.
- If an individual has bruising or injuries, they should take photos of the bruising with a camera and document the date and time of the photography (cell phones automatically do this). If an individual goes to the hospital they can do this as it is deemed necessary.

Medical attention is also strongly encouraged. If a survivor of sexual assault would prefer to remain anonymous, they can receive an evidentiary exam at no cost at an area hospital without filing a police report. These exams are filed under a Jane/John Doe name. If a survivor chooses to file a police report, it should be noted that a police report states what happened and does not require the survivor to press charges. The choice remains with individual whether to press charges.

Persons of Organizations that can assist victims

The following support services are available should victims want to access them:

- WNC Director of Human Resources (775) 445-4235.
- Title IX Coordinator at (775) 445-3219.
- Dean of Students at (775) 445-3344
- To notify and report the crime off-campus, contact the Carson City Sheriff's Office at (775) 887-2500 or the appropriate jurisdiction, or 9-1-1.
- University Police Services at (775) 445-3308 or file an online report at www.unr.edu/police, and
- In the case of an emergency, dial 9-1-1.

Options about the Involvement of Law Enforcement

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The College, including University Police Services,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college.

To report directly to the Carson City Sheriff's Office call (775) 887-2500 . For assistance in contacting the Carson City Sheriff's Office, contact University Police Services at (775) 445-3308.

Process of Making a Police Report:

Depending on the circumstances of an incident, University Police Services may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say “I don’t remember” or “I’m not sure,” without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information:

An individual who wishes to pursue criminal action in addition to, or instead of, making a report to the College for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 911 (for emergencies) or (775) 445-3308 to reach University Police Services, or in person at any University Police Services location.

Availability of Protective Orders

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the college. If a court order is issued the college will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to WNC that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

WNC is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. WNC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of WNC Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

SANCTIONS FOR STUDENTS:

RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES.

Exclusion/restriction from participation in privileges, extracurricular activities, holding office, or represent the College. Loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

CONDUCT PROBATION. The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

DISCIPLINARY CONDUCT SUSPENSION.

This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

EXPULSION OR TERMINATION.

Permanent separation of the student from the College. The expelled student shall not participate in any College-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES.

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

ADMINISTRATIVE CONDUCT

Hold status documented in the Registrar's official file that precludes the student from registering for classes and/ or accessing official transcripts until clearance from the Vice President for Student and Academic Affairs.

INTAKE/ASSESSMENT/TREATMENT REFERRALS.

A student may be referred to a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off-campus provider for such services at the student's expense.

Range of Protective Measures Available

These measures may include, but are not limited to:

the implementation of a WNC-issued no-contact order,
academic accommodations,
residential accommodations,
transportation accommodations,
employment accommodations,
safety consultations with Great Basin College Security Office,
personal protection devices,
on-campus escorts,

SANCTIONS FOR EMPLOYEES:

Nevada Administrative Code

NAC 284.480 Letters of Instruction

NAC 284.638 Warnings and written reprimands

NAC 284.642 Suspension and Demotion

NAC 284.646 Dismissal

NSHE Prohibitions and Penalties

Warning

Written Reprimand

Suspension

Demotion

Dismissal

For part-time employees of Western Nevada College, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the College may terminate employment at any time, for any lawful reason.

Title IX Information

If you believe you have been subjected to sex or gender-based discrimination and/or unwelcome sexual advances, sexual coercion, requests for sexual favors, and/or sexually motivated physical, verbal, or nonverbal conduct, other conduct of a sexual nature, or interpersonal violence, there are campus resources and services available to you. Western Nevada College will also implement interim measures to ensure the safety and well-being of those who have been subjected to this behavior. Please immediately contact:

Title IX Coordinator
(775) 445-3219

If you have been sexually assaulted or someone has attempted to sexually assault you, immediately contact your local law enforcement by dialing 911.

Western Nevada College, strictly prohibits sexual harassment and discrimination. Sexual harassment in educational institutions is a form of sex-based discrimination prohibited by Titles VII and IX. Sexual harassment involves conduct of a sexual nature that is unwelcome and offensive to both the recipient and a reasonable person. Sexual harassment can interfere with a student's academic performance, an employee's work performance and their emotional and physical well-being.

Students and staff at Western Nevada College have a right to an environment free of sexual harassment. Sexual harassment constitutes a serious threat to the free interaction and exchange necessary for educational and personal development. Sexual harassment is not only a clear violation of College policy, but it is a form of discrimination and is illegal. If an individual is the victim of sexual harassment, if a student, they should report it to the Dean of Student Services (775-445-3271). For a college employee report it to your supervisor or Human Resources (775-445-4237).

Sex Offender Registration

Western Nevada College Public Safety is in charge of registering sex offenders on campus. Individuals needing to register must make an appointment with the Security Officer Supervisor at 775-230-2588 or stop by the Public Safety Office located on the Carson City campus in Bristlecone Room 229.

Once registered the information will be kept with WNC Public Safety, but shared with the Dean of Students. Students, faculty, and staff wishing to know this information can contact WNC Public Safety Department with any issues they have or they can contact the Carson City Sheriff's Office for information of registered sex offenders in the area.



Off-Campus Counselors and Advocates

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with the college unless the reporting student requests the disclosure and signs a consent or waiver form.

Following is contact information for these off-campus resources:

Crisis Call Center: 775-754-8090

24 hour statewide Help Hotline: (800) 992-5757 or info@crisiscallcenter.org

Advocates to End Domestic Violence- Carson City 775-883-7654

Rape Crisis Intervention-Sexual Assault Response Advocates
Domestic Violence 24-Hour Hotline

Family Support Council of Douglas County

775-782-8692

Peer Counseling and Crisis Intervention

Womens Support Group

24 hour Crisis Hotline

Sexual Assault Victim Support and Advocacy

Douglas County Social Services-775-782-9825

Victims of Sexual Assault

Sexual Assault Victim's Advocacy and Support Group-

775-427-1500

Services for Victims of Sexual Assault Support

Sexual Assault Support Group-

775-423-1313

Sexual Assault Survivor's Group

NOTE: While these off-campus counselors and advocates may maintain a reporting student's confidentiality with regard to the college, they may have reporting or other obligations under state law. For example, there may be an obligation to report child abuse, an immediate threat of harm to self or others, or to report in the case of hospitalization for mental illness; for the exceptions to confidentiality, see NRS 49.213, NRS 49.245, and NRS 432B.220 in Appendix 2.

If you have questions as to whether a specific incident should be reported, please contact the University Police Services at (775) 230-1952.

**Western Nevada College Carson Campus
Crime Statistics**

Offense	Year	On Campus	Student Housing*	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	1	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Western Nevada College Carson Campus does not have any residential facilities.

Western Nevada College Carson Campus
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus*	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	3	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Western Nevada College Carson Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

**Western Nevada College Douglas Campus
Crime Statistics**

Offense	Year	On Campus	Student Housing*	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Western Nevada College Douglas Campus does not have any residential facilities.

**Western Nevada College Douglas Campus
Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus*	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	1	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	1	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Western Nevada College Douglas Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

**Western Nevada College Fallon Campus
Crime Statistics**

Offense	Year	On Campus	Student Housing*	Non-Campus	Public Property
Murder/Non Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter by Negligence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Aggravated Assault	2019	0	0	0	1
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Western Nevada College Fallon Campus does not have any residential facilities.

Western Nevada College Fallon Campus
Clery Act Arrests and Disciplinary Referrals

Offense	Year	On Campus*	Student Housing	Non-Campus	Public Property
Liquor Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violation Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

*Western Nevada College Fallon Campus does not have any residential facilities.

Data is reported by calendar year.

Hate Crimes:

2019: No Hate Crimes reported.

2018: No Hate Crimes reported.

2017: No Hate Crimes reported.

Unfounded Crimes:

2019: Zero unfounded crimes.

2018: Zero unfounded crimes.

2017: Zero unfounded crimes.

The Western Nevada College
2020 Annual Security Report
was prepared by University Police Services.



For more information about University Police Services, visit our website at:

www.unr.edu/police

Follow us on Twitter or like us on Facebook at:

University of Nevada Reno Police Department