SALISBURY UNIVERSITY ANNUAL SECURITY REPORT

CAMPUS CRIME AND PERSONAL SAFETY 2020

This annual security report is prepared and distributed by University Police in compliance with *The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and Drug-Free Campus/Drug-Free Workplace* legislation. It contains crime and arrest statistics as well as information about campus policies and practices intended to promote crime awareness, campus safety and security. By October 1 of every year, all current students and employees are sent an email message providing them with the link to this report and notification that the current edition of the Annual Security Report has been posted on the Salisbury University website. All new hires, as part of their onboarding process, are provided access to the Annual Security and Fire Safety Reports and are required to acknowledge that they have read the aforementioned documents. A link was also added to the Human Resources Careers website to provide access to the reports by external applicants which can be found at: https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/careers/index.aspx In addition, current or prospective students and employees may obtain a copy of this report by visiting University Police located in the East Campus Complex, calling 410-543-6007 or by accessing: https://www.salisbury.edu/police/clery-compliance/Files/Salisbury-University-Annual-Security-Report.pdf.

LAW ENFORCEMENT AND SECURITY UNITS

The Salisbury University Police Department (SUPD), located in the East Campus Complex, is responsible for personal safety and law enforcement on campus. SUPD is an internationally accredited police agency whose mission is to enhance the education and cultural experience for all students, faculty, staff and visitors by providing professional, competent and compassionate law enforcement services and security. In November 2020, SUPD earned reaccreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). This achievement is a reflection of the department's dedicated officers and staff members who work hard every day to make Salisbury University a safe place to learn, work and live.

University Police Officers' Authority

University police officers are on duty 24 hours a day, 365 days a year. They are sworn, certified police officers as required by Maryland state law. All officers attend the minimum standards training for police officers as mandated by the Maryland Police Training Commission; annual in-service training is required. Enforcement authority of the University police is derived from the Annotated Code of Maryland Education Article 13-601. University police have enforcement authority within the geographical boundaries of Salisbury University's campus, properties and facilities. The Maryland State Police, Wicomico County Sheriff's Department, the Salisbury Police Department and the Fruitland Police Department may be called for assistance if requested by the university.

Security Guards

Security guards have the authority to ask persons for identification and to determine whether individuals have lawful business at Salisbury University. These guards perform routine security activities to protect buildings and property and safeguard the community during normal operations and special events. Security guards are **not** law enforcement officers. They have no power of arrest. Criminal incidents are referred to the Salisbury University Police Department who has jurisdiction on the campus.

Student Patrol

Student Patrol personnel provide an additional patrol presence during evening and early morning hours. This unit consists of students who are employed and trained by members of University Police. They notify police personnel about suspicious activity and perform a variety of tasks in support of University Police. These services include: security at special events, foot patrol, traffic control and escorts.

Allied Police Support

The Maryland State Police, Wicomico County Sheriff's Office, Fruitland Police Department, and the Salisbury Police Department are the primary law enforcement agencies responsible for providing public safety to the immediate neighborhood and business areas surrounding campus. These police agencies may be called for assistance if requested by the university. Likewise, if requested, University Police can respond and assist the local police agencies with incidents that occur in close proximity to the campus. Additionally, a Memorandum of Understanding exists with the Salisbury Police Department to distribute enforcement authority to University Police in certain student housing areas and roadways adjacent to the campus.

REPORTING CRIMES, EMERGENCIES, CRIMINAL ACTIVITIES AND THREATENING BEHAVIOR

Reporting Crimes and Emergencies

All Salisbury University students, faculty, staff and visitors are encouraged to make prompt and accurate reports to University Police if they are a victim or witness of a crime. Crimes committed on campus should be reported immediately to University Police. To contact University Police, dial 410-543-6222 from a public phone, Ext. 36222 from any campus phone, or #787 from a Verizon cell. You may also use the "blue light" emergency phones which are placed at various locations on the grounds. For emergencies, dial 911.

If the crime occurred off campus, University Police will direct you to the appropriate law enforcement agency. Crimes occurring at University Park Apartments, a public-private partnership on Milford Street managed by EdR Collegiate Housing, should be reported to the Salisbury Police Department (for emergencies dial 911, for non-emergencies dial 410-548-3165).

Although students, employees and others are encouraged to report all criminal activity to University Police and/or local police, incidents may also be reported to the Office of Institutional Equity (410-543-6426), Dean of Students (410-548-2365), Associate Vice President of Student Affairs (410-543-6084), Vice President of Student Affairs (410-543-6080), Assistant Director for Residence Life (410-548-9165), Director of Housing and Residence Life (410-543-6040) or the Assistant Director for Operations and Judicial Management (410-543-6040) for statistical reporting and timely warning purposes.

Campus Security Authorities

The *Clery Act* mandates that institutions must disclose statistics for crimes reported to campus security authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that many individuals are hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus-affiliated individuals**.**

The *Clery Act* regulations identify a campus security authority as:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

Campus professional and pastoral counselors, when acting as such, are exempt from reporting requirements in order to protect the counselor-client relationship. As a matter of policy, they are encouraged, if and when they

deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

- Pastoral counselor: A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- Professional counselor: a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.

The Handbook for Campus Safety and Reporting, 2016 Edition

Confidential Reporting

If you have information about a crime or incident and wish to remain anonymous, you can utilize the "Silent Witness" program available at https://webapps.salisbury.edu/police/Silent_Witness/. This program should NOT be used to report emergency situations.

Reporting Threatening Behavior or Other Behavioral Concerns

Individuals who exhibit potentially threatening, intimidating, or dangerous actions or behavioral patterns may be participating in destructive decisions (self-destructive and/or destructive towards others), may have talked about plans to harm themselves or others, or may have access to weapons that can be used to harm themselves or others. Individuals who have not yet developed plans or obtained the means to harm themselves or others may still benefit from intervention. No one indicator necessarily means that an individual may harm himself or others; multiple observed factors are often involved. University Police encourages reporting of individuals who may fall into these categories. Contact University Police at 410-543-6222 or use the form provided at https://webapps.salisbury.edu/police/reportbehavior.html. In situations involving an imminent threat, dial 911.

Policy on the Reporting of Suspected Child Abuse and Neglect

Salisbury University has an established policy for the reporting of suspected child abuse and neglect. The purpose of this policy is to provide guidance to staff, faculty and students of the Salisbury University community regarding the mandatory requirements in Maryland law and Maryland Attorney General opinion that govern the reporting of suspected cases of Child Abuse and Child Neglect, and to affirm the commitment of the University to the protection of the safety and welfare of children who come into contact with the university community. The details of the policy and reporting procedures can be found at http://www.salisbury.edu/administration/general-counsel/policies/section_VI/Child_Abuse_and_Neglect_Policy_SU_FINAL.pdf.

Missing Person

When any staff member of an on-campus housing facility receives a report that a resident is missing, they will immediately notify the appropriate police department about the missing student. If the missing student is under the age of 18 and is not an emancipated individual, federal law requires Salisbury University to notify the student's parent or legal guardian (within 24 hours) if it is determined that the student has been missing for more than 24 hours.

In addition to registering a general emergency contact, students residing in an on-campus student housing facility have the option to identify confidentially a different individual to be contacted in the specific event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, Salisbury University will notify that individual no later than 24 hours after the student is determined to be missing. Students who reside in main campus residence halls and Global Village can register a confidential contact through their Salisbury University GullNet account (click on the "Emergency Notification" link and then the "SU Missing Person Contact" tab). Students who reside in University Park can register the name and phone number of a contact person by email to universityparkmgr@greystar.com. A student's

confidential contact information will be accessible only by authorized campus officials and law enforcement as appropriate. To file a missing person report, contact University Police at 410-543-6222. If the missing person is a resident of University Park, contact Salisbury Police at 410-548-3165.

CAMPUS SECURITY

Academic and Administrative Buildings
Academic and administrative buildings are normally open from 7:30 a.m.-10:30 p.m., Monday - Friday, and at other times when events are scheduled. Those needing access at times when buildings are closed may have it if proper authorization is received by University Police from a responsible faculty member or administrator. Key control is maintained by University Police.

Residence Halls
Main campus residence halls are kept locked 24 hours a day. These facilities are for use by residents and their bona fide guests only. Access is controlled electronically by student Gull Card. Residents are encouraged to keep their doors locked at all times, even if they are only going to be out for a "few minutes." If exterior doors are propped open, an alarm will sound. Guests gain access to residence halls by telephoning residents and having the residents meet them at the door.

University Park apartment complex is responsible for the physical security and maintenance of this property. Residents access their unit by a keyless electronic card access system. For more information, visit http://www.upsalisbury.com/Resident%20Handbook/Resident%20Handbook or call 410-677-0774.

A new housing option for 2019 is Global Village, located behind University Park on Seagull Lane. Key access is controlled by Housing and Residence Life. Residents are issued a key to access their unit and bedroom. Lost keys should be reported immediately to the Housing Office. Maintenance of the complex is handled by Salisbury Housing. Contact a resident assistant to report any maintenance issues.

Video Camera System
University Police manages a campus-wide video surveillance system. Currently, the system is comprised of approximately 900 cameras, to include fixed position cameras as well as user controllable pan-tilt-zoom cameras, located both indoors and out. All of the video footage is recorded and archived for a determined period of time, providing an investigative resource when incidents of crime are reported.

Consideration is given to the reasonable expectation of privacy at every location where a camera is installed. Cameras are generally installed in main pedestrian throughways, building egresses, parking lots and facilities, and public roadways and sidewalks; in short, cameras are only installed at locations where one's expectation of privacy is generally limited. Additionally, technology is employed that inhibits exterior cameras from being used to view through residence hall room windows.

Campus Lighting and Landscaping
Outdoor lighting is surveyed quarterly each year and repairs are made in a timely manner. Trees and shrubbery are regularly trimmed so that exterior lighting is not blocked and walks and entrances are kept clear. Landscaping is maintained to minimize security risks.

Blue Light Emergency Phones
Blue light emergency phones are placed at various locations throughout campus to use in the event of an emergency and provides a direct line of communication with personnel in SUPD's Communications Center.

Crime Log
An informed public is better prepared to ensure its own safety. The "Daily Crime and Incident Log," is available on the University Police website at https://www.salisbury.edu/police/clery-compliance/daily-crime-and-incident-log.aspx. The log contains the nature, case number, date, time, general location, and, if known, disposition of the crime. The log does not include the names of crime victims.

Timely Warnings
An informed public is better prepared to ensure its own safety. Timely warnings are made to the campus community via e-mail, Alertus, text messages, SU website and social media when serious incidents merit. University Police will determine the content of the message and communicate the threat to all students and employees in the form of a "Special Bulletin." Decisions to issue a "Special Bulletin" will be made based on the facts of the incident and whether there exists a continuing and/or imminent threat to the campus community. The timely warning is intended to alert the campus community of a particular safety issue and to increase crime prevention awareness. Timely warnings are usually issued for Clery-reportable crimes (arson, criminal homicide, robbery, aggravated assault, rape, burglary, motor vehicle theft, etc.) but may also be issued for other crime classifications, as deemed necessary.

CRIME PREVENTION SERVICES & SECURITY AWARENESS PROGRAMS

Periodically during the academic year, University Police, in cooperation with other university organizations and departments, present crime prevention awareness sessions on emergency response, sexual assault, alcohol and drug awareness, theft, identity theft and vandalism, as well as educational sessions on personal safety and residence hall security. These programs provide information on "how to avoid becoming a victim" and encourage students and employees to be aware of their responsibility for their own security and the safety of others. "You are your own best protection" is a common theme.

Information about safety and well-being on campus is also disseminated to students and employees through emails, security alert posters, forums, open house, orientation, round table discussions and town hall meetings. Crime prevention information is available on the University Police web page including "Personal Safety Tips" (http://www.salisbury.edu/police/crime-prevention/personal-safety-tips.aspx).

In addition, University Police staff crime prevention and education display tables at various events throughout the year. This provides an opportunity for officers to hand out safety-related materials and pamphlets as well as answer individual questions or concerns. Officers also perform building and office security surveys. For more information or to schedule a crime awareness program or security survey, call 410-543-6222.

Bicycle and Laptop Registration
Students are encouraged to register their bicycles and laptop computers with University Police at no charge. Registering bicycles assists police in recovering them if they are stolen. Register online at https://webapps.salisbury.edu/police/bike-laptop/. It is highly recommended that U-type locks be used for securing bikes. University Police can assist in selecting locks.

Campus Safety Task Force Committee
The Campus Safety Task Force Committee meets monthly and consists of key University leaders, including administrators, faculty and students. The committee's objectives are designed to offer a comprehensive approach to addressing campus and community safety issues.

Civilian Response to Active Shooter Events (CRASE) Program
Salisbury University Police Department staff are trained to teach Civilian Response to Active Shooter Events (CRASE) program. The training provides strategies on how to increase an individual's chances of

surviving an active shooter event. It is based on the "Avoid, Deny, defend" strategy developed by Advanced Law Enforcement Rapid Response Training (ALERRT) and includes information on the history and frequency of events, disaster response psychology, and what to expect when police and emergency medical personnel respond to the active shooter event. Additional information is available at http://www.avoiddenydefend.org/. To schedule the CRASE program, contact A/Sgt. Scott Horengic at 410-543-6222.

Coffee with a Cop

Coffee with a Cop provides a unique opportunity for the Salisbury University community to ask questions and learn more about the Salisbury University Police Department's work at the University. This will be the 4th year the department has partnered with Residence Life & Housing, and other campus entities to host this program. *Coffee with a Cop* provides a relaxed atmosphere that encourages students, faculty and staff to feel comfortable and ask questions about a variety of topics, bring concerns, or simply get to know the officers of the Salisbury University Police Department. The program aims to advance the practice of community policing through improving relationships between police officers and community members one cup of coffee at a time.

Escorts

University Police provides an escort service for anyone who feels uncomfortable walking alone on campus or to nearby off campus locations during the hours of darkness. For more information, visit http://www.salisbury.edu/police/crime-prevention/campus-security-escort-service.aspx.

Operation Identification

Operation Identification is a program through which engraving devices are loaned or an officer will assist in engraving driver's license numbers on personal property. Operation Identification can prevent thefts, or in the case of theft, assist in the recovery of stolen property.

Rape Aggression and Defense (RAD) Program

R.A.D. is an international self-defense organization that teaches self-defense techniques for all types of confrontations using different levels of force. Salisbury University Police Department staff are trained and certified to teach the program. The program is offered several times each semester for students, faculty and staff. For more information, call 410-543-6222 or visit http://www.salisbury.edu/police/crime-prevention/rad.aspx.

Saferide

Saferide is a student-run organization at Salisbury University that provides a safe, free and secure ride for students within a three-mile radius of the campus. The service operates Thursday-Saturday nights. For more information, visit http://saferide4.wixsite.com/salisbury.

Self-Defense Awareness & Familiarization Exchange (S.A.F.E.) Program

Self-defense **A**wareness & **F**amiliarization **E**xchange is an unparalleled 2-hour educational awareness, crime-victim prevention program – encompassing Strategies, Techniques, Options, and Prevention – that provides teenaged and adult women with information that may reduce their risk of exposure to violence and introduces them to the physical aspects of self-defense. S.A.F.E. was developed as an introduction to the 12 hour R.A.D. (*Rape Aggression Defense*) program, also offered by University Police. All classes are conducted by a National Self-Defense Institute S.A.F.E. certified instructor. S.A.F.E. classes may be requested by students, faculty, or staff. For more information, visit http://www.salisbury.edu/police/crime-prevention/safe.aspx. To schedule the S.A.F.E. Program, contact PFC Tina Russell at 410-543-6222.

BEHAVIOR AND BEHAVIORAL ASSESSMENT

Behavioral Assessment Team (BAT)
Members of the Behavioral Assessment Team include personnel from Human Resources, Office of Institutional Equity, Campus Sustainability and Environmental Safety, Student Counseling Services, Academic Affairs, and University Police.

The BAT meets as needed, to provide a forum for relevant University personnel to review incidents and information related to employees who appear severely distressed, disruptive, threatening, or potentially dangerous; to gather additional information, as needed, to assess the situation; to consult with concerned others on a need to know basis; and to make recommendations related to intervening with that employee. The recommendations are in service of protecting the individual employee and the University community and are in keeping with University policies and procedures. BAT offers an added layer of consultation and response and is not to replace timely use of established campus services and community resources in dealing with mental health and emergency situations.

Coordinated Care and Response Team (CCRT)
Members of the Coordinated Care and Response Team (CCRT) include personnel from Student Counseling Services, Student Affairs, Student Health Services, Housing and Residence Life, Academic Affairs, Student Disability Services, and University Police.

The team is scheduled to meet weekly, as needed, to promote the health and safety of members of the Salisbury University community through the review of information related to students who demonstrate behavior or characteristics related to distress, disruptive, threatening, or potentially dangerous behaviors to themselves or others and through the coordination of a response plan for those individuals. Recommendations offered by the CCRT are intended to protect the individual student and the University community, and are in keeping with University policies and procedures. CCRT offers an added layer of consultation and response and is not to replace timely use of established campus services and community resources in dealing with mental health and emergency situations.

Typical reasons for referral to CCRT include disruptive behaviors, suicidal threats, threatening behavior, unexplained absences from classes, and emotional distress. Some of the factors attributable to these behaviors included psychological conditions, relationship problems, academic problems, and victimization due to crime. Most cases result in a follow up with the student by Student Affairs or Residence Life staff and a referral to Student Counseling Services as needed.

Threats of Violence Policy
"Salisbury University is committed to providing a learning and working environment that provides the highest possible sense of safety and security for all members of the University community. Conduct, including threats (verbal or other) to kill or do harm, or comments that can be construed as threatening constitute a violation of this policy. Prohibited conduct also can include threats which might have been meant to be humorous or exaggerated by the speaker but whose intent is not apparent to a reasonable person, or threats not necessarily directed at a named individual.

Individuals who have experienced or witnessed incidents of violent acts or threats are encouraged to report the incident to University Police. Alleged threats or acts of violence will be investigated and may result in criminal charges being filed and the accused being arrested. Victims of violent acts or threats will be advised of University action and the University will assist them in filing criminal charges to the extent permitted by law.

If the continued presence of the accused on campus is dangerous, threatening or disruptive to the conduct of University business, the University also reserves the right to temporarily remove the person from the campus pending further action. In addition, the University reserves the right to require the accused to undergo a psychological assessment. The results of the assessment will be reviewed by appropriate University personnel and will constitute part of the record in subsequent judicial proceedings.

If the accused is a student, a judicial hearing will be held at the earliest practical time to establish the facts and to take appropriate disciplinary action, which may include suspension or expulsion from the University. The rights of the accused and the victim(s) are outlined in the" Student Code of Community Standards. For an overview of the student accountability process, see https://www.salisbury.edu/administration/student-affairs/student-accountability-and-community-standards/_files/AccountabilityProcessOverview_web.pdf.

"If the accused is a faculty member or staff/administration employee, the matter will be handled through the appropriate grievance and/or disciplinary processes and may include suspension and/or termination from the University. The rights of the faculty member are outlined in the Faculty Handbook and the rights of staff and administration employees are outlined in the respective grievance and disciplinary policies for exempt and non-exempt staff in the Staff Handbook." The USM Policy on Acts of Violence and Extremism is available online at https://www.usmd.edu/regents/bylaws/SectionVI/VI110.html.
Staff Employee Handbook

Off Campus Behavior
Students are expected to conduct themselves in accordance with local, state and federal laws both on and off campus. "The University has established the Code of Community Standards Policy which "sets out the standards of behavior for all Students and Student Organizations that promote the safety and welfare of the Salisbury University (the 'University') community. It applies to all conduct by Students and Student Organizations on University Property, at University-sponsored events and activities, and off-campus when the Dean of Students or designee determines that the off-campus conduct affects a substantial University interest. A substantial University interest includes, but is not limited to:

1. Any situation which constitutes a violation of local, state or federal law, including, but not limited to, repeat violations of any local, state or federal law committed in the local community; and/or
2. Any situation where it appears that the Student's conduct may present a danger or threat to health or safety of him/herself or others; and/or
3. Any situation that significantly infringes upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
4. Any situation that is detrimental to the educational mission, reputation, and/or interests of the University/College.

University disciplinary proceedings may be instituted against a Student or Student Organization charged with conduct that potentially violates criminal or civil law and the Code of Community Standards. Proceedings under the Code of Community Standards may be initiated and carried out prior to, simultaneously with, or following civil or criminal proceedings at the sole discretion of the Dean of Students or designee. Determinations made or sanctions imposed under this Code of Community Standards shall not be subject to change solely because of criminal or civil outcomes. The University reserves the right to sanction any Student found responsible under the Code of Community Standards, regardless of whether a Student is found guilty (or not) in a criminal matter, found liable (or not) in a civil matter or whether charges or the suit was dismissed."
Code of Community Standards

When a Salisbury University student is involved in an off-campus offense, University police may assist with the investigation in cooperation with local, state, or federal law enforcement. The Salisbury Police routinely work and communicate with University Police on any serious incidents occurring in the immediate areas surrounding campus. If requested, University Police will respond and assist the local police agencies with student-related incidents that occur in close proximity to the campus. Salisbury University operates no off-campus housing or off-campus student organization facilities.

EMERGENCY RESPONSE GUIDE

POLICE - FIRE - AMBULANCE	
University Police	**410-543-6222** **#787 - Verizon Cell phone**
Fire Call for help immediately. Pull the fire alarm. WALK to the nearest exit. Warn others as you leave the building.	**911**
Ambulance/Medical Emergency (i.e. serious bleeding, not breathing, unresponsive) Remain calm. Initiate lifesaving measures, if trained in (CPR). Call the University Police after contacting 911 for assistance.	**911**
Medical Nonemergency (University Police)	**410-543-6222**
Student Health Services (Monday - Friday, 8 a.m. – 4:30 p.m.)	**410-543-6262**
Student Counseling Services (Monday - Friday, 8 a.m. – 4:30 p.m.)	**410-543-6070**
Escort Service	**410-543-6222**
Life Crisis	**410-749-4357**
Fruitland Police Department	**410-548-2803**
Maryland State Police	**410-749-3101**
Salisbury Police Department	**410-548-3165**
Wicomico County Sheriff's Office	**410-548-4891**

EMERGENCY PREPAREDNESS

Emergency Response and Evacuation Procedures
Emergency situations can range from an isolated incident characterized by a quick resolution by University Police and a few campus departments to a major campus disaster requiring a coordinated response from multiple campus departments and the utilization of resources external to the campus.

The University's All Hazards Emergency Operations Plan (EOP) explains the procedures used by campus personnel to assess the nature and magnitude of an emergency, determine and implement the appropriate course of action, and provide clear, timely and accurate public information. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The EOP includes emergency procedures for bomb threats, criminal or suspicious behavior, fire, hazardous material incidents, utility failures, hostile intruders, severe weather, active shooters and sheltering in place.

The president has appointed the vice president of administration and finance as the executive staff member who is responsible for implementing the emergency operations plan. This individual shall coordinate University and community resources to save lives, protect property and provide for the continuity of University operations. The line of succession for emergency operations shall be established by the president and may vary dependent upon the type of emergency and the availability of executive staff members. The University police chief chairs the Emergency Preparedness Committee and reports to the vice president of administration and finance.

Information about emergency procedures and the Emergency Alert System is presented during student and faculty orientations. Employees are also provided with an annual update for life-safety and emergency preparedness information. In addition, information about emergency procedures is posted on the Emergency Preparedness website at http://www.salisbury.edu/police/emergency/. The website also provides instructions regarding the use of the Emergency Alert System which includes messages that may be transmitted and the actual audible tone of the alert siren. Emergency procedures and training information as well as a means to report suspicious and/or threatening behavior (https://webapps.salisbury.edu/police/reportbehavior.html) and a Service Feedback form can be found online (https://webapps.salisbury.edu/police/servicefeedback.html).

Emergency Notifications
If Salisbury University confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the SU community, University Police will determine the content of the message and will use some or all of the systems described below to communicate the threat to the campus community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. University Police will, without delay and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

University communications systems will utilize the latest technology available on campus at the time of the emergency. This includes, but is not limited to:

- University email
- Alertus (desktop emergency notification system)
- Emergency SMS/Text Message Alert System
- Postings on the SU home page (http://www.salisbury.edu/)
- Postings on University's Facebook page and Twitter
- Campus signs in buildings

- Campus media including WSCL/WSDL Delmarva Public Radio, WXSU student radio, and the campus television cable system
- Public Access Television (PAC 14)
- All local commercial media
- Siren with pre-recorded and live voice capability

Emergency Alert App
The Alertus+ Mobile App is available to all students, faculty and staff at no charge from the Apple and Google Play stores. This app allows University Police to quickly send emergency notifications. Students, faculty and staff are encouraged to sign up for this service. Please be sure to use your campus email address. Parents may also sign up for the service. Registration information and download instructions for your personal cellular telephones available online at http://www.salisbury.edu/police/emergency/register.aspx.

Emergency SMS/Text Message Alert System
In addition to the Alertus+ Mobile App, SU has implemented a new Emergency SMS/Text Message System that will allow faculty, staff and students to receive emergency alert text messages. This includes information on campus closures or delays, hazardous weather and other potential situations.

Please note: This service is available for SU students and employees only, and only one phone number per person may be registered. Students with cell phone numbers already registered in GullNet have been pre-registered for this system. To register or "opt out," follow the instructions available online at https://www.salisbury.edu/police/emergency/emergency-alert-system.aspx#HowToSignUpForEmergencySMSTextMessageAlerts

Emergency Alert System (EAS)
The Emergency Alert System (EAS) at Salisbury University was developed to provide emergency personnel with a means to rapidly communicate critical life-saving information to the campus community. The EAS utilizes various communication technologies to increase the likelihood that a majority of the campus community will be alerted since no single solution can reach all individuals. All University Police sworn police officers are authorized to instruct the department's police communications operators to activate the EAS. If a supervisory or administrative ranked officer is present and immediately available, then the decision to activate the EAS rests with the highest ranked officer present.

In the event an emergency is identified for the campus that requires rapid and widespread dissemination of information to the campus community, University Police will use a two-wave approach to alert and inform. The first wave will require approximately ten minutes to complete. A second wave of information will follow that may use additional sources to provide updates to the emergency, as needed.

First Alert Wave (using pre-recorded messages)
- Siren alert – This system consists of two sirens located on the roof of Devilbiss Hall and atop a utility pole at the Athletic Complex on the East Campus. The system provides an audible alert signal followed by voice instructions/information and is solar powered with batteries. The system is activated by wireless communications. The campus community, upon hearing the siren, will know that an emergency situation is impacting the university and shall gather additional information from the voice instructions from the siren system or from any of the other sources listed below.
- Desktop notification – The Alertus Desktop emergency notification system is installed on all SU campus computers. When an active alert is issued, Alertus Desktop will display a full screen notification with instructions.
- Email – A campus-wide email alert will be sent with information concerning the emergency.

- Campus cable television network – An alert message will be sent with information concerning the emergency over the campus cable television network.
- Emergency SMS/Text Message System
- Alertus+ Mobile App

Second Alert Wave (could include some or all of the following methods)

- Postings on the SU home page (www.salisbury.edu)
- Postings on University's Facebook page and Twitter
- Email
- Emergency SMS/Text Message System
- Campus cable television network and campus media
- Campus signs posted at building entrances

Pre-recorded Messages

The pre-recorded messages of the First Alert Wave address a variety of emergency conditions. It is important that individuals understand the nature of the warnings for the alert system and what to do if a pre-recorded alert is sounded.

Test – Used to perform drills with the equipment.

Tornado warning – A tornado warning means a tornado has been sighted or is indicated by weather radar in the area of the campus. Individuals in a building should stay inside and shelter in-place in an interior hallway or room that is away from glass doors or windows at the lowest possible level. Visit http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx for shelter in-place detail by building. Individuals outdoors should immediately seek shelter indoors. If outdoors when a tornado approaches and a building is not accessible, lie down in a low area (ditch, etc.) and cover your head/face. The tornado warning will remain in effect until an all clear notification has been given.

Armed intruder warning – An armed intruder warning means that one or more persons are armed with weapons on or in the immediate area of the campus. If you are indoors you should secure your office/room doors, and stay quiet. Notify University Police if you know the location of the intruder(s). If possible, monitor the second alert wave resources for updates. If you are outdoors, be alert to your surroundings and seek shelter. The armed intruder warning will remain in effect until an all clear notification has been given.

Campus Evacuation – If there is an event that requires the immediate evacuation of the entire campus, everyone is expected to stop what they are doing and leave the campus in an orderly manner. Emergency evacuation signs with floor plans and emergency information and instructions are posted in each campus building. Sign information is also posted online at http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx. Vehicle traffic will be managed by University Police with possible assistance by county and city agencies, as available. Evacuation will remain in effect until an all clear notification has been given.

Seek Shelter – An event other than a tornado which requires the campus community to seek shelter immediately. Individuals should close windows, doors and take shelter in areas away from glass. Remain indoors until an all clear notification has been given.

Get Information – If an emerging situation occurs that is not described by the other messages, this message is intended to direct individuals to seek the second wave information sources for updates on the nature of the emergency situation. If available, e-mail will be the most likely source of update information.

All Clear – Used to provide notification that an emergency condition has subsided or is under control.

Building Emergency Information Floorplans
As a building occupant, you need to be familiar with your specific building's emergency exits. Emergency evacuation signs with floor plans and emergency information and instructions are posted in each campus building. Sign information is also posted online at http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx.

Shelter In-Place:
When faced with severe weather conditions such as tornados or hurricanes, designated areas within campus buildings or residence halls provide protection from the effects of high winds and flying debris. Moving personnel to these protected interior areas is referred to "shelter in-place." Generally, these areas are: away from windows, away from glass doors, are interior rooms (or closets) without windows, and are at the lowest possible level within a structure. When notified by Residence Life staff or other authority to shelter in-place, seek shelter immediately within the nearest building and await further instruction regarding the pending danger. Do not venture out to determine if the tornado or hurricane conditions have subsided—designated staff will alert you that conditions have improved or are all clear. For shelter in-place details by building, visit http://www.salisbury.edu/administration/administration-and-finance-offices/environmental-safety/floorplans.aspx.

Emergency Test and Evacuation Drills
Salisbury University participates in emergency response exercises, drills and tests each year. University Police documents each test, including a description of the test, the date and time of the test, and whether it was announced or unannounced. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. For example, an announced Familiarization Exercise of the Emergency Alert System (EAS) is conducted on an annual basis. The test lasts approximately 15 minutes and involves the activation of all EAS systems with an exercise test message.

Evacuation (fire) drills are conducted monthly in the residence halls. The purpose of the drills is to prepare residents for an organized evacuation in the event of an emergency. These drills educate the building occupants about evacuation procedures and provides the university with an opportunity to test the operation of its fire alarm equipment.

In addition, SU participates in tabletop exercises. These exercises require advanced planning and provide participants with a platform to evaluate the effectiveness of the Emergency Operations Plan with a focus on unified command procedures, coordination between University Police, local police agencies and other community partners, the emergency management team, and campus partners. For example, in March 2017, Salisbury University in partnership with the Federal Emergency Management Agency (FEMA) conducted a Campus Unrest Tabletop Exercise. This exercise examined SU's ability to prepare for, respond to, and recover from incidents of violence and unrest that have the potential to affect the campus community. In August 2018, SU conducted an Active Shooter Response exercise/drill. The exercise provided participants with training in Civilian Response to Active Shooter Events (CRASE) techniques and gave them an opportunity to demonstrate these capabilities based on the training as well as existing directives, policies, procedures and resources.

Fire Safety Report
The Annual Fire Safety Report is published and distributed by Salisbury University Police in compliance with The Higher Education Act of 1965 (HEA) as amended by the Higher Education Opportunity Act of 2008 (HEOA). It contains fire safety information about on-campus student housing facilities including fire statistics, fire safety systems, fire drills, evacuation procedures, fire safety rules, fire safety education

and training policies, fire reporting procedures, and plans for future fire safety improvements. The 2017 Annual Fire Safety Report is available online at https://www.salisbury.edu/police/clery-compliance/Files/Salisbury-University-Fire-Safety-Report.pdf. Current or prospective students and employees may also obtain a copy of this report by visiting University Police located in the East Campus Complex or calling 410-543-6007.

FIREARMS AND WEAPONS POLICY

Prohibited Dangerous Items

"The safety of our campus community members is of greatest importance to the University. The possession, use, and/or sale of any item that could threaten the potential safety of the University community on campus and at University-affiliated events and activities occurring off campus is prohibited, unless approved, in writing, by the University Chief of Police. This includes, but is not limited to, weapons, fireworks, explosives, combustible liquids, dangerous chemicals, firearms, ammunition, knives or anything that resembles a weapon, except by a duly authorized law enforcement personnel. Any student found in possession of a prohibited dangerous item is subject to immediate removal from the University. Students who threaten or harm others with a dangerous item, whether on or off campus, will be held accountable." *Code of Community Standards*

SEXUAL MISCONDUCT

Salisbury University is committed to providing a working and learning environment free from all types of sex and gender-based discrimination prohibited by state and federal laws, including Title IX of the Education Amendments of 1972 as amended ("Title IX") and Title VII of the Civil Rights Act of 1964. SU prohibits and will not tolerate any form of sexual misconduct, which includes dating violence, domestic violence, sexual assault, sexual coercion, sexual exploitation, sexual harassment, sexual intimidation, sexual violence, stalking, and related retaliation.

SU's Policy Prohibiting Sexual Misconduct and Other Sex and Gender-based Discrimination applies to all SU community members, regardless of sex, sexual orientation, gender identity and/or gender expression. This includes all students, faculty, and staff of SU, applicants for employment and/or admission to SU, as well as third parties, agents, and contractors under SU control.

Retaliation for participating in any way in any prohibited sex discrimination matter is also a form of sex or gender-based discrimination. Any retaliatory action or interference with any person participating in any stage of the process, including, but not limited to, reporting, investigating, resolution and appeal, is strictly prohibited and will be subject to appropriate disciplinary action.

Salisbury University's Policy Prohibiting Sexual Misconduct and Other Sex and Gender-based Discrimination and the USM Policy on Sexual Misconduct are available online at:
https://www.salisbury.edu/administration/institutional-equity/_files/document-library/SUProhibitedSexDiscriminationPolicy.pdf
http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf

Definitions

> **Awareness Programs** means community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Consent means a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. Consent can only be given by a person with the ability or capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based on the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

Bystander Intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking.

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 complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (Note: Maryland law does not define dating violence. It is not distinguished from general crimes of violence such as assault.)

Domestic Violence means violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant, or by any other person against an adult or youth complainant protected from those acts by applicable state or federal domestic or family violence laws.

Ongoing Prevention and Awareness Campaigns means programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Primary Prevention Programs means programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Retaliation means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law, SU or USM policy relating to prohibited sex discrimination which includes Sexual Misconduct, or because an individual has made a report, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing related to Sexual Misconduct. Retaliation includes retaliatory harassment.

Risk Reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body 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. An object or instrument is anything used by the offender other than the offender's genitalia.

Sexual Assault: Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Sexual assault includes, but is not limited to, forced sexual intercourse, forcible sodomy, incest, fondling, and attempted rape.

Note: Maryland Criminal Law Article 3 defines sexual assault as follows:
3-303: Rape in the First Degree - engaging in sexual intercourse with another without his or her consent by force, using weapons, strangling or inflicting serious physical injury, threatening with death, serious injury, or kidnapping, or committed with another's help or during a burglary

3-304: Rape in the Second Degree - engaging in vaginal intercourse with another 1) without his or her consent by force or threat, 2) with a mentally or physically incapacitated person (includes drunk, high, or unconscious) when the defendant knows of his or her condition, or 3) the victim is under 14 years old and the defendant is at least 4 years older than the victim

3-305: Sexual Offense in the First Degree – engaging in a sexual act (oral or anal sex, or any object or part of one's body penetrates the genitals or anus for sexual gratification, but not vaginal intercourse – that's above in rape) by force, threat, or without consent while displaying a weapon, suffocating or physically injuring the victim, or threatening the victim with death, disfigurement, or serious physical injury, or committed with another's help or during a burglary

3-306: Sexual Offense in the Second Degree - engaging in a sexual act with another by 1) force or without his or her consent, 2) with a mentally or physically incapacitated person (includes drunk, high, or unconscious) when the defendant should know of his or her condition, or 3) the victim is under 14 and the defendant is at least 4 years older than the victim

3-307: Sexual Offense in the Third Degree – includes any of the following:
Engaging in sexual contact (intentionally touching the victim's or defendant's genital, anal, or other private parts for sexual gratification or abuse of either person) in any of the following situations 1) without consent while using a weapon, strangling or seriously injuring the victim, threatening the victim with death, serious injury, or kidnapping, or committed with another's help or 2) the victim is mentally or physically incapacitated (drunk or unconscious for example) and the defendant knows of his/her condition, 3) the victim is under 14 years old and the defendant is at least 4 years older; 4) engaging in a sexual act (i.e. oral or anal sex) or vaginal sex with a 14 or 15 year old victim by a 21 year old or older defendant, AKA statutory rape

3-308: Sexual Offense in the Fourth Degree – includes any of the following:
Engaging in sexual contact without the other's consent; engaging in a sexual act or vaginal sex with a 14 or 15 year old when the defendant is at least 4 years older; engaging in a sexual act, sexual contact, or vaginal sex with a child under 18 who at the time of the sexual activity was a student enrolled in a school where the person was in a position of authority (i.e. a principal, coach, teacher, or counselor who's at least 21 years old, employed by the school, and was in a supervisory position over the student)

Sexual Exploitation means taking non-consensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited.

Sexual Harassment is any unwelcome sexual advance, unwelcome request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature, generally characterized by non-consensual, unwelcome sexual behavior whether between people of the same gender or different genders or sexual orientation when: (1) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, evaluation of academic work, or participation in any aspect of a SU program or activity; (2) Submission to or rejection of such conduct by an individual is used as the basis for academic, employment, or activity or program participation related decisions affecting an individual; or (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, i.e., it is sufficiently severe or pervasive to create a hostile working, academic, residential or social environment.

Sexual Intimidation means (1) threatening to sexually assault another person; (2) sex or gender-based stalking, including cyber-stalking; or (3) engaging in indecent exposure.

Sexual Misconduct is an umbrella term that includes dating violence, domestic violence, sexual assault, sexual coercion, sexual exploitation, sexual harassment, sexual intimidation, sexual violence, stalking and related retaliation.

Sexual Violence is a form of sexual harassment and refers to physical sexual acts perpetrated without consent. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion. Sexual violence, in any form, is a criminal act.

Sodomy: Oral or anal sexual intercourse with 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.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress. (Note: Maryland law defines stalking as a malicious course of conduct that includes approaching or pursuing another where the person intends to place or knows or reasonably should have known the conduct would place another in reasonable fear: (1)(i) of serious bodily injury; (ii) of an assault in any degree; (iii) of rape or sexual offense as defined by Sections 3-303 to 3-308 of the Criminal Law Article of the Maryland Code or attempted rape or sexual offense in any degree; (iv) of false imprisonment; or (v) of death; or (2) that a third person likely will suffer any of the acts list in item (1) above.

Reporting Sexual Misconduct

Victims of sexual misconduct or anyone with knowledge of a sexual offense should immediately contact the police in the jurisdiction where the offense occurred. Calling local law enforcement can help a victim obtain emergency and non-emergency medical care; understand how to provide assistance in a situation that may escalate to more severe criminal behavior; arrange a meeting with a victim advocate service; find counseling and support; initiate a criminal investigation and help to secure valuable evidence; and answer questions about the criminal process.

If the crime occurred off campus, University Police will assist you in notifying the appropriate law enforcement agency (for emergencies dial 911). If the crime occurred on campus, contact University Police at 410-543-6222. It is the policy of University Police that the health and safety of a sex offense victim is of paramount importance and to emphasize a compassionate and supportive approach on the part of investigating officers toward the victim. Upon receipt of a sexual misconduct report, University Police will advise the victim that, in addition to making a criminal report, they also have the right to file a complaint with the University and engage the University's investigation and adjudicative process under the Salisbury University Policy Prohibiting Sexual Misconduct and other Sex and Gender Based Discrimination. In addition, University Police will also notify the Title IX Coordinator that a report has been filed with their department. Although the University strongly encourages members of the campus community to report a violation to law enforcement, it is the victim's choice whether or not to file a police report.

Any person, including, but not limited to, a student, a member of the faculty, administration or support staff, a visitor or guest to the campus community, campus or local police, or a family member, alleging sexual misconduct against a student or non-student may file a complaint against that individual with the University. The university, on its own, may also initiate, investigate and adjudicate sexual misconduct complaints against students or non-students.

If you do not wish to file a police report, complaints should be made to the SU Office of Institutional Equity/Fair Practices Officer/Title IX Coordinator (OIE). The OIE's staff members are trained to help individuals find the resources they might need to explain all reporting options, and to respond appropriately to conduct of concern. Contact information is listed below:

Mr. Humberto Aristizabal
Office of Institutional Equity
Holloway Hall, Suite 100
410-548-3508
hxaristizabal@salisbury.edu

The Title IX Coordinator is responsible for overseeing SU's response to prohibited sex discrimination reports and complaints, and identifying and addressing any patterns or systemic problems revealed by such reports or complaints; conducting prohibited sex discrimination investigations; overseeing, reviewing content, and in collaboration with other SU offices, conducting training for students, faculty and staff on prohibited sex discrimination issues; ensuring that appropriate policies and procedures are in place for responding to complaints of prohibited sex discrimination against students, faculty, and staff; and working with local law enforcement to ensure coordinated responses to prohibited sex discrimination cases.

Complaints or reports of sexual misconduct should be made as soon as possible after an incident. Individuals may alternatively report to any Title IX team member and/or responsible employee listed in SU's Policy Prohibiting Sexual Misconduct and Other Sex and Gender-Based Discrimination at: https://www.salisbury.edu/administration/institutional-equity/_files/document-library/SUProhibitedSexDiscriminationPolicy.pdf.

Note: Reporting an incident is a separate step from choosing to prosecute. When you file a report, you are not obligated to continue with legal proceedings or university disciplinary action.

Steps to Take Following an Act of Sexual Violence

1. **Stay Warm -** Persons who experience sexual violence may be in a state of shock. It is important to stay warm by wrapping up in a blanket or coat. This will help recovery from shock and make it less likely that physical evidence is disturbed.

2. **Get to a Safe Place and Seek Emotional Support –** If you are in physical danger or in need of immediate medical attention, call 911. When you get to a safe place, talking with a trusted friend or relative or someone who is professionally trained to deal with sexual violence, such as a confidential mental health professional of the University, can help you make decisions about what to do. Whether you decide to go to the police or not, it is important to take care of your emotional needs. Professional counseling may be beneficial.
3. **Preserve Evidence -** It is important that any evidence of the crime be preserved for the investigating officers. This includes any physical evidence from the victim and from the area where the assault occurred. Victims should specifically avoid bathing or washing clothing or bed linens. In addition, victims should save text messages, social networking pages, emails, voice mails, photographs or written documents.
4. **Seek Medical Attention –** It is important to seek medical attention as soon as possible. A medical examination will ensure appropriate medical treatment, including testing for pregnancy or sexually transmitted infections. You may also want to obtain a Sexual Assault Forensic Exam (SAFE). A SAFE exam allows for the collection of evidence and can ensure any physical evidence is preserved in the event of a report to law enforcement. A SAFE exam may be obtained within 120 hours after an assault at Peninsula Regional Medical Center**,** 100 E Carroll St, Salisbury, MD 21801, (410) 546-6400. Campus personnel will cooperate to assist a victim of sexual misconduct to obtain appropriate medical attention, including providing assistance to summon emergency personnel for transportation to the nearest designated hospital offering a SAFE exam.

Victim Services and Protective Measures
The university will advise the participants in an investigation of existing options for counseling, health, mental health, victim advocacy, and other services available on and off campus. A list of available resources is located at https://www.salisbury.edu/administration/institutional-equity/_files/document-library/ResourceDocumentList.pdf.

Any participant in the investigation process may request, and the university, on its own or at a party's request, may take interim protective measures, as appropriate, to assist or protect the parties during any investigation and adjudication process. Interim measures may be available for academic modifications, alternative housing, and alternative employment. The following are examples of interim measures that may be considered, if appropriate under the circumstances, but this list is not all inclusive:

Examples of Potential Interim Measures for Students
- Assistance in obtaining or enforcing a "No Contact" Order
- Moving a student to another lab/lecture section
- Allowing a student to take an incomplete or withdraw from a class without a penalty
- Moving a student to another residence hall
- Allowing a student to break a housing contract without penalty
- Providing escort services
- Providing counseling services
- Providing student health services

Examples of Potential Interim Measures for Employees
- Assistance in obtaining or enforcing a "No Contact" Order
- Changing a student/employee's employment arrangements (hours, location, job placement, etc.)
- Allowing for authorized leave without penalty
- Referral to an Employee Assistance Program
- Providing escort services

The university will also provide victims with assistance in obtaining protective orders as well as enforce existing and lawful no contact or protective orders. Any victim who obtains a peace order, protective order, temporary protective order, or similar order issued by a civil or criminal court should provide a copy of the order to University Police.

Procedures to Address Incidents of Sexual Misconduct

The university has established specific procedures to address incident of sexual assault, domestic violence, dating violence and stalking. These procedures involve informal and formal resolution and will be conducted in a prompt, fair and impartial manner by trained individuals who do not have a conflict of interest or bias for or against the accuser or the accused. The required standard of proof subject to these procedures is "preponderance of the evidence" that the conduct set forth has occurred. Preponderance of the evidence means that the information and facts establish it is "more likely than not" that the alleged misconduct occurred.

The complainant generally has the option to proceed informally at any time during any adjudication process, when permissible per applicable law. However, the complainant is never required to proceed informally. In cases involving allegations of sexual assault, informal resolution is not appropriate at any step in the process, even if both the complainant and respondent indicate a preference for informal resolution.

Informal complaints may be resolved by one of the following:

1. A decision to stop further action on the informal complaint;
2. A resolution of the informal complaint by agreement of the parties and the approval of the Office of Institutional Equity (OIE); or
3. Initiation of the formal complaint process.

When permissible per applicable law, a complainant or respondent has the option to participate in any informal resolution and the complainant also has the option to request a formal investigation and/or adjudication at any point in the informal process. The OIE also always has the discretion to initiate a formal investigation. If, at any point during the informal process, the complainant, the respondent or the OIE wishes to cease the informal process and to proceed through formal grievance procedures, the formal process outlined below will be invoked.

A person wishing to initiate a formal process (i.e., a formal investigation and adjudication) should generally file his/her complaint in writing and in person with the OIE as promptly as possible. The University will review all complaints in compliance with applicable policies and procedures. The complaint should be signed by the complainant and should include the following information: a description of the allegations with relevant dates, places and statements made, the name(s) of the person(s) involved, the names of any witnesses to the events in question, any documentation to support and substantiate the claim, and the remedy requested.

The on-campus procedures provide that the complainant and respondent are afforded the same opportunities to be have others present during any institution disciplinary proceeding. This includes an advisor of their choice, which means any person who has been chosen by the complainant or respondent, and who has agreed to provide advice, review documents, and generally provide moral support, at the party's own cost. Both the complainant and respondent are given timely notice of meetings at which one or the other or both may be present. Both parties will have the same access to information to be used and considered during the process, and the same opportunity to present names of relevant witnesses and identify and provide evidence during the process.

Generally, the investigation of complaints of sexual misconduct are completed within sixty days of receiving the initial complaint. This process does not include the appeal process. There may be exceptional

circumstances under which the investigation cannot be completed within that timeframe. In such cases, the reasons for delay will be noted in writing for the file and copied to the complainant and the respondent.

A written decision shall be prepared by the OIE at the conclusion of the investigation, setting forth (1) a statement of the findings of fact concerning the alleged events; (2) a statement identifying relevant elements of the policy to support the conclusion that a violation of University policy did or did not occur based on a preponderance of the evidence; (3) sanction(s), if applicable; and (4) notification of right to appeal. If either party disagrees with the decision, they may file an appeal. If neither party appeals, the decision become final on the day immediately following the expiration of the time for filing the appeal.

Confidentiality of Complaints, Reports and Outcomes

In cases involving allegations of sexual assault, domestic violence, dating violence and/or stalking, the accuser, accused, and witnesses may desire confidentiality during the investigation and adjudication of such matters. While the University will keep these matters confidential to the extent possible and as required by law, the University cannot ensure complete confidentiality, or even the confidentiality requested by parties, in all cases. The OIE will, to the best of its ability, keep confidential the complaint, report, witness statements, and any other information provided by the complainant, respondent or witnesses, and will disclose this information only to any individual who needs to know and/or is allowed to know by law. In addition, the OIE may need to disclose information to law enforcement consistent with state and federal law; to other University officials as necessary for coordinating interim measures, for health, welfare, safety, and other appropriate reasons, as well as to government agencies who review the University's compliance with federal and state law. Information about complaints and reports, absent personally identifiable information, may be reported to University officials as needed and/or to external entities for statistical and analysis purposes pursuant to applicable federal and state law, and University policy.

Student Sanctions

Depending on the nature and severity of the findings, the possible sanctions include, but are not limited to, probation, suspension, dismissal from the University, counseling, training, educational sanctions, sanction service, cancellation of on-campus housing, fines, withholding a degree, or termination of employment, in the case of student workers. These sanctions may be imposed even after a first offense, under appropriate circumstances. Sanctioning may take into account any previous prohibited sex discrimination violation(s) and/or the accused's current disciplinary standing with the University. In addition, the OIE will concurrently issue the outcome to the complainant and respondent, as allowed by law, and shall copy the Assistant Vice President of Student Affairs/Dean of Students and any other appropriate University administrators.

Faculty and Employee Sanctions

Disciplinary employment action will be addressed on a case-by-case basis dependent on the facts of each situation, the extent of harm to the individual(s) involved, the obligations of the University, and whether and to what extent the accused has a history of documented previous wrongdoing. Penalties will be assessed according to regulations governing employment relationships, as enumerated in the Faculty Handbook and/or Policy Manual for Employees. Depending on the nature and severity of the findings, and applicable policy governing the assessment of penalties, the possible sanctions include, but are not limited to, a letter of reprimand, censure, service to the University, counseling, retraining, demotion or suspension, or termination of employment. These sanctions may be imposed even after a first offense, under appropriate circumstances. Sanctioning may take into account any previous prohibited sex discrimination violation(s) or the employee's current disciplinary status with the University.

When a tenured or tenure-track faculty member is found responsible for a prohibited sex discrimination, or when further University action is required prior to implementing any discipline for any employee, per applicable policies or agreements, and decision should indicate that the institution will take necessary steps

to proceed with the specified sanction. At that point, the institution will take steps pursuant to the USM and SU Appointment, Rank & Tenure Policies, applicable MOU, or other applicable separate procedures to seek implementation of the sanction. The OIE will concurrently issue the outcome of the investigation to the complainant and respondent, as allowed by law, and shall copy the Associate Vice President of Administration and Finance for Human Resources and the respondent's direct supervisors.

Salisbury University's Procedures for Investigating and Adjudicating Complaints of Sexual Misconduct and other Sex and Gender-Based Discrimination for students and non-students are available online at:
https://www.salisbury.edu/administration/institutional-equity/_files/document-library/DiscriminationProceduresForStudents.pdf
https://www.salisbury.edu/administration/institutional-equity/_files/document-library/DiscriminationProceduresForNonStudents.pdf

Sexual Misconduct Prevention and Education Programs

The university offers a variety of programs promoting awareness and prevention of dating violence, domestic violence, sexual assault and stalking throughout the year. These programs include the university's policy prohibiting these types of conduct; definition of these crimes and consent in reference to sexual activity; a description of safe and positive options for bystander intervention; information on risk reduction; and information regarding SU's policies and procedures after a sex offense occurs. Awareness and prevention programs are provided by a number of departments including the Campus Housing and Residence Life, Student Counseling Center, Office of Student Affairs, Office of Institutional Equity, University Police and the Center for Student Involvement and Leadership.

The following primary prevention and awareness programs were conducted during 2018:

- Salisbury University requires all incoming students to complete the Think About It course. This interactive online educational program helps prepare students for issues they may confront at college – for many, their first time living away from home or having significant responsibilities for their own health and safety. It educates students on important topics such as healthy relationships, sex in college, making choices around alcohol, sexual violence, high-risk situations, dating violence, stalking, bystander intervention, supporting survivors of sexual violence and more. Additional information, is available at http://www.salisbury.edu/administration/student-affairs/center-for-student-Involvement-and-leadership/student-wellness-program/think-about-it.aspx.
- New Employee Orientation – A new faculty orientation program is conducted annually in August. Individual employee orientations are conducted by Human Resources. Employees are provided with copies of SU's sexual misconduct policy as well as SU's procedures for investigation and adjudicating complaints of sexual misconduct and other sex and gender-based discrimination.
- First Flight New Student Orientation – Freshmen and incoming transfer students participate in "Zero Shades of Gray" which provides information on how to prevent assault on both sides-for victims and possible assailants.
- Sexual Misconduct Bystander Intervention Program – This program, sponsored by the Office of Institutional Equity in conjunction with the Life Crisis Center, stresses the importance of proactive bystander intervention to prevent sexual assault. Participants learn that everyone is responsible for prevention and that the community is a part of the solution. Getting everyone involved in the solution and encouraging them to be accountable, has a massive impact on campus culture.
- Peer Health Education Program – The mission of the peer sexuality education program is to create passionate student leaders dedicated to the sexual health of SU students. Peer educators work with Student Health Services to bridge the gap between students and the resources and services offered. This program provides interactive workshops that increase awareness and knowledge of STI's, bystander intervention skills, and services offered for both sexual violence reporting and for sexual

health. Additional information, is available at http://www.salisbury.edu/administration/student-affairs/student-health-services/peer-education.aspx.

The university also works collaboratively to ensure that material presented in orientations are reinforced with students, faculty and staff during the year. Some of the ongoing prevention and awareness campaigns include:

- Take Back the Night – The Student Counseling Center offers this outreach program, an internationally-recognized annual event, which aims to unify women, men and children while raising awareness about, and taking action against sexual violence and its impact on individuals, groups and societies.
- Denim Day – This event sponsored by the Office of Housing and Residence Life and the Office of Institutional Equity encourages the campus community to wear jeans in order to raise awareness of sexual assault.
- Sexual Assault Awareness Month (SAAM) – This is an annual campaign sponsored by the Office of Housing and Residence Life and the Office of Institutional Equity to raise public awareness about sexual assault and educate communities and individuals on how to prevent sexual violence.
- Raise Our Voices Around Intimate Partner Violence: Sharing without Shame, Securing Support – This event sponsored by the Office of Institutional Equity, Multicultural Student Services and the Salisbury University Women's Forum raises awareness, discusses prevention and protection, and highlights support and resources available to survivors of intimate partner violence.
- Rape Aggression and Defense (RAD) Program - R.A.D. is an international self-defense organization that teaches self-defense techniques for all types of confrontations using different levels of force. Salisbury University Police Department staff are trained and certified to teach the program. The program is offered several times each semester for students, faculty and staff.
- Self-Defense Awareness & Familiarization Exchange (S.A.F.E) – The purpose of this program, conducted by University Police, is to prevent crimes of sexual violence in our communities through programs of education and training, focusing primarily on awareness and prevention; and to educate women about realistic options that will help them avoid, escape, and survive assaults if they do occur.

Training

All persons involved in responding to, investigating, or adjudicating sexual misconduct reports, including, but not limited to the Title IX team, responsible employees, law enforcement, counselors, health professionals, resident assistants, and complainant advocates, receive annual online training in receiving, reporting and handling complaints of sexual misconduct. In addition, SU faculty, staff and student workers are required to complete the following online training programs: 1) Title IX Awareness and Violence Prevention for Faculty and Staff and 2) Unlawful Harassment Prevention for Higher Education Staff. This training covers discrimination, equity vs equality, definition of sexual misconduct and discriminatory harassment and the employee's role in reporting and handling issues related to Title IX violations. In addition to online training, the Office of Institutional Equity provides face-to-face workshops. For more information or to schedule a workshop, contact the Office of Institutional Equity.

Bystander Intervention

According to the Rape, Abuse & Incest National Network (https://www.rainn.org/), "everyone has a role to play in preventing sexual assault. There are many different ways that you can step in or make a difference if you see someone at risk. This approach to preventing sexual assault is referred to as 'bystander intervention.'

Create a distraction.
Do what you can to interrupt the situation. A distraction can give the person at risk a chance to get to a safe place.

- Cut off the conversation with a diversion like 'Let's get pizza, I'm starving' or 'This party is lame. Let's try somewhere else.'
- Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about.
- Start an activity that is draws other people in, like a game, a debate, or a dance party.

Ask directly.
Talk directly to the person who might be in trouble.

- Ask questions like 'Who did you come here with?' or 'Would you like me to stay with you?

Refer to an authority.
Sometimes the safest way to intervene is to refer to a neutral party with the authority to change the situation, like an RA or security guard.

- Talk to a security guard, bartender, or another employee about your concerns. It's in their best interest to ensure that their patrons are safe, and they will usually be willing to step in.
- Don't hesitate to call 911 if you are concerned for someone else's safety.

Enlist others.
It can be intimidating to approach a situation alone. Enlist another person to support you.

- Ask someone to come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers.
- Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom.
- Enlist the friend of the person you're concerned about. 'Your friend looks like they've had a lot to drink. Can you check on them?'

Your actions matter
Whether or not you were able to change the outcome, by stepping in you are helping to change the way people think about their role in preventing sexual assault. If you suspect that someone you know has been sexually assaulted, there are steps you can take to support that person and show you care."

Risk Reduction Information
The Rape, Abuse and Incest National Network (www.rainn.org) provides steps to reduce the risk of becoming a victim of sexual violence "and some of those tips are outlined below. No tips can absolutely guarantee safety—sexual violence can happen to anyone, and it's not the only crime that can occur on a college campus. It's important to remember that if you are sexually assaulted on campus it is not your fault—help and support are available.

Increasing on-campus safety
The following tips may reduce your risk for many different types of crimes, including sexual violence.

- **Know your resources**. Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the campus health center, campus police station, and a local sexual assault service provider. Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.
- **Stay alert.** When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you or asking campus security for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.

- **Be careful about posting your location.** Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other social media settings.
- **Make others earn your trust.** A college environment can foster a false sense of security. They may feel like fast friends, but give people time to earn your trust before relying on them.
- **Think about Plan B.** Spend some time thinking about back-up plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can't use a credit card? Do you have the address to your dorm or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- **Be secure.** Lock your door and windows when you're asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

Safety in social settings

It is possible to relax and have a good time while still making safety a priority. Consider these tips for staying safe and looking out for your friends in social settings.

- **Make a plan.** If you're going to a party, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don't leave someone stranded in an unfamiliar or unsafe situation.
- **Protect your drink.** Don't leave your drink unattended, and watch out for your friends' drinks. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It's not always possible to know if something has been added to your drink. In drug-facilitated sexual assault, a perpetrator could use a substance that has no color, taste, or odor.
- **Know your limits.** Keep track of how many drinks you've had, and be aware of your friends' behavior. If one of you feels extremely tired or more drunk than you should, you may have been drugged. Leave the party or situation and find help immediately.
- **It's okay to lie.** If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it's okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured or threatened. You can also lie to help a friend leave a situation that you think may be dangerous. Some excuses you could use are needing to take care of another friend or family member, an urgent phone call, not feeling well, and having to be somewhere else by a certain time.
- **Be a good friend.** Trust your instincts. If you notice something that doesn't feel right, it probably isn't. Learn more about how to keep your friends safe in social settings."

Sex Offender Registry

A Sex Offender Registry may be accessed on the State of Maryland Department of Public Safety and Correctional Services website at http://www.dpscs.state.md.us/onlineservs/socem/default.shtml.

SUBSTANCE ABUSE

The University actively supports applicable county, state and federal laws pertaining to the illegal use of alcohol and drugs. The unlawful manufacture, sale, distribution, dispensation, possession or use of illegal drugs or controlled substances, and the unauthorized use or abuse (e.g., being intoxicated) of alcohol by anyone on University property (including any facilities leased or used by the University) or in University vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by anyone at any University sponsored or supervised activity off campus is also prohibited. The University reserves the right to refuse any advertising or promotional activities that focus on the consumption of alcoholic beverages, tobacco or drugs that might encourage use or abuse.

The University's *Code of Community Standards* "sets out the standards of behavior for all Students and Student Organizations that promote the safety and welfare of the Salisbury University (the 'University') community. It applies to all conduct by Students and Student Organizations on University Property, at University-sponsored events and activities, and off-campus when the Dean of Students or designee determines that the off-campus conduct affects a substantial University interest." Students found responsible for alcohol or drug related offenses are subject to campus disciplinary action outlined in the *Code of Community Standards (*https://www.salisbury.edu/administration/student-affairs/student-accountability-and-community-standards/community-standards/code.aspx). Such disciplinary action does not preclude civil and/or criminal prosecution under county, state or federal laws.

In the matter of the use of alcoholic beverages by faculty and staff, Salisbury University operates under the Executive Order 01.01.1991.16 State of Maryland Substance Abuse Policy**.** That policy is available at https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/current-employees/index.aspx. Employees found to be in violation of this policy shall be subject to disciplinary action as well as any legal penalties under federal and state law.

Alcohol Policy

"The University expects Students who choose to drink to make decisions with thoughtful consideration that are guided by the law, common sense, and the information about how alcohol use can impact both the Student and those around them. The use, possession, consumption or distribution of alcoholic beverages by Students, except as expressly permitted by Maryland law and University policy, is a violation of the Code of Community Standards. This includes, but is not limited to:

1. Underage possession and consumption of alcohol;
2. Possession of an open container of alcohol either on University Property at a location not approved by the University or on public property in an unlawful manner;
3. Excessive drinking and intoxication, regardless of age;
4. Operating a vehicle under the influence of alcohol, including, but not limited to, motor vehicles, bicycles, scooters and skateboards;
5. Purchasing, providing or otherwise making alcohol available to underage persons;
6. Any form of rapid consumption of alcohol or participation in drinking games that may create a risk of danger to self, others or the University community."

Code of Community Standards

Policy on the Role of Alcohol at Events Sponsored by the University and University-Related Organizations

The University seeks to foster a culture of conversation where meaningful experiences are shared and bonds of community are formed. If the inclusion of alcohol is deemed appropriate at any on or off-campus event sponsored by any university department or student organization, it should be included in a way that is compatible with the kind of culture the university strives to promote. It should not be included in a way that encourages underage drinking or inhibits the participation of either underage students or those who choose not to drink.

The members of any university department or student organization who are contemplating the inclusion of alcohol at a sponsored event should discuss the issue among themselves and, if alcohol is to be included, should discuss the concrete steps to be taken to ensure that considerations described above are addressed. The distribution and use of alcohol must be in compliance with state law and university policy. Faculty/staff advisors and student leaders are especially encouraged to consult the *Faculty Handbook* and the *Recognized Club and Student Organization Handbook* for additional information on state alcohol laws and the potential for criminal or civil liability.

Faculty Handbook (http://www.salisbury.edu/administration/academic-affairs/faculty-handbook/docs/fhbfullversionrev8-16-171.pdf)
Recognized Club and Student Organization Handbook (https://www.salisbury.edu/administration/student-affairs/center-for-student-involvement-and-leadership/_files/RSO_Handbook_F18-003.pdf).

Drug Policy

"When students are using or abusing drugs, whether it is illegal or prescription drugs that are being misused, they jeopardize their safety and may negatively affect the entire community. The University expects all members of the community to comply with state and federal laws pertaining to drugs. This includes, but is not limited to:

1. The possession or use of any illegal Drug and/or Drug Paraphernalia; and
2. The delivery, transfer, intent to deliver or transfer, manufacture, or sale of any illegal Drug or Drug Paraphernalia. This includes the sharing or giving of drugs to even one person, cultivation of drugs, and any other form of distribution or intention of distribution of under Maryland law.

Please note that, although Maryland law allows certain uses of marijuana, including for limited medical purposes, federal laws prohibit marijuana use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds.[2] The University is a recipient of federal funds under Title IV of the Higher Education Act of 1965 (i.e. federal grants, loans, and work-study programs) and therefore the use, possession or cultivation of marijuana for medical purposes is not permitted in any University housing or any other University property, nor is it permitted at any University-sponsored event or activity off campus. Lawful possession of a medical marijuana card does not create an exception to this prohibition."
Code of Community Standards

Drug-Free Workplace Policy

Salisbury University strives to maintain a workplace free from the illegal use, possession, or distribution of controlled substances. Unlawful manufacture, distribution, dispensation, possession, or use of controlled substances by employees in the workplace is prohibited. Employees found to be in violation of the State of Maryland Substance Abuse policy shall be subject to disciplinary action as well as any legal penalties under federal and state law. Employees are encouraged to seek assistance for substance abuse problems. Employees receive a copy of the State of Maryland Substance Abuse Policy – Executive Order 01.01.1991.16 upon start of employment; additional copies are available from the Office of Human Resources or online at https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/current-employees/index.aspx. All employees are required to acknowledge receipt of a copy of this Executive Order by returning an acknowledgement of receipt to their supervisor for insertion in their personnel file. In compliance with the Executive Order on Substance Abuse, SU has defined certain positions as "sensitive" in accordance with the guidelines of the Executive Order. SU's Policy on Definition of Sensitive Positions may be found in the Source Documents section in the employee handbook which is available online at https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/current-employees/index.aspx.

Responsible Action Protocol (formerly Medical Amnesty Policy)

"Student health and safety are of primary concern at the University. As such, in cases of intoxication or overdose due to the consumption or use of alcohol or other drugs, the University encourages individuals to seek assistance for themselves or others. If assistance is sought due to a serious and immediate risk from the consumption or use of alcohol or drugs, the Dean of Students Office will not pursue disciplinary charges against a Student for violations of the Alcohol Policy, Drug Policy or policies related to the consumption or use of alcohol or drugs on their first incident. Any further incidents may result in disciplinary charges. Additionally, those Students who actively assist an individual under the influence of alcohol or drugs will not receive conduct charges for violations of the Alcohol Policy, Drug Policy or policies related to the use or consumption of alcohol or drugs. For detailed information, please refer to the Responsible Action

Protocol*" located at https://www.salisbury.edu/administration/student-affairs/office-of-student-conduct/community-standards/responsible-action-protocol.aspx*
Code of Community Standards

Applicable Legal Sanctions
Students and employees at Salisbury University are subject to federal, state and local laws regarding the possession and distribution of illegal drugs. Federal Law 21 USCA, sections 841 and 844, states that it is unlawful to possess, manufacture, distribute or dispense a controlled substance. In addition, the state of Maryland has its own laws dealing with distribution, manufacturing and possession of controlled substances. Maryland law (Sections 5-601, 5-602 and 5-607, Criminal Law Article) states that any persons who unlawfully manufacture, distribute, dispense or possess a controlled dangerous substance may be subject to imprisonment up to 5 years and fines up to $25,000. In 2014, the Maryland General Assembly passed Senate bill 364 which reclassified the use or possession of less than 10 grams of marijuana from a criminal to a civil offense, effective October 1, 2014. The civil offense subjects offenders to a fine of up to $100 for a first offense, $250 for a second offense and $500 for a third or subsequent offense.

Students and employees of Salisbury University are subject to state laws for possessing, consuming and obtaining alcohol. It is illegal in the state of Maryland for any person under 21 to falsify or misrepresent his or her age to obtain alcohol or to possess alcoholic beverages with the intent to consume them (MD Code Criminal Art. Section 10-114). It is also illegal in most situations to furnish alcohol to a person under 21 or to obtain alcohol on behalf of a person under 21 (MD Code Criminal Art. Section 10-113). The penalty is a fine of up to $500 for a first offense and up to $1,000 for repeat offenses (MD Code Criminal Art. Section 10-117). Under section TR16-113 of the Maryland Annotated Code, licensees under the age of 21 years are prohibited from driving or attempting to drive a motor vehicle while having alcohol in the licensee's blood. Violation of this license restriction may result in a license suspension or revocation and/or a fine.

Alcohol and Other Drug Programs
The University provides education and prevention resources related to the use of alcohol, tobacco, and other drugs. The University utilizes educational strategies to increase awareness of drug, alcohol, or tobacco use. Although many efforts are initiated by the Office of Student Affairs, other departments and organizations at the University address issues of alcohol, tobacco and other drug as well through programs and initiatives that are on-going and continually reviewed for effectiveness. For more information about these programs, visit https://www.salisbury.edu/administration/student-affairs/_files/Biennial_Review_2016-2018.pdf.

Campus and Community Resources
The university provides resources to educate, prevent and address alcohol and other drug use and abuse. Resources, including awareness information, counseling services and referral services are available to employees and students. A list of community resources is available through the following offices:

Campus
Student Counseling Center 410-543-6070
https://www.salisbury.edu/administration/student-affairs/counseling-center/index.aspx
Student Health Services 410-543-6262
https://www.salisbury.edu/administration/student-affairs/student-health-services/index.aspx
Human Resources 410-543-6035
https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/index.aspx

Employee Assistance Program
State of Maryland EAP 410-767-1012
https://dbm.maryland.gov/employees/Pages/EAP.aspx 800-411-5123

Area Drug and Alcohol Abuse Services

Delmarva Family Resources	805 N. Salisbury Blvd. Salisbury, MD 21801	410-334-6687
TidalHealth	100 East Carroll Street Salisbury, MD 21801	(410)546-6400
Resource Recovery Center	726 S. Salisbury Blvd. Salisbury, MD 21804	410-749-9482
Atlantic Recovery	108 Christensen Lane Salisbury, MD 21804	443-944-9896
Chesapeake Treatment Services	1322 Belmont Avenue #201 Salisbury, MD 21804	410-831-3904
Hudson Health Services	1505 Emerson Avenue Salisbury, MD 21801	410-219-9000
Eastern Shore Psychological Services Counseling & Psychiatry	1113 Healthway Drive Salisbury, MD 21804	410-334-6961
Lower Shore Clinic	505 E. Main Street Salisbury, MD 21804	410-341-3420
Pine Bluff Counseling	1506 S. Salisbury Blvd., Suite 6 Salisbury, MD 21801	410-677-0466
Dr. Talmadge Reeves	233 W. Main Street Salisbury, MD 21804	410-749-0124
TidalHealth Behavioral Health Crisfield	201 Hall Hwy Crisfield, MD 21817	410-968-1200 (ext. 3324)

Self Help Programs

Alcoholics Anonymous (www.aa.org/)	410-543-2266
Narcotics Anonymous (www.na.org/)	800-974-0062
Al-Anon and Alateen (www.al-anon.alateen.org/)	410-742-2504
Addiction-Treatment.com	800-660-0986

STATISTICS AND CRIME DEFINITIONS

Crime Definitions

Under the Clery Act, the following offenses are based on definitions provided by the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) program.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed. The following would be classified as aggravated assaults: assaults or attempts to kill or murder, poisoning, assault with a dangerous or deadly weapon, maiming, mayhem, assault with explosives, or assault with a disease.

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

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

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Fondling: 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.

Hate Crimes: A criminal offense committed against a person or property which is motivated in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, ethnicity, national origin, or gender identity.

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Liquor Law Violations: The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness. This includes the manufacture, sale, transporting, furnishing, possession, etc. of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are NOT included in this definition.)

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned – including joy riding.)

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. Any death caused by injuries received in a fight, argument, quarrel, assault or commission of a crime. Note: Deaths caused by assaults to murder and attempts to murder, suicides, fetal deaths, traffic fatalities, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter: The killing of another person through gross negligence. Gross negligence is the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another.

Rape: 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.

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

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent (age 16 in Maryland).

Weapon Law Violations: Arrests and referral for disciplinary action for violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. This type of offense is not limited to "deadly weapons," but also applies to weapons used in a deadly manner.

Unfounded Crime Reports: A report that is false or baseless. When a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime.

Crime Statistics

SALISBURY UNIVERSITY CAMPUS CRIME STATISTICS (by calendar year):
The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted at https://www.salisbury.edu/police/clery-compliance/Files/Salisbury-University-Annual-Security-Report.pdf

This report contains statistics for the previous three calendar years. The statistics have been compiled from data collected from Salisbury University Police, Salisbury Police Department, Maryland State Police, Wicomico County Sheriff's Office, Office of Student Affairs, Office of Campus Housing and Residence Life, Office of Institutional Equity and non-police officials which includes campus security authorities.

Salisbury University is required to report offenses that occur (1) on campus, (2) in or on non-campus buildings or property that SU owns or controls and (3) on public property within or immediately adjacent to the campus.

- **"On Campus"** means "any building or property owned or controlled by the university that is reasonably contiguous to the university and that directly supports or relates to the university's educational purpose and any building or property the university owns but does not control that is frequently used by students and that supports the university's educational purposes." Examples of campus buildings include, but are not limited to, residence halls, bookstores, and libraries.

- **"Non-campus buildings or property"** means "buildings or property owned or controlled by officially recognized students' organizations and those located off campus but owned or controlled by the university (not including separate campuses)." Examples of non-campus buildings could include off-campus, university owned residential spaces.

- **"Public property"** means all property reasonably contiguous to the university but that is owned by a public entity. Examples of public property include, but are not limited to, public parking facilities, sidewalks, and streets on or directly bordering campus.

SALISBURY UNIVERSITY CLERY ACT STATISTICS - CRIME REPORTS				
OFFENSE	**LOCATION**	**2017**	**2018**	**2019**
Murder/Non-Negligent Manslaughter	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Negligent Manslaughter	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Rape[1]	On Campus	2	3	8
	Residence Halls*	2	2	8
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Fondling[1]	On Campus	3	6	12
	Residence Halls*	2	3	12
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	2
Incest[1]	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Statutory Rape[1]	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Robbery	On Campus	1	1	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	1
Aggravated Assault	On Campus	5	5	1
	Residence Halls*	2	0	0
	Non-Campus Buildings/Properties	0	0	1
	Public Property Next to Campus	0	1	3
Burglary	On Campus	4	0	3
	Residence Halls*	2	0	2
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Motor Vehicle Theft	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	2
Arson	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0

Hate Crimes[2]	On Campus	0	0	2
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
VIOLENCE AGAINST WOMEN ACT (VAWA)				
OFFENSE	**LOCATION**	**2017**	**2018**	**2019**
Domestic Violence	On Campus	0	0	0
	Residence Halls*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Dating Violence	On Campus	7	5	7
	Residence Halls*	5	2	4
	Non-Campus Buildings/Properties	0	1	0
	Public Property Next to Campus	0	0	0
Stalking	On Campus	4	2	5
	Residence Halls*	2	0	4
	Non-Campus Buildings/Properties	2	0	0
	Public Property Next to Campus	0	0	0
ALCOHOL, DRUG, AND WEAPONS VIOLATIONS				
Arrests	**Location**	**2017**	**2018**	**2019**
Liquor Law Arrests	On Campus	0	0	0
	Residence Hall*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Drug Law Arrests[3]	On Campus	0	8	0
	Residence Hall*	0	6	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	1	3
Illegal Weapons Possessions	On Campus	0	3	2
	Residence Hall*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	1	0	0
University Judicial System Referrals[4]	**Location**	**2017**	**2018**	**2019**
Liquor Law Violations	On Campus	173	204	138
	Residence Hall*	148	185	128
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	18	14	10
Drug Law Violations	On Campus	0	0	0
	Residence Hall*	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Illegal Weapons Possessions	On Campus	0	0	2
	Residence Hall*	0	0	2

	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0

Unfounded Crimes

2019: Three unfounded crimes.
2018: Four unfounded crimes.
2017: One unfounded crime.

Footnotes:

1. The statistical categories for sex offenses have changed. Sexual offenses are now categorized as rape (includes sodomy and sexual assault with an object), fondling, incest and statutory rape.
2. Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), National Origin (NO), Gender Identity (GI) or Disability (D). Reportable hate offense crime categories include all of the aforementioned crime offenses as well as larceny/theft, simple assault, intimidation and vandalism/malicious destruction of property.
3. Note: The Maryland General Assembly passed Senate bill 364 reclassified the use or possession of 10 grams or less of marijuana to a civil offense and is no longer reportable under Clery. The decriminalization law took effect October 1, 2014.
4. Individuals not arrested but referred for possible campus disciplinary action.
5. This document was amended on April 9, 2021 after conducting a review and finding that an omission had been made. The statistics for rape and fondling were increased by one each to add the omitted case.

*Crimes reported in residence halls are included in "on campus" totals.

THE UNIVERSITY OF MARYLAND, SALISBURY UNIVERSITY CAMPUS AT THE UNIVERSITIES AT SHADY GROVE CRIME STATISTICS

The Universities at Shady Grove (USG) is a regional center located in Rockville, Maryland, that supports programs from nine different institutions within the University System of Maryland. Students attend classes at USG but are still considered students of their "home campus." In addition, faculty or employees at USG can be affiliated with any of the nine institutions.

Please access the link http://www.shadygrove.umd.edu/about/public-safety/ for the *USG Supplement to Annual Security Reports Published by Partner Institutions* that is compiled and distributed annually. This publication contains crime statistics and statements of security policy. Annually, prior to October 1st, current students and employees are sent an email message providing them with a link to this brochure and notification that the current edition of the *Safety & Security* publication has been posted on the Universities at Shady Grove website. Printed copies may be obtained from the 24 hour security desk located in the Camille Kendall Academic Center on the Shady Grove campus.

Crime statistics for USG are reported, in their entirety, within the Annual Security Report of each of the nine institutions that conduct classes at USG.

UNIVERSITY OF MARYLAND, SALISBURY UNIVERSITY CAMPUS AT THE UNIVERSITIES AT SHADY GROVE CRIME STATISTICS

The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted online at http://www.shadygrove.umd.edu/about/public-safety/.

The Universities at Shady Grove[1]					
Crime Report Statistics [4]					
Category	Year	On Campus	Non-Campus Buildings or Property	Public Property[2]	Total
Murder & Non-Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Negligent Manslaughter	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 /B&E	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
Hate Crimes [3]	2019	0	0	0	0
	2018	0	0	0	0

	2017	0	0	0	0
Domestic Violence [5]	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence [5]	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking [5]	2019	1	0	0	1
	2018	1	0	0	1
	2017	0	0	0	0

Arrest Statistics					
Category	Year	On Campus	Non-Campus Buildings or Property	Public Property [2]	Total
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
Illegal Weapons Possession Arrests	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Campus Disciplinary Referrals[6]					
Category	Year	On Campus	Non-Campus Buildings or Property	Public Property [2]	Total
Liquor Law Violation Referrals	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Drug Law Violation Referrals	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Illegal Weapons Violation Referrals	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Unfounded Reports [7]	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0

Footnotes:	
1	The Universities at Shady Grove (USG) is a Regional Center for the University System of Maryland (USM). Degree programs provided by 9 of the 12 USM institutions are offered at USG. Students from each of these 9 institutions attend classes at USG and in some cases may attend classes on both campuses.
2	Statistics listed in the "Public Property" category include those that took place off campus, on public property immediately adjacent to and accessible from the campus, but not on USG property.
3	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), Disability (D), Gender Identity (GI), or National Origin (NO). Any numbers in small-print parentheses would indicate how many of the total number or reported incidents were motivated by each type of bias.
4	Statistics on this chart are a summation of records requested and received from the Montgomery County Police Dept. (which includes all Rockville City Police Dept. records) and the Maryland State Police. This chart additionally include all Clery reportable statistics reported to USG security officers or other Campus Security Authorities.
5	The Montgomery County Police Department does not classify crimes into this category, Statistics in this category will only be those reported or known by Campus Security Authorities or where enough information is known to allow classification.
6	Individuals not arrested, but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs.)
7	Unfounded reports are classified as unfounded based on the results of a full investigation and evidence conducted by sworn law enforcement personnel that determine the crime report is false or baseless. Reported crimes may not be classified as unfounded (or otherwise withheld or subsequently y removed) based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official. Cases where 911 is dialed accidentally are not consider ed to be unfounded reports.

THE UNIVERSITY OF MARYLAND, SALISBURY UNIVERSITY CAMPUS AT THE UNIVERSITY SYSTEM OF MARYLAND AT HAGERSTOWN

The University System of Maryland at Hagerstown (USMH) is a regional higher education center located in downtown Hagerstown, Maryland that offers courses in educational programs leading to a degree. The Hagerstown Center Supports programs from six universities: Frostburg State University, Coppin State University, Salisbury University, Towson University, University of Maryland University College and University of Maryland Eastern Shore.

Under the USMH Memorandum of Understanding, Frostburg State University assumes the responsibility for preparing the Clery Statistical Report for all participating institutions at USMH. USMH crime statistics are obtained from the Hagerstown City Police Department and all participating institutions submit Judicial

Referrals and Title IX incidents to Frostburg State University by September 1 of the reporting year. Frostburg State University compiles all reportable Clery information from USMH and shares the results with each contributing institution for inclusion on their Annual Security Report as a separate campus.

Crimes Statistics - The Jeanne Clery Act of 1990 requires that students and employees of the University System of Maryland Hagerstown (USMH) be informed of campus crime rates and of university policies relating to safety and security. This disclosure statement is in compliance with that act.

CRIME STATISTICS						
Criminal Offenses	On Campus			Public Property		
Criminal Offense	2017	2018	2019	2017	2018	2019
Murder/Non-Negligent manslaughter	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Hate Crimes*	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
* Hate crimes include any of the above listed crimes that manifest evidence that the victim was intentionally selected because of the perpetrator's bias based upon race, religion, ethnicity, national origin, gender, sexual orientation, gender identity or disability. Reportable hate offense crime categories include all of the aforementioned crime offenses as well as larceny/theft, simple assault, intimidation and vandalism/malicious destruction of property.						
Alcohol, Drug and Weapons Violations						
Arrests	On Campus			Public Property		
Crime	2017	2018	2019	2017	2018	2019
Liquor law arrests	0	0	0	0	0	0
Drug law arrests	0	0	0	0	0	0
Illegal weapons possessions	0	0	0	0	0	0
Disciplinary/Judicial Referrals	On Campus			Public Property		
Crime	2017	2018	2019	2017	2018	2019
Liquor law violations	0	0	0	0	0	0
Drug law violations	0	0	0	0	0	0
Illegal weapons possessions	0	0	0	0	0	0
Unfounded Crimes						
2019: No unfounded crimes. 2018: No unfounded crimes. 2017: No unfounded crimes.						

Police Services - The Hagerstown Department of Police is the primary response unit for any crimes which may occur in or near USMH. They may be reached at 911, 301-739-6000 (emergency) or 301-790-3700 (non-emergency). Police personnel of the Hagerstown Department of Police meet or exceed the training requirements of the Maryland Police Training Commission. They will provide initial response, as well as specialized follow-up. A sub-station of the Hagerstown Department of Police is located on the first floor of the USMH Center, on the west end of the building. It is staffed by members of the Downtown Patrol, although there is not an officer at present at all times. Crimes or offenses, including sex offenses, may also be reported to the director of the USMH at 240-527-2727.

Crime Awareness and Prevention Programs - Students and employees should take reasonable steps to promote their own safety. Crime advisories will be circulated to students, faculty and staff on an as-needed basis, based on the professional judgment of the USMH administrators, the Hagerstown Police, and/or the Frostburg State University Police. Crime prevention presentations can be arranged through the Hagerstown Police or the FSU University Police. For further information or to arrange a crime prevention presentation, contact Cynthia R. Smith, FSU Chief of Police at 301-687- 4223.

Timely Warnings - Timely Warnings are provided to give the University community notification of crimes that may present a threat to the campus community and to heighten safety awareness. An informed community is better prepared to ensure its own safety. Crime alerts may also ask for information that may lead to arrest and conviction of the offender.

In the event that a situation arises at USMH, or on adjacent public property, that, in the judgment of USMH administration and/or local police, constitutes an ongoing or continuing threat, a "timely warning" will be issued by FSU University Police to the students, faculty and staff of USMH. Timely warnings will be issued in print form and posted conspicuously near building entrances. In addition, "timely warnings" are issued via E2Campus in both text and e-mail format, you are strongly encouraged to sign up for these alerts at www.frostburg.edu/computing/services/burg-alerts/

Facility Security and Access Policies - Physical security problems such as doors or windows that need adjustment should be reported to the Security Desk in the main lobby. USMH operational hours are from 9 a.m. to 10 p.m., Monday through Thursday. On occasion, classes extend to 11 p.m. Friday hours are from 9 a.m. to 5 p.m. Saturday classes are held from 9 a.m. to 2 p.m. There is a reception area that is staffed by a private security firm. Video surveillance of all entrances is conducted during operational hours.

Drug and Alcohol Policies and Programs - USMH does not condone possession, use or distribution of controlled substances or drug paraphernalia. Alcoholic beverages may only be possessed or consumed in a manner consistent with Maryland state law. Anyone in violation of Maryland state law with regard to either drugs or alcohol is subject to disciplinary action and possible arrest, fine or imprisonment. In addition to state restrictions on the possession or consumption of alcoholic beverages, USMH restrictions may apply as well. USMH alcohol and drug policies will be made available to all students and employees upon final approval. Drug or alcohol services are not offered directly by USMH. Local agencies should be consulted. The Washington County Health Department may be contacted at 301- 791-3314 for either drug or alcohol information, or for referral to other community resources.

Sex Offender Registry - The Campus Sex Crimes Prevention Act is designed to make campus communities aware of sex offenders in their midst, just as "Megan's Law" does for non-campus, residential communities. In Maryland, a sex offender registry is maintained by the Department of Public Safety. It may be accessed at: http://dpscs.maryland.gov/onlineservs/socem/default.shtml. The linked page gives a full explanation of the use to which the sex offender registry can be put, as well as some cautionary advice.

SALISBURY UNIVERSITY CAMPUS AT THE EASTERN SHORE HIGHER EDUCATION CENTER AT WYE MILLS

The Eastern Shore Higher Education Center (ESHEC) is a non-residential facility located on the Chesapeake College Wye Mills Campus and offers upper-division courses towards bachelor's and graduate degrees. The mission of the Center is to promote higher education and economic development in the region by offering a range of postsecondary programs and services in its state-of-the-art facility.

Crime Statistics – The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (the *Clery Act*) mandates the manner and format in which university security policies and campus crime statistics are to be collected and published. This disclosure statement is in compliance with that act.

Criminal Offenses	On Campus			Non- Campus			Public Property		
Criminal offense	2017	2018	2019	2017	2018	2019	2017	2018	2019
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	2	0	0	0	0	0	5
Burglary	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	1	2	0	0	0	0	0	0	0

Hate Crimes	On Campus			Non- Campus			Public Property		
Criminal offense	2017	2018	2019	2017	2018	2019	2017	2018	2019
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/vandalism of property	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Hate crimes include any of the above listed crimes that manifest evidence that the victim was intentionally selected because of the perpetrator's bias based upon race, religion, ethnicity, national origin, gender, sexual orientation, or gender identity.									

Arrests	On Campus			Non- Campus			Public Property		
Crime	2017	2018	2019	2017	2018	2019	2017	2018	2019
Liquor law violations	0	0	1	0	0	0	2	1	0
Drug law violations	0	0	0	0	0	0	0	0	0
Illegal weapons possessions	0	0	0	0	0	0	0	0	0
Disciplinary Actions/ Judicial Referrals	On Campus			Non- Campus			Public Property		
Crime	2017	2018	2019	2017	20178	2019	2017	2018	2019
Liquor law violations	0	0	0	0	0	0	0	0	1
Drug law violations	0	0	0	0	0	0	0	0	1
Illegal weapons possessions	0	0	0	0	0	0	0	0	0

Crime Reporting and Police Services - The Chesapeake College Department of Public Safety has primary responsibility for security and safety of ESHEC. It is open daily, 24 hours and consists of a director, uniformed special police officers, and uniformed security officers. The director and special police officers have powers granted through a special police commission, authorized by the State of Maryland, to make arrests, detain guests, and carry weapons. For emergencies or to report a crime, contact the security office at 410-758-7275, *9 from any campus phone, or dial 0 on any campus phone during normal business hours (8 a.m.-4p.m.). You may also call 911 or the Talbot County Sheriff's Office at 410-822-1020. Reports can be made confidentially by victims or witnesses.

Facility Access and Security – Generally, all buildings are open 7 a.m.-9:30 p.m., Monday-Thursday and 7 a.m.-4:30 p.m. on Friday. Security officers lock and secure all buildings as appropriate for scheduled activities. To report physical security or safety concerns dealing with building or grounds maintenance, contact Facilities at 410-827-5872 or Public Safety at 410-758-7275.

Crime Awareness and Prevention Programs - Students and employees should take reasonable steps to promote their own safety. Safety awareness messages, including crime prevention tips, are sent through various notification systems to faculty, staff and students.

Timely Warnings – Timely notifications are issued after reports of criminal activity are received by the Chesapeake College Department of Public Safety. In the event of a confirmed emergency response that presents a dangerous situation involving an immediate threat to the health and safety of students and staff, the campus community will be notified in a timely manner by members of the Crisis Management Team or by the appropriate emergency response agency. The Crisis Management Team will also update information to the campus community during and after an event. The team consists of Chesapeake College's President, Vice Presidents, Director of Facilities, Director of Public Safety, and Director of Public Information. Faculty, staff and students will be notified by using some or all of the following methods: voice mail, Chesapeake College webpage, computer display messaging, email, Twitter and building monitor announcements.

Emergency and Evacuation Procedures

If an evacuation of the facility is necessary, building monitors, in conjunction with the public safety and maintenance staff will assist in evacuating the building in a safe and timely manner. The facility will remain evacuated until deemed safe by the appropriate emergency service agency investigating the incident. In the event that the campus must be shut down, security personnel with the assistance of the maintenance department will block all entrances and exits of the campus as deemed appropriate.

Chesapeake College will conduct drills and exercises to evaluate emergency response procedures that include the ESHEC. Upon the completion of any drills and exercises, an after-action review will take place to assess the response procedures. An *Emergency Procedures Guide is available online at https://www.chesapeake.edu/security*.