



ANTIOCH
COLLEGE

OFFICE OF PUBLIC SAFETY

**ANNUAL SECURITY REPORT AND
FIRE SAFETY REPORT**

OCTOBER 2022

OVERVIEW

The Annual Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act of 2008.

The report includes information regarding campus crime and fire statistics, campus policies, and resources for campus community members.

The **Antioch College Office of Public Safety** is charged with maintenance of statistics relative to the ***Campus Security and Fire Safety Report***, annual report development and distribution of the report to the community, and submission of crime and fire statistics to the Department of Education. The ***Campus Security and Fire Safety Report*** is prepared in cooperation with local law enforcement agencies, Student Life, Facilities Management, and the Title IX Coordinators. E-mail notification of the publication of the annual ***Campus Security and Fire Safety Report*** is sent to faculty, staff and students no later than October 1 of each year.

The report is available in the **Consumer Information** section on the **Antioch College** web site:

<http://antiochcollege.edu/about/consumer-information>

Additional printed copies are prepared for distribution and are available in South Hall at the Office of Admissions (for prospective students) and at the **Office of Public Safety** located at South Hall Suite 409.

Questions regarding this report should be directed to the **Antioch College Office of Public Safety**, attention:

Roger Stoppa

Public Safety Director

937-319-0141 or (937) 776-0660

rstoppa@antiochcollege.edu

LAW ENFORCEMENT ON CAMPUS

Antioch College is committed to providing its students, faculty, staff and visitors a safe and welcoming learning environment. Over the years, Antioch College has developed an outstanding reputation and record for campus safety, and we are dedicated to advancing that reputation in the years to come.

Antioch College is privileged to have an Office of Public Safety that is comprised of dedicated, diligent and trained officers who go above and beyond daily to protect and serve everyone on campus.

However, we each play a role in keeping our campus safe. Please read this safety guide thoroughly, as it provides a wealth of information about many safety programs and activities. We ask that you always remain vigilant, and if you see anything out of the ordinary, please do not hesitate to call Antioch's Office of Public Safety at 937-776-0660. There are always officers on campus who are willing and ready to respond.

The Public Safety Officers at Antioch College would like to welcome you to our campus. It is our desire that your stay be safe, rewarding and enjoyable.

The Antioch College Office of Public Safety is a professional force of security officers. Its primary function is to protect the people and property of Antioch College. While the security office itself is open only during regular business hours, security officers are on duty 24 hours a day, seven days a week, and can be reached by calling Antioch College's Office of Public Safety at 937-776-0660. To report a life threatening emergency, please dial 911 to reach the Miami Township Fire Department and the Yellow Springs Police Department.

The Antioch College Office of Public Safety is not a commissioned law enforcement agency, nor do personnel within the Office have arrest authority. Rather, the Office is designed to keep the likelihood of criminal activity to a minimum and to keep the campus community aware of any safety and security issues. Antioch College Public Safety officers have the authority to ask persons for identification and to determine whether individuals have lawful business at Antioch College. Public Safety officers also have the authority to issue parking tickets. Criminal incidents are referred to the local police who have jurisdiction on campus. The Office of Public Safety maintains a highly professional working relationship with the Yellow Springs Division of Police as well as other local, state and federal agencies. Antioch College's Office of Public Safety does not have any Memoranda of Understandings with any agency.

Antioch College's Public Safety staff is trained in the areas of safety, security and law enforcement procedures. Public Safety staff members have as their goal a crime-free and comfortable setting on campus, and are available to assist the Antioch community in a variety of safety and security related areas, including CPR and first aid, safety escorts, crime prevention information, vehicle registration and parking permits, ID Cards, incident reporting, lost and found, battery jumper service, assistance with contacting a vehicle unlocking service and other areas of general assistance to the campus community.

If you have any questions regarding our services or suggestions on how we can improve our operations, please call 937-776-0660.

Important Phone Numbers:

- **Campus Public Safety Officer on Duty 937-776-0660.**
- Public Safety Director 937-319-0141
- **Title IX Coordinator 937-319-0135**
- **Antioch College Counseling Services: 937-319-0070**
- **Yellow Springs Police: Non-emergency #937-767-7206 Or 911 for Emergencies**
- **Miami Township Fire and EMS: 911**
- Family Violence Prevention Center (Domestic Violence and Sexual Assault Support) Xenia, OH

- 24 hour Hotline: 937-372-4552- Office: 937-426-6535
- Greene County Victim/Witness Program: 937-562-5087
- State of Ohio Crime Victim Services: (800) 582-2877
- Federal Office for Victims of Crimes: www.ovc.gov. (800) 363-0441
- TCN Crisis Hotline (937)376-8701
- **National Suicide Prevention Hotline: 1-800-273-TALK (8255)**
- TREVOR Lifeline (suicide hotline for LGBTQ youth/young adults): 866-488-7386
- **RAINN (National) (800) 656-HOPE: Sexual Assault Hotline**

CAMPUS SECURITY AUTHORITIES

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act require all institutions to collect crime reports from a variety of individuals and organizations that the Act considers to be “campus security authorities.” A campus security authority is a specific term that encompasses individuals and organizations with an institution, including:

A campus police or security department. An individual or group with responsibility for campus safety. An individual or unit that institutional materials indicate to whom 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 conduct, 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.

Antioch College considers the following individuals to be campus security authorities: All Public Safety Officers, Directors/ Coordinators of Student Housing, Residence Hall Assistants, Faculty or Staff Advisors to Student Organizations, Study Co-Op Coordinators, Dean of Students, Title IX Coordinator, First Care Team and Director of Student Health. The primary responsibility of Campus Security Authorities is to report allegations of Clery Act crimes they receive to the reporting structure established by the College.

This also includes all faculty who take students on trips for more than one (1) day. The Antioch Shuttle van is also considered a mobile campus during field trips, outings and whenever used to transport students, faculty and/or staff. Clery Act crimes must be reported that occur in the van.

Campus pastoral counselors and campus professional counselors as well as the College Nurse and Doctor, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. 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.

In cases of sex discrimination, including sexual assault, dating violence, domestic violence and stalking, CSAs are expected to notify a reporting alleged victim of the College's Title IX policy and inform the Title IX coordinator.

On Campus Resources

Counselors include a/an:

Kelsey Hofer

khofer@antiochcollege.edu.

937-319-0070

Medical Staff:

Michelle Tritschler (Nurse)

mtritschler@antiochcollege.edu.

Student Affairs:

Bill Fox VPSA/Dean of students

bfox@antiochcollege.edu.

937-319-0123

Sherri Sadowski

ssadowski@antiochcollege.edu

937-319-0233

CONFIDENTIALITY

Antioch College does not permit the College to promise confidentiality to those who report crimes to anyone except counselors, College Nurse, College Doctor, or under certain circumstances. Some off-campus reports also may be legally confidential, such as reports to clergy or health care professionals off campus. Whether confidentiality will be maintained will be made on a case by case basis in conformity with Title IX and mandatory reporter laws. Those who receive reports that are confidential by law are encouraged to submit aggregate information that does not contain personally identifiable information for purposes of Clergy Reporting.

Monitoring and Reporting Criminal Activity at Off-Campus Locations officially recognized by the Institution.

Antioch College Office of Public Safety maintains a close, cooperative relationship with all local, state and federal law enforcement agencies. In addition to joint education and enforcement efforts, the Office works through the local police department to monitor and record criminal activity at off-campus locations of student organizations officially recognized by the College.

PHYSICAL SECURITY

The access to facilities is limited to those who have authorization through their status as students, faculty, staff or visitors in connection with special events or invitation. Campus buildings are open and closed according to College policy. After a building is closed, only those with an access ID Card can have access to the building(s). All Academic Buildings are secured at 2:00am and card access is disabled for student ID Cards until the building reopens in the morning. Anyone who provides unauthorized access to others are in violation of College policy and are subject to disciplinary procedures. All faculty, staff and students are required to carry their Antioch ID Card while on campus. A Public Safety officer or other College official may request an ID before granting access to certain areas of campus. An Antioch ID Card/Access Card is required to access the Resident Halls, some Academic Buildings and Media Labs/Suites. All buildings on campus are secured by a Public Safety Officer in accordance with College policy. Propping doors open for any building on campus is prohibited for safety purposes.

Administrative and academic buildings are open during College business hours to faculty, staff, students, and visitors. Academic and administrative buildings are customarily locked after business hours, during weekends, and on holidays to prevent unauthorized entry. Students with pre-authorization from faculty or Student Life may have key card access to the Media Lab and Science Labs outside of normal business hours.

Residence Halls are required to be locked twenty-four hours per day, with the exception of the North Hall and Birch hall cafeteria entrances, which are open during breakfast, lunch and dinner hours. Wing doors leading from the lobbies are required to be locked twenty-four hours per day to prevent unauthorized access to residential areas. Apartment buildings are required to be locked twenty-four hours per day. College owned houses are locked as required by residents.

Antioch College invests significantly in the security of the College environment. Physical security assessments are conducted with the goal of evaluating the appropriateness of current physical security measures and implementing additional measures as required. The Facility Manager maintains responsibility for all physical security systems (access control, security alarms, and remote camera systems) to coordinate the College's security efforts.

Electronic access control has been installed on exterior and lobby wing doors of all residence halls, the Arts and Science building entrance and lab classrooms as

well as main classrooms in McGregor Hall. The system will be installed on the exterior doors of all other buildings as renovation projects are undertaken, with the exception of single unit houses and duplexes. Campus Public Safety officers respond to open door alarms within academic and administrative buildings after business hours. Residence Hall staff or Campus Public Safety personnel respond to open door alarms at residential facilities.

Remote camera systems have been installed in Main Hall, Library and South Hall and view/record exterior site activity. These systems record data on a server for investigative follow-up. The cameras are not actively monitored but may be monitored as situations dictate. Additional servers and cameras will be installed in conjunction with building renovations or as the result of a physical security analysis.

EMERGENCY PHONES

Emergency phones are installed at **Birch Hall** and **North Hall**, caller must dial **"8"** then **911** for emergency calls.

There are two (2) outside emergency phones located on campus. These phones are marked with blue and white "Security Phone" signs. To operate, simply push the button and you will be connected to a Public Safety officer. Use these phones to request an escort, report suspicious behavior and other security-related requests. A Blue Light Telephone is located between North Hall and Pennell House on the walkway between both buildings. The second Blue Light telephone is located between South Hall and the Arts and Science Building on the walkway between both buildings.

CAMPUS PUBLIC SAFETY ESCORT SERVICE

Any student, staff, faculty member or visitor may request a security escort at any time. This service is encouraged for those walking on campus after dark. By calling 937-776-0660, you can request an escort.

24 hours and 7 days a week
Office of Public Safety: (937) 776-0660

TIMELY WARNINGS/EMERGENCY NOTIFICATIONS

Timely Warning Notifications

A Timely Warning Notification is provided to give students, faculty and staff timely notification of crimes that may present a continued threat to the campus community to heighten safety awareness. Timely Warning Notifications will be sent for all Clery Reportable Crimes as well as non-Clery Reportable crimes that show a pattern or are a continued threat to the Antioch campus. In general, criminal suspects are unknown to the victims. However, in the instance of a violent crime occurring between two individuals who know each other, Public Safety will look at each instance to determine if the suspect poses a continued threat to the campus community, and will issue a warning where necessary. Such reports shall be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential and that will aid in the prevention of similar occurrences. The Notice also seeks information that may lead to arrest and conviction of the offender when violent crimes against persons or major crimes against property have been reported.

Antioch College's Office of Public Safety is responsible for Timely Warning Notifications when a crime is reported to or brought to the attention of the Office of Public Safety, and that a crime represents an ongoing threat to the safety of members of the campus community. Information for alerts also comes from other law enforcement agencies or other offices. Every attempt will be made to distribute the notice within a reasonable timeframe from the time the incident is

reported; however, the release is subject to the availability of accurate facts concerning the incident. Notices are distributed through email and text message via Aladtec Emergency Notification System.

A Timely Warning Notice will typically include the following, unless issuing any of the information would risk compromising law enforcement efforts:

- Date and time or timeframe of the incident
- A brief description of the incident
- Information that will provide safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips)
- Suspect description(s) when deemed appropriate and if there is sufficient detail
- Police/Public Safety agency contact information
- Other information as deemed appropriate by the Campus Public Safety Coordinator or his/her designee

Emergency Notifications

The Office of Public Safety assumes the role of issuing emergency notifications to the campus community in collaboration with the Dean of Students and the Director of Marketing and Public Relations. As defined, an emergency notification is the process of immediately notifying the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.

Antioch College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system or systems, unless issuing a notification will, in the professional judgment of responsible authorities, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

The process of issuing an emergency notification begins by confirming there is a significant emergency or dangerous situation. Public Safety personnel will verify information about a potential significant emergency or dangerous situation by collecting and assimilating information from firsthand accounts, from uniformed officers in the field, and through the use of surveillance technologies, such as CCTV and alarm systems. Alarm systems are monitored 24 hours a day, seven days a week.

In some circumstances, other Antioch College departments or local, state or federal agencies may notify the Office of Public Safety of a possible emergency and may provide information or guidance to be used in verifying whether a significant emergency or dangerous situation exists. For example, the Department of Public Health will determine whether there is an outbreak of serious illness. Antioch College may contact or be contacted by external law enforcement agencies, emergency management agencies, public health agencies, or other agencies with expertise in the type of situation affecting the campus. These departments or agencies may provide assistance and guidance in confirming the presence of an emergency or dangerous situation. Antioch College departments that become aware of an emergency or dangerous situation that may affect the campus will contact the Office of Public Safety to report the incident.

Upon learning that an emergency or dangerous situation may exist, Public Safety personnel will contact leadership within the Office of Public Safety to share specific information about the situation. Office of Public Safety leadership will confirm whether an emergency or dangerous situation involving an immediate threat to the health and/or welfare of students or employees is occurring on the campus. If an emergency is confirmed, they will begin the process of issuing an emergency notification. As part of this process, Public Safety leadership will determine the event's significance and the populations it may impact.

The Office of Public Safety is responsible for determining the content of an emergency notification. The content of a notification is determined based on the circumstances and the manner in which the situation is impacting campus. The content of the notification message is designed to provide instruction to the college community that promotes the safety and well-being of those impacted. At times, messages may simply contain information about an area of campus to avoid. At other times, messages may have specific protective action recommendations or information about the nature of the incident itself. A message may be directed to the entire campus community or to specific areas or segments of the campus, depending on the nature of the incident. Upon determination of the notification's content, systems utilized to transmit emergency notifications are selected and activated to deliver the desired content relating to the emergency to the end user within the College community. These systems are described in the next section.

Delivery of an emergency notification may occur within minutes of the initial confirmation of a significant emergency or dangerous situation, depending upon the time of day, the methods chosen to disseminate information, and the successful activation and performance of technologies used to issue notifications.

EMERGENCY NOTIFICATION...continued

To report a Life Threatening Emergency, call 911 first and then notify the Office of Public Safety at **937-776-0660**. Once the Office of Public Safety is aware of an emergency situation, and response agencies such as police, fire or a health department have initiated a response, if appropriate, Public Safety can begin the process of notifying our campus community.

In the event of an emergency, the Office of Public Safety will determine the appropriate emergency notification systems to be used to deliver the emergency notification message to the campus community. Information pertaining to incidents and emergencies on campus will be disseminated to the larger public via media organizations through Antioch College's Office of Marketing and Public Relations.

Emergency notifications may be sent to the entire campus community when a situation has the potential to affect a large portion of the campus, or they may be sent to specific buildings or areas of the campus in circumstances where the impact of the situation may be limited. The Office of Public Safety will evaluate the information known about the situation and will determine the appropriate areas of campus to be notified. As the situation progresses, the Office of Public Safety will continue to assess the circumstances and may notify additional segments of the campus community if it is warranted.

Based on the circumstances involved in the emergency or dangerous situation, the Office of Public Safety will develop a notification designed to aid in protecting individuals from harm, in preventing an incident from escalating into a larger or more complex emergency, and in preserving and maintaining law enforcement and other public safety operations.

College-provided contact means are automatically included in this system. Students, staff, and faculty are encouraged to provide updated information for other contact means. Doing so will enhance notification ability. To update contact information at any time, email the Antioch College Office of Public Safety at rstoppa@antiochcollege.edu.

The emergency notification system is tested twice each academic year. The Antioch College Office of Public Safety will announce the schedule for the test, conduct the test, and provide instruction for including privately owned contact information in the system.

If you have any questions or concerns regarding the emergency notification system or would like copies of the emergency notifications that were sent in the past

year, please contact:

Roger Stoppa
Public Safety Director
937-319-0141
rstoppa@antiochcollege.edu

EMERGENCY RESPONSE AND EVACUATION

Antioch College has prepared an **Emergency Response Plan** using an all-hazards approach based on the National Incident Management System (NIMS). The plan is reviewed at least bi- annually. If you wish to review the Emergency Response Plan, contact the Public Safety Coordinator at 937-319-0141 and/or rstoppa@antiochcollege.edu.

Evacuations

The Greene County Emergency Management Agency, Yellow Springs Police and Miami Township Fire Departments, and many other emergency response partners are prepared for a large-scale evacuation of the village and/or surrounding area. Any evacuation of a majority of the campus would, most certainly, also include portions of the Village of Yellow Springs, neighboring communities and/or Greene County. If an evacuation were required, Antioch College's Office of Public Safety, in consultation with other local, state, and/or federal agencies, would determine the most appropriate method and route for evacuating the area. It is likely that traffic routes may be altered, some areas of campus may be inaccessible, and travel off-campus may require the use of public transportation or other arrangements.

It is important to remember that evacuations are issued only if the safety and well-being of the College community is at serious risk. Antioch College asks that you work together and assist each other during evacuations, and that you follow all instructions and guidance from College and government officials and first responders.

Building-specific evacuation procedures vary by building. We encourage all individuals on campus to familiarize themselves with evacuation procedures in the buildings they occupy. Specific evacuation information can be obtained from posted procedures, or by requesting a copy of the Building Emergency Action Plan from the Facilities Department.

Shelter-In-Place Procedures

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors because leaving the area may expose you to that danger. In these or other circumstances, you may be asked to "shelter-in-place" rather than evacuate a building or area. To "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location, can be made even safer and more comfortable until it is safe to go outdoors.

Basic "Shelter-in-Place" Guidance: If an incident occurs and the building you are in is not damaged, stay inside, seek an interior room and secure the area until you are told it is safe to exit. If your building is damaged, take your personal belongings (purse, wallet, ID card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, quickly seek shelter inside the nearest College building. If Public Safety personnel are on the scene, follow their instructions.

How You Will Know to “Shelter-in-Place”: A “Shelter-in-Place” notification may come from several sources, including the Ohio Dominican University Office of Public Safety, Student Life, other college employees, or other authorities utilizing the College’s emergency communications tools.

How to “Shelter-in-Place”: No matter where you are, the basic steps of “Shelter-in-Place” will generally remain the same. Should the need ever arise; follow the below steps, unless instructed otherwise by local emergency personnel:

If you are inside, stay where you are. Collect any emergency “Shelter-in-Place” supplies and a telephone to be used in case of emergency. If you are outdoors, quickly proceed into the closest building or follow instructions from emergency personnel on the scene, which could include: Locate a room to shelter inside. These rooms should be an interior room, above ground level, and without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary. Shut and lock all windows (tighter seal) and close exterior doors. Turn off ventilation devices, such as fans. Close vents to ventilation systems as you are able (College staff will turn off ventilation as quickly as possible). Turn on a radio or TV and listen for further instructions. Make yourself comfortable.

Testing and Exercises

Exercises designed to test Antioch College’s emergency procedures and preparedness are conducted annually and may be conducted in the form of a drill, tabletop, functional, or full-scale exercise. These exercises often include College personnel, surrounding jurisdiction first responders and government agencies as well as members of the University community.

Antioch College’s Office of Public Safety documents a description of each exercise as well as the date and time of the exercise and information about whether the test was announced or unannounced. Antioch College’s Office of Public Safety works closely with various outside government agencies and local law enforcement and fire departments to design and conduct exercise activities in accordance with federal and state exercise guidelines. All campus-wide exercises meet or exceed the minimum requirements set forth by the Homeland Security Exercise and Evaluation Program (HSEEP). HSEEP is the standard for which all drills and exercises should meet, and sets forth minimum requirements which include the assessment and evaluation of emergency plans, response capabilities, and evacuation procedures. HSEEP also requires follow-up to ensure proper corrective action where necessary.

In addition to tabletop, functional and full-scale exercises to test emergency response on campus among first responders, individual departments conduct internal departmental tabletop, functional and full-scale exercises across campus.

Testing of the Emergency Notification System

Occurs at least twice a year, but may occur more frequently at the discretion of the Office of Public Safety. These tests may be announced or unannounced.

Residence halls conduct fire drills once per quarter. These drills are documented by the Office of Public Safety.

Antioch College publishes its emergency notification and a response and evacuation procedure annually in this report, and also publicizes the emergency response and evacuation procedures in conjunction with at least one test of those procedures per calendar year. In addition, students receive at least one e-mail each year providing details on where they can find additional information on emergency and evacuation procedures. This information is repeated multiple times throughout the year to various audiences by members of the Public Safety community.

Residence Hall Safety

Residence Hall exterior doors are locked at all times. The residence halls are access controlled and only those with the proper authorization via their Antioch

College ID Card can gain access.

At night, residence hall staff provides support in checking the identities of those entering the halls. Visitors are to be escorted at all times by their student-host, who is responsible for their actions and behavior.

Residence halls conduct fire drills once per quarter in conjunction with Antioch Public Safety and Facilities. These drills are documented by the Office of Public Safety.

CRIME PREVENTION

“SAFETY BEGINS WITH YOU”

The Antioch College Office of Public Safety provides important services to the community, but nothing we do can replace your actions in maintaining security and safety on campus. Take time to learn about crime prevention and safety — for yourself and your fellow community members. Information and awareness are your best weapons against crime and accidents.

Some of the crime prevention services provided by the Antioch College Public Safety Department include:

- Crime prevention presentations to faculty, staff and students.
- Crime prevention training for first year RAs so they can train their resident students.
- Security assessments of buildings and areas by the Antioch College Office of Public Safety
- Annual campus lighting and safety survey conducted by the Facilities Department
- Crime Prevention publications are available free of charge.

Crime prevention requires active, cooperative efforts between the Antioch College Office of Public Safety and the College community. Personal security and the protection of home and community are all within the scope of crime prevention efforts. We encourage all community members to consider their personal safety and the security of their residence, study, and working facilities at all times.

Crime Prevention Programs and Resources for Students and Employees

Crime awareness prevention programs on personal safety and theft prevention are sponsored by various campus organizations throughout the year. Public Safety personnel facilitate programs for student, parent, faculty, and new employee orientations, student organizations and community organizations. In addition to these programs, Residence Life, Student Life and the Counseling Center provide a variety of educational strategies and tips on how to protect oneself from sexual assault, theft and other crimes.

Some of the programs that are offered are:

All New incoming students are required to attend New Student Orientation where education focusing on the topics of sexual assault, dating/domestic violence and stalking prevention, alcohol and drug risk reduction and awareness and Title IX and sexual misconduct education.

Ongoing Sexual Assault Prevention workshops. Programs are presented throughout the year that cover the Antioch College Sexual Offense Prevention Policy (SOPP), bystander intervention and response, and each other's responsibilities to report and set up a safe community living environment.

Relationship Violence workshops – Antioch College partners with the Family Violence Prevention Center of Greene County to visit and discuss healthy versus unhealthy relationships, forms of abuse and ways abuse occurs (This includes physical, emotional, mental abuse through various means including technology). The FVPC also assists in providing a part-time counselor to council students who may be survivors of sexual assault, harassment, domestic violence or dating violence.

The RA's perform scenarios and skits that cover relationship abuse, sexual assault and sexual harassment, and include opportunities for bystander intervention with a facilitator and a discussion afterwards.

The RA staff also address alcohol and substance abuse workshops in the residence halls as well as fire safety to each situation per protocols, and are facilitated in each situation to review policy, procedure, and what they need to know.

The First Care Team is a multi-disciplinary group whose purpose is to meet regularly to support students who are experiencing academic difficulties.

Public Safety Escort/Safety Program:

Any student, staff or faculty member or visitor may request a security escort at any time. This service is encouraged for those walking on campus after dark. By calling **937-776-0660**, you can request an escort anywhere on campus. An officer will meet you and walk or drive you to your destination. The Escort/Safety Program is to be utilized for safety purposes or for those who have a temporary or permanent disability.

Blue Light Emergency Phones

There are two (2) outside emergency phones located on campus. These phones are marked with blue and white "Security Phone" signs. To operate, simply push the button and you will be connected to an officer. Use these phones to request an escort, report suspicious behavior and other security-related requests. A Blue Light Telephone is located between North Hall and Pennell House on the walkway between both buildings. The second Blue Light telephone is located between South Hall and the Arts and Science Building on the walkway between both buildings.

Protect Your Property

Use a discus-style padlock (not the master lock type) on all storage units. Check the unit periodically to make sure nothing has been disturbed.

Don't lend your keys. Keys can be duplicated. Don't mark your key chain with your name, address or license number. Lost keys can lead to theft.

Engrave or mark all valuable personal property with your name and driver's license number. Keep an inventory of all items.

Move valuable items out of easy sight of windows and doors. Lock your vehicle at all times.

Copy all important papers and cards that you carry in your purse or wallet, including your driver's license. Keep the copies in a safe place, as the information will be invaluable if they are stolen or lost.

Copy your vehicle identification and tag number. If your vehicle is stolen, it cannot be entered into the nationwide law enforcement network without this information.

In Your Car

Check the back seat before entering.

Keep your vehicle doors locked at all times, even when driving in daylight, so no one can jump in at a red light.

Keep enough gas in your tank for emergencies and don't offer rides to anyone you do not know, even if he or she claims to be a student.

Honk your horn if someone suspicious approaches your vehicle. Criminals don't like attention.

Lift the hood, put on the flashers and wait inside for help with the doors locked if your car breaks down. Ask people who stop to call the police or AAA for you. Don't accept a ride with anyone you do not know.

At Home

Keep doors locked at all times, even if you are only away for a few moments.

Do not prop open doors in the residence halls. Be assertive and demand that any unwanted person in your residence leave or leave yourself. Anyone who refuses to leave is a trespasser. If you live in a residence hall, call the Office of Public Safety.

Make sure hallways, entrances, garages and grounds are well-lit.

Leave porch lights on all night. When you expect to return after dark, leave an interior light on with shades drawn.

If you live on campus, report any malfunctioning lights to either your RA or Facilities.

Know who is at your door before you open it. Campus staff should carry identification, and no solicitors are allowed on campus.

If you live off campus, install a peephole in your front door.

Make calls for strangers who want to use your phone. Don't open your door or let them in.

List initials and last name only on your mailbox or door, and in the telephone book.

Get to know your neighbors.

If you live off campus, join a neighborhood watch system and share information about suspicious circumstances.

Away from Home

Walk or jog with a friend. Avoid jogging after dark. If you must, stay in well-lit areas.

Walk midway between curbs and buildings, and away from alleys and bushes.

Don't stop for stranded motorists. You are of greater help to them by calling the police.

Keep valuables in the trunk of your vehicle, not on the seats.

Park your car in well-lit areas. Remove all keys from your vehicle. Thieves look for keys. Walk with your keys in your hand.

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

Don't fight back if your purse or wallet is snatched. Turn it over to the thief rather than risk personal injury and call the police immediately.

Be careful about when and where you patronize Automatic Teller Machines (ATMs). Accessing ATM cash in remote locations, particularly at night, could expose you to risk of robbery and personal injury.

Avoid working or studying alone in a public-access building at night.

Any security or crime prevention concerns should be reported immediately to the:

Campus Office of Public Safety: (937) 776-0660

REPORTING CRIMES

The Antioch College Office of Public Safety, like all campus safety departments, depends greatly on the cooperation and support from the college community. We ask you for this support during your attendance at Antioch College. All crime victims and witnesses are strongly encouraged to report crimes and or criminal behavior in a prompt and accurate manner. In the event a victim chooses not to report a crime or is unable to report a crime, the College may choose to report the crime to law enforcement. Crimes occurring on campus should be reported to the Office of Public Safety by calling 937-776-0660. For life threatening

emergencies call 911. Crimes occurring off campus should be reported to the Yellow Springs Police Department 911 (emergency) or 937-767-7206 (non-emergency). Crimes occurring in other communities should be reported to the local police agency. Prompt reporting will assure timely warning notices on campus and disclosure of crime statistics. Under Ohio Law, persons who have knowledge of a felony are required to report the crime to the police (Ohio revised code 2921.22). Failure to report a crime may itself be a crime. Please feel free to call or stop by the Office anytime you are in need of assistance, emergency or otherwise, or if you have any questions or suggestions.

The Antioch College Office of Public Safety strongly encourages the community to report all criminal violations of federal, state or local laws to the Antioch College Office of Public Safety personnel at **(937) 776-0660** or **(937) 319-0141** during the following hours: **24/7, 365 days a year**.

The community may also call **911** from a campus phone or **911** from a cell phone in the case of an emergency, which will connect them to the local Yellow Springs Police dispatcher. Antioch College does not encourage anonymous reporting of crime. All incidents, including crimes, should be reported in a timely manner. Information on where to report crimes or obtain services is also published in College employee handbook and student handbook.

CITIZEN COMPLAINTS

The Public Safety Director will investigate allegations of misconduct by members of the Antioch College Office of Public Safety. If a concern arises regarding the conduct of a member of the Antioch College Office of Public Safety, complaint forms are available from the Public Safety Director.

Community members may request to speak to the Public Safety Director by calling **937-319-0141** and reporting the complaint directly so that it is officially recorded. Information such as date, time and location of the service, name or description of the officer, and a full description of the dissatisfaction or inappropriate behavior are essential for the proper investigation of the complaint. The Public Safety Director will assist in completing the form and forward it to the Chief Operations Officer.

If the complaint is against the Public Safety Director, the complaint should be made directly to Human Resources.

DISCLOSURE OF HEARING OUTCOMES

Antioch College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the College against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Antioch College will provide the results of such a disciplinary hearing to the victim's next of kin, if requested. See the **Confidentiality** section of the **Sexual Offense Prevention Policy** for information regarding disclosure of hearing outcomes for those offenses.

STUDENT CONDUCT POLICY

I. Introduction

The Antioch College Community has been guided by an Honor Code since the presidency of Horace Mann. Naturally, the Honor Code has evolved since then with our current version of the Honor Code first being articulated in the mid-20th century. Our shared life at Antioch College

is guided by respect for the Honor Code, which provides all community members with relationships of trust and mutual respect that shape all aspects of academic and community life. By virtue of being a member of the Antioch Community, each of us agrees to become familiar with and respect the Honor Code and all College policies and guidelines, thus creating and protecting a sense of honor in our lives.

A. Purpose

The Student Conduct Policy at Antioch College is designed to promote a community culture of accountability and respect as articulated in the Honor Code. Restorative justice is a foundational philosophy of the College's conduct processes, promoting an understanding of the underlying causes of an offense, the effects on those who have been harmed, and concern for all parties' needs for healing and reparation. Students are encouraged to work through conflict, and support will be provided for students to do so.

- B. The Antioch College Student Conduct Policy supports the civil liberties of students; Antioch fully respects and encourages your Constitutional rights as expressed through the Civil Liberties Code and works together to provide support for student agency while identifying behaviors that may negatively impact the community as a whole.

II. Definitions

- A. **Students** are anyone who has registered with the College for any form of instruction beginning at the time of registration and continuing through the completion of any relevant coursework or program. This includes students on leave, on a Cooperative Education term, or who are currently suspended for any reason, or students who otherwise still maintain a relationship with Antioch College.
- B. An **incident** is defined as behaviors which result in a possible violation of the Honor Code, Community Standards and Student Policies listed below.
- C. **Confidential Reports** are standard at Antioch College and it means that information gathered during the conduct process cannot be divulged to third parties. As cases progress it is less likely that information will remain confidential especially when considering third parties must be involved for Community Standards Board Hearings.
- D. The **Complainant** is the party who makes the community standards complaint.
- E. The **Respondent** refers to the student alleged to have violated community standards.
- F. **Contact (No-contact orders):** For the purposes of the no contact order, contact can be defined as any communication or being within physical proximity with those specified in the no contact order.
- G. **Communication (No-contact orders):** Communication includes speaking to or about an individual, messages to or about an individual, including any sort of electronic or social media contact to or about an individual. This also includes the use of intermediaries or other third party individuals and may impact class schedules.

III. Authority and Jurisdiction

- A. When our behaviors fall short of the Honor Code, there are processes in place to correct behavior and hold community members accountable. The Student Conduct Policy described herein pertains to situations in which students are accused of possible violations of the Honor Code, including violations of certain Student Policies and the Community Standards outlined below. This policy is intended to provide structure for the resolution of an accused violation of the Honor Code, inform students of their rights as they move through the process, as well as provide clarity on behaviors that would be considered violations of the Honor Code.
- B. Not all disputes are appropriately and effectively handled through the Student Conduct Policy, such as violations of the Sexual Offense Prevention Policy, the Racial Discrimination Prevention Policy, or academic policies. Students accused of violating the Academic Honesty Policy will have their incidents resolved through the protocol described in the Academic Honesty Policy, although violations that include violations of Community Standards or other Student Policies may be resolved through the Student Conduct Policy.
- C. In instances where a faculty or staff member's behaviors could be in violation of the Honor Code or Community Standards outlined below community members are encouraged to contact Human Resources the individual's supervisor or file a complaint through the grievance process. Guidelines for faculty and staff behavior and the processes for resolving accusations regarding faculty or staff conduct may be found in the Antioch College Employee Handbook.
- D. Antioch College strives to create a community of learning that challenges students to think of their role not only within the college community, but also within the local and global communities. In order to accomplish these goals, the Honor Code and Community Standards apply to students regardless of whether a student is on leave, on a study term, on an experiential education term off campus, is an admitted student prior to orientation, or physically present on campus. As such, Antioch College reserves the ability to seek resolution for incidents that could constitute a violation of the Honor Code or Community Standards regardless of where the incident occurs. This also includes behavior that occurs in electronic format such as on social media. For the purposes of the Student Conduct Policy, note that students accused of committing criminal acts may face criminal charges through external court systems in addition to resolution through the Student Conduct Policy.
- E. The Office of Student Affairs has the overall responsibility for implementation and administration of the Student Conduct Policy as directed by the Dean of Students.
 - 1. The Dean of Students holds ultimate authority over the Student Conduct Policy including the creation of interim actions, adapting processes, delegation of responsibilities, updating or altering procedures, and determining severity or egregiousness.
 - 2. At the Dean of Students' or their designees' discretion, incidents that occur while students are off campus, such as on a leave or during a term in which they are not registered, may be resolved upon the return of the student to campus.
 - 3. At the discretion of the Dean of Students or their designee, a hold may be placed upon a student's account until an incident is resolved.

IV. Violations

While the Honor Code guides the Student Conduct Policy and is ultimately the paradigm by which students should guide their actions, it can at times be abstract and difficult to apply to specific behaviors. In order to provide clarity and transparency to what may be deemed as violations of the Honor Code, the following list of Community Standards has been developed, along with a list of certain Student Policies. Violations will be handled through this Student Conduct Policy. This list is not intended to be exhaustive, but rather to provide examples of conduct which Antioch College will not condone and would be considered violations of the Honor Code.

A. Community Standards

1. Disruption to the Community

Behaviors that contribute to or constitute a disruption to the community are considered a violation of the Honor Code and Community Standards. These behaviors include, but are not limited to: vandalism, defacing and/or damaging college property, negatively impacting other community members' abilities to live and/or work in the community, which may include social media posts, behaviors that compromise the operation of the college, and keeping animals on campus that are not registered Emotional Support Animals or service animals. Unauthorized solicitation on campus and/or utilizing college resources for personal business interests are also considered violations of the Honor Code and Community Standards.

2. Safety and Security

Behaviors that compromise either individual safety and security or which could result in harm to the physical property of the college are considered a violation of the Honor Code and Community Standards. These behaviors include, but are not limited to, tampering with fire safety equipment, setting or causing a fire, intentionally disabling or bypassing campus security systems including door locks, accessing areas without authorization such as balconies, roofs, closed buildings, and/or restricted areas, and smoking in areas that are not designated smoking areas.

3. Guests

Students are responsible for their guests' behaviors on campus at all times, whether the guest is a registered visitor or not. If a guest's behaviors violate any Antioch College policy or the Honor Code, the hosting students will be held responsible for the guest's behavior. Guests whose behavior has a significant negative impact may be removed from Antioch College property at the discretion of Public Safety in conjunction with the staff member holding the Duty Phone at that time.

4. Harm

Severe, persistent, or pervasive behaviors that cause mental, physical, or emotional harm to another individual are considered a violation of the Honor Code and Community Standards. These behaviors include, but are not limited to, harassment, physical abuse, fighting, stalking, the targeting of specific social identities, bullying, threats, intimidation, extortion, theft, libel, slander, and other behaviors which may cause harm regardless of the medium. Behaviors that have not caused harm, but pose significant risk of harm or may endanger the safety of others

are also prohibited. In situations involving physical altercations, self-defense may be considered as a mitigating factor if there is evidence of immediate physical harm, there was no other way to prevent or remove oneself from the situation, and that the individual claiming self-defense immediately removed themselves from the situation if possible. Self-defense may not be used as a mitigating factor if it was determined to be retaliatory.

5. Laws

Any behavior found to be in violation of applicable local, state, federal, or international laws is considered a violation of the Honor Code and Community Standards, except for instances where such a violation would otherwise be contrary to the stated policies and the philosophies of Antioch College.

6. Misrepresentation

Any behavior that intentionally misleads or misconstrues the truth to another individual or misrepresents one's relationship with Antioch College is considered a violation of the Honor Code and Community Standards. This includes, but is not limited to: lying to college officials, including RA staff; filing a knowingly false report or misrepresenting Antioch College's or another individual or group's interests, including entering into an agreement as a representative of Antioch College without proper authorization and consent.

7. Cooperation with College Staff

Failure to respond to reasonable requests from staff members, including Resident Assistants, is considered a violation of the Honor Code and Community Standards. This includes, but is not limited to: producing one's student ID upon request, failure to attend a scheduled meeting with Antioch College staff or College administration, failure to abide by the requests, decisions, or consequences rendered through the Student Conduct Policy or failing to abide by other contracts or expectations set forth by Antioch College.

B. Student Policies

1. Alcohol and Drug Policy
2. Civil Liberties Code
3. Firearms and Dangerous Ordnance Policy
4. Residence Occupancy Contact
5. Responsible Use Policy
6. Student Social Media Policy
7. Smoking Policy

V. **Student Rights**

Every student has the following rights as they pertain to the Student Conduct Policy:

A. The right to be notified of alleged violations

Students who are charged with an alleged policy violation under the Honor Code, Community Standards, or Student Policies will receive written notification that details the specific charge(s) of which they are accused of violating as a result of their behavior.

B. The right to have decisions regarding accused policy violations based upon a preponderance of evidence standard

Respondents in any disciplinary proceeding, including the Preliminary Interview, Dean of Student Intervention, Administrative Hearing, or Community Standards Board Hearing, have the right to have decisions regarding whether their behaviors were in violation of the Honor Code, Community Standards, or Student Policies based upon a preponderance of the evidence. Preponderance of evidence is a standard by which a behavior will be determined to be a violation if the evidence presented demonstrates that it is more likely than not that there was a violation.

C. The right to access case materials

Students who are accused of alleged policy violations have the right to have reasonable access to the case materials, as appropriate and consistent with FERPA, which will be reviewed as part of the disciplinary process. Case materials may include copies of the incident reports, statements from involved parties or witnesses, or other relevant materials. Physical copies of materials provided to the student will be redacted in order to protect the confidentiality of any parties involved.

D. The right to request a Community Standards Board hearing

Students found responsible for alleged policy violations after the Preliminary Interviews have a right to request a Community Standards Board hearing in accordance with the procedures outlined in the Student Conduct Policy. Students who are serving as complainants have the right to request and attend any such Community Standards Board hearing as well. Although all efforts will be made to schedule meetings amenable to student schedules, should a student not attend a hearing or it be determined that a student is intentionally delaying the Student Conduct Policy, a hearing may be held without a student being present.

E. The right to provide evidence in their defense.

Students found responsible with alleged policy violations may provide evidence on their own behalf including, but not limited to, written statements, oral accounts, witnesses or witness statements, and may question any evidence provided in a hearing, including witnesses.

F. The right to identify support persons

Parties to any hearing within the Student Conduct Policy process have the right to support persons who may be a party's friend, or another individual of the party's choice. A support person may not provide legal counsel within the scope of any hearing they are participating in, provide evidence in a hearing, or speak for the student that they are supporting.

G. The right to choose not to respond to accusations in the Student Conduct Policy

Students who are accused of a policy violation may choose not to respond to accusations verbally and/or in writing within the Student Conduct Policy. Exercising this right will not be taken as an indication of responsibility, however, decisions of responsibility will be made based upon other evidence provided. Please note that exercising this right will not constitute a criterion for appeal if the student was able to provide evidence in a hearing and chose not to do so.

H. The right to be notified of any findings and/or consequences.

All parties involved in the Student Conduct Policy will be notified in writing within three (3) business days after deliberations concluding the Preliminary Interviews/ Investigation, and within three (3) business days following any other conduct proceeding, including Dean of Students Intervention, Administrative Hearing, or Community Standards Board hearing. Complainants submitting incident reports that did not lead to a Preliminary Investigation will also be notified within three (3) business days.

I. The right to appeal

Parties have the right to appeal the decisions within the Student Conduct Policy based in accordance with the appeals process. See Page 13 for additional information on the Appeals Process.

J. The right to file a police report

Any student who is the victim of any crime has the right to file a police report at any time. At the student's request (via email or in person), Public Safety may assist in filing a criminal report. Yellow Springs Police Department may be reached at the following telephone numbers: Emergency: 911. Non-Emergency: 937-767-7206.

VI. The Process

A. The Incident

1. Antioch College can only hold students accountable for their actions if the College is made aware of a possible violation. Incidents that are not reported compromise the ability of Antioch College to determine potential responsibility of those involved. Students may be held responsible for incidents that constitute a violation of College policies regardless of how the incident is reported.
2. Antioch College recognizes students' agency and places high value in encouraging students to resolve conflicts prior to engaging the conduct system. Students may reach out to the Office of Student Affairs, Residence Life, or others to seek assistance in this regard. However, there is no requirement that a student should attempt to resolve a situation prior to reporting it as an incident, and there are many situations where reporting an incident immediately is the most appropriate response.
3. We recommend that criminal activity be immediately reported to Public Safety, or to the Yellow Springs police department.

B. Incident Report

1. Any community member, or the institution as a whole, may report possible violations of the Honor Code, Community Standards and Student Policies listed below to the Office of Student Affairs. Staff members within Residence Life and Public Safety are charged with reporting any possible violation through their positions. Additionally, violations of the SOPP or RDPP can be reported through those respective processes.
2. The party who reports an incident will be referred to as the “complainant,” while the accused student will be referred to as the “respondent.” Third party reports are accepted.
3. Based upon the content of the report, the Dean of Students or their designee will make a determination as to whether there is evidence that a student’s actions could be in violation of policy and whether to move forward with a Preliminary Investigation.
4. Anonymous reports or second-hand accounts which indicate suspected violations will be investigated. However, without corroboration, it will be difficult to determine that such reports or accounts will result in charges of violations.
5. All notifications regarding the Student Conduct Policy process will be sent to students via their Antioch College email account.
6. Accusations that are deemed retaliatory in nature may not be pursued at the discretion of the Dean of Students or their designee, and the student making such accusations risks being found in violation of the Honor Code.

C. Preliminary Interviews

1. Once a report has been submitted, the Office of Student Affairs will conduct preliminary interviews with the complainant and respondent. These interviews should be conducted separately.
2. The Respondent preliminary interview is a meeting in which students who are accused of violating policy or standards will review the conduct process, their rights within the conduct process, have the opportunity to respond to any information included in the report or investigation, and discuss possible options for resolution.
3. Any statement provided during a preliminary interview may be used to determine whether a student’s behaviors could be in possible violation of the Honor Code, Community Standards, or Student Policies, in addition to being used in any possible future hearing regarding those behaviors to determine responsibility.

D. Investigation

1. Once the preliminary interviews have been conducted, the Office of Student Affairs will investigate the report as directed by the Dean of Students or their designee. This may involve following-up interviews with those who submitted the report, or identifying if others were present to witness the incident.

2. This investigative process is intended to provide for the collection of evidence to either support allegations that a student's behavior violates the Honor Code or to demonstrate that there is not enough information to move forward within the Student Conduct Policy. Any statement provided or other evidence gathered may be used to determine whether a student's behaviors could be in possible violation of the Honor Code, Community Standards, or Student Policies, in addition to being used in any possible future hearing regarding those behaviors to determine responsibility.
3. The complainant and the respondent have the opportunity to recommend which conduct process the respondent should go through but the Dean of Students has the final decision on which path to move forward. The Dean will generally favor the following conduct options depending on the actions conducted:
 - a) If the incident falls under harassment or causes major disruption within the community; they will likely be facing the Community Standards Board
 - b) If the incident only warrants a conversation or attention drawn to the issue, it may be a Dean of Students Intervention
 - c) The Dean of Students' decision for a course of action is in accordance with the approval of the complainant and the respondent.
 - d) If both parties agree to an administrative hearing, it will go to the administrative hearing. If both parties do not agree, the case will go to the Community Standards Board if requested by either the complainant, the respondent, or the College.

E. Potential Findings

1. The standard of evidence used in the Student Conduct Policy is "preponderance of evidence." The preponderance of evidence standard requires that it be shown to be "more likely than not" that a violation occurred in order to hold someone responsible for the violation. Students are not presumed to be responsible for any alleged violation. Rather, all of the evidence provided contributes to whether an individual will be held responsible or not responsible for an alleged violation. Any statement, regardless of whether it is made as part of an incident in the investigation process or in a hearing is considered evidence that may be reviewed in determining responsibility, as is anything else that relates to the incident or behavior that can be used to establish whether a behavior violated the Honor Code, Community Standards, or Student Policies. Any anonymous or second-hand account will be considered dubious unless it can be verified through other evidence. Preponderance of evidence is based upon the credibility of the evidence, not upon the amount of evidence. For any alleged policy violation, a student may be found responsible or not responsible. The same standard of evidence (preponderance of evidence) also applies to SOPP and Title IX violations.
2. Responsible: A responsible finding is a finding in which the evidence provided demonstrates that it is more likely than not that a student's behavior violates policy or community standards.

3. Not responsible: A finding of not responsible is a finding in which the evidence provided does not demonstrate that a violation occurred. Note that this does not mean that a behavior is condoned by the college or that policy or community standards were not violated, but rather that the evidence provided did not meet a preponderance of evidence standard.

F. Adjudication

1. Option 1: Dean of Students Intervention

- a) At the Dean of Students discretion, when both the complainant and respondent agree, an incident may be resolved by the creation of a written agreement between student(s) involved and the Dean of Students.
- b) Incidents that may result in a Dean of Students Intervention should present with extenuating circumstances, or be incidents in which an accusation that a student's behavior violated the Honor Code or Community Standards.
- c) A Dean of Students Intervention should not be utilized in situations in which the complainant wishes to be involved in the resolution of the incident or in situations where an incident supports a clear pattern of behavior on the part of the student(s) involved.
- d) The Dean of Students has the final authority to determine whether an incident may be resolved through a Dean of Students Intervention. Students may choose not to participate in a Dean of Students Intervention. At that point the incident will be referred to an Administrative Hearing or Community Standards Board as decided by the Dean of Students.
- e) A Dean of Students Intervention may result in a written agreement regarding future behavior with the student(s) involved. If a student breaks the agreement, the student will be in violation of the Honor Code, Community Standards, or Student Policies, at the Dean of Students' discretion. Although the Dean of Students is responsible for the creation of any agreement with the student(s), other parties may be included in its creation.
- f) Any modifications to or termination of an existing agreement should be determined by the Dean of Students.

2. Option 2: Administrative Hearing

- a) An administrative hearing is a meeting in which respondents meet with a member of the Student Conduct team to review information included in the report and investigation of an incident, respond to the accused violations, and discuss the context for their actions.:
- b) Once an administrative hearing has been decided, the Dean of Students or their designee will identify a hearing officer to meet with the respondent. This could be, but will not necessarily be, the same staff member who the student met with in the preliminary hearing depending upon staff availability and the details of the incident.
- c) A respondent may request that the Dean of Students assign a new hearing officer if the one assigned presents a conflict of interest. If a hearing officer cannot be identified for a respondent, they may be forwarded to a Community Standards Board.

- d) The hearing officer will make every effort to schedule the administrative hearing at a time amenable for the respondent to meet. However, if the respondent does not come at the agreed time or is deemed to be delaying the process, a hearing will be conducted in their absence.
- e) The hearing officer will provide the respondent with information regarding their rights and will make a determination of findings regarding whether a student's actions are in violation of Community Standards or not based upon the preponderance of evidence.
- f) If a respondent's actions are found to be in violation of Community Standards, the hearing officer will determine appropriate sanctions as outlined within established college policies or as appropriate to the circumstances.
- g) Once a hearing has concluded, respondents will be notified of the outcome of their hearing in writing including findings of responsibility, sanctions, and any relevant timelines for the completion of their sanctions.

3. Option 3: Community Standards Board Hearing

- a) A Community Standards Board Hearing is a formal hearing composed of community members to review an incident to determine whether a respondent's actions constitute a violation of policy or community standards. Community Standards Boards are convened to address egregious behavior which could result in suspension or expulsion. Instances in which a student would have no other option other than a Community Standards Board include, but are not limited to, accusations which include a violation of SOPP or Title IX, instances that involve harm to another individual in which the individual wishes to be involved in the process, or behaviors which constitute a major community disruption.
- b) After the presentation of evidence, the Community Standards Board will determine whether a respondent's actions constitute a violation of Community Standards based upon a preponderance of evidence standard and if so, what sanctions will be provided. At the Community Standards Board Chair's discretion, this process may take up to two business days. To determine responsibility, a majority of the Community Standards Board members, excluding the chair, must agree that a respondent's actions violate Community Standards. A student's conduct history may not be used to determine responsibility, but may be used to determine appropriate sanctions.
- c) Once a decision by the Community Standards Board has been reached, all parties will be notified of the findings and sanctions within three (3) business days. Notification will be provided to the respondent(s) and complainant(s) of the findings and sanctions as well as any other relevant pieces of information.

G. Community Standards Board Hearing Procedure

- 1. Welcome by Chair
- 2. Notice of Recording

- a) The hearing will be recorded.
- b) If the complainant or respondent wishes to listen to the recording, they need to contact the Dean of Students.

3. Introductions

- a) Name and role (Community Standards Board member, support person, witness).
- b) Identifying the respondent's alleged policy violations
- c) Chair states what is in charge letter and which policies were allegedly violated-reads the policies aloud as they appear in the charge letter.

4. Complainant Statement

- a) If a complainant is present, they can provide a statement.
- b) After their statement, Community Standards Board members may ask questions of the complainant.
- c) The respondent may ask questions of the complainant.
- d) The statement may also include any witnesses who wish to speak on the complainant's behalf.
- e) Witnesses may also be asked questions by the board.

5. Respondent Statement

- a) If a respondent is present, they can provide a statement.
- b) After their statement, Community Standards Board members may ask questions of the respondent.
- c) The complainant may ask questions of the respondent.
- d) The statement may also include any witnesses who wish to speak on the respondent's behalf.
- e) Witnesses may also be asked questions by the board.

6. Closing Statement

- a) The respondent may make a closing statement at this time, if any.
- b) Deliberation

7. Once all testimony is delivered, everyone except the Community Standards Board members will be excused, and thanked for their time so that the Community Standards Board members may deliberate on the findings.

8. Community Standards Board members need to determine whether or not a student's actions were in violation of the policies in the charge letter.
9. This determination should only be based upon the evidence provided, and should meet a "preponderance of evidence" standard. This means that it is more likely than not (51% likely) that a student's behavior(s) violated a policy.
10. Students may not be found responsible for violating policies they were not accused of violating (i.e., additional allegations).
11. Once a determination of responsibility has been determined by a majority vote, the Community Standards Board may then make determinations of relevant consequences.
12. A student's conduct history may be reviewed at this point to determine relevant consequences.
13. If the Community Standards Board needs additional time, the Community Standards Board chair may reconvene the board within 24 hours.
14. Once deliberations conclude and relevant consequences are determined, the respondent will be notified, in writing, within 3 business days of the date of the Community Standards Board hearing.

VII. Sanctions

A. Warning

A warning is a notice by Antioch College that a student's behaviors in a given incident are not in line with the College's mission or values, and that further incidents could result in more significant consequences. Antioch College encourages reflection on behaviors that resulted in a warning to help students learn and grow.

B. Intervention and/or assessment

Educational interventions are provided for the student during the resolution of an incident to allow for structured reflection, opportunities to learn more or engage the campus in different ways, and/or allow for a student to reconnect with the campus community after an incident as part of the resolution of an incident.

C. Restrictions

Restrictions are specific requirements placed upon students for a defined period of time following the resolution of an incident and may consist of the student being unable to enter specific buildings, removal from housing, accessing specific resources, or other criteria to provide for the safety of the campus community while still allowing the student to continue to pursue their education.

D. Fines

Monetary fines will be assessed to a student's account in the resolution of an incident to provide restitution to the College for any damage or

harm done. Please note that Antioch College cannot and will not provide consequences to a student to provide restitution to another student for any reason, unless it is a mutually agreed upon resolution reached during any conduct process.

E. No contact order

A no contact order will be immediately issued when a physical altercation or a violation of the SOPP takes place. A no contact order can also be issued for other violations or conflicts such as; bullying, harassment, violations of the RDPP or other bias-related incidents. A no contact order is a specific restriction placed upon students for an undefined time period, and can be extended at the discretion of a Community Standards Board, the Dean of Students, or their designee. While the order stands, they are to not have any contact with other students specified in the no contact order. The parties involved in the no contact order are responsible for communicating any violation of the no contact order. Any decisions regarding when a no contact order should be lifted are at the determination of the Dean of Students or their designee, and only after the students involved have petitioned, in writing, to have the no contact order lifted. A No Contact Order can be issued as soon as the incident is investigated and has been determined accurate through the Preliminary Investigation. If witnessed by the Dean of Students, Public Safety, or any Student Affairs staff member, a no contact order may be issued immediately.

F. Conduct Probation

Conduct Probation is an official sanction from Antioch College restricting activity or behavior. Probation will be assigned for a prescribed time period. Further violations will result in increased consequences, including suspension or expulsion.

G. Suspension

Suspension is a complete separation for a defined period from all College classes, activities, events, and services and may include a trespass notice to prevent the student from being on campus owned property or buildings. This defined period may last for a specific period of time and/or until specific conditions are met.

H. Expulsion

Expulsion is the permanent termination of the student's relationship with the College. This includes being barred from classes, activities, and/or events and may also consist of a trespass notice to prevent access to campus or buildings. Expulsion precludes any future enrollment at Antioch College.

I. Interim actions

Interim actions are temporary measures that are put in place at the discretion of the Dean of Students or their designee until an incident can be resolved and may include suspension, no contact orders, restrictions, or other administrative actions.

VIII. Appeals Process

Any desire to appeal decisions determined in a Community Standards Board or administrative hearing needs to be communicated to the Dean of Students or their designee within five (5) business days of the delivery of decisions and sanctions and needs to include a rationale for why the decision is being appealed. The Dean of Students or their designee will ensure that the appeal is delivered to the Provost or their designee.

- A. Appeals can be submitted by either the respondent or any complainants.
- B. Within five (5) business days upon the appeal being submitted, the Provost or their Designee will notify the appellant acknowledgement that the appeal has been received. The appeal is not able to be considered actionable if not designated as following the below guidelines. If appeals are actionable, the Provost will send a response outlining the appeals process moving forward.
- C. A submitted appeal will only be considered actionable if it contains:
 - 1. New evidence that was unavailable at the time of the original hearing.
 - 2. Demonstrated errors within the process that could have impacted the findings or sanctions.
 - 3. Is full and complete upon submission including the basis for the appeal and rationale for why the appeal should be considered
 - 4. Concerns regarding the severity of sanctions
- D. Submission of an appeal suspends the imposition of consequences with the exception of any interim action that was put into place prior to a hearing such as the no contact order.
- E. At the discretion of the Dean of Students or designee, they may meet with students, hearing officers, or reconvene the Community Standards Board to review the appeal for investigative purposes.
- F. Corrective actions that may be taken include:
 - 1. Determination that the original Community Standards Board or hearing officer reconvene or reschedule to consider the new evidence or information. At the discretion of the Dean of Students or their designee, students may or may not be included in this meeting.
 - 2. Determination that the incident be resolved in a new process starting at the preliminary interview. Any decisions of finding or consequence from the original hearing will be overturned.
 - 3. Determination to directly alter any decisions or sanctions.
 - 4. Determination that the information obtained through the appeals process would not impact the original findings in the resolution process.
- G. Any decisions regarding the appeals process will be communicated to the respondent and complainants within 3 business days.
- H. Decisions rendered in the appeals process are final and there are no other appeals or avenues for further consideration of the issue.

IX. Records

- A. All records regarding accused violations of the Honor Code, Community Standards, or Student Policies will be kept within a student's file.
- B. These records may include the incident report, notifications sent to the student, and/or any agreement created from a Dean of Students' Intervention.
- C. Records regarding accused incident reports may be used to determine appropriate consequences but not to determine whether an accused student's behavior was in violation of policy.
- D. These files will be maintained for up to seven (7) years after a student leaves Antioch College and redacted files will be available upon request by the student to the Dean of Students or their designee. Any other entity seeking access to these files will need to have a waiver from the student allowing access unless otherwise instructed for release by law.
- E. All student conduct proceedings are confidential, and therefore, hearings are closed to anyone not directly involved in the case. Any account of the results of a conduct proceeding must respect the privacy rights of those involved, and must comply with the restrictions imposed by the Family Educational Rights and Privacy Act of 1974 (FERPA) with regard to information relating to individual students. Unless otherwise compelled by an applicable exception to FERPA, the College will not release specific information about conduct hearings involving charges against students.
- F. Students seeking recordings of Community Standard Board hearings will not be given electronic copies. Depending upon the request, a student may be provided with a transcript, allowed to listen to the recording in a private space, or provided with a physical copy of the recording at the discretion of the Dean of Students or their designee.

X. Managing the Community Standards Board process

- A. The experience of being notified of a possible violation of the Honor Code, Community Standards, or a Student Policy, can be an overwhelming experience, especially if it involves a Community Standards Board hearing. In order to help manage the process, please keep the following in mind:
- B. Remain calm when notified of a Community Standards Board hearing.
- C. Review the Letter of Charges from the Community Standards Board Chair to know what you have been charged with.
- D. Review the Letter of Charges to learn details of the Community Standards Board hearing process.
- E. Find a Support Person and Hearing Advisor to support you through the process.
- F. Gather and secure physical evidence that will support your case if available.
- G. Identify witnesses that support your case and ask if they will speak on your behalf at the Community Standards Board hearing.
- H. Arrive at the Community Standards Board hearing on time and be ready to begin at the assigned time.

- I. Listen to the instructions given by the chairperson and ask for clarification if needed.
- J. Be prepared to ask questions of the Community Standards Board members, complainant, respondent, or any witnesses.
- K. Be prepared to be asked questions by the Community Standards Board members, complainant, or respondent.
- L. Take notes during the hearing to help you ask questions when it is your turn to present questions or comments.
- M. Be respectful to all parties in the hearing.
- N. To learn more about the Community Standards Board process, see the Community Standards Board document in the Student Handbook.

MISSING PERSONS (Student)

If a member of the Antioch College community has reason to believe that an Antioch College student who resides in on-campus housing is missing, he or she should immediately contact the Office of Residence Life 937-319-0098, the Office of Public Safety at 937-776-0660 or the On-Call Student Life telephone at 937-471-0517.

Each student who resides in on-campus housing offered through Antioch College has the option to identify a secondary confidential individual to be contacted by Antioch College within 24 hours after the student is determined to be missing in accordance with this policy.

A student's secondary contact for missing person's notification will be registered confidentially, accessible only to authorized College officials in the residence Life and Public Safety offices, and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

Public Safety and Antioch College Officials will investigate and once a determination has been made that a student living in on-campus student housing is missing, will notify local law enforcement of the situation within 24 hours and initiate emergency contact procedures in accordance with the student's designation.

If a missing student is under 18 years of age and is not emancipated, Antioch College is required to notify his or her custodial parent or guardian within 24 hours after the student is determined to be missing, in addition to notifying any additional contact person designated by the student.

DRUGS AND ALCOHOL

Antioch College has developed programs to prevent the illicit use of drugs and the abuse of alcohol by students and employees. Information materials, counseling services, education programs, and disciplinary actions are all elements of these programs and are available through the Office of Student Life,

Residence Life, Counseling Center, and Human Resources.

Drug and Alcohol Policy

Behaviors that are in violation of the Alcohol and Drug policy are considered a violation of the Antioch College Honor Code and Community Standards. These behaviors include, but are not limited to, underage possession or use of alcohol, alcohol use in non-alcohol tolerant spaces, possession or use of illegal drugs or misuse of prescribed medication, possession of paraphernalia used for the purposes of illegal drug use, and the selling or transferring of any drugs, whether illegal or prescribed, to anyone not authorized to use them. Behaviors that constitute or contribute to alcohol abuse are also considered a violation of the Antioch College Honor Code and Community Standards. These behaviors include, but are not limited to, binge drinking, alcohol overdose, consuming alcohol at an accelerated pace (chugging), use of alcohol with medications or other controlled substances, and participation in games which involve the use of alcohol.

Violations of the Alcohol, Drug and Intoxication policy include, but are not restricted to offenses of illegal substance use and/or open containers and/or underage drinking and/or intoxication/drug impairment. The following sanctions should be considered as guidelines.

APPENDIX A: SUMMARY OF OHIO ALCOHOL LAWS AND SANCTIONS.

The following is a brief synopsis of select laws. For detailed information on the laws of the State of Ohio, please consult the 1999 Ohio Liquor Laws and Rules or the Ohio Revised Code. Given that Antioch College students live in different states over co-ops, remember that states have different laws pertaining to drugs and alcohol.

Sale or Purchase of Alcohol

Section 4301.22(A): No intoxicating liquor or beer shall be sold to or handled by any person under twenty-one years of age. The penalty for violation of this section provides for a fine of not more than \$500 and imprisonment of not more than sixty days, or both. (Third degree misdemeanor).

Section 4301.69: No person shall sell intoxicating liquor or beer to a person under the age of twenty-one years, or buy intoxicating liquor or beer for, or furnish it to, a person under the age of twenty-one years, unless given by a physician in the regular line of his practice, or by a parent or legal guardian. The penalty for violation of this section provides for a fine of not more than \$1,000 or imprisonment of not more than six months or both. (First degree misdemeanor).

Driving Under the Influence

No person shall operate any vehicle. Within this state ... if the person is under the influence of alcohol, a drug of abuse, or alcohol and a drug of abuse, the penalty for a first offense is a minimum of 3 days in jail, a fine of \$375 and suspension of driver's license for six months.

- A person can be arrested and convicted even if the Breath Alcohol Content is below .10%.
- A person can be arrested for DUI on private property.
- The behavior of the driver, not necessarily the Breath Alcohol Content, determines whether the person is under the influence. Refusal to take the test results in an automatic one year driver's license suspension.

Open Container (Ohio Revised Code§ 4301.62)

Except where allowed by permit, no person shall have in the person's possession an opened container of beer or intoxicating liquor in any public place. (Ex. Antioch is private property, but Livermore St. is not).

Underage (Ohio Revised Code§ 4301.69)

... no person under the age of 21 years shall order, pay for, share the cost of or attempt to purchase any beer or intoxicating liquor, or consume any beer or intoxicating liquor, either from a sealed or unsealed container or by the glass or by the drink, or possess any beer or intoxicating liquor in any public or private place. Anyone who allows an underage person to remain in a public or private space while the underage person possesses or consumes beer or other alcoholic beverages can be punished for up to 6 months in jail and a fine of up to \$1000.

Misrepresentation (False ID) (Ohio Revised Code§ 4301.63)

No person shall knowingly furnish any false information as to the name, age, or other identification of any person under 21 years of age for the purpose of obtaining or with the intent to obtain, beer or intoxicating liquor.

Ohio Revised Code Governing the Reporting of a Felony

Section 2921.22: No person, knowing that a felony has been or is being committed, shall knowingly fail to report such information to law enforcement authorities.

VI. Drug Policy

Possession of any amount of cocaine (powder or crack), LSD, crystal methamphetamine, or heroin is a fifth degree felony, which carries a possible prison term of 6 to 12 months, up to a \$2,500 fine, and a mandatory operator's license suspension of six months (minimum) up to five years.

In addition, any paraphernalia associated with illegal drug use is a crime under the Ohio Revised Code and is prohibited by the college.

Trafficking, which is possession for the purpose of selling, the actual selling of or merely offering to sell drugs, carries criminal penalties including jail time. This also includes the sale, trafficking or sharing of prescription medication. The severity of the penalty depends upon the nature of the drug and the amount held for sale. The minimum penalty is a fifth degree felony.

Convictions for drug-related offenses will generally make an individual ineligible for employment requiring special licensing, such as attorneys, physicians, nurses, aviation pilots, law enforcement, etc., as well as for industrial positions requiring some level of security clearance, such as engineering, computer and aerospace technology. Such convictions may also prevent the obtaining of many types of educational grants and other tuition assistance.

Prescription Drugs

Use of or dispersal of any prescription drug in a manner inconsistent with its medically prescribed intended use, or under circumstances where use is not permitted is illegal. This also includes the sale, trafficking or sharing of prescription medication.

Dram Shop Liability

The state of Ohio also has a set of laws known collectively as the “Dram Shop” laws that impose institutional and individual liability where property damages, personal injuries, or fatalities result from the illegal or irresponsible provision of alcohol to others. If you provide a friend with alcohol or are a party organizer and a person hurts themselves or someone else, you could be held liable in a civil suit.

APPENDIX B: SECURITY DRUG ENFORCEMENT PROCEDURE

The College has developed the following drug enforcement procedures that meet legal criteria and recognize that the College is a private institution. The procedures have been recognized by legal authorities and take into account the unique position College Public Safety officers (or other College administrators) may find themselves in when confronted with the presence or use of controlled substances.

CONFISCATION

Seeing in plain view what she/he believes to be a small quantity of an illegal drug (and related paraphernalia found in the presence of drugs), generally defined as typical individual use (and not to fall under the felonious categories outlined below), the Public Safety officer has the obligation to notify local law enforcement to come to campus, confiscate the material and issue a citation or arrest, dependent upon the nature and amount of the substance found. If marijuana is located or discovered, any amount exceeding 200 grams constitutes a felony. (One plastic sandwich bag 6”X 5” will hold approximately 40 grams of marijuana).

Drug discoveries such as Cocaine, LSD, Heroin, hashish, excluding marijuana, and all Controlled Substances\ under Schedule I, II, III, IV and V (prescription drugs) of the Ohio Revised Code are not to be confiscated but are to be immediately reported to the local police after the area has been secured.

The Public Safety staff may engage any person believed to be in possession of an illegal drug as needed for self-protection or to prevent the person from harming him/herself or others. A written report will be made and forwarded to the Dean of Students and the Office of Housing & Residence Life. Students will be invited to write a statement as well

Ohio Revised Code Governing the Reporting of a Felony

Section 2921.22: No person, knowing that a felony has been or is being committed, shall knowingly fail to report such information to law enforcement authorities.

VI. Medical Assistance Amnesty Policy

In order to ensure that students receive prompt and appropriate attention for intoxication and also that there are no impediments to seeking such assistance, the College has instituted a Medical Assistance Amnesty Policy. In these instances in which a student calls 911 or College officials (including Residence Life staff) for assistance, neither the individual calling nor the student in need of assistance will be charged with violations of this policy. No formal judicial action will be taken against the individuals in need or the persons reporting the incident unless the individuals involved demonstrate a repeated lack of care concerning their well-being and the well-being of the Campus Community or unless the incident results in criminal charges (or damages to College property). Alcohol or drug-

related elements within SOPP/Title IX charges will be similarly protected by the SOPP and Title IX.

When 911 is called from Campus or anywhere in the Village, Miami Township Fire Rescue will send the squad. They practice confidentiality regarding a student's condition. However, YS police will always arrive on the scene. In the event law enforcement is required to assist in the situation, that situation could be made public and college officials will defer to the reasonable protocols of the municipal officers.

VII. Violations of Alcohol/Drug Policy

While the Antioch community stresses a supportive response to members with substance abuse problems, violations of this policy on campus, (or the use of alcohol or any other substance that interferes with or is prohibited by an on-campus or off-campus co-op job site or job related activities or field program activities) will be subject to disciplinary action. In addition, faculty who believe a student to be intoxicated by alcohol or drug use while the student is in the classroom will direct the student to leave the class. Co-op faculty will refuse to meet with students who come to appointments intoxicated. Behavioral incidents associated with this policy may have further sanctions.

Both state and federal laws prohibit the use, possession or offering the sale of hallucinogens, narcotics, cocaine and marijuana and Ohio law prohibits the improper possession or sale of amphetamines and sedatives. Because of the potential danger to the community and to individuals and out of concern for abuse interfering with the colleges educational mission the sale of illegal substances on campus may result in expulsion from the college. It is also illegal to share, sell or traffic prescription medication that is prescribed to another.

Antioch is bound to the law and has no special protection from the police or other law enforcement officers. Law enforcement officers who present a search warrant issued by a municipal, state or federal Judge have a legal right to search any and all buildings on campus without prior notice to anyone at the College. College officials may also choose to search rooms because drug trafficking interferes with the safety of our students at the College.

A. First Offense. The combination of consequences is to be determined by the appropriate disciplinary body as appropriate to location of infraction.

1. Written Warning.

2. Online screening that will help the individual evaluate his or her personal patterns of alcohol and drug use and/or requirement to read a relevant booklet followed by writing a reflection paper, and/or (an) other appropriate educational intervention(s).

B. Second Offense. The combination of consequences is to be determined by the appropriate disciplinary body as appropriate to location of infraction.

1. Mandated alcohol or drug assessment with campus counselor or off campus resource

2. Immediate Student Life Probation or Probation for a period of less than one year.

3. Parental notification if student is under 21.

4. Restorative Justice facilitated by Community Standards Board and Residence Life.

5. Other appropriate educational consequences may be determined.

C. Third Offense. The appropriate combination of consequences is to be determined by the Community Standards Board.

1. Assessment by a state certified treatment center in Ohio or in student's home state. * This assessment must be completed within the period of time specified by the Community Standards Board and paid for by the student.
2. Parental notification if student is under 21.
3. Immediate Student Life Probation of one year or more including College or Residence (potential lengths ranging from probation for the remainder of the semester to probation until graduation).
4. Restorative Justice regarding the impact of use on fellow students facilitated by Community Standards Board and Residence Life.

D. Fourth and Subsequent Offenses.

1. Loss of housing privileges.
2. Suspension.
3. Enrollment in ongoing treatment as condition of maintaining housing privileges.
4. Dismissal as determined by Dean of Student Life with the President of the college

E. Failure to Comply. Student's failure to complete or comply with sanctions by prescribed date may be subject to either one or more of the following:

1. Further and more serious sanctions.
2. A student hold will be placed on student records. A student hold does not allow a student to register for classes.
3. Withholding College services: All services including registration and housing assignments may be withheld. In addition, students may be prohibited from maintaining their campus or co-op employment.

VIII. Alcohol & Drug Abuse & Dependency Resources

Antioch is committed to providing support to community members with substance abuse problems. This includes encouragement for students to be assessed for the level of their alcohol use or relationship with other substances through Counseling Services. Supportive services and additional resources are available through the Dean of Student Life as well as local providers and support groups. Confidential Counseling is available through Counseling Services. Voluntary and mandated referrals to more intensive treatment or other counseling services can be coordinated through these campus resources. For other local treatment agencies and organizations contact the Dean of Student Life or Counseling Services to assist with referrals. The College is not financially responsible for any treatment mandated beyond what is available through on-campus Counseling Services.

Appendix C: Resources

Antioch College Counseling Services/Nurse/ Nurse Practitioner

Kelsey Hofer (Counselor) khofer@antiochcollege.edu 937-319-0070

Michelle Tritschler (Nurse) mtritschler@antiochcollege.edu 937-319-0073

TCN (The Community Network) Behavioral Health Services

425 West Market Street

Xenia, OH 45385

937-376-8700

AA Drug Rehab & Alcohol Rehab 24 hour Helpline (in Beavercreek)

937-431-5184

AA (Alcoholics Anonymous) Meeting in Yellow Springs

Monday: 8:00 pm, the Jackson Road Group - Open Discussion

The Methodist Church, 202 S. Winter Street (corner of Winter & Dayton Streets) 937-767-7560

Wednesday: 7:00 pm Young Peoples/Beginners AA - Open Discussion at Rockford Chapel, Antioch College campus.

The Presbyterian Church, 314 Xenia Avenue: 937-767-7751

Sunday: 8:00 pm, the Yellow Springs Group – Open Lead

AL-ANON

Springfield, Alanon Club

1557 East Main Street: Telephone: 937-322-0255

Fellowship Club

1303 Kenton Street Springfield, OH 937-324-9879

Covenant Presbyterian Church

201 North Limestone Street Springfield, OH 937-325-2427

Fairborn First United Presbyterian Church

Highview & Broad Streets 937-878-3954

Yellow Springs Friends Care Center

150 East Herman Street 937-767-7363

Appendix D: Education

The educational component of the Antioch College Alcohol and Drug Policy reflects best practices for prevention of abuse of substances on college campuses, a harm reduction approach and the recognition that the most effective measures taken to support healthy use of alcohol are targeted to the entire student body.

There are four main arenas in which education will take place for all students:

1. New student orientation: Entering students will attend a session on the safe use of alcohol that will include information on norms of use, the interaction of alcohol with other substances, impact of alcohol on several domains including physical mental and social, blood alcohol content and responsible drinking.
2. Hall Meetings: At least one hall meeting a term will be devoted to discussion and education on alcohol and substances. Students living off campus may attend any of these educational meetings as well as accessing Antioch College Counseling Services and off campus services.
3. Other public spaces such as bulletin board, community meeting, the Bulletin and One Morgan Place: Articles and announcements related to the college policy and emergent trends and findings in higher education will be shared with the community via these resources.
4. A multi-pronged approach will be implemented regarding alcohol and drug use by utilizing guest speakers from time-to-time to support health and wellness.

All Resident Advisors will receive training in the following:

1. Signs of alcohol overdose and what to do
2. Peer education practices
3. Sober supports

Community Bartenders will be trained via Serv-Safe online training as well as staff in Student Life who will educate about the specifics of the Antioch College Alcohol and Drug Policy.

Counseling Services will employ an assessment tool such as AUDIT or CRAFFT to assist students in determining if their use is clinically significant.

Substance Abuse Education and Prevention

Programs:

All faculty, staff and students are encouraged to seek help early in the discovery of a problem with alcohol and/or other drugs, and to learn how to assist others with problems related to substance abuse.

The earlier assistance is obtained, the less likely there will be serious, negative consequences resulting from an alcohol- or other drug-related problem. Persons seeking assistance for a substance abuse problem will not be sanctioned by the College as a result of seeking such assistance. The College has developed a variety of programs to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program provides services related to drug use and abuse, including dissemination of informational materials, educational programs, counseling services, referrals and College disciplinary actions.

REGISTERED SEX OFFENDERS

Information regarding registered sex offenders is available from the Ohio Attorney General's Sexual Offender Webpage as well as the Antioch College Public Safety webpage (eSorn) through the link below:

<http://icrimewatch.net/ohio.php>

SEXUAL OFFENSE PREVENTION POLICY

Section I. Introduction

1. Antioch College is committed to fostering an environment free of discrimination in all its forms, including any form of sex-based discrimination and misconduct, including acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the Antioch College community are expected to conduct themselves in a manner that does not infringe upon the rights of others.
2. This policy is intended to define community expectations in regard to sex discrimination and to establish a mechanism for determining when those expectations have been violated. Antioch College recognizes its responsibility to increase awareness of such misconduct, prevent its recurrence and investigate reports of misconduct with integrity as well as support the campus community including students, faculty, staff and campus guests, which includes vendors, contractors and visitors who have experienced sexual harassment and discrimination. Antioch College also recognizes the responsibility to respond to all known allegations in a timely manner consistent with the deeply held values of the Antioch College community.
3. Members of the Antioch College community can choose to pursue criminal and civil procedures, in addition to or instead of the College's processes if they believe they have experienced a form of sexual harassment and/or discrimination.

4. The Antioch College Sexual Harassment and Discrimination policy seeks to operationalize the SOPP document created in 1991 to provide greater guidance and ensure that the college remains compliant with all relevant state and federal laws including Title IX of the Education Amendments of 1972.
5. If at any point a community member believes there has been a lack of response or the SOPP has not been upheld, please contact the office of Title IX in the division of Diversity, Equity and Inclusion or Human Resources. Any Antioch College member may seek guidance on any of the policies and guidelines listed throughout this document, by contacting the division of Diversity, Equity and Inclusion or the office of Human Resources.

Section II. Jurisdiction

1. This policy supersedes all previous college policies on sex-based discrimination and misconduct, except where noted.
2. This policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters protected by academic freedom.
 - 2.1. If a topic pertaining to sexual harassment and discrimination occurs within the classroom setting that is seen as offensive or uncomfortable language or actions to class attendees, there are supportive resources available to any student that may experience adverse effects from course content.
 - 2.2. If there is a pattern of behavior that extends beyond the boundaries of academic freedom or that creates a hostile environment as defined in this policy, contact Human Resources or the Office of Diversity, Equity and Inclusion. For more information on the academic freedom policy, please refer to the academic policies on Antioch College's webpage found [here](#) or review the policy below on pages 7-8.
3. By virtue of being a member of the Antioch College Community, each member of the Antioch College community agrees to become familiar with and respect the Honor Code and all College policies and guidelines, thus creating and protecting a sense of honor in our lives.
4. Members and visitors are responsible for upholding these values through signing the Statement of Understanding document upon their arrival on campus. See Appendix.
5. All sex discrimination and gender-based discrimination and misconduct reports can be made online at <https://antiochcollege.edu/campus-life/sexual-offense-prevention-policy-title-ix/> or directly to the Title IX Coordinator via email at titleix@antiochcollege.edu

Section III. Definitions

1. Affirmative Consent: The act of willingly and verbally agreeing to engage in specific sexual conduct. Affirmative consent must be obtained each and every time there is sexual activity. An individual cannot affirmatively consent under duress, mental or physical coercion, while sleeping or incapacitated.
2. Coercion: The act of being forced verbally, physically, or through undue pressure to unwillingly engage in sexual activity without affirmative consent.
3. Complainant: An individual who is alleged to be the victim of conduct that could constitute sexual harassment.
4. Dating Violence: Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - 4.1. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - 4.2. Dating violence does not include acts covered under the definition of domestic violence. We caution that differences in the culture of different people and their use of terms may mean that a reporting party may describe a dating relationship using different terms from how an institutional official might describe "dating." When the reporting party asserts that there was a dating relationship, you should assume that the victim and perpetrator were in a dating relationship to avoid incorrectly omitting incidents. The victim's use of terms such as "hanging out" or "hooking up" rather than "dating," or whether or not the relationship is described as "monogamous" or "serious" should not be the determining factor. No matter who reports the incident, whether it is the victim or a third party, it is the responsibility of the institution to determine whether the incident should be included as Dating Violence.
5. Domestic Violence: Domestic Violence is defined as a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- 5.1. To categorize an incident as Domestic Violence, the relationship between the perpetrator and the victim must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship. An act of verbal, physical or coercive violence committed by a current or former intimate partner with whom an individual shares a child in common, is currently or has cohabitated with as an intimate partner or spouse.
6. Force: The physical action of force upon another person(s) with the intent to harm them.
7. Formal complaint: A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment.
 - 7.1. The phrase “document filed by a complainant” means a document or electronic submission (such as by e-mail or through an online portal provided for this purpose by the school) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.
8. Intercourse: Includes vaginal or anal penetration by a penis, object, tongue or finger and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.
9. Intimate Partner Violence: Intimate Partner Violence is an umbrella term that includes dating and relationship violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with a partner and where the existence of such a relationship can be reasonably determined by the persons involved through various forms of interaction ie: electronic communication, photos, etc., including confirmation of the type of relationship and the frequency of interaction between the persons.
10. Non-Consensual Sexual Contact: Any intentional sexual touching, however slight, with any object or without, by a person upon another person, that is without affirmative consent and/or by force or coercion.
11. Non-Consensual Sexual Intercourse: Any sexual intercourse, however slight, with any object, by a person upon another person that is without consent and/or by force.

12. Preponderance of Evidence: The preponderance standard “requires demonstrating that the existence of the contested fact is more probable than its nonexistence.”¹ Stated differently, the preponderance standard requires evaluators to consider whether “the evidence presented ... is more likely to be true than not”²

13. Quid Pro Quo Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by a person having power or authority over another, when submission to such conduct would be a condition for access to receiving the benefits of any educational or employment program. Examples of quid pro quo:
 - 13.1.1. Student Resident Assistant seeking sexual favors from a student resident in exchange for some benefit or to avoid a consequence, such as reporting behavior related to a residential policy.

 - 13.1.2. Student seeking to get into a specific campus organization and organization leader or organization member seeks sexual favors in exchange for membership to campus organization.

 - 13.1.3. Professor or Teaching Assistant seeking sexual favors from a student in exchange for a better grade.

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

15. Retaliation: Retaliation is defined as any action taken with malicious intent against a person participating in a protected activity because of that person’s participation in that protected activity. Retaliation against an individual for sex-based discrimination allegations for supporting a reporting or responding party, or for assisting in providing information relevant to an allegation is a serious violation of the Antioch College retaliation policy.

16. Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment

¹ Orloff N. and Stedinger J. 1983. A Framework for Evaluating the Preponderance-of-the-evidence Standard. *University of Pennsylvania Law Review*, Vol. 131, p. 1159.

² Leubsdorf J. 2015. The Surprising History of the Preponderance Standard of Civil Proof. *Florida Law Review*, Vol. 67, p. 1573.

17. Sex and Gender - Based Hostile Environment: A hostile environment is created when an act of sex-based discrimination is sufficiently severe, or persistent or pervasive, and objectively offensive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the college's educational and/or employment, social and/or residential program.
18. Sexual Assault: Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. This includes:
 - 18.1. Forcible 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 Complainant.
 - 18.2. Forcible Sodomy – Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - 18.3. Sexual Assault with An Object – To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - 18.4. Forcible Fondling – The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - 18.5. Sex Offenses, Nonforcible – Nonforcible sexual intercourse where consent was not given.
 - 18.6. Incest – Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by [insert state] law.
 - 18.7. Statutory Rape – Nonforcible sexual intercourse with a person who is under the statutory age of consent of 16. In Ohio, it is illegal for an adult (someone 18 or older) to have sex with a minor (someone younger than 16), even if the sex is consensual. Those who break the law have committed statutory rape.

19. Sexual Contact includes: Intentional contact with the breasts, buttocks, groin, or genitals, or touching others with any of these body parts, or making others touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.
20. Sexual Exploitation: Occurs when one person takes the non-consensual or abusive sexual advantage of others for self-serving advantage or benefit, or to benefit or advantage anyone other than the one being exploited and that behavior does not otherwise constitute one of other sexual misconduct offenses. – *can this sentence be deleted?* others. Examples of sexual exploitation include but not limited to:
 - 20.1. Invasion of sexual privacy;
 - 20.2. Prostituting another person;
 - 20.3. Non-consensual digital, video, or audio recording of nudity or sexual activity; this includes sharing consensual private videos with someone other than individual (s) outside of agreed upon party to whom engaged in consensual activity.
 - 20.4. Engaging in voyeurism;
 - 20.5. Going beyond the boundaries of affirmative consent; ie: sharing video or audio record of nudity or sexual activity to someone outside of agreed upon party.
 - 20.6. Knowingly exposing someone to or transmitting an STI, STD, or HIV to another person;
 - 20.7. Intentionally exposing one’s genitals in non-consensual circumstances or inducing another to expose their genitals; and
 - 20.8. Sexually-based stalking and/or sexually- based bullying may also be forms of sexual exploitation.
21. Sex and Gender-Based Stalking: A course of repetitive and menacing conduct of a sex or gender-based nature, directed at a specific person, that is unwelcome, AND would cause a reasonable person to feel fear, safety or harm.

22. Stalking: Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition:
 - 22.1. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - 22.2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - 22.3. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.
23. Supportive measures: Individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual harassment.

Section IV. History and Scope

1. History

- 1.1. In 1991, a group of women of Antioch began a campaign to promote a culture free of sexual violence at Antioch College. Through this effort, a document was created which became known as the Sexual Offense Prevention Policy or SOPP.
- 1.2. The SOPP was the College's formal attempt at ending sexual violence and sexual harassment while fostering a campus culture of positive, consensual sexuality.
- 1.3. The Antioch College Sexual Harassment and Discrimination Policy seeks to operationalize the SOPP document created in 1991. Additionally, it seeks to provide greater guidance and ensure that the College remains compliant with all relevant state and federal laws, including Title IX of the Education Amendments of 1972.

2. Scope

- 2.1. Whenever there is an incident of non-consensual sexual conduct or sexual harassment on the Antioch College campus, during an Antioch College sanctioned event, or between two Antioch College students, faculty or staff regardless of location, any member of the Antioch community has a right to file a report or not to file a report with the Title IX coordinator or Human Resources.
- 2.2. If an act of sexual violence or sexual harassment occurs off campus in the context of an educational program or activity of the college, the College's Title IX officer will respond in the same manner as an on-campus incident of sexual violence or sexual harassment.
- 2.3. Guests and visitors that come onto the Antioch College campus are subject to the same policies outlined herein. Although there may be limited action the College can take against a guest (s), it is the College's expectation that all individuals including visitors and guests adhere to the policies outlined throughout this document.
- 2.4. If at any point a community member believes there has been a lack of response or College policy has not been upheld, please contact the Title IX coordinator or Human Resources.
- 2.5. Any Antioch College member may seek guidance on any of the policies and guidelines listed throughout this document, by contacting the division of Diversity, Equity and Inclusion or the office of Human Resources.

3. Standard of Evidence

- 3.1. Antioch College uses the preponderance of the evidence standard (also known as "more likely than not" or 50.1%) as the standard for proof of whether a violation occurred in campus resolution proceedings.
- 3.2. Legal terms, such as "guilt, "innocence, and "burdens of proof," are not applicable.
- 3.3. Antioch College never assumes a responding party is in violation of college policy.
- 3.4. Campus resolution proceedings are conducted to take into account the totality of all evidence available from all relevant sources.

- 3.5. Under this policy, “no” always means “no,” and “yes” may not always mean “yes.” Anything but a clear, knowing, and voluntary, affirmative consent to any sexual activity is equivalent to a “no.”

Section V. Overarching Community Goals: Affirmative Consent

1. Affirmative Consent Defined

- 1.1. Affirmative Consent is defined as the act of willingly and verbally agreeing to engage in specific sexual conduct.
- 1.2. Affirmative consent must be obtained each and every time there is sexual activity.
- 1.3. An individual cannot affirmatively consent under undue pressure, mental or physical coercion, while sleeping or incapacitated.
- 1.4. The person who initiates sexual conduct is responsible for verbally asking for the affirmative consent of individual(s) involved. Use of agreed upon forms of communication such as gestures or safe words is acceptable but must be discussed and verbally agreed to by all parties before sexual activity occurs.
- 1.5. The person with whom sexual conduct is initiated must verbally express affirmative consent or lack of “consent.” Silence and the absence of clear nonverbal communication conveys a lack of affirmative consent.
- 1.6. Each new level of sexual activity requires affirmative consent be obtained by the individual initiating the new level of sexual activity.
- 1.7. Affirmative Consent is required regardless of the parties’ relationship, prior sexual history, or current activity (e.g. grinding on the dance floor is not consent for further sexual activity.)

- 1.8. In order for affirmative consent to be valid, all parties must not be under any undue pressure, incapacitated or under any mental or physical coercion or sleeping. Affirmative consent has to be mutual with a shared understanding of the nature of the act to which they are consenting, including the use of safe sex practices, such as using prophylactics, condoms, dental dams, and all forms of birth control.
- 1.9. At any and all times when affirmative consent is withdrawn or not explicitly agreed to, the sexual activity must stop immediately.
- 1.10. All parties must disclose personal risk factors and known STIs prior to engaging in any form of consensual sexual contact with each other. All parties must disclose any known personal risk factors in a reasonable amount of time to any/all parties prior to engaging in consensual sexual contact in order for affected parties to make an informed decision.

2. Examples of Behavior Contrary to Affirmative Consent

- 2.1. Unwelcome and non-consensual sexually based gestures
- 2.2. Unwelcome and non-consensual sexually based touching
- 2.3. Unwelcome and non-consensual penetration of a body opening by any means, including but not limited to vaginal penetration, anal penetration, and oral sex. Penetration, however slight, includes the insertion of objects or body parts.
- 2.4. Sex or gender-based stalking
- 2.5. Violence as related to dating or domestic partnership.
- 2.6. Sexually based forms of non-consensual communication, whether verbal, written, via telephone or through electronic or social media.
- 2.7. Failure to disclose or dishonesty about disclosing STIs and other personal risk factors prior to engaging in consensual sexual contact.

- 2.8. Failure to use safer sex practices, such as using prophylactics, condoms, dental dams, and all forms of birth control unless otherwise agreed upon verbally.
- 2.9. Harassment of any kind based on sex or gender.
- 2.10. Any act of retaliation in response to an allegation of a SOPP violation or other forms of sex or gender-based discrimination.
- 2.11. Non-consensual conduct that is not sex-based could be a violation of other College policies and should be referred to appropriate college personnel or office.

Section VI. Community Standards

1. Non-Harassment:

- 1.1. It is Antioch College's policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of any protected classification including, but not limited to, person's gender, gender identity, gender expression, sex, sexual orientation, age, race, nationality, class status, religion, disability, pregnancy, predisposing genetic characteristics, military status, criminal convictions, domestic violence status, familial status, or other protected status. The purpose of this policy is to ensure that in the workplace, and educational setting, the environment is open and free from all forms of discrimination.
- 1.2. If you feel that you have been subjected to conduct which violates this policy, you should immediately report the matter to your Supervisor or the Office of Human Resources. If you are unable for any reason to contact this person, or if you have not received a satisfactory response within five (5) business days after reporting any incident of what you perceive to be harassment, please contact the next level manager.
- 1.3. If your Supervisor or next level manager is the person toward whom the complaint is directed, you should contact any higher level manager in your reporting chain.
- 1.4. Every report will be preliminarily investigated to establish if there is sufficient evidence that could present a violation of a College policy or policies.

- 1.5. Upon conclusion of a preliminary investigation, or a full investigation, corrective action will be taken where appropriate.
- 1.6. Finding of responsibility for violation of this policy by a member of this community, will result in disciplinary action, up to and including discharge.
- 1.7. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.
- 1.8. The College will not allow any form of retaliation against individuals who, in good faith, report unwelcome conduct to management or who cooperate in the investigations of such reports. Employees who make complaints in bad faith may be subject to disciplinary action, up to and including discharge. All employees must cooperate with all investigations.

2. **Workplace Harassment**

- 2.1. It is Antioch College's policy to prohibit harassment of any employee by any Supervisor, employee, student or vendor on the basis of sex or gender.
- 2.2. Prohibited behavior includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments.
- 2.3. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and/or hostile working environment.
- 2.4. If you feel that you have been subjected to conduct that violates this policy, you should immediately report the matter to your Supervisor or to Human Resources. If you are unable for any reason to contact this person, or if you have not received a satisfactory response within five (5) business days after reporting any incident of what you perceive to be harassment, please contact the next level manager.

- 2.5. If your Supervisor or next level manager is the person toward whom the complaint is directed, you should contact any higher level manager in your reporting chain. Employees may also contact the Office of Human Resources if they are uncomfortable for any reason using the above procedure. Every report of perceived harassment will be fully investigated and corrective action will be taken where appropriate.
- 2.6. Violation of this policy will result in disciplinary action, up to and including discharge. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed.
- 2.7. The College will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. Employees who make complaints in bad faith may be subject to disciplinary action, up to and including discharge. All employees must cooperate with all investigations.

3. **Sexual Assault**

- 3.1. Security officers, staff, administrative and faculty follow clear processes, both in Yellow Springs and on off-campus programs (subject to the laws and policies of particular countries and host institutions), when responding to a report of sexual assault.
- 3.2. Antioch College supports any members of our community who become victims of sexual assault. We will offer immediate help and also referrals to appropriate persons and organizations, often including but not limited to, local police, hospitals, advocacy groups and counseling and crisis centers.
 - 3.2.1. Whenever possible, members of off-campus programs receive a list of resources available at or near their program site and in advance of the program.
 - 3.2.2. In the aftermath of a sexual assault the College works to create and accommodate alternative living, working and academic arrangements as appropriate.
- 3.3. Antioch College supports education to the community about sexual assault on Antioch's campus. This is accomplished by making the entire Sexual Assault Policy document, a resource for referral and education, available to all members of the community.

4. **Non-Fraternization**

4.1. Antioch College is committed to providing its students with an educational environment conducive to learning. The faculty/staff-student relationship, however warm and caring, inherently involves disproportionate power and influence on one side and is thus liable to abuse. A sexual relationship between a faculty or staff member and a student may not only exploit this imbalance but also distort and inhibit the learning environment. For these reasons, it is the agreement of the Antioch College faculty and staff that sexual relationships between Antioch College faculty members or staff and Antioch College students are unacceptable and constitute professional misconduct. Please see the College's Non-Fraternization Policy (02.007)

5. **Sex Discrimination and Gender-Based Misconduct**

5.1. Sex and gender-based misconduct includes a broad range of behaviors focused on sex and/or gender that may or may not be sexual in nature. If a member of the Antioch College community is discriminated against on the basis of sex in an Antioch College educational program that denies them the benefit or access of an educational program, such behavior may constitute a violation of this policy and other relevant policies.

5.2. If a member of the Antioch College community experiences sex and gender-based discrimination that denies them the benefit of or access to an educational program, that action may also constitute a violation of this policy, other relevant policies and/or state and federal laws. To constitute a violation, the conduct must be severe, pervasive and/or create a hostile environment that denies a member an educational benefit.

6. **Pregnancy or Pregnancy-Related Conditions**

6.1. Antioch College is committed to creating and maintaining a campus community where all individuals are free from discrimination, including individuals who are pregnant, experience termination of a pregnancy, recently experienced childbirth or recovery therefrom. Faculty, staff and College personnel should work with impacted students and/or employees who seek accommodation, so long as deemed necessary by the individual's physician, in the form of writing.

6.2. Information about pregnant students' requests for accommodations will be shared with faculty and staff only to the extent necessary to provide the reasonable accommodation. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary. Administrative responsibility for these accommodations lies with the Title IX Coordinator or designee who will maintain all appropriate documentation related to accommodations.

- 6.3. Antioch College and its faculty, staff, and other employees will not require students to limit their studies as the result of pregnancy or pregnancy-related conditions. The benefits and services provided to students affected by pregnancy will be no less than those provided to students with temporary medical conditions. Students with pregnancy-related disabilities, like any student with a short-term or temporary disability, are entitled to reasonable accommodations so that they will not be disadvantaged in their courses of study or research, and may seek assistance from the Title IX office.
- 6.4. As long as students can maintain appropriate academic progress, faculty, staff, or other Antioch College employees will not require them to take a leave of absence, or withdraw from or limit their studies as the result of pregnancy, childbirth, or related conditions, but nothing in this policy requires modification of the essential elements of any academic program.

7. Lactation Breaks

- 7.1. The College will provide a reasonable amount of break time to accommodate an employee or student desiring to express breast milk for the employee's or student's infant child, in accordance with and to the extent required by applicable law.
- 7.2. The break time, if possible, may run concurrently with rest and meal periods already provided to the employee. If the break time cannot run concurrently with rest and meal periods already provided to the employee, the break time will be unpaid, subject to applicable law.
- 7.3. The College will make reasonable efforts to provide employees with the use of a room or location other than a bathroom for the employee to express milk in private. This location may be the employee's private office, if applicable.
- 7.4. Please consult the Office of Human Resources or the office of Diversity, Equity and Inclusion if you have questions regarding this policy. Please advise management if you need break time and an area for this purpose. Employees and/or students will not be discriminated against or retaliated against for exercising their rights under this policy.

ction VII. Title IX Regulations

1. Statement of Federal Compliance

1.1. Antioch College follows the most recent U.S. Department of Education Final Rules as they relate to the investigation, response, and reporting of Title IX violations.

2. Sexual Harassment

2.1. Sexual harassment includes any of below three types of misconduct on the basis of sex.

2.1.1. Any instance of quid pro quo harassment by a school's employee;

2.1.2. Any unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it denies a person equal educational access;

2.1.3. Any instance of sexual assault as defined by the Clery Act, dating violence, domestic violence, and stalking as defined by the Violence Against Women Act.

2.2. Sexual harassment is further defined as unwelcome sexual advances, requests for sexual contact, and other verbal, written, online, physical, or visual conduct of a sexual nature. Sexual harassment may be disciplined under this policy or other relevant college policies when it takes the form of quid pro quo harassment, retaliatory harassment, or creates a hostile environment.

2.3. Sexual Harassment Examples include but are not limited to:

2.3.1. Sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, particularly after indication that such behavior is unwelcome that a reasonable person would find so severe, pervasive and objectively offensive that it denies a person equal educational access.

2.3.2. Sexual joking, vulgar or offensive conversation or jokes, commenting about an individual's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of a person's gender

which is sufficiently severe or pervasive to create an unprofessional and hostile working environment that a reasonable person would find objectively offensive that it denies a person equal educational access.

3. Mandatory Response Obligations: The Deliberate Indifference Standard

3.1. The College must respond promptly to Title IX sexual harassment in a manner that is not deliberately indifferent, which means a response that is not clearly unreasonable in light of the known circumstances. Schools have the following mandatory response obligations:

- 3.1.1. The Title IX Coordinator must promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.
- 3.1.2. The College must follow a grievance process that complies with the Final Rule before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against a respondent.
- 3.1.3. The College must not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment, when complying with Title IX.
- 3.1.4. The Final Rule requires the College to investigate sexual harassment allegations in any formal complaint, which can be filed by a complainant, or signed by a Title IX Coordinator.
- 3.1.5. The Final Rule affirms that a complainant's wishes with respect to whether the school investigates should be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances.:
- 3.1.6. If the allegations in a formal complaint do not meet the definition of sexual harassment in the Final Rule, or did not occur in the school's education program or activity against a person in the United States, the Final Rule clarifies that the school must dismiss such allegations for purposes of Title IX but may still address the allegations in any manner the school deems appropriate under the school's own code of conduct.

4. Rights of Involved Parties

4.1. All parties involved in Title IX complaints of sexual harassment have the following rights:

4.1.1. To be treated equitably throughout the process

4.1.2. To be provided information on supportive measures and other campus and non-campus related resources.

4.1.3. To have a required process Advisor and up to one Advocate of choice as deemed necessary by appropriate college officials.

4.1.3.1. The College will make available a list of trained Advocates and Advisors for parties involved in the resolution process. An Advocate or Advisor can be anyone you trust with the exception of the list of individuals that cannot serve in any of the support roles listed in Section X.4 of this policy.

4.1.4. To provide and review information during an investigation and respond to the investigative report.

4.1.5. To suggest witnesses who may have relevant information

4.1.6. To review the investigative report and provide comment up to 10 business days upon receipt of the report and before final adjudication and review through a community standards board.

tion VIII. Amnesty

1. Antioch College encourages reporting all forms of sexual misconduct and seeks to remove any barriers to reporting by making the procedures for reporting transparent and straightforward.

2. Antioch College recognizes that an individual who has been drinking alcohol or using drugs at the time of an act of sex discrimination may be hesitant to make a report because of potential consequences for their own conduct. An individual who reports sexual misconduct, either as a Complainant or a third party witness, will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. Antioch, may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or use of other drugs.

Section IX. Minor Students

1. When a report is received involving an enrolled student at Antioch College under the age of eighteen:
 - 1.1. The Title IX Coordinator or Human Resources Director or designee will assess safety measures for the involved student and take corrective action, as well as to identify the student's legal guardian;
 - 1.2. The student and the student's guardian will meet with appropriate college personnel to begin the investigation process.
 - 1.3. The Title IX Coordinator or designee will work directly with the guardian in reviewing Antioch College's policies and procedures regarding sexual harassment and discrimination and resources available to the student, including supportive measures on and off campus.
 - 1.4. The student and guardian are advised of the privacy of student records in accordance with the Family Educational Rights and Privacy Act, and that the student's records and decisions transition to the student when they turn eighteen.

Section X. Roles and Responsibilities

1. Title IX Coordinator: Title IX coordinator plays an essential role in helping to ensure that every person affected by the operations of Antioch College—including students, their parents or guardians, employees, and applicants for admission and employment—is aware of the legal rights Title IX affords and that Antioch College and its officials comply with their legal obligations under Title IX.
2. Mandatory Reporters: In addition to the Title IX Coordinator or designee, all staff, faculty and RAs are Mandatory Reporters. This means that any individual may choose to report a violation of the sex discrimination policy but, mandatory reporters are required under Antioch College policy to report the identity and details reported to them directly to the Title IX Coordinator.

3. Confidential Reporters: If you wish to maintain confidentiality, you may discuss a violation to any campus counselor, Doctor or employee whose office is located in the Health Center (Pennell House) or you may file a complaint anonymously online at <https://antiochcollege.edu/campus-life/sexual-offense-prevention-policy-title-ix/report-form/> and do not include your name under person providing information tab.

4. Advisors and/or Advocates: The role of an Advisor or /Advocate is to support the Reporting and Responding parties through the sex discrimination process through accompaniment to any and/or /all investigation meetings including accompaniment to the Community Standards Board hearing. If the alleged violation falls within the jurisdiction of Title IX, the advisor/advocate will serve as the liaison between individual parties during cross-examination.
 - 4.1. The Advisor/Advocate should also provide resources to the Reporting and/or Responding parties as well, be well-versed in the College disciplinary resolution process.

 - 4.2. The Advisor/Advocate is there to support the Reporting and Responding parties only and does not have an active speaking role during any College proceedings, unless the alleged violation falls under the jurisdiction of Title IX. This includes investigation interviews and the community standards board hearing. Other exceptions may also apply as directed by the Title IX Coordinator or lead investigator or Chair.

 - 4.3. Advisors and/or Advocates may include: Friend/Relative/Staff/Faculty Member that does not create a potential conflict of interest; Family Violence Prevention Center Sexual Assault Response Coordinator (Confidential Advocate); on-campus resources such as academic/student life support personnel; off-campus resources; campus-assigned sex discrimination advocate (Confidential Advocate).

 - 4.4. Staff that cannot serve as Advisors/Advocates include: Any student, staff/faculty who presents bias or may pose a conflict of interest/concern, cannot serve as an Advocate or Advisor to a reporting party or responding party.
 - 4.4.1. For example, a public safety director cannot serve as an advocate for a reporting party or responding party due to their specific role on campus requiring them to serve as neutral individuals for the entire campus community.

 - 4.4.2. The President of Antioch College and members of the President's Cabinet; Title IX Coordinator; Deputy Title IX Coordinators; Public Safety personnel

Section XI. Confidentiality

1. All sexual harassment and discrimination reports will be kept private to the extent possible, but confidentiality cannot be guaranteed. Private information will be disclosed only as necessary to provide appropriate remediation or support, as authorized by the relevant individual(s) or as permitted by law. In order to adequately provide for the safety and welfare of the Antioch Community, or threat of harm to the Antioch Community, Antioch may notify the local police department of a sexual offense.
2. Antioch must evaluate all requests for confidentiality in the context of its responsibility to provide a safe and nondiscriminatory environment for all community members.
3. If an individual who has been negatively affected by sex or gender based misconduct reports the incident and requests confidentiality or asks that the matter not be pursued through the sex discrimination policy process, Antioch will take all reasonable steps to investigate and respond to the information consistent with the request for confidentiality or request not to pursue the investigation.
 - 3.1. Antioch will weigh the request for confidentiality against the following factors: the seriousness of the alleged discrimination, the ages of the persons involved, whether there have been other reports about the alleged Respondent, and the alleged Respondent's rights to receive information about the allegations if the information is maintained by Antioch as an "education record" under FERPA or rights under other state or federal policies including Title IX.
 - 3.2. Antioch cannot guarantee absolute confidentiality in response to every request, but will inform the person requesting confidentiality if it cannot ensure confidentiality in light of the foregoing factors.
4. Community members including students, staff, faculty and administration, must respect privacy in matters relating to the sex discrimination policy.
 - 4.1. If confidentiality is violated, appropriate personnel or any other party involved may make a complaint about the violation to the office of Title IX or Human Resources and if applicable, a Community Standards Board, which may sanction the parties involved.
 - 4.2. The accusation of the commission of a sexual offense under this policy without following the appropriate procedures is a violation of the Antioch College Honor Code and will be addressed through the processes of the Community Standards Board if applicable or the offices of Title IX and/or Human Resources. Any evidence used to reach a decision in the context of a hearing is confidential unless there is an appeal.

Appendix A: Resources

Options for Care:

You have the right to call 911, Yellow Springs Police Department or emergency room care as well as the right to decline to report anything to law enforcement or other local agencies.

- If you have been sexually violated: If possible, find a safe environment away from your attacker (it need only be temporary) When possible, ask a trusted person to stay with you and assist you with getting help.
- To obtain immediate medical care or contact the police, phone 911 for emergency services. (To provide proof of a criminal offense, evidence must be preserved. For best preservation of evidence, an individual should not use the toilet, douche, smoke, bathe, brush teeth or change clothing prior to a medical examination.)
- Contact the On-Call Phone: 937-471-0517 or Antioch Public Safety 937- 776-0660
- Student Affairs staff including Public Safety will provide immediate assistance with safety issues such as relocation to a safe place.
- Student Affairs staff will support you throughout the emergency situation. They will work with you to advocate for your needs, assist you with locating resources to help you with filing a criminal, civil or sex discrimination complaint (if desired), and connect you with health care and counseling services.
- Obtaining help through the Student Affairs staff is voluntary.

- All services will remain confidential to the extent possible. In the event of a violent sexual assault, college authorities will contact the Yellow Springs Police Department. The reporting party can choose whether they wish to press charges at that time.
- Services and linkages to additional resources may be requested at any point after an incident of sexual violence has occurred.

Emergency Medical Care – If you or someone you know has experienced a physical or sexual assault; it is urged that you seek immediate medical care. Ideally, within 96 hours (4 days) of the incident for evidence collection. For emergencies, call 911 or go to the nearest hospital emergency department listed below.

Area Hospitals (listed in order of closest distance)

- Greene Memorial Hospital (49 bed hospital, part of the Kettering Health Network)
1141 North Monroe Drive, Xenia, OH 45385 (8 miles from Antioch College)

937-352-2000
- Soin Medical Center (118 bed hospital, part of Kettering Health Network. Our Campus Physician has admitting privileges here)
3535 Pentagon Blvd, Beavercreek, OH 45431 (12 miles from Antioch College)

937-702-4000
- Springfield Regional Medical Center (259 bed hospital, part of Community Mercy Health Partners, a Catholic health organization)
100 Medical Center Drive, Springfield, OH 45504 (12 miles from Antioch College)
937-523-1000
- Miami Valley Hospital (900 bed hospital, part of Premier Health Partners; the regional Level One Trauma Center, Burn Center, High-risk OB/L&D Unit, with 3 Careflight helicopters)
One Wyoming Street, Dayton OH 45409 (20 miles from Antioch College)
937-208-8000

Please Note

Sexual Assault Nurse Examiners (SANE) are available at all of the hospitals listed above.

According to the Human Rights Campaign's, "Healthcare Equality Index," Miami Valley Hospital and Springfield Regional Medical Center are the only local hospitals to have visitation policies explicitly granting equal visitation rights to LGBT patients and visitors. Those hospitals of the Kettering Health Network do not.

Our local EMS paramedic squad, Miami Township Fire Rescue, will transport to any of these hospitals, upon patient request.

Counselors, Advocates and Advisors (on and off campus) – Confidential Counseling and/or support services are available to help a person make informed decisions regarding what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling, and reporting to authorities. Information, support, and advisement of options are available for anyone who wishes to discuss issues related to offenses, whether or not an offense has occurred and whether or not the person seeking information believes they may have been assaulted, may be accused of assault or has concern for the well-being of another person(s).

On-campus confidential counseling services is located on the 2nd floor of Pennell House.

SOPP Advocates and Advisors are also confidential employees here to help you through the sexual harassment and discrimination process. For a list of Advocates and Advisors, please visit the Antioch College website at: www.antiochcollege.edu

Campus Counseling and Health Services

Antioch College Campus Counselor

Kelsey Hofer (Counselor)

khofer@antiochcollege.edu

937-319-0070

Pennell House 2nd floor

Antioch College Campus Nurse

Michelle Tritschler (Nurse)

mtritschler@antiochcollege.edu

937-319-0073

Pennell House 1st floor

Additional Campus Resources:

Student Affairs:

Bill Fox VPSA/Dean of students

bfox@antiochcollege.edu

937-319-0123

Sherri Sadowski

ssadowski@antiochcollege.edu

937-319-0233

Antioch College Public Safety 937- 361-0782

External Resources:

- Yellow Springs Police (non-emergency) 937-767-7206 or 911 for emergencies.
- Family Violence Prevention Center (Domestic Violence and Sexual Assault Support)
Xenia, OH
24-hour Hotline: 937- 372-4552
Office: 937- 426-6535
- Greene County Victim/Witness Program: 937- 562-5087
- Ohio Sexual Violence Helpline: (844) OHIO-HELP
24/7 confidential support (844) 644-6435
- National Suicide Prevention Hotline: 1-800-273-TALK (8255)
- TREVOR Lifeline (suicide hotline for LGBTQ youth/young adults): 866-488-7386
- State of Ohio Crime Victim Services: (800) 582-2877
- Federal Office for Victims of Crimes: www.ovc.gov. (800) 363-0441
- The Community Network (TCN) Crisis Hotline 937- 376-8701
- Poison Control (800) 222-1222
- RAINN (National) (800) 656-HOPE: Sexual Assault Hotline

Supportive Measures:

There are a number of supportive measures that we may be able to provide for you during the investigation and sexual harassment and discrimination process regardless if you file an official complaint or not. Below, is a list of examples for potential supportive measures.

Residential (changes in living assignments upon request and if reasonably available)

- We can immediately provide you with a temporary safe space within College residence halls.
- We can make changes in residential assignments so that you and the involved parties do not share the same residence hall.

Academic (changes in your academic conditions upon request and if reasonably available)

- We can make changes in class assignments so that you and the involved parties do not share the same classes.
- We can provide support services (e.g.: tutoring, etc.).

On-Campus Employment (changes in your on campus working conditions upon request and if reasonably available)

No Contact Directives (temporary no contact orders can be issued by the College upon request and if deemed appropriate by proper personnel)

Supportive measures may also include:

- counseling
- extensions of deadlines or other course-related adjustments
- modifications of work or class schedules
- campus escort services
- mutual restrictions on contact between the parties
- leaves of absence
- increased security and monitoring of certain areas of the campus

Filing with the Police:

For any incident that took place on or off campus, you may file a criminal report with the Yellow Springs Police Department directly by calling 937- 767-7206 (or 911 from a campus phone). Campus safety and/or any employee on duty, can assist you in notifying the local police if the assault occurred on or off-campus.

Antioch College Public Safety will respond quickly and with sensitivity upon notification of an incident. The Yellow Springs police will assist obtaining necessary medical/counseling services and navigating the legal system. The Public Safety Department makes these promises to people involved in these situations:

- Meet with you privately, at a place of your choice, to take a report.
- Treat you professionally, with courtesy, sensitivity, dignity, and respect.
- Consider your case seriously regardless of gender identity or the suspect's.

Clery Reporting

By federal law, Antioch College is required to document any/reports of crime for general Clery Act statistical and emergency notification and timely warning purposes. We will not release your name as part of any Clery Act crime alert or emergency notification.

SOPP and Title IX Coordinator Contact Information

Ariella J. Brown, Assoc. Director of Gender Equity and Programs, SOPP/Title IX Coordinator

Office Phone: 937- 319-0135

Email: Ariella.brown@antiochcollege.edu

Title IX Email: titleix@antiochcollege.edu

Appendix B: Statement of Understanding

The Sexual Harassment and Discrimination Policy provides a community foundation of mutual respect. The remainder of this policy document outlines College policy for students, faculty, staff and guests of the Antioch College community.

Statement of Understanding:

As a member/visitor of Antioch College, I verify that I have read, understood, and agree to uphold the Antioch College Sexual Harassment and Discrimination Policy. The Sexual Harassment and Discrimination Policy is a campus wide policy of Antioch College and is supported by the Title IX Compliance Office (TitleIX@antiochcollege.edu) and in summary states: All sexual interactions at Antioch College must be consensual. Consent means verbally asking and verbally giving or denying consent for all levels of sexual behavior. Silence or a No answer is never considered consent. If either party has consumed any amount of alcohol, consent cannot be given. The use of alcohol or drugs to impair another is a violation, as is taking advantage of a person with limited cognitive ability. Both instances may be grounds for criminal prosecution under the Ohio Revised Code. Non-consensual sexual behavior as well as verbal and sexual harassment are not tolerated at Antioch College.

ORIENTATION

Orientation will be provided to new students. The S.O.P.P. will be reviewed and examined, in small groups when possible, to ensure each individual's comprehension of the policy. Interactive approaches such as skits, speakers, videos and discussion may be used to educate students on topics such as safer sex practices, incorporating the S.O.P.P. into relationships, respect for self and others, unimpaired judgment, how to ask for consent and ways to say no. Resident Life staff will facilitate at least one hall meeting discussion per term to review the S.O.P.P. with Residential Advisors and students. An overview of the S.O.P.P. will also be provided to campus visitors, prospective students on overnight visits and guest performers/presenters.

TRAINING

Student Life coordinates with the Title IX Office in training for students to enhance understanding, maintain knowledge, and provide awareness regarding the effective use of the S.O.P.P. These trainings address areas such as:

- Alcohol, Drugs and Sex
- Having Fun while Using Safer Sex Practices
- How to say "NO" (Assertiveness Training)
- Intimate relationship Violence
- Safety on Co-op and how to Access Resources
- Self-defense
- Sex and respect for Self and Others
- Understanding and Using the S.O.P.P.
- Using S.O.P.P. in Casual and Long Term Relationships
- Ways to prevent Sexual Assault
- Sexuality in the GLBT Populations
- Gender Issues
- The Intersection of Racism and Sexism

In 2020, some specific Training events were:

- **Fall 2020:** Bike registration for campus community
- **August 2020:** Orientation for SOPP/Title IX and drug/alcohol policy.
- **August 2020 Orientation:** Public Safety Department presentation to new students on crime prevention.

STAFF DEVELOPMENT

The Office of Student Life will remain current on issues that are pertinent to the S.O.P.P. The Student Life Staff will pursue development of their skills through attendance at training functions, educational programs and conferences and consultation.

COMMUNITY OUTREACH EDUCATIONAL PROGRAMS

The Office of Student Life will provide public information and maintain statistics on the number and types of complaints received each year through our Campus Security reporting process and compliance with the Clery Act.

NOTICE OF NONDISCRIMINATION/TITLE IX

Title IX States:

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

Title IX is intended to create equity between the genders in educational programs and activities. Its protections are available to both men and women.

Because a number of high profile Title IX cases have involved athletics, a common misperception exists that this law applies only to athletics. In reality, Title IX prohibits sex discrimination in employment and in virtually all College programs and activities, including, but not limited to, admissions, financial aid, and educational programs. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination.

The Title IX Coordinator is responsible for coordinating the College’s compliance with Title IX. Responsibilities include overseeing all Title IX complaints and identifying and addressing any patterns of noncompliance.

The Antioch College has designated the following persons to address inquiries regarding Title IX compliance:

TITLE IX COORDINATOR

Ariella Brown, Title IX Coordinator

Antioch College

937-319-0123

mcooper@antiochcollege.edu

Ariella Brown: Title IX Coordinator

937-319-0135

ariella.brown@antiochcollege.edu

HATE CRIMES

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics and heredity which distinguish them as a distinct division of humankind.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

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

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender nonconforming individuals.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

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

For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias.

- Murder and Non-negligent Manslaughter
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-Theft
- Simple Assault
- Intimidation/Destruction/Damage/Vandalism of Property

See the *Antioch College Student Handbook* for the *Racial Discrimination Prevention Policy* and the *Non-Discrimination on Basis of Disability Policy Statement*.

CRIME LOG

The Antioch College Office of Public Safety maintains a log of all crimes reported within the College boundary areas and the Glen Helen Nature Preserve. The crime log is available for public view at the Antioch College Office of Public Safety office and website (<http://www.antiochcollege.edu/public-safety>). The crime log for the most recent sixty days is available in print at any time during business hours (Monday through Friday from 8:00 AM to 4:00 PM, except College holidays). Crime logs for periods older than sixty days are available during business hours and require two business days advance notification.

CRIME STATISTICS FOR CALENDAR YEARS

The College annually publishes **crime statistics** in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act of 2008. Crimes are reported for the past three calendar years for the following locations:

- On campus
- In residence halls
- In or on a non-campus building or property
- On public property accessible from the campus

The current crime statistics are available on the College's website (<http://www.antiochcollege.edu/about/consumer-information>) and the Office of Public Safety website (<http://www.antiochcollege.edu/public-safety>).

Students, faculty and staff are notified when statistics are available no later than October 1 of each year. Additionally, printed copies are available upon request at the Office of Admissions (for prospective students) and at the Office of Public Safety located in South Hall.

CLERY REPORTABLE CRIME DEFINITIONS

Criminal Homicide: These offenses are separated into two categories: Murder and Non-negligent Manslaughter, and Manslaughter by Negligence.

- a. Murder and Non-Negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.
- b. Manslaughter by Negligence is defined as the killing of another person through gross negligence.

Sexual Assault (Sex Offenses): Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

a. **Rape:** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

b. **Fondling:** is 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 incapacity.

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

d. **Statutory Rape:** is sexual intercourse with a person who is under the statutory age of consent.

Robbery: Robbery is 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.

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

Burglary: Burglary is the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.

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

NOTIFICATION OF FINAL RESULTS

The College will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

According to Section 16 of Title 18 of the United States Code, the term “crime of violence means-

- An offense that has as an element the use, attempted use or threatened use of physical force against the person or property of another, or
- Any other offense that is a felony and that, by its nature, involves a substantial risk that the physical force against the person or property of another may be used in the course of committing the offense.
- The results of a disciplinary proceeding means- only the College’s final determination with respect to the alleged sex offense and sanction that is imposed against the accused.

COLLEGE GEOGRAPHY

(Reasonably Contiguous Geographical Area)

The campus boundary and Public Safety patrol areas are defined on the maps below. All outlined areas are included in the department patrol efforts and crimes reported at locations within those boundaries are included in this report.

NON-CAMPUS PROPERTIES

Currently as of July 1, 2019, Antioch College owns or operates one off-campus building or property that is not used for educational purposes. Any Clery reportable Crimes that occur at this location will be reported in the Annual Security Report and to the US Department of Education. All properties owned by Antioch College are within one (1) mile of the Main Campus border.

The Antioch College Shuttle Van which is used for educational and recreational purposes is classified as **NON-CAMPUS PROPERTY** for Clery Act crime reporting compliance.

DAILY CRIME REPORT

Daily crime log is used to report all crimes that occur on campus and all crimes are reported within a 48-hour timeframe. The daily crime log is posted here: <http://www.antiochcollege.edu/public-safety/report/crime>

FIRE REPORTING, POLICIES AND PROCEDURES

Fire Log

The Antioch College Office of Public Safety maintains a log of all fires reported within College owned or controlled housing. The fire log is available for public view at the Antioch College Office of Public Safety business offices and website. The fire log for the most recent sixty days is available during business hours (8:00 AM to 6:00 AM Monday through Friday). Fire logs for periods older than sixty days are available during business hours and require two business days advance notification.

Fire Drills in Student Housing Facilities

The Antioch College conducts one regular, mandatory, supervised fire drill per academic quarter for each traditional residence hall and apartment building. Non-resident hall buildings are on a schedule of supervised drills once annually. Fire drills are provided upon request for houses. When the fire alarm is activated, all residents must immediately evacuate the building by following the fire evacuation procedures outlined in the College's Emergency Response Plan as well as in the Student Handbook. Failure to vacate the building during a fire alarm is a violation of College policy.

Fire Safety Related Student Housing Policies

The following behaviors are inconsistent with fire safety and are prohibited at the Antioch College:

- **Appliances:** Any use or possession of electrical appliances and cooking devices in residence halls and facilities other than those provided by the College.
- **Failure to Evacuate:** Failure to leave a building during a fire alarm or a scheduled fire drill or failure to immediately vacate the general vicinity (all sidewalks, streets, alleys, yards and porches within a one block or 50-yard radius of a house fire, street fire, yard fire, trash container fire or dumpster fire).
- **False Alarms:** Activating false fire alarms or the improper use of the fire safety equipment (e.g. fire sprinkler heads, fire extinguishers, smoke detectors, exit signs, fire hoses, etc.).
- **Igniting:** Any student identified or apprehended on campus in the student residential neighborhood for igniting or attempting to ignite a fire. This includes, but, is not limited to an interior fire, yard fire, street fire, trash container fire or dumpster fire; contributing in any way to an existing fire; abetting a fire (including providing material or accelerants to feed a fire); or by impeding attempts by College or city personnel to extinguish a fire.
- **Open Flame:** The burning of candles, incense, smoking products or any other material in residence facilities.
- **Risk/Disregard:** Any action that places a facility or community at risk for fire is strictly prohibited. This includes intentionally or unintentionally causing a fire, failure to immediately report a fire and/or an individual tampering with fire safety equipment/systems.
- **Tampering:** Deactivating, damaging, obstructing and/or destroying fire safety equipment and/or systems.

FIRE ALARMS AND EVACUATION

Evacuation Procedure

- Consider all fire alarms to be a result of a real fire.
- Evacuate the building immediately using one of the predetermined evacuation routes. Do not use elevators.
- Close the door behind you if you are the last one out.
- If you see flames or smoke in your path, use the alternate planned route for evacuation.
- If you must exit through the smoke, get down low on the floor and crawl under the smoke until you are past the threat.
- Gather outside, away from the building at the predetermined meeting place so everyone can be accounted for. Remain at the assembly area until released by police or fire officials.
- If You See Fire, immediately call Antioch College Office of Public Safety at **937-361-0782** from a cellular telephone, or **8-911** from a campus telephone, and relay all information about the location and type of fire.
- If the fire is small and contained, you may locate a fire extinguisher and attempt to extinguish the fire.
- Generally speaking, do not spend more than one-minute attempting to extinguish the fire. If the fire is not extinguished within one minute, sound the fire alarm and evacuate the building.
- If the fire is not contained and is larger than a waste can, **DO NOT ATTEMPT TO EXTINGUISH IT**. Sound the fire alarm and evacuate the building.

If a Fire is Already Extinguished

- We are required to report all fires in student residential facilities, even if there is no damage.
- If you see evidence, or hear, that a fire has occurred in a student residential, or other, facility, please contact the **Antioch College Office of Public Safety** at **937-776-0660**. Antioch College Office of Public Safety personnel will record the information and ensure the location is checked by a fire official to ensure resident safety.

FIRE PREVENTION AND PREPAREDNESS

- Do not tamper with, cover up, or otherwise interfere with the functionality of a smoke alarm. Keep the area around your smoke alarms clean and clear of dust, cobwebs, paper, decorations, etc.
- Know where the closest fire extinguisher is located and the type of fire it is designed to extinguish.
- Keep exit doors and escape routes free from obstruction.
- Know at least two routes to evacuate your building in case of fire and establish a designated assembly area outside of the building.
- Do not use elevators during a fire emergency.
- Keep trash and debris in your living area at a minimum and do not store flammable products and substances in your area except as prescribed by the product manufacturer on its label.
- Observe common areas in your building and immediately report any fire hazard or safety issues to Facilities Management at: **(937) 478-2704**
- Keep high temperature items (light fixtures, appliances, irons, etc.) away from flammable items.
- Do not burn candles or incense in any building on campus.

FIRE SAFETY EDUCATION AND TRAINING FOR STUDENTS, FACULTY, AND STAFF

The Safety Committee provides periodic training for selected students, employees, faculty and staff. This training includes protocols for reporting fire, procedures for evacuating a building, use of fire extinguishers, and how to respond to other emergencies.

An ***Emergency Response Procedure Quick Reference Guide*** is also posted in campus buildings for reference.

Residence Life and Safety Team staff members receive training on their roles and responsibilities and should communicate this information to the students under their supervision. Residence Life and Safety Team staff members are also invited to participate in fire drills so they can assist in providing feedback to the students.

FUTURE IMPROVEMENTS TO THE FIRE SAFETY SYSTEMS

All fire alarm systems are maintained at their present capabilities and tested in accordance with current NFPA regulations. Improvements are planned and implemented concurrently with facility renovations.

FIRE SAFETY SYSTEMS AND DRILLS

Name of Building	Fire Alarm Monitoring	Partial System	Full Sprinkler	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Fire Drills
AMPITHEATER	NA	NA	NA	NA	X		NA
ANTIOCH HALL	UNOCCUPIED						
ART ANNEX					X	X	X
BIRCH HALL	X			X	X	X	X
CASE COMMONS #1	X			X	X	X	X
CASE COMMONS #2	X			X	X	X	X
CASE COMMONS #3	X			X	X	X	X
CASE COMMONS #4	X			X	X	X	X
CORETTA SCOTT KING	X			X	X	X	X
CURL GYMNASIUM	X		X	X	X		X
CENTRAL GEO PLANT BLDG.	X		X	X	X		X
FELS INSTITUTE		X		X	X	X	X
FOLKMANIS				X	X		X
GREENHOUSE					X		
KETTERING BLD	X			X	X	X	X
KETTERING LIBRARY	X			X	X	X	X
MAPLES					X		
McGREGOR HALL	X			X	X	X	X
MILLS HALL - Demolished	UNOCCUPIED						
NORTH HALL	X		X	X	X	X	X
PENNEL HOUSE	X			X			X
PHYSICAL PLANT OFF.					X		X
POWER PLANT	UNOCCUPIED						
ROCKFORD CHAPEL					X	X	X
SOUTH HALL	X		X	X	X	X	X

SPALT	UNOCCUPIED						
STUDENT UNION	UNOCCUPIED						
THEATER ARTS BLDG.	X		X		X		X
TRAILSIDE MUSEUM					X		
GLEN WELCOME CENTER					X		
VISUAL ARTS BLDG.	UNOCCUPIED						
WEST HALL	UNOCCUPIED						
WESTON HALL	UNOCCUPIED						

2019-2021 FIRE STATISTICS

FOR STUDENT HOUSING FACILITIES AT ANTIOCH COLLEGE

FACILITY	# OF FIRES	CAUSES OF FIRES	Number Persons Treated at Medical Facility	Number of Deaths
BIRCH HALL	0	n/a	0	0
CASE COMMONS #1	0	n/a	0	0
CASE COMMONS #2	0	n/a	0	0
CASE COMMONS #3	0	n/a	0	0
CASE COMMONS #4	0	n/a	0	0
NORTH HALL	0	n/a	0	0
WEST HALL	0	n/a	0	0

2020 FIRE STATISTICS

FOR STUDENT HOUSING FACILITIES AT ANTIOCH COLLEGE

FACILITY	# OF FIRES	CAUSES OF FIRES	Number Persons Treated at Medical Facility	Number of Deaths
BIRCH HALL	0	n/a	0	0
CASE COMMONS #1	0	n/a	0	0
CASE COMMONS #2	0	n/a	0	0
CASE COMMONS #3	0	n/a	0	0
CASE COMMONS #4	0	n/a	0	0
NORTH HALL	0	n/a	0	0
WEST HALL	0	n/a	0	0

2019 FIRE STATISTICS

FOR STUDENT HOUSING FACILITIES AT ANTIOCH COLLEGE

FACILITY	# OF FIRES	CAUSES OF FIRES	Number Persons Treated at Medical Facility	Number of Deaths
BIRCH HALL	0	n/a	0	0
CASE COMMONS #1	0	n/a	0	0
CASE COMMONS #2	0	n/a	0	0
CASE COMMONS #3	0	n/a	0	0
CASE COMMONS #4	0	n/a	0	0
NORTH HALL	0	n/a	0	0

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ANTIOCH COLLEGE: CRIME STATISTICS FOR CALENDAR YEARS: 2019-2021

VIOLATION	ON-CAMPUS			STUDENT HOUSING*			NON-CAMPUS			PUBLIC PROPERTY			GRAND TOTALS*		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	8	5	3	2	0	0	0	0	0	0	0	0	8	5	3
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder/Non Negligent Manslaughter	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Harassment	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
Sexual Assault	0	1	1	0	0	1	0	0	0	0	0	0	1	0	1
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Stalking	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0

* The "Grand Total" for each crime is attained by adding the on campus, non-campus, and public property totals.

**This represents 1 incident that occurred in all three areas.

SITE CODE DESCRIPTIONS

The following site codes are used in the crime statistics chart presented on the previous page:

- **On Campus** means any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes.
- **Non-Campus** means any building or property owned or controlled by a student organization recognized by the institution; and any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution.
- **Public Property** means all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, or other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purposes.
- **On-campus Student Housing Facility** means any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

MORE INFORMATION

For more information about campus safety such as Antioch's College Boundaries, Campus Safety Policies and Procedures, and Sexual Offense Prevention Policy see the full **Campus Security Report and Fire Safety Report** available in the Office of Public Safety (937-361-0782 and/or campussecurity@antiochcollege.edu) and online at <http://www.antiochcollege.edu/about/consumer-information> and <http://www.antiochcollege.edu/public-safety>.

OFFICE OF PUBLIC SAFETY

How to contact us in the event of emergency:

Campus Office of Public Safety

(937) 776-0660

campussecurity@antiochcollege.edu

Hours: 24/7-365 Days a Year

From a Campus Telephone

Emergency calls to Yellow Springs Police Department and the Miami

Township Fire Department: **911**