2013 Annual Security Report
Kansas Wesleyan University


The Annual Disclosure of Crime Statistics
The Annual Security Report is a guide to the policies and procedures that Kansas Wesleyan University implemented for the safety and security of the campus community.

The Student Development Office prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in cooperation with the local law enforcement agencies. It is policy that by October 1 of every year, each member of the campus community is sent a copy of this annual report by electronic mail.

Kansas Wesleyan University Background
Kansas Wesleyan University (KWU) is a community of more than 176 faculty and staff and approximately 750 students. The 28-acre KWU campus is located in the center of the country – Salina, Kansas. It’s a city with a population of 48,000 that has a hometown atmosphere, with big city amenities. It’s a city of movies, malls, restaurants, arts, concerts, sports and smiles all around. The college has not experienced a significant number of major crimes in the past, but it must be noted that crime is a national concern that affects us all.

KWU has been an influential part of higher education in North Central Kansas for more than a century. Founded in 1886 by the United Methodist church, KWU welcomes students of all faiths. KWU’s primary goal is providing students with an excellent education in a caring Christian campus community. The university is uncompromising in its dedication to providing an atmosphere where students can mature and learn while taking responsibility for their own actions and lives. The campus environment helps students prepare for the challenges in their personal and professional lives by living and studying with people from many backgrounds, by learning to relate responsibly to God and to others by achieving goals in a timely manner.

Developing a safe and secure environment at an academic institution is the responsibility of the entire community. The Office of Student Development and the Office of Facilities and Plant Operations, in conjunction with the Salina Police Department, Salina Fire Department, and Salina Police K-9 Unit have the responsibility to identify programs, methods, and approaches to help the campus maintain a reasonably safe and secure environment.

Campus Security & Procedures
The Office of Student Development maintains a close working relationship with local law enforcement agencies in an effort to maximize the services provided to the University community. Campus Security monitors campus buildings and grounds; Sunday/Monday/Tuesday/Wednesday 9pm-1am, Thursday 9pm-4am, and Friday/Saturday 9pm-5am. The Salina Police Department runs periodic checks around the campus perimeter, as well as, conducting building checks upon request from the Executive Director of Student Development.

Emergency Telephone Numbers
Emergency (ambulance, fire, police) ................................................................. 911 or 9-911
Campus Security ........................................................................................................... 785-452-2517
Executive Director of Student Development .......................................................... 785-827-5541, ext 1168

Assistance Phone Numbers
Student Development .................................................................................................. 785-827-5541 ext. 1160
Residence Life ........................................................................................................... 785-827-5541 ext. 1157
Salina Hotline .......................................................................................................... 785-827-4747
Central Kansas Foundation ..................................................................................... 785-825-6224
Veridian Behavioral Health ..................................................................................... 785-452-4930
Central Kansas Mental Health Center ...................................................................... 785-823-6322
Domestic Violence Association of Central Kansas .................................................. 785-827-5862
Incident Response
Campus Security officers carry cellular telephones and can be reached in case of emergency anytime at 785-452-2517. Emergency calls received by security officers are promptly referred to the Executive Director of Student Development, Residence Hall Director and Resident Assistant on duty, who then notify the appropriate city emergency departments; Police, Ambulance, or Fire Departments as necessary. All individuals in this line of notification are encouraged to call 911 at any point if situations appear to warrant immediate action. All emergency calls are followed up by security agencies/individuals by providing a written incident report on all emergency situations. Criminal investigations, vehicle accidents, and/or moving violations are referred to the Salina Police Department.

Crime Prevention
The safety and security of all members and guests of the campus community are of primary concern at KWU. For that reason, security officers provide service to the campus community. Foot patrols are made at regular intervals each evening as well as vehicle patrol. University policies and regulations, as well as local, state, and federal laws are enforced. A close working relationship is maintained with the Salina Police Department.

Students, faculty, staff and guests of KWU are encouraged to report criminal activity to Office of Student Development, which then contacts the appropriate agency to conduct criminal activity checks. A report will be taken and follow-up made on the complaint. The cooperation, involvement and personal support of students is crucial to the success of the campus safety program. Students are encouraged to use common sense and to observe proper safety precautions.

Students living in residential areas are issued a key to their room and to the outside door of the building. Each residence hall is staffed with a Resident Director and Resident Assistants. A Resident Assistant is on duty each night in each building. During the evening, rounds of the facilities are conducted to monitor the activities of the building as well as to insure the exterior doors are secured properly. Safety and security issues are included as part of the staff’s thorough training each April and August and to all new RA’s who may be hired during the school year.

Crime prevention demands constant interaction and outreach to the community. The KWU Student Development Office distributes materials familiarizing all students, faculty, and staff with their responsibility in reducing criminal opportunity. Crime prevention brochures, posters, and handouts are used to help make all members of the campus community aware of the potential for crime. Kansas Wesleyan University relies on the media to present information to the community about situations that may pose a potential threat to its members as well as a voluntary emergency notification system students may sign up for to receive text messages alerting them of potential emergency situations on campus with instructions issued on what students should do during any given emergency to remain safe.

How to Report Crimes and Other Emergencies Occurring On-Campus
Preventing campus crime is a shared responsibility between Kansas Wesleyan University and its campus community members. Public apathy is a criminal’s greatest ally. Campus community members should not assume that someone else has reported suspicious or criminal activity. Suspicion is the only reason anyone needs for calling the police. Crimes, suspicious activity, or other emergencies on campus should be reported immediately. If a campus community member suspects a crime has been or is being committed, s/he should call Monday-Friday 8am-5pm the Student Development Office at 785-827-5541-ext 1160, Saturday-Sunday daytime call RA on duty or Executive Director of Student Development at 787-827-5542, ext. 1168. Evenings/Nights Sunday-Saturday call campus security at 785-452-2517, or call the Salina Police Department immediately at 911.

Missing Persons Policy
Kansas Wesleyan University takes student safety very seriously. To this end, and in compliance with the Higher Education Opportunity Act (Public Law 110-315, August 14, 2008), the following policy and procedure has been established to assist in locating Kansas Wesleyan University (KWU) students living in on-campus housing who, based on the facts and circumstances known to the University, have been determined to be “missing” (missing student). If a member of the KWU community has reason to believe that a student is missing, every effort will immediately be made to locate the student to determine his/her state of health and well-being. For purposes of this policy, a student is defined as missing once KWU administration is notified and initiates a formal missing person(s) investigation.
Missing Student Procedural Guidelines:
- All students will register an emergency contact at registration
- Persons who are aware a student is missing should immediately notify the Student Development Office or the Office of the Provost.
- KWU will immediately check the student’s room, and then make every effort to determine the whereabouts and well-being of the student.
- If a student is under 18 years of age, and not an emancipated individual, KWU will notify the custodial parent or guardian within twenty-four (24) hours of the determination that the student is missing, in addition to any other confidential contact person designated by the student.
- KWU will notify the appropriate law enforcement agency within twenty-four (24) hours after the time that the student is determined missing.
- If the Student Development Office (and/or Salina Police Department), after investigating the report, determines that a student has been missing for twenty-four (24) hours, KWU will notify the emergency contact person.

Sexual Misconduct, Sexual Harassment, and Sexual Assault Policy & Procedures
Sexual misconduct, sexual harassment, and sexual assault are unacceptable and will not be tolerated at Kansas Wesleyan University. Accordingly, KWU urges an individual to make a formal report if that individual is the victim of sexual misconduct, sexual assault, or sexual harassment; has knowledge of another person’s being the victim of sexual misconduct, or believes in good faith that he/she has witnessed a possible warning sign of sexual misconduct, sexual assault, or sexual harassment. A report of sexual misconduct, sexual assault, or sexual harassment will be dealt with promptly. Confidentiality will be maintained to the greatest extent possible, but without violating the need to insure due process of law/procedure to anyone accused of sexual misconduct, sexual assault, or sexual harassment.

All members of the KWU community, including but not limited to students, faculty, (including adjunct faculty), administrators, staff, volunteers and independent contractors are subject to this policy.

Violators will be subject to disciplinary action that may include job termination, expulsion, suspension, removal from campus, contract cancellation, other appropriate institutional sanctions or any other action reasonably necessary to address the inappropriate behavior. Prosecution by civil authorities may also occur.

Sexual Misconduct
This policy defines sexual misconduct as any threat, act or omission used to obtain sexual gratification against another’s will or at the expense of another, including without limitation, behavior inducing fear, shame, or mental suffering. Sexual misconduct includes unwanted sexual acts or actions, whether by a domestic partner, an acquaintance, a person in the position of authority, or a stranger that occurs without indication of consent of both individuals or under threat or coercion. Sexual misconduct can occur either forcibly and/or against a person’s will, or when a person is incapable of giving consent. Silence does not, in and of itself, constitute consent. The victim of sexual misconduct may be anyone, including but not limited to, adults, adolescents, minors, the developmentally disabled, and vulnerable individuals regardless of age.

Sexual misconduct may include, but is not limited to, rape, forcible sodomy, forcible oral copulation, sexual assault with an object, sexual battery, forcible fondling, and threat of sexual assault.

Sexual Harassment
This policy defines sexual harassment as unwelcomed sexual advances or requests for sexual favors or other unwelcome verbal or physical conduct of a sexual nature when submission to or rejection of such advances, requests, or conduct is made, either explicitly or implicitly.

Sexual harassment is also defined as unwelcome sexual advances or requests for sexual favors or other unwelcome verbal or physical conduct of a sexual nature that is so severe or pervasive that it has the purpose or effect of unreasonably interfering with a student’s education or an employee’s work performance, or of creating an intimidating, hostile, humiliating, or sexually offensive educational, living, or working environment, when judged by the standards of a reasonable person.
Sexual harassment also includes stalking, as defined by the Violence Against Women Act.

Sexual harassment does not refer to compliments or other behavior of a socially acceptable nature. It does not refer to discussions of material with a sexual component, which might offend some but was introduced in a class or conference for intellectual purposes.

**Sexual Assault**

Sexual assault is defined as the penetration, however slight, of another person’s vagina or anus with any object or body part, or of the mouth with a penis or sexual object, without that person’s consent.

Sexual assault also includes dating violence and domestic violence, as defined by the Violence Against Women Act, if the involved fits the definition above.

**2013 Violence Against Women Act Section 304**

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

**Domestic Violence:** The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse 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, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

**Stalking:** The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for his or her safety or the safety of others, or (B) suffer substantial emotional distress.

**Consent**

A critical factor that distinguishes acceptable sexual behavior from unacceptable sexual behavior is the consent of the parties involved. Consent is informed and freely and actively given. Consent is communicated through mutually understandable words or actions that indicate willingness by all of the involved parties to engage in the same sexual activity, at the same time, and in the same way.

Clear and open communication is an essential element to conveying and understanding consent. Any person who contemplates initiating any form of sexual activity is strongly encouraged to talk with all involved parties before engaging in such activity. While it is the responsibility of the initiator of a specific sexual activity to obtain consent, individuals should communicate as clearly and verbally as possible with all parties about what they do and do not want.

**Elements of Consent:**

1. Consent cannot be freely given if the person’s ability to understand and give consent is impaired. Examples of those who are impaired and therefore cannot give consent include:
   - any person who is incapacitated due to the use of alcohol and/or other drugs;
   - any person who is unconscious or for any reason is physically incapacitated;
   - any person who is mentally impaired;
   - any person 17 years old or younger;
   - any person who has experienced the explicit or implicit use of force, coercion, threats, and/or intimidation.

2. Ideally, consent is given verbally. However, consent (or lack of consent) may also be expressed through gestures, body language, and/or attitude. For example, active reciprocation could express consent, and pushing someone away, or simply moving away, could express lack of consent.

3. Silence does not equal consent.
4. Consent to one form of sexual activity does not necessarily imply consent to other forms of sexual activity. Consent may be given for specific activities and not for others.
5. Any party has the right to change their mind and withdraw consent at any time.
6. A prior sexual history between the participants does not constitute consent.
7. A person’s ability to freely give consent may be jeopardized if the initiator is in a position of power over the person. Examples might include if the initiator is a supervisor of the person.

**Background Checks**
This policy defines background checks as, but not limited to, the following:

- A search for sex-related offenses in an individual’s counties of residence for the past seven years;
- A search of the state registry of sex offenders; and
- A database search for criminal activity in the individual’s states of residence for the past seven years.

**Key Students**
This policy defines “key students” as those students who are in practicum or clinical hours involving protected persons or the medical field, student teachers, students working with protected persons and resident assistants.

**Camp Counselors and Program Leaders**
This policy defines “camp counselors” and “program leaders” as those members who in the course and scope of their employment or service conduct activities at or on behalf of KWU and come in contact with protected persons.

**Protected Persons**
This policy defines “protected persons” to include minors, developmentally disabled individuals regardless of age, and vulnerable individuals regardless of age. Vulnerable individuals include those who are mentally incapacitated, whether temporarily or permanently, for any reason including but not limited to intoxication, drugs, or mental incompetence. Sexual misconduct with respect to a protected person includes the intent to arouse or satisfy the sexual desires of either the protected person or the perpetrator.

**Minors**
This policy defines minors as those individuals who have not yet reached the age of majority and are not enrolled as students at KWU.

**CONFIDENTIALITY OF INFORMATION**
KWU will make every effort reasonably possible to preserve the privacy of an individual who makes a report under this policy and to protect the confidentiality of the information reported, subject to the “due process” rights of an accused. The degree to which confidentiality can be protected, however, also depends upon KWU’s legal duty to respond to the information reported and the professional role of the person being consulted. The professional being consulted should make these limits clear before the disclosure of any facts.

As required by law, all disclosures to any KWU employee of an on-campus act of sexual misconduct are tabulated for statistical purposes without personal identifying information.

**Educational Training Programs**
KWU provides resources for education and training about, and prevention of, sexual misconduct and unlawful harassment. Members of the KWU community are urged to take advantage of the following on-campus prevention and educational resources, and are required to do so as described in section IV C below.

- Student Orientation Program, required for all new students, and available to all members wishing to attend
- Unlawful Harassment Program/Sexual Misconduct Program conducted annually on-campus through the KWU Provost’s Office
Background Checks
Except for adjunct faculty, KWU performs pre-employment background checks on all new employees as a condition of employment. KWU performs background checks for adjunct faculty before they commence working.

Background checks are not required for current employees with the exception of those employees changing positions. For current employees changing positions, including those filling interim positions, a background check is only required when the new position increases the impact of the perceptible risk factor (contact with protected persons). If an employee experiences a position change within the same or greater perceptible risk factor, a new background check needs to be conducted if it has been five or more years since the last background check.

KWU performs background checks on all key students, camp counselors and program leaders prior to the performance of their duties or participation in the activity engendering this requirement.

KWU will make reasonable efforts to ensure that all third-party contractors and vendors are responsible by contract for complying with these background check standards in regard to their employees, volunteers and subcontractors.

The term “employees” is intended to include administration, faculty (including, adjunct faculty) and staff.

Training
Sexual misconduct often takes place when there is a power imbalance. The primary purpose of the training is prevention of sexual misconduct by increasing awareness of behavior which constitutes sexual misconduct and the circumstances in which it may occur. Training will also address strategies for a proactive response when there are warning signs that sexual misconduct may occur.

Sexual misconduct prevention training is required for members of the KWU campus community according to the following schedule:

- New employees, within six months of hire;
- All employees, who come in contact with protected persons – annually;
  - All employees who do not come in contact with protected persons – biennially;
- Key students, camp counselors and program leaders prior to performing their duties or participating in the qualifying activity;
- Volunteers who come in contact with protected persons – biennially.

UNLAWFUL HARASSMENT
General
KWU prohibits conduct (collectively and individually, “unlawful harassment”) that constitutes or could lead or contribute to harassment based on race, color, religion, national origin, citizenship, age, sex (whether or not of a sexual nature), gender, sexual orientation or preference, veteran status, marital status, disability, or any other characteristic (“protected characteristics”) protected under all applicable laws and regulations. Examples of such conduct include, but are not limited to:

- Ethnic slurs;
- Use of computers (including via the Internet) or the electronic mail system to view or distribute racially or sexually offensive communications;
- Threatening, intimidating, or hostile acts directed at a particular sex or religious group or directed at an individual because of his or her sexual orientation, color or ethnicity;
- Requiring a member to perform certain duties or responsibilities simply because of his or her protected characteristic.

Harassment does not require intent to offend. Inappropriate conduct meant as a joke, a prank, or even a compliment may lead or contribute to or constitute harassment.
Sexual harassment is any form of member misconduct that (a) interferes with productivity and wrongfully deprives members of the opportunity to work, study or participate in the KWU community in an environment free from unsolicited and unwelcome sexual advances, (b) constitutes a request for sexual favors or (c) consists of other sexually offensive verbal, electronic or physical conduct.

Prohibited conduct includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other similar verbal, electronic or physical contact of a sexual nature when:
- Submission to such conduct is either an explicit or implicit condition of a member’s status at KWU;
- Submission to or rejection of such conduct is used as a basis for making a decision related in any way with a member’s performance or evaluation of performance at KWU;
- The conduct unreasonably interferes with a member’s performance at KWU; or
- The conduct creates a hostile, intimidating or offensive environment for the member at KWU.

Sexual harassment may be female to male, female to female, male to female, or male to male. Similarly, other unlawful harassment may be committed by and between individuals who may or may not share the same protected characteristics, such as race or age.

**Salient Features**

Behavior may constitute sexual harassment no matter how delivered – in person, electronically or otherwise. Actions that may result in charges of sexual harassment include, but are not limited to, the following:

- Unwelcome physical contact, including touching on any part of the body, kissing, hugging or standing so close as to brush up against another person;
- Requests for sexual favors either directly or indirectly;
- Attempting in any way, explicitly or implicitly, to require sexual conduct as a condition of matriculation, continued student or employee status, employment, obtaining a raise, obtaining new duties or any type of advancement, as well as implying or threatening expulsion or termination or unfairly evaluating performance;
- Attempting in any way, explicitly or implicitly, to require a member to perform certain duties or responsibilities simply because of his/her gender or other protected characteristics; or
- Attempting in any way, explicitly or implicitly, to require a member to submit to sexual conduct by a vendor, customer or other third party.

Other behavior that may seem innocent or acceptable to some people may constitute sexual harassment to others. Such behavior may include, but is not limited to:

- Unwelcome sexual flirtations, advances, jokes or propositions;
- Unwelcome comments about an individual’s body or personal life;
- Open discussion of intimate details of one’s own personal life;
- The use of sexually degrading words to describe an individual;
- The display in the workplace of objects, pictures, cartoons or writings that might be perceived as offensive or sexually suggestive.

The university requires that professors who teach courses in which sexually explicit materials are a part of the curriculum because of the nature of such courses, e.g. human biology, publicize course content in advance and conduct such classes with appropriate decorum and sensitivity.

### Options Following An Act Of Sexual Misconduct or Unlawful Harassment

A member of KWU’s community who is the victim of sexual misconduct (or unlawful harassment), has knowledge of a third party victim of sexual misconduct (or unlawful harassment), or believes in good faith that he/she has witnessed a possible warning sign of sexual misconduct (or unlawful harassment) as defined herein is urged to make a formal report to the police, Student Development Office, Title IX Coordinator, and/or KWU Provost, as appropriate.
Whether or not the individual makes a formal report, all victims of sexual misconduct are urged to seek appropriate help, which may include a medical evaluation and obtaining information, support, and counseling, either on or off campus. Victims should use the resources listed in this policy to assist them in accessing the full range of services available.

**Medical Treatment**

A person who is the victim of sexual misconduct is urged to seek appropriate medical evaluation as promptly as possible.

- For life-threatening conditions, call 911 or 9-911.

**PROCEDURES FOR SEXUAL ASSAULT**

**A. Victims/Survivors**

1. Victims/survivors are encouraged to receive medical attention. Salina Regional Health Center (SHRC) is equipped with a SANE/SART (Sexual Assault Nurse Examiner/Sexual Assault Response Team) program.
2. Victims/survivors are encouraged to contact the Salina Police Department to report the assault.
3. Victims/survivors are encouraged to contact the Domestic Violence Association of Central Kansas (DVACK). The DVACK Sexual Assault Victims Advocate can come to the hospital, be with you during the exam, offer support during interviews with investigators and/or campus officials, and be present with you during any and all court proceedings. DVACK can be reached 24 hours a day/7 days a week at 785-827-5862 or 1-800-874-1499.
4. Victims/Survivors are also encouraged to contact University officials for appropriate action.
   a. If the assault occurs in a Campus Residence Hall, the victim/survivor should contact the on-duty RA/RD (Resident Assistant/Resident Director) at the following phone numbers:
      a. Duty phone 1: Pfeiffer Hall: 785-643-5160
      b. Duty phone 2: Wesley Hall: 785-577-6214
      d. Student Development (during business hours): 785-827-5541, ext. 1168
   b. If the assault occurs in the Campus Apartments or on campus grounds, (not a Residence Hall) the victim/survivor should contact the Executive Director of Student Development (785-827-5541 ext. 1168)
   c. If the assault occurs off-campus and the victim/survivor or accused student resides in on-campus housing the victim/survivor should contact the Executive Director of Student Development (785-827-5541 ext. 1168).
   d. If the assault occurs off-campus and the student resides off-campus, the student should contact the Salina Police Department, the Salina Regional Health Center, and/or DVACK. The victim/survivor should also contact the Executive Director of Student Development (785-827-5541 ext. 1168).
   e. If a student is accused, report it to the Executive Director of Student Development.
   f. If an employee is accused, report it to the Provost.

**B. University Employees/Students** (when made aware of an assault incident) should:

1. Encourage victim/survivor to make a report to Salina Police Department.
2. Encourage victim/survivor to contact DVACK for support and counseling from the Sexual Assault Victims Advocate.
3. Implement crisis intervention
4. Help in receiving medical attention
5. Offer counseling
6. Connect with a sexual assault support group
7. Consider a PFA (Protection from Abuse), PFS (Protection from Stalking), Restraining Order
8. Encourage advocacy (criminal justice system, civil justice system, SPD Investigation), personal advocacy (referrals, navigation of action through University System, etc.).
9. University employees, contact the Office of Student Development or the Office of the Provost for guidance on the next step.
   a. Maintain confidentiality
b. Assist in obtaining services from DVACK

c. Assist and support victim/survivor in contacting Salina Police Department and University Officials if the victim/survivor consents to such action. (The staff member may be required to report incident, but will only divulge victim’s name if consent has been given, except in extenuating circumstances.)

d. Assist in changing academic programming, current housing, etc., if requested.

e. Allow victim/survivor and Person Accused to have non-participating support person present for all interviews.

f. When no police investigation is warranted, the Office of Student Development will conduct an investigation by responding to the allegations and handing down discipline, if needed, which is consistent with the findings of the Judiciary Committee and finalized with the approval of the President of KWU.

Medical-Legal Evidence Collection

A person who is the victim of sexual misconduct (particularly rape, forcible oral copulation, or sodomy) is encouraged to request collection of medical-legal evidence. Collection of evidence entails interaction with police and a police report. Prompt collection of physical evidence is essential should a person later decide to pursue criminal prosecution and/or a civil action.

Obtaining Information, Support, and Counseling

Whether or not one makes a formal report, a person who is the victim of sexual misconduct is encouraged to obtain information, counseling, and support. Counselors at a variety of agencies, both on and off campus, can help a person decide what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling, or filing a report with authorities.

Information, support and advice are available for anyone who wishes to discuss issues related to unlawful harassment or sexual misconduct, whether or not an act constituting either has actually occurred, and whether or not the person seeking information has been harassed, assaulted, accused of an act of harassment or sexual misconduct, or is a third-party.

The degree to which confidentiality can be protected depends upon whether KWU has a legal duty to respond to the allegations and the professional role of the person consulted, as well as the “due process” rights of any accused. The scope of confidentiality should be addressed by that professional person before specific facts are disclosed.

Formally Reporting An Act of Sexual Misconduct or Unlawful Harassment

A person who is the victim of sexual misconduct or unlawful harassment, has knowledge of a third party victim, or believes in good faith that he/she has witnessed a possible warning sign of such behavior is encouraged to make a formal report to:

- The designated campus administrator; and/or Title IX coordinator

Whether or not a witness or victim elects to report an act of sexual misconduct or the warning signs of to the police, he or she is urged to make a formal report directly to the parties identified.

KWU has a board-approved policy and procedures in place for the confidential reporting by members of issues such as unlawful harassment and sexual misconduct.

Reporting of incidents should be accomplished pursuant to the specific recommendations in the Handbooks and on the KWU website (http://www.kwu.edu/current-students/student-development/student-development-policies).

Title IX Coordinator as a Resource

Kansas Wesleyan University’s Title IX Coordinator can be used by any community member as a resource for understanding and navigating the investigative and judicial process. Faculty or staff supporters should consult the Coordinator with questions about how to best support students going through the reporting/investigation process. The Title IX Coordinator is not a confidential resource.
Policy enforcement
Disciplinary Action
All reported alleged incidents of sexual misconduct will be reviewed and investigated as appropriate. If the evidence supports the allegation, the appropriate KWU judicial procedures will be initiated. Possible sanctions may include, but are not limited to, expulsion, suspension, removal from campus, cancellation of contract and/or termination of employment. Other members of KWU’s community who are not subject to an explicit judicial procedure, upon a finding of a violation, shall be subject to removal from campus, cancellation of contract or other sanctions necessary, in the discretion of the University, to address the behavior. Reported alleged incidents of unlawful harassment will be reviewed and investigated. Possible sanctions may include but are not limited to warnings, verbal reprimands, written reprimands and the “flagging” of the incident in the member’s KWU file, and/or any of those mentioned above, if appropriate.

Non-Retaliation
KWU prohibits retaliation of any sort against a person bringing a complaint or otherwise cooperating in the investigation of a complaint. Accordingly, the initiation of a bona fide complaint of sexual misconduct or unlawful harassment or cooperation in such an investigation will not adversely affect that member’s status/position, evaluation, wages, advancement, assigned duties, shifts or any other aspect of the member’s experience at KWU. Conversely, because such matters warrant such serious attention, allegations that are found to be intentionally or recklessly false may result in disciplinary action against the accuser. Should a member feel he or she is being retaliated against, he or she should report such action immediately as otherwise described herein.

Improper Conduct During an Investigation
Any member of the KWU community who knowingly provides false information or who refuses to cooperate in an investigation related to this policy will be subject to disciplinary action, potentially including expulsion, suspension, termination of employment, removal from campus, cancellation of contract or any other sanction necessary, in the discretion of the University, to address the behavior.

Institutional responses
Public Information
All requests from the media, the campus community at large or the general public, for information concerning an alleged incident of unlawful harassment or sexual misconduct should be directed to the KWU Public Relations Office. Failure to comply with this requirement may subject a member to possible sanctions including, but not limited to, expulsion, suspension, removal from campus, cancellation of contract and/or termination of employment.

Public Notification of Incidents
As required by law, KWU collects and annually reports statistical information concerning sexual misconduct occurring within its jurisdiction. To promote public safety, KWU also alerts the campus community to incidents and trends of immediate concern.

Relationship Counseling
Consensual relationships between faculty or staff and students can be problematic. Relationships that might be appropriate in other circumstances are deemed extremely unwise when they occur between an employee of the university and a person for whom that employee has a professional responsibility. The power differential inherent in such relationships may render any apparent consent void and create grounds for a sexual harassment complaint. The university prohibits supervisors and managers from dating, engaging in amorous relationships with, or participating in sexual relations who report to them, either directly or indirectly. This prohibition also applies to the relationship between students and faculty or athletic coaches.

Alcohol and Drug Use Policy
KWU strongly supports the provisions of The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). The following information shall be provided at least annually to all students and employees of the University under the “Drug Free Schools and Campuses” portion of the above Kansas law.
Statement of Policy
The use of drugs, including alcohol, on the campus of Kansas Wesleyan University is considered detrimental to the educational environment. Use or possession of alcoholic beverages or illegal drugs on campus is prohibited. Violators will be subject to disciplinary and/or legal action. Empty alcoholic beverage containers are not permitted, even as decorative items. The unlawful possession, use, or distribution of illicit drugs and alcohol by students or employees on the property of Kansas Wesleyan University or as part of any of the activities of the University is strictly prohibited.

University Sanctions
University sanctions will be addressed in accordance with the Student Code of Conduct or the employee handbook, as appropriate.

Health Risks
Health risks associated with the use of illicit drugs and the abuse of alcohol vary. Possible effects and risks include coma, convulsions, respiratory failure, hallucinations, psychosis, fatigue, paranoia, and death.

Counseling, Treatment, and Rehabilitation Programs
Counseling and referral services are available to University students and employees through the Student Development Office.

Alcohol Policy
The possession, consumption, and sale of alcoholic beverages are not permitted on the campus of Kansas Wesleyan University nor at any KWU off-campus student events. Intoxicated persons (behavior characterized by, among other things, belligerence/noise, staggering, slurred speech, vomiting, unconsciousness, damage to self, others, property) will be charged with a violation of the Student Code of Conduct or the employee handbook, as appropriate.

Students, faculty, staff, administration, as well as Resident Assistants and Resident Directors may submit violations of the alcohol policy to the Student Development Office.

Additional guidelines governing the use of alcoholic beverages include:
• Inappropriate behaviors such as: verbal or physical confrontations where alcohol appears to be a contributing factor will be considered a violation of the alcohol policy (including intoxicated behavior).
• Students in a location where alcoholic beverages or containers are present but not necessarily in possession - can be considered to be in violation of the alcohol policy.
• Advertisements on campus for off-campus events may not contain information that specifies, implies, or suggests that alcohol and/or other drugs will be present.
• College-owned or rented vehicles may not be used to transport alcoholic beverages.
• Empty and/or full alcoholic beverage containers (i.e. cans, bottles, and kegs) are not permitted on campus.

Drug Policy
Any individual(s) who is/are cited, arrested, or convicted of any drug-related charge is in violation of KWU’s Student Code of Conduct and may be open to disciplinary action whether the infraction occurred on or off campus. Any student who engages in the sale or distribution of illicit drugs may be dismissed from Kansas Wesleyan University and subject to state and federal law enforcement.

Campus Crime Statistics and Crime Rates
In accordance with the Crime Awareness and Campus Security Act of 1990, statistical data on criminal incidents (reported to Salina Police) and arrest (on campus) is provided as public information. The data covers a 12 month period from January 1 through December 31, for each year listed. The offenses listed are offenses included in the statistics compiled in the Uniform Crime Report by the Federal Bureau of Investigation. The definitions of these offenses are in accordance with the Uniform Crime Report Definitions. It should be noted that the data included are only those offenses reported to the Campus Security Department and the Salina Police Department that have occurred on the Salina Campus. Statistical data on incidents off campus involving students are not included, as they are not retrievable from local law enforcement. Additional information regarding crime rates in the community may be obtained from the Salina Police Department.
## Kansas Wesleyan University
### CLERY CAMPUS CRIME REPORT DATA
#### January 1, 2013 through December 31, 2013

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<thead>
<tr>
<th>CLERY CRIME REPORT</th>
<th>#1 Bldg &amp; Grounds</th>
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<th>#3 Public Property</th>
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ARRESTS:

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2013 Student Enrollment 729
2013 On-Campus Residents 422
2013 Faculty/Staff 175

***Data reflects only those on-campus offenses that have been reported to KWU Security Department, Student Development Office/Residence Life, and/or Salina Police Department.