



IUP Annual Security and Fire Safety Report

Crime and Fire Statistics Representing Calendar Years 2023, 2024, 2025

IUP Department of Public Safety

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To the University Community:

It is up to each one of us to foster a secure and supportive environment at IUP — an environment in which everyone is safe to learn, visit, work, and live. The principles of responsibility and respect are most important. They are essential to any community and serve as the foundation for the success and productivity of our students, faculty, and staff. Truly safe campuses can only be achieved through everyone's cooperation.

This publication contains information about campus safety measures and reports statistics about crime in our university community. It also describes our efforts to combat sexual violence and alcohol and drug abuse. Please take the time to read it and help to foster a more caring and safer environment.

Remember, if you ever wonder whether you should report something you have observed, you should. This report tells you whom to call.

*Michael A. Driscoll
President
Indiana University of Pennsylvania*

How to Reach the Indiana University of Pennsylvania Police Department

Emergency: 911 (Indiana County Emergency Management Agency)

Non-Emergency: 724-357-2141

Administration: 724-357-3201

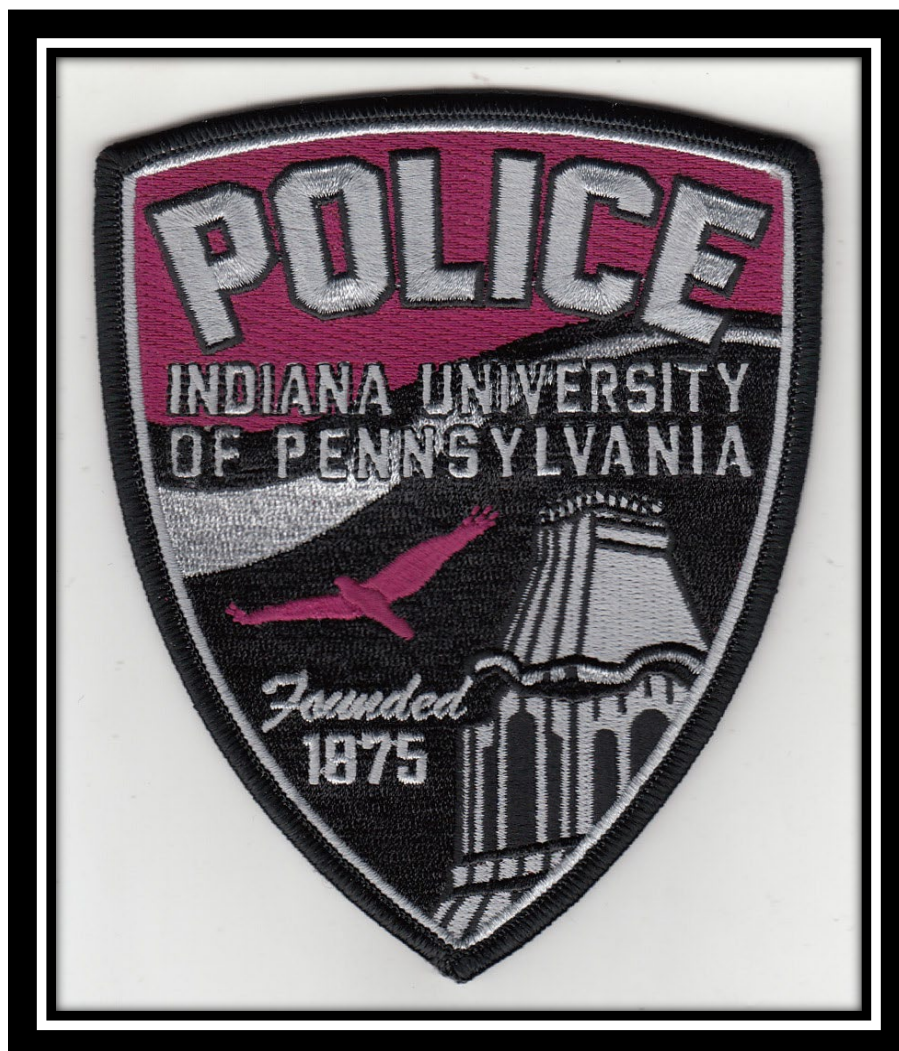
Emergency Management: 724-357-2546

Investigations: 724-357-5706

Website: www.iup.edu/police

Anonymous Tip Line: 724-357-2255

Anonymous Reporting Form: www.iup.edu/police/forms/anonymous-reporting-form/



What is the Clery Act?

Signed into law in 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All post-secondary public and private institutions participating in federal student aid programs must adhere to these regulations. The Clery Act was championed by Howard & Connie Clery after their daughter was murdered at Lehigh University in 1986. To ensure compliance with the Clery Act, Indiana University of Pennsylvania (IUP) must meet certain obligations required by federal law. These obligations include: 1) policy disclosure; 2) record collection and retention; 3) information dissemination.

1. Policy disclosure

IUP must provide the university community and the public with accurate statements of current policies and practices regarding procedures for students and others to report criminal actions or other emergencies on campus, security of and access to university facilities, and university law enforcement. **NOTE:** All policy statements contained in this report apply to each IUP campus unless otherwise stated.

2. Records Collection and Retention

IUP is required to keep campus records of crimes reported on campus to University Police or Campus Security Authorities; make a good faith effort to obtain certain crime statistics from appropriate law enforcement agencies where IUP has campuses to include in the annual security report; and keep a daily crime log open for public inspection.

3. Information Dissemination

IUP is required to provide members of the university community with information needed to make informed personal safety decisions and must: 1) provide a “timely warning” of any Clery Act crime that represents an ongoing threat to the safety of students and employees; 2) develop and maintain a log of all crimes reported to the IUP Police Department and ensure public access to the crime log during normal business hours; and, 3) publish an annual security and fire safety report; make the report available to all current students and employees; and ensure the annual security and fire safety report is made available to prospective students and employees.

STATEMENT ADDRESSING PREPARATION OF THE ANNUAL SECURITY AND FIRE SAFETY REPORT

IUP uses representative personnel from various institutional departments to prepare this report in compliance with the Clery Act. The Department of Public Safety (which includes University Police); the Student Affairs Division; the Dean of Students; the Office of Housing; the Office of Community Standards; the Academic Affairs Division; the Office of Social Equity / Title IX; Human Resources; Student Health Services; the Athletics Department; other Campus Security Authorities; and local law enforcement agencies with jurisdictional boundaries contiguous to, or concurrent with, properties owned or controlled by the institution and used in direct support of the University’s educational mission all contribute to information provided in this report.

OVERVIEW OF THE INDIANA UNIVERSITY OF PA POLICE DEPARTMENT

STATEMENTS ADDRESSING LAW ENFORCEMENT AUTHORITY, JURISDICTION, WORKING RELATIONSHIPS, AND AGENCY AGREEMENTS

The IUP Police Department (IUP PD) operates on a 24-hour-a-day, 365 days-a-year basis at the Indiana campus. The IUP PD is located at 650 South 13th Street, Indiana, PA 15705, and may be contacted by calling (724) 357-2141. IUP PD employs a full-time security officer who operates a reduced schedule at the Punxsutawney campus and relies upon an agreement with the Punxsutawney Borough Police to maintain response coverage when the IUP security officer is not present. The IUP Security office for the Punxsutawney campus is located at 1012 Winslow Street, Punxsutawney, PA 15767, and may be contacted by calling (724) 357-2141.

Mission

The IUP PD's mission is to provide a public service-oriented, safe, and secure academic, working, and living environment to support the University's overarching mission to prepare students to become productive national and world citizens.

Philosophy

The IUP PD Police Department seeks to promote and support a department-wide commitment and philosophy to continuous improvement in public safety service delivery through collaborative partnerships, shared decision-making, and the development of mutual trust and respect with the campus community. The improved quality of service results from increased effectiveness and efficiency achieved through the efforts of the campus community and Department members working together.

Authority and Training

IUP PD officers are certified through the Municipal Police Officers' Education and Training Commission (MPOETC) after completing the Pennsylvania Act 120 Municipal Police Officer Training Program.

IUP PD officers investigate all criminal incidents on the Indiana and Punxsutawney campuses and are authorized to carry firearms and make custodial arrests. In addition, IUP PD officers are authorized to enforce IUP policies, rules, and regulations.

Upon graduating from the police academy, newly hired IUP PD officers complete a Field Training Officer (FTO) program under the supervision of experienced officers and shift supervisors. This training lasts about four months and offers additional instruction on crime and security issues specific to the IUP community. After finishing the FTO program, new IUP PD officers must complete a probationary period before being certified for their department roles. Once IUP PD officers have completed their initial training and probationary period, they are required to finish annual in-service training on various topics for the rest of their careers.

Jurisdiction and Interagency Relationships with Local and State Law Enforcement

IUP PD has statutory authority (Pennsylvania Title 42 Section 8953) to aid or request assistance from other law enforcement agencies, as needed or required. Currently, IUP PD deploys officers for the Indiana campus. While a security officer is on duty at the Punxsutawney campus, law enforcement agencies with jurisdiction at the IUP Punxsutawney, Northpointe, and IUP Pittsburgh East campuses provide service response for those specific locations.

IUP PD, the Indiana County District Attorney's Office, and the Pennsylvania State Police maintain an operating agreement for assistance with certain crime types and investigations that would exceed the resources and capabilities of the IUP PD.

IUP PD maintains a cooperative and collaborative working and mutual aid relationship with other state and local law enforcement agencies and will coordinate responses to crimes, special events, and emergency management issues with these departments, when appropriate. IUP PD routinely meets with area agency representatives on a formal and informal basis, participates as members of committees with area agencies, collaborates on special event security and response planning, and participates in training and exercises with area first responders on a routine basis.

IUP PD shares access to a law enforcement network system controlled at the state level and utilized by area departments to track criminal histories, arrest information, crime trends, or bulletin information. Additionally, IUP PD actively participates in the state fusion center and Region 13 Task Force to ensure current information related to threats, hazards, and trending crime and/or social issues can be appropriately monitored and shared. Several members of the IUP PD have security clearances through a sponsoring federal agency to ensure appropriate levels of information sharing may take place, as needed. Finally, IUP PD is a participating agency of an interoperable public safety radio system housed at the Indiana County Emergency Management Agency (ICEMA), so direct radio access to area agencies, as well as current crime and public safety information, is always readily available.

REPORTING AND RESPONSE TO CRIMES AND OTHER EMERGENCIES

STATEMENTS ADDRESSING CRIME REPORTING PROCEDURES

Procedures for Reporting Crimes or Emergencies on Campus

All IUP students, faculty, staff, and visitors to campus are strongly encouraged to immediately report all crimes or emergencies to the IUP PD or a local 911 agency, depending on your location. IUP has designated the Department of Public Safety (DPS) and IUP PD as the official office for campus crime reporting. DPS urges the campus community and visitors to report crimes accurately and promptly. Accurate and prompt reporting ensures that IUP PD can evaluate, consider, and send timely warning reports as needed and document reportable crimes in its annual statistical disclosure accurately.

Contact information for police and other emergency services at each campus is detailed below. In addition, there are 75 blue light emergency phones strategically located around the Indiana and Punxsutawney campuses. The blue light phone system provides direct voice communications with IUP PD dispatchers. For more information, please visit www.iup.edu/police/services.

In case of an emergency involving a crime, a medical situation, or a fire or to summon an ambulance or rescue services in **Indiana**, call 911 to reach the Indiana County Emergency Management Agency (ICEMA) dispatchers. IUP PD officers will be dispatched through ICEMA for emergency calls on the Indiana campus. ICEMA operates a county-wide dispatch center on a 24-hour basis and has TTY/TDD capabilities for persons who are hard of hearing or deaf. Direct contact with IUP PD dispatchers is available at (724) 357-2141 for non-emergency reporting of a crime or a service request. Reports may be made in person at 650 South 13th Street, Indiana, PA 15705.

In case of an emergency involving a crime, a medical condition, a fire, or to summon an ambulance or rescue services in **Punxsutawney**, call 911 to reach the Jefferson County Department of Emergency Services (JCDES). JCDES operates a county-wide dispatch center on a 24-hour basis and has TTY/TDD capabilities for persons who are hard of hearing or deaf. JCDES can contact an IUP Security Officer of the request if one is on duty. A Punxsutawney Borough Police Officer will be dispatched if an IUP security officer is not on duty. Direct contact with the IUP Security Office is available at (724) 357-2141 for non-emergency reporting of a crime or service request. Reports may be made in person at 1012 Winslow St., Punxsutawney, PA 15767 during the officer's shift hours.

In case of an emergency involving a crime, a medical condition, a fire, or to summon an ambulance or rescue services at the **IUP Pittsburgh East** campus, call 911 or the Wilkins Township Police Department at (412) 473-3056.

In case of an emergency involving a crime, a medical condition, a fire, or to summon an ambulance or rescue services at the **Northpointe** campus, call 911 to reach the Armstrong County Emergency Management Agency (ACEMA). Non-emergency contact may be made at (724) 548-3225.

Response to Reports of Crime and Other Emergencies

Dispatchers are available at all the listed contact numbers 24 hours a day to answer calls reporting crimes or other emergencies. IUP PD works closely with neighboring public safety agencies and first responders (police, fire, medical, and emergency management) to coordinate effective responses to emergency requests for service. Priority response is provided to crimes against persons and emergencies involving personal injury or threat of injury. For non-emergency calls for service, IUP PD may either handle the call as an information request, dispatch an officer, ask the caller to meet with an officer at the IUP PD, or refer the caller to the appropriate University department, outside agency, or entity for assistance.

IUP PD functionally operates as most full-service law enforcement agencies by providing police patrols, investigations (detectives), records management, police communications, property and evidence collection, preservation and processing, and special event security planning and deployments. Calls for service to the IUP PD may involve some or all of the functional aspects of the department operations listed above.

In response to calls for service or activity directly observed by IUP PD officers, persons arrested for criminal activity or cited for traffic violations may be referred to local courts for prosecution. In response to calls for service, IUP PD incident reports involving students may also be forwarded to the Office of Community Standards (OCS) for review. The OCS is vested with the authority to sanction students for violations of IUP policy and criminal or inappropriate behaviors on and off the various campuses. OCS sanction options include developmental and educational interventions, warnings, probation, suspensions, and expulsion.

Anonymous and Confidential Crime Reporting

Persons interested in reporting a crime to IUP PD may do so anonymously by calling the Crime Tip Hotline at (724) 357-2255. If you are not comfortable using the anonymous phone service, IUP PD also offers anonymous reporting online at: <https://www.iup.edu/police/forms/anonymous-reporting-form.html>. Tips to anonymous service are reviewed by IUP PD staff and, if appropriate, are investigated by detectives or referred to an appropriate agency or service.

Pennsylvania Crime Stoppers is a non-profit organization and service where persons with a crime tip can leave information and potentially be eligible for a cash reward. Persons interested in providing information in this manner may visit www.crimewatchpa.com/crimestoppers/316 or call (800) 472-8477.

IUP recognizes that Campus Security Authorities (CSA) are not required to provide the names of the victim(s) involved in a reported crime; and, as such, they may report crime for inclusion in the annual disclosure of crime statistics and timely warnings without including personal identifying information. IUP does not otherwise allow voluntary confidential reporting.

IUP Encourages Accurate and Prompt Crime Reporting

If crimes are never reported, little can be done to help other members of the University community from also being victims. The University will be much safer when all members of the community participate in health, safety, and security programs and initiatives, including the prompt reporting of crime for purposes of investigation and accurate reporting. IUP PD encourages accurate and prompt reporting to IUP PD and/or the local police when the victim of a crime elects to, or is unable to, make such a report.

Crimes should be reported to IUP PD for inclusion within the daily crime log and annual crime statistics (provided they occurred within IUP's defined Clery geography) and may be used to aid in the provision of timely warnings or safety advisories to the IUP community. Sex offenses and other incidents of sexual or relationship violence may also be reported to the University's Title IX Office via the online incident reporting form (<https://www.iup.edu/incidentreport/>), by calling (724) 357-3402, or in person at Delaney Hall, Suite B17 (920 Grant Street).

Crimes reported to the IUP PD that fall outside the department's jurisdiction will be promptly referred to the appropriate law enforcement agency. IUP PD will either refer the information directly to the agency or ensure the caller or reporter of the information is provided with direct contact information for that agency.

Use of Pastoral and Professional Counselors for Voluntary Confidential Crime Reporting

Occasionally, victims of crime may want to report a crime but are not interested in pursuing action through the criminal justice system or the University's Community Standards process. Pastoral and professional counselors who receive confidential crime reports are not required to report these crimes to the IUP PD for inclusion in the annual disclosure of crime statistics or for a timely warning. These positions are defined as follows:

***Pastoral Counselor:** A person who is associated with a religious order or denomination is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.*

***Professional Counselor:** A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of their license or certification.*

Pastoral and professional counselors, when they deem it appropriate, are encouraged to inform the persons they are counseling of the procedures to report crime events to the IUP PD for inclusion in the annual disclosure of crime statistics and timely warning notifications to campus, as needed. **NOTE:** Confidentiality privileges afforded to pastoral and professional counselors do not apply when an alleged victim of sexual violence is a minor.

Certain other IUP departments whose members include Campus Security Authorities (CSAs) may also accept anonymous reports of a crime from a victim. The provisions of the Clery Act, however, require these departments and CSAs to report the crime to IUP PD. This reporting allows IUP PD to maintain accurate records on the number of incidents that take place, to determine if a pattern of crime about a

particular location, method, or assailant exists, and to alert the campus community of an ongoing threat via a timely warning, if needed.

Criminal Activity Off-Campus

IUP currently does not own or control any off-campus housing for purposes of “non-campus” reporting. However, IUP is also required to report crimes in buildings or property owned or controlled by student organizations within the same contiguous geographic area and officially recognized by the University. For purposes of Clery crime reporting, student organizations own or control property adjacent to the Indiana campus, and Greek organizations that are officially recognized by IUP currently own or control two off-campus housing buildings within one mile of the Indiana campus. As such, IUP endeavors to obtain crime reports from Indiana Borough for these commercial and residential addresses.

IUP PD maintains strong working relationships with all area law enforcement agencies, including the Pennsylvania State Police, Indiana Borough, Indiana County Sheriff’s Office, Punxsutawney Borough, Wilkins Township, Northpointe, Region 13 Fusion Center, and the Pittsburgh field office of the Federal Bureau of Investigation (FBI). These working relationships are maintained through periodic communication among agency administrators and by frequent contact between line officers and investigators cooperating on specific cases.

IUP PD handles criminal matters on IUP property at the Indiana and Punxsutawney campuses, subject to agreements for specialty investigative assistance from the Pennsylvania State Police. IUP PD has concurrent jurisdiction with the Pennsylvania State Police at all IUP campus locations. In addition, if one of the local law enforcement agencies responds or is contacted about criminal activity occurring off-campus but involving IUP students, that law enforcement agency may notify or request assistance from IUP PD; however, other agency policies do not require such notification. Students involved in these cases may be subject to arrest by the local agencies and subject to IUP disciplinary action through Community Standards.

CRIME ALERTS STATEMENTS ADDRESSING TIMELY WARNING PROCEDURES

Crime Alerts - Issuance of Timely Warnings

IUP PD is responsible for developing and disseminating timely crime warning notices to members of the IUP community. The notices are required when crimes defined by the Clery Act occur and must be delivered in a timely manner, maintain the confidentiality of the involved victim(s), and aid in the prevention of similar crimes. The IUP Director of Public Safety or designee will determine if a timely warning should be issued. The decision will be made on a case-by-case basis in consideration of a variety of factors including, but not limited to the following:

- Does the incident pose a serious or ongoing threat to the IUP community?
- Has the suspect(s) been apprehended?
- Timeliness of the reported crime to IUP PD; and
- Whether a pattern of such crimes exists places IUP community members at risk of becoming victims of a similar crime.

In general, timely warnings will be issued when the following three conditions are met:

1. One of the following statutorily mandated crimes is reported to IUP PD:
 - **Homicide** – including murder and non-negligent manslaughter.
 - **Sex Offenses** – rape, fondling, incest, statutory rape
 - **Robbery** – use or threatened use of force or violence.
 - **Aggravated Assault** – attack by one person on another to inflict severe / aggravated bodily injury.
 - **Burglary / Motor Vehicle Theft** – generally speaking, timely warnings will not be issued for single incidents. A timely warning may arise if a series of incidents poses an ongoing threat to the IUP community.
 - **Arson** – fires that have been willfully or maliciously set, particularly when occupied residences are involved.
 - **Hate Crimes** – involving bodily injury.
 - **Hazing** - Any intentional, knowing, or reckless act committed during initiation into, affiliation with, or continued membership in a student organization that causes or creates a risk of physical or psychological injury.
 - **Domestic Violence, Dating Violence, or Stalking** – only when a serious or ongoing threat to the IUP community at large is determined.
2. The reported crime occurred at a Clery-reportable location, which is defined as:
 - On campus, property within a contiguous area is owned or controlled by student organizations and officially recognized by the University.
 - On public property within or immediately adjacent to the campus boundaries; or
 - In buildings or on property in a contiguous area but designated as a non-campus location. Non-campus locations are owned or controlled by IUP, used for educational purposes, and frequently used by students.

3. The reported crime presents a serious or continuing threat to IUP students, faculty, staff, or visitors.

IUP PD staff will work directly with the IUP Office of Marketing and Communications on the development and dissemination of timely warning messages. Timely warning messages will be disseminated by text messaging, emails, web page postings, or local media, if appropriate. For a list of past timely warning messages, visit the IUP PD website at: www.iup.edu/police/.

NOTE: Crimes that occur outside any IUP campus Clery geography, as stipulated, or other non-Clery-specific crimes, will be evaluated on a case-by-case basis.

STATEMENTS ADDRESSING EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Policy Statement

The Emergency Operations Plan (EOP) establishes emergency response and evacuation procedures for IUP. This plan was established to ensure the safety and welfare of IUP students, faculty, staff, and visitors. The objective of the EOP is to provide the University with guidelines to ensure a timely, effective, efficient, coordinated, and safe response to emergencies or disasters that affect IUP campuses, their operations, or their population. The plan is aligned and in compliance with the Higher Education Opportunity Act, which requires all Title IV institutions, without exception, to have and disclose emergency response procedures in response to significant emergencies or dangerous situations involving an immediate threat to the health or safety of students or employees occurring on a university campus. A public version of the plan is available here: [University Emergency Operations Plan - Emergency Management at IUP - IUP](#)

Scope

The requirements outlined in the EOP are only applicable to emergencies or dangerous situations occurring on or impacting IUP campuses. The University may issue notifications about emergency or dangerous situations that occur in the broader community if University officials determine that such notifications provide helpful or relevant information to the campus population.

Situation

IUP will, upon confirmation of an ongoing emergency or dangerous situation that poses an imminent threat to the safety of the campus community members, immediately issue emergency notifications to the campus community. While it is impossible to predict every emergency or dangerous situation that may occur on campus, the following situations are examples that may warrant an emergency notification after confirmation:

- Armed, hostile intruder
- Bomb or explosives threat
- Communicable disease outbreak
- Severe weather
- Terrorist incident
- Civil unrest
- Natural disaster
- Structure Fires or Hazardous material incident

Situations that may create business, academic, or research interruptions, but do not pose a health or safety risk, may not necessitate an emergency notification. The Office of Marketing and Communications will facilitate notifications about such situations with the coordination of the departments involved, as warranted. Examples of these situations include:

- Snow closures or delays
- Temporary building closures
- Power or other service outages (phone, Information Technology)

IUP will, upon confirmation of an ongoing emergency or dangerous situation that poses an imminent threat to the safety of campus community members, immediately issue emergency notifications to the campus community, unless the notification will, or is likely to:

- Compromise the efforts of public safety-first responders.
- Compromise efforts to assist the victim(s)
- Compromise efforts to contain the emergency.

Assumptions

The IUP EOP was established with the following assumptions:

- Utilization of multiple IUP community notification methods is needed, as no single notification method will reach everyone, everywhere, every time.
- 100 percent delivery of notification to each member of the IUP community cannot be guaranteed.
- Other information sources (such as social media) outside of the University's control may generate erroneous or conflicting information.
- Regular testing of emergency notification systems is required to ensure proper functionality and operator skill.
- Notification systems must account for communication impairments.
- There is no mechanism to ensure community members who have registered for the IUP alert system have updated their contact information.
- Several notification methods rely on the functionality of third-party vendors that are outside of the University's control (i.e., cellular phone service providers, electrical utility providers)

Situational Confirmation

Reports of an ongoing emergency or dangerous situation can originate from a variety of sources, including:

- Reports from public safety-first responders
- Reports from established warning points (i.e., National Weather Service, Public Health Departments, Commonwealth Fusion Centers)
- Reports from other University Departments (Pennsylvania's State System of Higher Education, system alerts, Cyber-security alerts, Medical Clinic)
- Reports from University community members or citizens via 911 or other contact

For each of the processes listed below, IUP PD, the Department of Public Safety, area public safety agencies and/or the Office of Marketing and Communications will confirm if there is a significant emergency or dangerous situation on an IUP campus.

Confirmation of these situations will occur through several different processes:

1. Criminal in Nature

Emergency or dangerous situations that are criminal in nature will be considered confirmed if a law enforcement officer observes the situation as it is occurring. For situations that are not apparent or not directly observed by law enforcement, the IUP Director of Public Safety or designee will make confirmation utilizing reliable sources. The IUP Director of Public Safety or designee will review the readily available information and determine if there is enough information to conclude an emergency or dangerous situation is occurring on campus. The IUP Director of Public Safety or designee may consult with additional departments and/or policy-level personnel as deemed practical without jeopardizing life, health, or safety.

2. Other Emergency or Dangerous Situations

Confirmation of non-criminal emergencies or dangerous situations will be determined by the IUP Director of Public Safety or designee, IUP PD shift supervisor, or University policy-level personnel review readily available information.

3. Established Warning Points

Established warning points are considered entities with subject matter expertise on hazards that may affect the campus. When a warning is issued by one of these entities, it is considered confirmed; however, additional consultation with campus officials may occur as needed or practical without jeopardizing life, health, or safety. An established warning point may include the National Weather Service; Public Health Agency; Flood Control District; a Fire Department or a Hazardous Material Team.

Population to be Notified or Segmented Notification

For purposes of community-wide situational awareness, if an emergency or dangerous situation exists on campus, IUP PD will partner with the Office of Marketing and Communications to utilize text messaging, emails, web page postings, and local media along with any other available technologies to notify the broadest possible segment of the nature of the situation.

In situations where a single facility or area of campus is involved, facility alarms, public address systems, phone trees, email listservs, and other available technologies may be utilized to provide segmented notifications. IUP PD and other campus staff may also provide a warning if needed and feasible.

In either situation described above, ongoing assessments of the situation will be undertaken and campus-wide or segmented updates or “all clear” notifications will be sent, as necessary. IUP PD is responsible for the determination of the appropriate segment or segments of the campus community or the community at large to receive a notification.

Emergency Notification Content

The content of any notification related to an emergency or dangerous situation will depend on the nature of the event and the notification method. However, the following information will be included in all initial emergency notifications regardless of the situation or method:

- A description of the situation (fire, severe weather, hostile intruder)
- Relevant safety instructions (evacuate, shelter in place)
- If feasible, a third element of where to get additional information may be included with the initial notification. Text character limitations or the immediacy of the need to disseminate a message may preclude the inclusion of this type of information in the initial message.

IUP PD, the Office of Marketing and Communications, and appropriate policy-level personnel may collaboratively develop and utilize pre-scripted emergency notification messages to the extent practical when sending information to the campus community. During situations for which a pre-scripted notification has not been developed, or when the official responsible determines different content is needed, the guidelines listed above will be followed to construct these notifications. The following departments or positions have the authority to develop the content for an Emergency Notification message for dissemination at any IUP campus:

- Department of Public Safety (Director or designee)
- Office of Marketing and Communications (Executive Director of Communications and Media Relations)
- VP for Student Affairs or designee
- VP for Administration and Finance or designee

If needed or feasible, after the description of the situation, relevant instructions, and additional information sources are provided, the following content may be considered for inclusion:

- Campus operating status (open, closed, delayed, etc.)
- Frequency of further information updates
- Additional instructions that are not specific to life, health, or safety matters

As deemed appropriate by the responsible institution official, follow-up messages during an emergency may be distributed to the campus community and an “all clear” notification may be distributed at the conclusion of a significant emergency or dangerous situation. Any follow-up notifications and the “all clear” message will be sent using some or all the same communication process and methods used to send the original emergency notification. These follow-up notifications should include campus operating status, if relevant.

Concept of Operations - Notifications

The primary method of issuing an emergency notification is a Short Message Service (SMS) text-messaging system. The SMS system can send text messages, voice messages, and emails to registered

users. All IUP students are initially registered into the SMS system and are responsible for maintaining correct contact information and for regularly checking registered devices and accounts. The University recognizes the need for public safety partners in the broader community to have situational awareness of emergencies that occur on campus and, as such, select members of the broader public safety community are registered to receive alerts. Likewise, family members of IUP students may register for the alerts as well.

IUP SMS text or voice alerts may be used in conjunction with other campus warning systems such as the IUP home web page, an outdoor campus mass notification system, desktop pop-up notification alert, University social media sites, and mass email notifications. Other systems that may be used in the University or broader community include public warning sirens, vehicle public address systems, building public address systems, and local radio and television stations. Campuses in Punxsutawney, IUP Pittsburgh East, and Northpointe will receive alerts via a local SMS system, the local emergency management organization for the county or Borough in which the campus resides, and local media stations.

The IUP website is designed to accommodate increased traffic during emergencies so that community members may receive emergency notifications, information, and instructions. The IUP website will be the primary source of information dissemination for the broader community, including parents, neighbors of the campus, and other regional interests.

Upon confirmation of a significant emergency or dangerous situation, the following process to initiate an emergency notification to the impacted community(s) will be used:

- Life Safety Considerations
 - What is the potential for injury or death?
 - What is the potential for damage?
 - What is the potential for interruptions to critical services?
- Situation
 - What is the impact on the campus?
 - Is the situation stable, what is the potential for the situation to worsen?
 - What is the urgency of the situation?
- Audience
 - Who needs to receive the notification?
- Limitations
 - Are there any known limitations to the notification systems?

Initial Emergency Notification Responsibilities

- IUP Department of Public Safety (DPS)

- IUP DPS is responsible for initiating emergency notifications regarding criminal incidents that warrant an emergency notification rather than a timely warning notice because there is an immediate threat to the health and safety of the community, such as an active harmer on or near campus.
 - The Director of DPS or designee(s) is responsible for sending emergency alerts.
 - The Director of DPS or designee(s) is responsible for contacting the IUP Office of Marketing and Communications to initiate additional notification methods.
 - IUP DPS may utilize the Office of Marketing and Communications for initial and ongoing emergency notifications, as needed.
- Local Emergency Management Agencies (EMA)
 - Emergency Management Agencies in each of the counties where IUP has campuses may also initiate emergency notifications, as well.
 - IUP DPS and the Office of Marketing and Communications will typically pick up the messaging from the local EMA and reinforce or post notifications and information as needed.
 - IUP Office of Marketing and Communications
 - The Office of Marketing and Communications will assume responsibility for working with media and will post messaging on the appropriate university websites.

Emergency Response Organization

IUP maintains an Emergency Operations Plan (EOP) that outlines the responsibilities of campus departments during emergencies. This plan outlines incident priorities, campus organization, and specific responsibilities of departments or positions. IUP departments are responsible for developing emergency response and continuity of operations plans for their areas and staff.

For information related to IUP's EOP, please visit:

<https://www.iup.edu/emergency-management/emergencyplan/index.html>

The EOP will provide visitors to the site with information and guidance as to the University's anticipated response to emergencies, and individuals associated with IUP will find guidance as to how best to prepare for and respond to emergencies of various types on campus.

Emergency Response Education

Information about emergency response procedures is provided during student open house, and it is re-emphasized throughout the year on a campus-wide basis as other drills or advisories are issued. Information on the emergency response plan and evacuation procedures is provided annually via campus-wide email messages and system testing to students, faculty, and staff. Every campus building is equipped with an emergency evacuation sign that illustrates the emergency evacuation routes. The Emergency Management webpage on emergency plans also details information and instructions about hazards that are likely to affect IUP campuses based on hazard analysis.

Testing Emergency Response

In compliance with federal law, the IUP SMS alert system, webpage, outdoor mass notification system, and email systems are tested at least once a year. During these scheduled (announced) test periods, campus community members are encouraged to ensure they are receiving text alerts, to reregister if they opted out of the system, and to become familiar with the location of emergency information and plans via the provided web links that meet all the requirements of the Higher Education Opportunity Act. Testing of the emergency response system(s) is typically announced through internal campus email. In addition to the emergency notification systems tests, IUP conducts tabletop exercises, participates in community exercises when possible, and facilitates fire drills in residence halls and academic and administrative buildings.

Evacuation Procedures

IUP residence halls conduct emergency evacuation drills scheduled by IUP Housing at the beginning of each semester. Other campus facilities are tested via drills organized by the Office of Environmental Health and Safety and Emergency Management. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. Evacuation drills are used to educate and train occupants on fire safety issues specific to their building. During the drill, occupants familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating building occupants about evacuation procedures, the University is also provided with an opportunity to functionally test the operational status of fire alarm system components. For more online information related to IUP Evacuation procedures, please visit <https://www.iup.edu/facilities/offices/environmental-health-and-safety/evacuation-instructions/>. Each drill will include a report by IUP PD that documents a description of the exercise, the date/time of the exercise, and whether it was an announced or unannounced test of the system.

At the sound of a fire alarm or verbal instruction from a public safety official to evacuate, leave your living, work, or study area immediately, proceed to the nearest exit, and leave the building. If you are the first to recognize a fire or other emergency, activate the alarm, evacuate to a safe location using the nearest exit, and notify 911 or the IUP Police Department at (724) 357-2141. Other tips for responding in a fire or hazardous situation include:

- Remain calm.
- Do not use elevators; use the stairs.
- If you are unable to self-evacuate without the use of elevators, proceed to the “area of rescue” as identified on the building emergency evacuation plans posted in all buildings. **NOTE:** This is often near or in a stairwell. If you are part of a personal support network or responsible for someone unable to self-evacuate, evacuate the building, and immediately inform IUP PD or other public safety officials of the individual’s location.
- Proceed to a clear area at least 150 feet from the building. Do not remain near building entrances and keep all walkways clear for emergency vehicle use.
- Make sure all personnel are out of the building.
- Do not re-enter the building unless authorized to do so by a public safety or University official.

STATEMENTS ADDRESSING SECURITY AND ACCESS TO CAMPUS FACILITIES

Residence Halls

Residents of on-campus housing are instructed to maintain high security in the residence halls by not admitting unescorted guests. Residents should never allow strangers to follow them through locked security doors in their residence halls or rooms.

At check-in, residents are provided with an I-Card or Mobile Credential that has access to the residence hall and the resident's specific room. Outside doors to the residence hall living areas should never be propped open, and malfunctioning doors should be reported to the residence hall office immediately. Residents are advised to keep their room door locked and closed whenever they leave and to carry their I-Card with them, always. Security cameras are in operation in all residence halls.

Other Campus Buildings

IUP PD Officers and Security Officers regularly patrol the exterior and interior of University buildings on the Indiana and Punxsutawney campuses, including nights, weekends, and holidays. The Northpointe and IUP Pittsburgh East campuses are patrolled by local law enforcement entities operating in each jurisdiction. All faculty, staff, and students are encouraged to report malfunctioning doors, windows, or other security features immediately to Facilities Management at (724) 357-2710, through a work order request or to IUP PD at (724) 357-2141.

Exterior lighting is essential in creating a safe campus environment. Motor vehicle parking lots and structures, main pedestrian walkways, bike paths, and most campus building exteriors are lit throughout the night. University maintenance, custodians, police, parking, and residence hall personnel advise the Facilities Management Department of any lighting outages that occur. University faculty, staff, or students are encouraged to report exterior lighting concerns to Facilities Management or the University Police.

The University groundskeeper trims trees, shrubs, and other vegetation regularly to enhance security while maintaining an aesthetically pleasing campus. Pedestrian walkways, building entrances, windows, and lighting fixtures are kept free from obstructing vegetation. Building managers are encouraged to report any specific concerns regarding vegetation or other security matters to the Facilities Management Service Desk at (724) 357-2710.

Access to Facilities - Residence Halls

All residence hall doors that lead to living areas are locked 24 hours a day. IUP Housing may grant exceptions to this lock-up status, e.g., for check-in or check-out moving operations. Residents may enter living areas by using I-Card electronic access or Mobile Credential at the Indiana campus. The Punxsutawney campus requires an I-Card to access the residence hall wings and a key for each room door.

All students, staff, and faculty have access to the study and meeting rooms within the suite-style facilities from 8 am to 8 pm during the academic year.

All residence halls use an electronic key access system. Access to a resident's room will be placed on the resident's I-Card or Mobile Credential. Only the residents of each respective room are given access to that room. When temporary key cards are made for a lost or damaged I-Card, the new card overrides access to that student's I-Card for security purposes. The temporary key has a short expiration date, and the resident is instructed to get a new I-Card for permanent access. When the new I-Card is issued, the temporary access card is superseded, and the new card provides only access to the room. The resident is responsible for notifying the residence hall office if their I-Card is lost or damaged.

Access to residence halls is restricted to residents and their guests. All visitors and guests must be escorted by the residents while in the residence hall. Overnight guests are limited to two per resident and may not remain for more than three consecutive days. Anyone who visits a room that is not their own after midnight and before 5:00 a.m. is considered to be an overnight guest. All overnight guests must be registered before arriving on campus.

To register your guest, please visit your MyIUP Housing Portal. Click **Visitor**. For new visitors, click **New Reservation**, then **Add Visitor**. Enter your guest's information, then click **Save & Continue**. Then enter the dates of your guest's visit and click **Save & Continue**. Once your guest arrives on campus, please visit the Housing Office on the ground floor of Ruddock Hall (8:00 a.m.–8:00 p.m. M–F) or your Hall office (8:00 p.m.–midnight). The staff will check in your guest. When your guest leaves, please notify the Housing Office or your RA, and we will check your guest out.

The rights to sleep, study, and have privacy supersede visitation privileges.

Guests entering the building must be escorted by their host or hostess at all times when they are in the building. Residents are responsible for the actions of their guests. Residents may face disciplinary action and be held financially responsible for any behavior of a guest that results in property damage. The university reserves the right to deny access to any guest if it has been determined that he/she has disturbed, endangered, or disrupted residents.

Individuals under the age of 18 who are unaccompanied by their legal parent or guardian wishing to stay overnight are required to complete the Minor Visitation Permission Form. This form must be completed and signed by a legal parent/guardian and should be presented to the front desk of the community in which they are staying. Both the host and the minor are expected to follow all IUP policies.

The university reserves the right to deny access to any guest if it has been determined that such a person is disturbing, dangerous, or disruptive to the residents or the facilities.

Residential students are encouraged to report unescorted persons to Residence Life staff or the University Police. Additionally, residential students are asked to deny entry to students or visitors who are not residents of the building. Residential facilities are staffed each day, and University Police personnel conduct regular checks of on-campus residential housing.

Access to Facilities – Other Campus Buildings

The administrative buildings on the IUP Indiana campus open between 7:00 a.m. and 8:00 a.m. and close between 4:30 p.m. and 10:00 p.m. Monday through Friday. All buildings during breaks and weekends are only open for authorized scheduled events and activities. During weekends and breaks, access to individual classrooms and laboratories is limited to those enrolled in the courses assigned to that facility. Likewise, access to most programs is limited to those enrolled in the program or otherwise authorized to have access.

Many cultural and athletic events held in University facilities are open to the public. Other facilities, such as the bookstore, library, and performance center, are also open to the public. Only those who have recognized institutional authority and responsibilities are issued keys or electronic access to buildings. If you need assistance in gaining authorized entry outside of business hours to a university building or room and no other help is available, you may call IUP PD at (724) 357-2141.

The IUP Punxsutawney campus building is open from 7:30 a.m. to 4:00 p.m., Monday through Friday. The Northpointe campus building is open from 7:00 a.m. to 3:30 p.m., Monday through Friday. IUP Pittsburgh East is open Monday through Friday from 10:00 a.m. to 6:00 p.m.

STATEMENT RELATED TO MAINTENANCE OF CAMPUS FACILITIES

IUP facilities and landscaping are maintained to minimize hazardous conditions. IUP PD regularly patrols the campus and reports malfunctioning lights and other unsafe physical conditions to Facilities Management for correction. Additionally, IUP PD, Facilities Maintenance, and Student Government Association (SGA) representatives collaborate to schedule safety walks in areas of concern each academic year. Other members of the University community are helpful when they report equipment problems or hazardous conditions to IUP PD or Facilities Management. IUP Environmental Health and Safety hosts a monthly Safety Committee meeting for university delegates from representative departments to discuss safety concerns at campus facilities and grounds and to provide updates related to the remediation of previously identified safety concerns across campus.

STATEMENTS ADDRESSING SECURITY AWARENESS PROGRAMS AND PERSONAL SAFETY

Security Awareness Programs

IUP PD provides several services and programs to the campus community to ensure the safety and security of our students, faculty, staff, and visitors. University Police Department services strive to emphasize proactive measures to minimize the need for reactive responses. IUP PD encourages everyone to take responsibility for their safety and the safety of others. Additionally, by promptly and accurately reporting all criminal acts, dangerous situations, and suspicious behaviors, the University community assists in providing a safe campus community.

The following are descriptions of IUP PD security awareness programs provided to the campus community on at least an annual basis:

- **Student and Parent Open House:** Tips on personal safety while on campus and in the surrounding community; information on registering personal possessions, equipment, and electronic devices; storing weapons while on campus; and information regarding local laws, ordinances, and regulations.
- **Active Shooter Response Training:** University Police offers active-shooter training throughout the academic year and upon request to university departments and student organizations
- **Clery Act Campus Security Authority Training:** Campus Security Authorities (CSAs) play an important role in helping maintain a safe campus and supporting the University's compliance with the Clery Act. The training addresses CSA roles and responsibilities and University procedures for reporting Clery Act crimes. Training is recommended within 90 days of designation as a CSA and is available annually thereafter.
- **Fire Safety:** IUP Housing, Environmental Health and Safety (EHS), and Emergency Management collaborate to educate residential life staff, academic and administrative staff, and building managers on fire safety at the beginning of each academic year.
- **Housing Liaison Program:** IUP PD officers work closely with IUP Housing staff and advisors to provide safety tips and collaborate on solving issues in the residence halls each academic year.

In addition, the IUP PD presents information or facilitates programs for student organizations, campus departments, and residence halls on a variety of educational strategies and tips on crime prevention, self-protection, bystander awareness, and security audits, upon request. Please also visit the IUP PD website for current information on items of interest, security concerns or awareness, bulletins, and personal safety tips. The IUP PD website may be viewed at: <http://www.iup.edu/police/>.

Personal Safety Responsibility

In general, prospective students, employees, and visitors to any IUP campus should know that, as with any community, criminal activity occasionally occurs both on- and off-campus and it is important to always take reasonable precautions to avoid being a victim. Members of the University community must assume responsibility for their safety and the security of their personal property. The following precautions provide guidance:

- Report all suspicious activity to IUP PD immediately.
- Never take personal safety for granted.
- Try to avoid walking alone at night. IUP PD escort service is available as allowed by call load.
- Limit your alcohol consumption, and leave social functions that get too loud, too crowded, or that have too many people drinking excessively. Remember to call IUP PD or local law enforcement for help at the first sign of trouble.
- Carry only small amounts of cash.
- Never leave valuables (wallets, purses, books, phones, etc.) unattended
- Always carry your keys and do not lend them to anyone.
- Lock up bicycles and motorcycles. Lock car doors and close windows when leaving your car.
- Always lock the door to your residence hall room, whether you are there. Be certain that your door is locked when you go to sleep, and keep windows closed and locked when you are not at home. DO NOT PROP INTERIOR OR EXTERIOR DOORS
- Do not leave valuables in your car, especially if they can be easily noticed.
- Engrave serial numbers or owner's recognized numbers, such as a driver's license number, on items of value.
- Inventory your personal property and ensure it is appropriately covered with personal insurance coverage.

IUP PD can assist any member of the University community in determining an appropriate point of contact for police matters falling outside of the University police department's jurisdiction. Please contact IUP PD at (724) 357-2141 for assistance. For any additional local, off-campus law enforcement contact information, please consult directory assistance.

Crime Prevention Programs

- **Police Escort: IUP PD encourages individuals to practice personal safety precautions and not to walk alone, especially in the dark.** Students, faculty, and staff of the Indiana and Punxsutawney campuses may make a request to IUP PD for an escort. The University Police will make every effort to accommodate a request for an escort, dependent on call load. The IUP PD escort program is intended for campus use only; however, requests for an escort within reasonable proximity of campus are considered individually. To request an IUP PD escort, call University Police at (724) 357-2141. If you choose not to use a police escort or if IUP PD is unavailable to assist, please consider the following safety guidance:
- Familiarize yourself with the layout of the campus. At night, stick to well-lighted areas and avoid shortcuts through isolated areas.

- Plan the safest route to your destination; choose well-lit, busy pathways and streets.
- Share your class schedule with your parents and trusted friends and give them your telephone numbers.
- Travel in groups and avoid going out alone at night.
- Know where the emergency blue-light call boxes are on campus and how to use them.
- If you believe you are being followed, change directions, and go to an emergency blue light phone, dial 911, or go into the nearest building and call the University Police. Note the description of the person following you.
- Walk near the curb and avoid shrubbery or other places of potential concealment.
- Tell a friend or roommate where you are going and what time you expect to return.
- Stay alert to your surroundings and the people around you.
- Carry your purse close to your body and keep a firm grip on it; carry your wallet in an inside coat pocket or your front pants pocket.
- Keep your keys separate from your purse or backpack.
- Do not overload yourself with bags or packages, and avoid wearing shoes that restrict your movements.
- Walk with a confident stride; keep your head up and look around.

- **Personal ID**

Students may request a personal identifier engraved on their valuables by contacting University Police at (724) 357-2141.

- **Active Shooter Training**

IUP encourages all students, faculty, staff, and visitors to be familiar with how to respond if an active harming incident occurs on campus. IUP PD provides active shooter response training to the campus community at least annually and upon request utilizing the Federal Emergency Management Agency (FEMA) course IS-907, *Active Shooter: What Can You Do?*, for guidance and points of discussion. IUP PD encourages all students, faculty, staff, and visitors to our campuses to visit the Federal Emergency Management Agency (FEMA) Independent Study webpage at: <https://training.fema.gov/is/courseoverview.aspx?code=is-907&lang=en>

Requests for a course presentation of this material may be made to the IUP Emergency Management Department at (724) 357-2546.

- **Presentations, Panels, Educational Materials**

Crime prevention programs on personal safety and security are sponsored by various campus organizations throughout the year. These programs include general crime prevention and security awareness programs, including safety education forums, programs, and discussions about topics such as alcohol abuse, sexual assault awareness and prevention, relationship violence awareness and prevention, bystander intervention, fire safety, emergency response and evacuation procedures, and theft prevention. IUP PD, IUP Housing, Student Affairs, Social Equity, and Title IX Office, and others participate in forums, presentations, meetings, and programs in residence halls and fraternities to explain security, personal protection and well-being, campus security, and fire safety measures and procedures at IUP with all incoming students during the fall orientation program.

STATEMENTS ADDRESSING ALCOHOL AND DRUG POLICIES, SUBSTANCE ABUSE EDUCATION AND ASSISTANCE PROGRAMS

IUP Policies Governing Alcohol and Other Drugs

In accordance with the federal Drug-Free Workplace Act of 1988, the federal Drug-Free Schools, and Communities Act (DFSCA) of 1989, and State policies on Alcohol and Other Drugs, IUP prohibits the unlawful or unauthorized possession, use, sale, manufacture, distribution, or dispensation of alcohol and other drugs, including medical marijuana, by employees and students in the workplace, on university property, or as part of any campus activity. Employees or student violators are subject to disciplinary action, up to and including termination of employment and expulsion. Possession of alcoholic beverages on university premises or facilities is prohibited, except as provided in the **University Alcohol Policy**.

Commonwealth law states that a person who is under 21 years of age and who attempts to purchase, consume, possess, or knowingly and intentionally transports any alcohol, liquor, or malt beverages commits a summary offense. Misrepresentation of age to a licensed dealer or other persons who sell or furnish intoxicating liquors constitutes a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violation. A person also commits a third-degree misdemeanor for selling or providing alcoholic beverages to a known minor.

There are also serious legal repercussions for driving under the influence of alcohol. Drivers under the age of 21 with a BAC of .02 or higher will be charged with Driving Under the Influence. Drivers 21 and over with a BAC of .08 or higher will be charged with Driving Under the Influence. Locally, there are Borough open container ordinances that are rigorously enforced.

Even with a prescription, the use of medical cannabis is prohibited on campus. Cannabis is a Schedule 1 drug and thus is not permitted by law and all agencies, including IUP. The use of narcotics and controlled substances without a prescription on IUP property, as elsewhere, is illegal. Illegal possession, use, and/or sale of drugs or narcotics by students, employees, or guests constitutes unacceptable and illegal conduct. IUP PD reports violations of law to the Office of Community Standards, and IUP PD works in collaboration with state, federal, and local law enforcement, who are responsible for enforcing the laws of the Commonwealth of Pennsylvania, including laws related to the possession, use, and sale of narcotics and controlled substances. When students are awarded PELL or other federally funded grants, they agree to abide by the conditions of the drug-free workplace certifications. It is their responsibility to inform the Financial Aid Office within five days of any criminal drug statute conviction.

The Office of Community Standards and the Center for Health and Well-Being are available to provide additional information on drug and alcohol policies. It is the basic expectation that all students of the IUP community conform to those minimum standards and regulations that have been established. These standards and regulations can be found in the IUP Community Standards Policy located online at: <https://www.iup.edu/communitystandards/index.html>.

The most recent version of IUP's Drug and Alcohol Abuse Prevention Program (DAAPP) can be located online at: <https://www.iup.edu/student-wellness/>. Additional alcohol and drug policies, standards of conduct, applicable disciplinary sanctions, health risks, counseling, and treatment services, and the IUP Alcohol, Tobacco, and Other Drugs (ATOD) Program processes, goals, and objectives can be found on this website. The biennial report, developed under the Drug-Free Schools and Communities Act (DFSCA) of 1989, can be obtained from the Center for Health and Well-Being, Suites on Maple East, Suite G59, or by calling: (724) 357-1265. The IUP ATOD Program informs students, whereas the Office of Human Resources informs staff and faculty each year about the DAAPP and DFSCA and how to obtain copies.

ALCOHOL, TOBACCO, AND OTHER DRUGS (ATOD) PROGRAM EDUCATION, OUTREACH, AND SERVICES

Alcohol, Tobacco, and Other Drug Programs (ATOD):

The ATOD in the Center for Health and Well-Being provides the following services:

- **Educational programs** offering current information on the health risks and symptoms of alcohol and other drug use for students, faculty, and staff members.
- **Peer education programs** provided by trained graduate student educators offering informational and interest programs to the University community.
- **Alcohol and marijuana BASICS education sessions** for students who have violated the University alcohol and/or drug policy.

Students, faculty, and staff members may contact the program director, Alcohol, Tobacco, and Other Drugs, for more information by calling **724-357-1265**.

Resources

Members of the University community who experience substance-related problems or who are concerned about another who may be having such difficulties are encouraged to seek assistance from any of the following agencies:

On campus:

The Center for Health and Well-Being:	
Alcohol, Tobacco, and Other Drugs	724-357-1265
The Counseling Center	724-357-2621

Off-campus:

The Open Door	724-465-2605
Armstrong Indiana Drug & Alcohol Commission, Inc.	724-354-2746

For Employee Concerns:

Office of Human Resources

724-357-2431

Consultation, Information, and Referral:

IUP employees may consult the State Employee Assistance Program (SEAP) for information about counseling, treatment, rehabilitation, or reentry programs. For more information about SEAP, call the Office of Human Resources at 724-357-2431 or call the State Employee Assistance Program (SEAP) at 1-800-692-7459.

Area Drug and Alcohol Rehabilitation and Treatment Resources:

AA (Alcoholics Anonymous)

Al-Anon and/or Alateen

724-801-8788

The Gateway Center

Moffett Run Road

Aliquippa, PA 15001

412-766-8700

ARC Manor

200 Oak Avenue

Kittanning, PA 16201

724-548-7607

Greenbriar

800 Manor Drive

Washington, PA 15301

724-225-9700

Armstrong/Indiana Clarion Drug and Alcohol

Commission

665 Philadelphia St Ste 007

Indiana, PA 15701

724-463-7860

The Open Door

334 Philadelphia Street

Indiana, PA 15701

724-465-2605

Bureau of Drug and Alcohol Programs

2601 N 3rd St

Suite 5

Harrisburg, PA 17110

717-783-8200

Western Behavioral Health at Twin

Lakes

224 Twin Lake Rd

Somerset, PA 15501

814-443-3639

Other Sources of Information:

Toll-free information is listed below:

Drug and Alcohol Information and Treatment Helpline: 1-800-453-2124

National Council on Alcoholism and Drug Dependency: 1-800-NCA-CALL (622-2255)

National Institute on Drug Abuse: 1-800-662-HELP (4357)

State Employee Assistance Program (SEAP): 1-800-692-7459

Medical Amnesty

Under Pennsylvania [ACT 66](#), a person under the age of 21 will be protected from prosecution for the possession or consumption of alcoholic beverages if law enforcement, including University police, became aware of the possession or consumption solely because the individual was seeking medical assistance for someone else.

IUP's Bystander Involvement (Medical Amnesty) Policy states:

The safety and general welfare of the members of the IUP and Indiana communities are of paramount importance. When individuals need help, the University encourages students to help regardless of location on or off-campus property. Sometimes students may hesitate to help others for fear of risking disciplinary consequences for their behavior in a situation (for example, drinking alcohol while under 21). The community's best interests are served when individuals report crimes, call 911, and seek help for those in need of assistance. This policy intends that a student who makes contact in compliance with Pennsylvania Act 66, not be referred to the Office of Community Standards for alleged behavior violations related to the alcohol policy of the [IUP Community Standards Policy](#).

STATEMENTS ADDRESSING PREPARATION OF THE ANNUAL SECURITY REPORT AND CRIMES REPORTED TO IUP

Preparation and Disclosure of Annual Crime Statistics

Campus crime, arrest, and referral statistics include those reported to IUP PD, the Office of Community Standards, other Campus Security Authorities as defined by the Clery Act, and local law enforcement agencies. Crime statistics are gathered for buildings and property within campus boundaries owned or controlled by IUP or properties leased, rented, or controlled by IUP and used for educational and institutional purposes. Other geography included for crime statistics purposes includes areas on public property within or immediately adjacent to the campus boundaries; non-campus student-owned or controlled properties within a contiguous area that are officially recognized by the University; and, in other buildings outside the campus boundaries designated as non-campus locations that are owned or controlled by IUP, used for educational purposes, and frequently used by students.

By October 1st of each year, an email notification is made to all enrolled students, faculty, and staff that provides the website address for accessing crime statistics and information regarding how interested persons can request a printed copy of the Annual Security and Fire Safety Report (ASFSR). IUP's most current ASFSR is posted online at: <http://www.iup.edu/police/about/security/>.

Additionally, information about the ASFSR is made available to all prospective students and applicants who apply for employment with IUP.

This information is readily located for prospective students at:

<https://www.iup.edu/admissions/undergraduate/apply-next-steps/>

This information is readily located for prospective employees at:

<http://www.iup.edu/humanresources/employment>

Daily Crime Log

As required under federal law, IUP PD maintains a daily crime log. The daily crime log is normally updated each business day and contains all crimes reported to IUP PD. The daily crime log is a secondary means of distributing information to the IUP community about crimes and crime trends on the Indiana and Punxsutawney campuses. The Crime Log includes all crimes reported to the University Police that occur within IUP PD jurisdiction. The log records the nature of the crime, the date and time the crime was reported, the date and time the crime occurred, and the general location and disposition of each offense. The disposition of any crime event may indicate "pending" if an investigation is delayed for receipt of laboratory analysis, district attorney review, or similar process.

Interested persons may view the daily crime log in person at the IUP PD main office located at 650 South 13th Street, Indiana, PA 15705.

Crime Statistic Tables

The Clery Act requires the University to include four general categories of crime statistics for incidents that occurred within Clery-designated geographic categories (defined below):

- **Criminal Offenses:** Criminal Homicide, including Murder and Non-Negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault, including Rape, Fondling, Incest and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft and Arson
- **Hate Crimes:** Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by bias.
- **Violence Against Women Act (VAWA) Offenses:** Any incidents of Domestic Violence, Dating Violence and Stalking.
- **Arrests and Referrals for Disciplinary Action** for Weapons-Carrying, Possessing, etc. Law Violations, Drug Abuse Violations and Liquor Law Violations.
- **Hazing:** Any intentional, knowing, or reckless act committed during initiation into, affiliation with, or continued membership in a student organization that causes or creates a risk of physical or psychological injury.

NOTE: see Appendix A for specific Clery-designated Crime Definitions

Geography Designations from the Clery Act:

- **On-Campus:** (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).
- **Non-Campus Building or Property:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution (i.e., privately owned fraternity); or (2) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same contiguous geographic area of the institution.
- **Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, which are within the campus or immediately adjacent to and accessible from the campus.
- **On-campus Student Housing Facility:** 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 contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category.

INDIANA CAMPUS 2023-2024-2025 CRIME STATISTICS REPORT

Reported Crimes	On Campus Property			On-Campus Student Housing Facilities			Public Property			NonCampus Property			Unfounded		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Crime															
Murder / Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	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
Aggravated Assault	5	5	2	3	4	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hazing	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Burglary															
Forcible Burglary	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Non-Forcible Burglary	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses															
Rape	5	8	10	5	8	10	0	0	0	0	0	1	0	0	0
Fondling	4	2	1	3	0	1	0	0	0	0	0	1	0	0	0
Incest	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
Arrests															
Liquor Law Violations	27	32	31	10	11	14	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	9	5	1	3	3	1	0	0	0	0	0	0	0	0	0
Weapons: Carrying, Possessing, ETC.	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Referrals															
Liquor Law Violations	137	146	85	130	146	102	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	49	49	54	40	48	52	0	0	0	3	0	0	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Violence Against Women's Act Offenses (VAWA)															
Stalking	5	3	2	3	2	2	0	0	0	0	0	0	0	0	0
Domestic Violence	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	8	2	12	6	1	12	0	0	0	0	0	0	0	0	0

Notes on Clery Act Hate Crime Statistics

HATE CRIMES: Offenses motivated by a type of bias or prejudice will have a superscript notation for the type of bias.

Key to Hate Crime Notations: Race = ra Sexual Orientation = s Gender = g Ethnicity = e Religion = re Disability = d
National Origin = no Gender Identity = gi

A hate crime is defined as a crime committed that is intentionally directed at a person or persons selected based on actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, or disability. For crimes listed above, and all locations (off-campus, non-campus, or private property), there were zero hate crimes reported for 2023, 2024, and 2025.

PUNXSUTAWNEY CAMPUS 2023-2024-2025 CRIME STATISTICS REPORT

Reported Crimes	On Campus Property			On-Campus Student Housing Facilities			Public Property			NonCampus Property			Unfounded		
Crime	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	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
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	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
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary															
Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses															
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	1	2	2	0	1	0	0	0	0	0	0	0	0	0	0
Incest	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
Hazing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrests															
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals															
Liquor Law Violations	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	4	5	0	0	5	0	0	0	0	3	0	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Violence Against Women's Act Offenses (VAWA)															
Stalking	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes on Clery Act Hate Crime Statistics

HATE CRIMES: Offenses motivated by a type of bias or prejudice will have a superscript notation for the type of bias.

Key to Hate Crime Notations: Race = ra Sexual Orientation = s Gender = g Ethnicity = e Religion = re Disability = d
National Origin = no Gender Identity = gi

A hate crime is defined as a crime committed that is intentionally directed at a person or persons selected based on actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, or disability. For crimes listed above, and all locations (off-campus, non-campus, or private property), there were no hate crimes, in 2023, 2024, or 2025, reported for the Punxsutawney Campus.

NORTHPOINTE CAMPUS 2023-2024-2025 CRIME STATISTICS REPORT

Reported Crimes	On Campus Property			On-Campus Student Housing Facilities			Public Property			NonCampus Property			Unfounded		
Crime	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	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
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	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
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary															
Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses															
Rape	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
Incest	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
Hazing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrests															
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals															
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Violence Against Women's Act Offenses (VAWA)															
Stalking	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes on Clery Act Hate Crime Statistics

HATE CRIMES: Offenses motivated by a type of bias or prejudice will have a superscript notation for the type of bias.

Key to Hate Crime Notations: Race = ra Sexual Orientation = s Gender = g Ethnicity = e Religion = re Disability = d
National Origin = no Gender Identity = gi

A hate crime is defined as a crime committed that is intentionally directed at a person or persons selected based on actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, or disability. For crimes listed above, and all locations (off-campus, non-campus, or private property), there were no hate crimes, in 2023, 2024, or 2025, reported for the Northpointe Campus.

PITTSBURGH EAST CAMPUS 2023-2024-2025 CRIME STATISTICS REPORT

Reported Crimes	On Campus Property			On-Campus Student Housing Facilities			Public Property			NonCampus Property			Unfounded		
Crime	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	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
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	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
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary															
Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Forcible Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses															
Rape	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
Incest	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
Hazing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrests															
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals															
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
Weapons: Carrying, Possessing, ETC.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Violence Against Women's Act Offenses (VAWA)															
Stalking	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes on Clery Act Hate Crime Statistics

HATE CRIMES: Offenses motivated by a type of bias or prejudice will have a superscript notation for the type of bias.

Key to Hate Crime Notations: Race = ra Sexual Orientation = s Gender = g Ethnicity = e Religion = re Disability = d
National Origin = no Gender Identity = gi

A hate crime is defined as a crime committed that is intentionally directed at a person or persons selected based on actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, or disability. For crimes listed above, and all locations (off-campus, non-campus, or private property), there were no hate crimes, in 2023, 2024, or 2025, reported for the IUP Pittsburgh East Campus.

STATEMENTS ADDRESSING MISSING RESIDENTIAL STUDENT POLICY

Missing Residential Student Policy

The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing-student notification policy and related procedures (20 USC 1092 (j) Section 488 of the Higher Education Opportunity Act of 2008).

When it is determined that a residential student is missing from the University, staff at IUP, in collaboration with local law enforcement, will be guided by this Missing Residential Student Notification Policy and related procedures.

1. PURPOSE:

This policy defines University notification and procedural response to a report of a presumed missing residential student.

2. SCOPE:

While the scope of policy and procedures is directed primarily to the Student Affairs division and IUP Police Department, all members of the University community, students, faculty, staff, and administrators, are required to report to University Police when they believe that a residential student is missing.

3. OBJECTIVE:

The objectives of the Missing Residential Student Notification Policy include the following:

- Define notification protocols upon receipt of a presumed missing residential student report; and,
- Define procedural response to a report of a presumed missing residential student.

4. POLICY:

As required by the Higher Education Opportunity Act, and consistent with IUP's commitment to student safety, IUP directs residential students to provide emergency notification contacts if a residential student is presumed missing. The missing residential student contact information is confidential and will only be accessed by authorized University officials when a residential student is presumed missing.

5. DEFINITIONS:

- A. Residential student: a person who resides in on-campus housing, has a signed housing contract, and is currently enrolled at the University.
- B. Missing: a residential student is presumed to be missing if they are unaccounted for more than 24 hours.
- C. University members: all IUP faculty, staff, clerical personnel, administrators, students, and volunteers.

6. RESPONSIBILITIES:

A. The IUP Police Department will:

- Investigate when a residential student is reported missing, including coordinating with Student Affairs division personnel; and,
- Initiate emergency contact procedures, including notifying missing residential student emergency notification contacts, custodial parents, legal guardians, University officials, and appropriate local law enforcement agencies.

B. The Student Affairs division will:

- Inform residential students at the start of every academic semester through e-mail, mobile app, and MyIUP announcements of the option of registering, through the MyIUP portal, a confidential contact person, to be notified if a residential student is presumed missing.

C. The IUP Housing Office will:

- Assist in the communication about and investigation of a residential student presumed missing by notifying University Police of a presumed missing residential student and taking action to locate the student.

D. Residential students are responsible for ensuring that their confidential contact information, if presumed missing, is current and accurate.

7. PROCEDURES:

A. A student living in on-campus housing may register confidential contact information for missing residential student purposes at any time. Log in to MyIUP and click on the Housing and Dining Portal (StarRez) button on the Housing and Dining Card. Click on the “Missing Person Contact Information” link on the home page. Fill out the information and click Save & Continue

By federal law, the missing residential student emergency notification contact information is distinct from the general emergency contact provided by all students and is held to a higher standard of confidentiality than the general emergency contact information.

B. Confidential contact information for missing residential student purposes will only be accessed by authorized University officials and disclosed to local law enforcement agencies in furtherance of an investigation.

C. Reporting a Missing Residential Student

- All University members are required to immediately report presumed missing residential student information to the IUP Police Department at (724) 357-2141. University Members may also contact IUP Housing at (724) 357-2696 or the Office of the Vice President for Student Affairs at (724) 357-2220 to initially report a missing residential student. Both offices are required, in turn, to notify the IUP Police Department.
- If a university member has reason to believe that a residential student is missing, all efforts will be made to locate the student to determine their state of health and well-being through a collaborative effort of the IUP Police Department, the Student Affairs Division, and the IUP Housing and local law enforcement agencies, as needed.

D. University Police: Upon notification of a missing residential student, the IUP Police Department will initiate a formal investigation according to Department Policy or contact the appropriate local law enforcement agency. In all cases, IUP Police Department personnel will:

- Notify the student’s missing residential student emergency notification contact, if registered, within 24 hours.
- Notify the local law enforcement agency with jurisdiction, if other than IUP PD, within 24 hours

- If the residential student is under the age of 18 and is not an emancipated individual, IUP PD will notify the student's custodial parent or guardian within 24 hours.
- Utilize University resources, specifically IUP Housing, to support the information-gathering and investigative process to the extent practical.
- Utilize local, regional, or federal law enforcement resources to assist or facilitate the information-gathering or investigative process to the extent practical, especially if the circumstances are high-risk.

E. The IUP Housing Office

Upon notification of a missing residential student, the IUP Housing Office will notify the IUP Police Department for investigative purposes and will:

- Assist the IUP Police Department in gathering relevant personal or technical information (facility video, system access logs, participation in academic or University organizations, social media, etc.) in support of the missing residential student investigation; and,
- Conduct a health and safety check of the missing residential student's room if no person answers at the student's on-campus address.

8. RECISION:

This policy shall not be rescinded or modified except by action of the IUP President, following consultation with the University Senate, and in accordance with University Senate By-Laws and Constitution.

9. PUBLICATIONS STATEMENT:

The Student Affairs division will provide e-mail notifications to all members of the University community. The IUP Clery Committee will publish this policy through the Annual Security and Fire Safety Report.

10. DISTRIBUTION: Code Description: A All Employees (Updated September 2024)

**JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME
STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN
REAUTHORIZATION ACT OF 2013**

**STATEMENT OF POLICIES AND PROCEDURES RELATED TO DATING VIOLENCE, DOMESTIC VIOLENCE,
SEXUAL ASSAULT AND STALKING**

IUP prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to ending interpersonal violence of any form. Toward that end, IUP issues this statement of policy to inform the University community of our programs to address domestic and dating violence, sexual assault, and stalking as well as all relevant policies and procedures. As previously noted, all policies cited in this report apply to each IUP campus.

The [IUP Sexual Discrimination and Sexual Misconduct Policy](#) prohibits sexual harassment or sexual violence, including sexual assault, sexual exploitation, domestic violence, dating violence, and stalking, and provides reporting procedures. IUP's Haven Project offers support to victims of interpersonal violence, including assisting victims in accessing resources on and off campus, which includes the Alice Paul House, Center for Victims, Haven, Passages Inc., and Community Action Inc.-Crossroads with whom we have a Memorandum of Understanding, and officers' support to victims of interpersonal violence.

Title IX of the Educational Amendments of 1972 prohibits discrimination based on sex. Sexual harassment of students, which includes acts of sexual violence, is a form of sex discrimination prohibited by this federal law. If you have questions about Title IX or have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the IUP Title IX Coordinator, Elise Glenn, Social Equity and Title IX Office, eglenn@iup.edu, 724-357-3402, Indiana Campus.

Title IX Coordinator

IUP's Title IX Coordinator has responsibility for overseeing the implementation of the University's Sexual Discrimination and Sexual Misconduct Policy, as well as compliance with PASSHE, Commonwealth, and federal laws and regulations addressing sexual violence, including sexual assault, dating violence, domestic violence, and stalking.

FEDERAL CLERY ACT DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING AND DEFINITIONS OF OTHER REPORTABLE OFFENSES

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault stalking, and definitions of other reportable offenses as follows:

- **Domestic Violence:**

- i. A felony or misdemeanor crime of violence committed—
 - A) By a current or former spouse or intimate partner of the victim;
 - B) By a person with whom the victim shares a child in common;
 - C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D) 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; or
 - E) By anyone against an adult or youth victim protected from that person's acts under the domestic or family violence laws of the jurisdiction where the crime occurred.
- ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **"Crime of Violence: As defined in 18 U.S.C. § 16, the term 'crime of violence' means:**

- i. An offense that has as an element of the use, attempted use, or threatened use of physical force against the person or property of another; or
- ii. Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used while committing the offense.

- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- i. The existence of such a relationship shall be based on the reporting party's statement and consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the people involved in the relationship.
- ii. For the purposes of this definition—
 - A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B) Dating violence does not include acts covered under the definition of domestic violence.
- iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
- **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** is defined as the touching of the private body parts of another person for the purposes 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.
- **Incest** is defined as a sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** is defined as a sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
 - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - A) Fear for the person's safety or the safety of others; or
 - B) Suffer substantial emotional distress.
 - ii. For the purposes of this definition—
 - A) *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - B) Reasonable *person* means a reasonable person under similar circumstances and with similar identities to the victim.
 - C) Substantial *emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

JURISDICTIONAL DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

- **Sexual Assault(18 Pa.C.S. § 3124.1)** The state of Pennsylvania defines sexual assault as follows:
 - **Rape(18 Pa.C.S. § 3121)** 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. Statutory offenses (no force used victim under the age of consent) are excluded.
 - **Sex offenses** (except rape, prostitution, and commercialized vice) —Statutory rape, offenses against chastity, common decency, morals, and the like. Attempts are included.
- **Domestic Abuse:** Pennsylvania's Protection from Abuse Act, 23 Pa.C.S. § 6102, defines **abuse** as the occurrence of one or more specified acts between family or household members, sexual or intimate partners, or persons who share biological parenthood.

These acts include, among others:

- Attempting to cause or intentionally, knowingly, or recklessly causing bodily injury or serious bodily injury, or committing specified sexual offenses, with or without a deadly weapon;
- Placing another in reasonable fear of imminent serious bodily injury;
- False imprisonment;
- Physically or sexually abusing minor children; or
- Knowingly engaging in a course of conduct or repeatedly committing acts toward another person, including following that person without proper authority, under circumstances that place the person in reasonable fear of bodily injury.

For purposes of Pennsylvania's Protection from Abuse Act, family or household members include spouses or persons who have been spouses, persons living as spouses or who formerly lived as spouses, parents and children, other persons related by blood or marriage, current or former sexual or intimate partners, and persons who share biological parenthood.

- **Dating Violence:** Pennsylvania does not have a separate statutory offense specifically titled “dating violence.” However, Pennsylvania's Protection from Abuse Act includes current or former sexual or intimate partners among the relationships covered by the Act's definition of abuse. For Clery Act reporting purposes, the federal Clery definition of Dating Violence is used.
- **Stalking (18 Pa.C.S. § 2709.1)** — A person commits the crime of stalking when the person either:
 - Engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances that demonstrate either an intent to place the other person in reasonable fear of bodily injury or to cause substantial emotional distress to the other person; or

- Engages in a course of conduct or repeatedly communicates to another person under circumstances that demonstrate or communicate either an intent to place the other person in reasonable fear of bodily injury or to cause substantial emotional distress to the other person.
- **Consent:** Pennsylvania law does not provide a single affirmative-consent definition specifically applicable to all sexual offenses. Pennsylvania law does, however, address consent and circumstances under which consent is ineffective.

Ineffective Consent (18 Pa.C.S. § 311(c)) — Unless otherwise provided by Title 18 or by the law defining the offense, assent does not constitute consent if:

- It is given by a person who is legally incapacitated to authorize the conduct charged to constitute the offense;
- It is given by a person who, by reason of youth, mental disease or defect, or intoxication, is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense;
- It is given by a person whose improvident consent is sought to be prevented by the law defining the offense; or
- It is induced by force, duress, or deception of a kind sought to be prevented by the law defining the offense.

Pennsylvania law further provides that resistance by an alleged victim is not required in prosecutions for sexual offenses under Chapter 31 of the Pennsylvania Crimes Code.

- **Rape Offense defined** — A person commits a felony of the first degree when the person engages in sexual intercourse with a complainant:
 - (1) By forcible compulsion;
 - (2) By threat of forcible compulsion that would prevent resistance by a person of reasonable resolution;
 - (3) Who is unconscious or where the person knows that the complainant is unaware that the sexual intercourse is occurring;
 - (4) Where the person has substantially impaired the complainant's power to appraise or control his or her conduct by administering or employing, without the knowledge of the complainant, drugs, intoxicants, or other means for the purpose of preventing resistance;
 - (5) Who suffers from a mental disability which renders the complainant incapable of consent.

Pennsylvania law also separately defines rape of a child and rape of a child with serious bodily injury under 18 Pa.C.S. § 3121.

For purposes of Clery Act crime classification and reporting, offenses are classified according to the applicable federal Clery Act definitions rather than solely by the title of the offense under Pennsylvania law.

DEFINITION OF CONSENT FROM THE IUP SEXUAL DISCRIMINATION AND SEXUAL MISCONDUCT POLICY AS IT RELATES TO SEXUAL ACTIVITY

Consent is a knowing and voluntary agreement to engage in specific sexual activity at the time of the activity communicated through clear actions and/or words that are mutually understood. To be valid, Consent must be active, present, and ongoing. Consent is not present when it is the result of coercion, intimidation, force, or threat of harm. Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes it clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Consent is not present when an individual is incapacitated due to alcohol, drugs, sleep, or otherwise without capacity to provide Consent due to intellectual or other disability or other condition. Consent can be withdrawn at any time and consent to one form of sexual activity is not necessarily Consent to other forms of sexual activity.

When alcohol is involved, incapacitation is a state distinct from drunkenness or intoxication. When drug use is involved, incapacitation is a state distinct from being under the influence of or impaired by the use of the drug. Alcohol and other drugs impact each individual differently. Determining whether an individual is incapacitated requires individualized determination. When determining whether a person can provide Consent, the University will consider whether a sober, reasonable person in the same position knew or should have known that the other party could or could not consent to the sexual activity. When determining whether Consent has been provided, all the circumstances of the relationship between the parties will be considered.

How to Be an Active Bystander: IUP has used grant money to adopt an evidenced-based bystander intervention program, Green Dot. Green Dot instructs that to be a bystander, faculty, staff, administrators, and students (the whole IUP community) need to recognize potentially harmful situations, identify their barriers to intervening, and learn to practice several safe and effective approaches to intervening that can work despite their barriers.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”¹ We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

Below is a list² of some ways to be an active bystander. Further information regarding bystander intervention may be found through the Haven Project and the IUP Center for Health and Well-Being. If you or someone else is in immediate danger, call IUP PD at (724) 357-2141 or the local police by dialing

¹ Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles*, 60, 779-792.

² Bystander intervention strategies adapted from Stanford University's Office of Sexual Assault & Relationship Abuse

911. Examples could include when a person is yelling at or being physically abusive towards another and it is not safe for you to intervene.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, attempt to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Personal Risk Reduction:

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual violence (taken from Rape, Abuse, & Incest National Network, www.rainn.org):

- **Know your resources.** Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the campus health center, campus police station, and a local sexual assault service provider. Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.
- **Stay alert.** When you're moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you or asking campus security for an escort. If you're alone, only use headphones in one ear to stay aware of your surroundings.
- **Be careful about posting your location.** Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other **social media settings**.
- **Make others earn your trust.** A college environment can foster a false sense of security. They may feel like fast friends but give people time to earn your trust before relying on them.
- **Think about Plan B.** Spend some time thinking about back-up plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can't use a credit card? Do you have the address to your dorm or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- **Be secure.** Lock your door and windows when you're asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

Safety in social settings

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

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

Feeling safe after an assault

If you have experienced sexual assault, there are steps you can take to feel safer.

- **Make use of on-campus resources.** Colleges often provide a host of services to students for free, including security escorts, health centers, psychological services, and sexual assault services.
- **Request a schedule or housing change.** If you have classes with the perpetrator or live in the same building, you can request a change from your college administration. Federal laws, such as the **Campus SaVE Act**, require colleges to honor these requests.
- **Access off-campus support services.** If you are concerned about anonymity, you can seek out resources located off campus in the community, like a **local sexual assault service provider** or domestic violence shelter.
- **Seek a civil protection order (CPO).** A CPO, sometimes also referred to as a temporary restraining order (TPO), is a legal document that bars an individual from certain types of contact with the person who is awarded the order. An individual who violates the terms of the restraining order can face criminal charges. Each state has its own rules

and regulations for Sexual Assault CPOs that you can learn more about through the **American Bar Association**.

- **Create a safety plan.** If you are concerned for your ongoing safety, it can be worthwhile to create a safety plan. **Safety planning** is about finding ways to be safe in the present while planning for your future safety as well.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking:

IUP engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

IUP's educational programming consists of offering prevention and awareness programs for students and employees that:

- A. Communicate that the institution prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act).
- B. Provide the definitions of domestic violence, dating violence, sexual assault, and stalking according to any applicable jurisdictional definitions of these terms;
- C. Define consent and describe what behaviors and actions constitute consent, in reference to sexual activity as defined by the student and employee codes of conduct;
- D. Provide a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- E. Provide information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.
- F. Provide an overview of the information contained in the Annual Security and Fire Safety Report in compliance with the Clery Act.
- G. Provide information regarding:
 - procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this Annual Report);

- how the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this Annual Report);
- existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both in the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this Annual Report); and
- options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this Annual Report);
- procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this Annual Report).

Primary Prevention and Awareness Programs:

IUP provides primary prevention and awareness programs for all incoming students and new employees. These programs include the distribution of educational materials, information and resources presented during new student and employee orientations, and educational programs provided to the campus community through staff meetings, academic programs, and other opportunities.

Primary prevention and awareness programming includes the Clery Act definitions of dating violence, domestic violence, sexual assault, stalking, and consent, as well as applicable Pennsylvania and University definitions. The programming also informs incoming students and new employees that IUP prohibits dating violence, domestic violence, sexual assault, and stalking.

Additionally, IUP’s primary prevention and awareness programming provides an understanding of safe and positive options for bystander intervention as well as risk reduction information. Finally, the primary prevention and awareness programming provides an awareness of the procedures IUP will undertake when one of these crimes is reported, inclusive of the University’s disciplinary process in response to an allegation of a related policy violation(s).

Ongoing Prevention and Awareness Campaigns:

IUP provides an annual educational campaign for all students and employees designed to provide ongoing education and programming around issues of sexual violence – including sexual assault, domestic violence, dating violence, and stalking. Campaign strategies employed include campus-wide educational presentations, online training programs, social media outreach, passive-education printed materials, awareness activities, use of video marquees, and related lectures.

Ongoing prevention and awareness campaigns include mandatory training of professional staff and student leaders through a coordinated effort of Title IX Coordinator and Human Resources staff; Welcome Weekend programming; RAINN (Rape, Abuse, Incest, National Network) Day activities; Domestic Violence Awareness Month events and activities; numerous Haven Project tabling, parade,

presentation, giveaways and panel discussions; Sexual Assault and Awareness Month, which includes presentations and several annual “Take Back the Night” events; Green Dot Bystander Intervention programming; programming specific to developing healthy relationships; and, Office of Community Standards training specific to the adjudication of student cases addressing allegations related to sexual misconduct.

The following are some specific examples of annual program student cases currently offered by IUP. This list is not all-inclusive:

Online Education

- Preventing Harassment & Discrimination: Clery Act and Title IX: Separate courses are provided for supervisors and nonsupervisors. Employees, including student employees, are required to complete the training within 60 days of hire and annually thereafter. The training is designed to help faculty and staff cultivate and maintain a workplace culture resistant to discrimination, harassment, and retaliation. It addresses intervention, empathy, allyship, and requirements under Title IX and the Clery Act. Protecting Youth and Neglect: Training must be completed within 90 days of hire, and student employees are required to meet this within 90 days.
- Diversity & Inclusion EDU: Training should be completed within 90 days of hire. Student employees may be exempt from this requirement if they have completed equivalent student training.
- Managing Bias: Training needs to be completed within 90 days of hire. Student employees may be exempt from this requirement if they have completed equivalent student training.
- Accommodating Disabilities: Training must occur within 90 days of hire. Student employees may be exempt from this requirement depending on job duties.
- Records and Responsibilities (FERPA): Training is required within 90 days of hire. Student employees must complete this requirement within 90 days.
- Campus Security Authority – Clery Act: Recommended training should be completed within 90 days of designation as a CSA – Campus Security Authority and is available as a Clery Act annual training for CSAs.
Student Trainings:
- Diversity Equity and Inclusion for Students: Should be completed once during a student’s career at PASSHE.
- Sexual Assault Prevention for Students: Should be completed once during a student’s career at PASSHE. Student athletes may be required to take the course more frequently to fulfill NCAA requirements.
- Hazing Awareness and Prevention: Should be completed within 90 days of hire and every three years thereafter.

IUP PD Liaison Programming

IUP PD officers engage with students and staff for concentrated crime prevention and security awareness programming in the residence halls as part of the liaison program. In addition to general crime prevention programming, IUP PD officers provide sexual assault, domestic violence, dating violence, and

stalking awareness programs for these students, upon request. IUP PD provides similar crime prevention and awareness programming for faculty and staff members, as well.

Green Dot Bystander Intervention Training

IUP provides Green Dot Bystander Intervention Training to faculty, staff, and students as part of the University's efforts to prevent sexual violence and other forms of power-based personal violence.

The Green Dot strategy is based on the principle that individual safety is a community responsibility and shifts the focus of violence prevention to the role that bystanders can play in creating a safer campus community. The program uses a multifaceted approach to prevention that extends beyond responding to potentially high-risk situations by promoting a culture in which violence is not tolerated.

Green Dot training provides participants with the knowledge and skills to recognize situations that may lead to violence and identify safe and positive options for bystander intervention. The program encourages members of the IUP community to take an active role in preventing violence, supporting others, and helping create a campus culture that reduces barriers to reporting and accessing services.

The educational content supports IUP's sexual violence prevention and awareness efforts and the requirements of Pennsylvania's Sexual Violence Education at Institutions of Higher Education provisions. The program reinforces the core principles that power-based personal violence is not tolerated at IUP and that all members of the campus community can play a role in preventing violence.

Haven Project

The Haven Project at IUP provides education and awareness programming about sexual assault, domestic/dating violence, consent, stalking, healthy and unhealthy relationships, bystander intervention and available resources. The content of the education and training provided meets the criteria outlined in the Pennsylvania Public School Code "Sexual Violence Education at Institutions of Higher Education."

Title IX Team

To ensure the best possible process and support, the IUP Title IX Team members have completed the following training and certifications:

Association of Title IX Administrators (ATIXA)

- 504 Coordinator: July 2023
- Title IX and Civil Rights Investigator – Level One: July 2023
- Supplemental ATIXA Training Resources: Webinars, "20 Minutes to Trained" training videos, and The ATIXA Playbook reference manual, as applicable during 2023–2026.

State University of New York (SUNY) Student Conduct Institute

- Basic Compliance Training: August 2024
- CAS Standards – Sexual Violence Related Programs and Services: August 2023; April 2024

- Collecting and Understanding Specialized Evidence: August 2023; September 2024
- Cultural Relevance and Inclusiveness, and Responding to Sexual and Interpersonal Violence on Campus: August 2023; September 2024
- Decision Writing Basics for Conduct Hearings: August 2023
- Determining Relevance in Title IX Hearings: July 2024
- Disability Law in Student Conduct Proceedings: August 2023
- Due Process – Theory and History, Practical Application: July 2023; September 2024
- Effective Interviewing of Parties and Witnesses: August 2023; September 2024
- Employment Lawsuits – Title VII and Title IX: August 2024
- Evidence in the Student Conduct Process: April 2024
- Labor Law Implications of the Title IX Regulations: June 2024
- Law and the Hearing Panel: August 2023
- Legal Framework for Understanding Conflicts of Interest and Bias: August 2024
- Mock Hearing – Introductory Remarks, Charges and Claims, Opening Statements, Investigation by Panel and Witness Appearance, Closing Statements and Deliberations: March 2024
- Neurobiology of Sexual Assault Trauma: August 2023; 2024; 2025–2026
- No Contact Orders, Emergency Removals, and Interim Suspensions: August 2023; September 2024; 2025–2026
- Online Harassment: 2025–2026
- Pennsylvania State Law Basics: No training listed for 2023–2026
- Pre-Hearing Preparations: August 2023
- Privacy, Confidentiality, and Privilege in Disclosures of Sexual and Interpersonal Violence: August 2023; August 2024
- Recognizing and Responding to Stalking – Trauma-Informed Best Practices: 2025–2026
- Relevance and Decorum in a Title IX Hearing: August 2023; 2025–2026
- Sexual Harassment Legal Definitions: May 2024
- Supportive Measures in Response to Reports of Sexual and Interpersonal Violence: July 2023; April 2024
- Title IX Final Rule Basics: August 2023; 2025–2026
- Title IX Coordinator Basics: 2025
- Title IX Investigator: September 2023; January 2024
- Trauma-Informed Interview Training: 2025
- Understanding the Investigative Report Template for Investigations of Title IX Sexual Harassment: August 2023
- What Does Title VII Require?: August 2024
- What is Affirmative Consent?: July 2023; August 2024
- What is Severe, Persistent, and Objectively Offensive Title IX Sexual Harassment?: August 2023; April 2024
- Investigating Stalking: 2025
- Coordinating the Response to Stalking: 2025
- The Cost of Caring – Understanding Your Vicarious Trauma: 2024

PROCEDURES VICTIMS SHOULD FOLLOW IF A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, OR STALKING OCCURS

After an incident of alleged sexual assault, dating domestic violence, or stalking the victim should:

- Get to a safe place as soon as practical.
- If you have experienced sexual assault, domestic violence, stalking, or dating violence, it is important to preserve any available evidence. Doing so may help with future investigation, prosecution, disciplinary action, or protection orders—even if you are not ready to report the incident right now.

Steps to Protect Physical Evidence (within the past 96 hours / 4 days):

- Do **not** shower, bathe, or wash any part of your body.
- Avoid using the toilet or douching.
- Do **not** change clothes or wash bedding/linens/other items from the location of the assault.
- Do **not** brush your teeth, gargle, or comb your hair.

Other Evidence to Preserve:

- Save text messages, instant messages, emails, social media posts/pages, or other communications.
- Keep photos, logs, or documents related to the incident if they exist.

Even if you are unsure about involving law enforcement, you still have the option to have forensic evidence collected promptly. Evidence can fade or be lost with time, which may make it harder to move forward later if you choose to.

IUP and our partners in the District Attorney's Offices are committed to supporting victims by:

- Ensuring timely access to evidence collection.
- Helping victims gather information and build a support system.
- Fostering an environment of safety and trust encourages reporting when and if the victim feels ready.
- Seek medical attention. If you were assaulted, you should receive treatment for any injuries sustained; and, if you were sexually assaulted, you should receive information about disease and pregnancy prevention, as well. You can also have evidence collected at a hospital emergency department. Evidence collection should occur as soon as possible.
- The victim can request an advocate to assist them. An advocate will provide information about resources and options for reporting crime, seeking medical care, counseling, and other services. Advocacy Services are free and confidential and are available 24 hours a day, 7 days a week. Advocates are available at the Alice Paul House in Indiana at 724-349-4444; HAVIN in Kittanning serving Northpointe at 724-548-8888; Passages, serving Punxsutawney, at 800-793-3620; PAAR, serving the IUP Pittsburgh East Center, at 866-363-7273.

- Contact the police – sexual assault, domestic violence, dating violence, and stalking are crimes. It is important to remember that reporting a crime is different from prosecuting the crime. The decision to prosecute may be made at another time. The final decision to prosecute is determined by the District Attorney.

Involvement of Law Enforcement:

Although IUP strongly encourages all members of its community to report crimes (or violations of this policy) to IUP PD or the appropriate agency where the alleged assault occurred, it is the victim's choice whether to make such a report. Furthermore, victims have the right to decline notification to law enforcement. IUP PD is available to assist victims with notification to outside agencies if they so desire. Law enforcement assistance is always available by dialing 911, regardless of your current location.

NOTE: IUP Employees and volunteers who suspect incidents of child abuse (including incidents of suspected child sex abuse) must report such incidents to the Department of Public Welfare's Child Line (800-932-0313), the police having jurisdiction, and then to their supervisor.

Mandated reporters may also report incidents electronically through the Child Welfare Portal at:

<https://www.compass.state.pa.us/cwis/public/home>. Pennsylvania recognizes matriculated students under the age of 18 as "children" for purposes of this law and, as such, IUP is mandated to report a criminal complaint of abuse or sexual abuse involving any student victim under the age of 18 immediately to ChildLine and the police having jurisdiction. Law Enforcement authorities with jurisdiction may then notify the victim's parents or guardians as stipulated by law.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking:

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator, Elise Glenn (office: Delaney Hall, Room B17; email: eglenn@iup.edu; phone: (724) 357-3402) by calling, writing, emailing, or coming into the office to report in person. Reports may also be made online at: <https://www.iup.edu/incidentreport/>. Reports of all domestic violence, dating violence, sexual assault, and stalking made to IUP PD will automatically be referred to the Title IX Coordinator for review. The Title IX Coordinator is not a confidential reporting entity and is required to report criminal incidents to IUP PD.

Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported:

IUP has procedures in place that serve and assist victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges; the availability of counseling, health, mental health, legal assistance, visa and immigration assistance, and other services on and/or off campus; and, additional remedies to prevent contact between a complainant and a respondent party, such as housing, academic, transportation and working accommodations, if reasonably available.

IUP will make such accommodations if the victim requests them and if they are available, regardless of whether the victim chooses to report the crime to IUP PD or local law enforcement. Students and employees should contact the Title IX Coordinator, Elise Glenn (office: Delaney Hall, Room B17; email:

eglenn@iup.edu; phone: (724) 357-3402) by calling, writing, emailing, or coming into the office to report in person. The Title IX office will collaborate and coordinate with the Dean of Students and the Office of Community Standards for student cases and Human Resources for employee cases.

If a report of domestic violence, dating violence, sexual assault, or stalking is reported to IUP, the procedures listed below, dependent on variables and circumstances, will follow. **NOTE:** Victims are not required to file a report with IUP PD or local law enforcement for any of the listed incidents below. Law enforcement reporting, evidence collection, etc. assumes the victim may wish to pursue a criminal investigation of the incident.

Sexual Assault Reported

- Depending on the timeliness of the report (immediate vs delayed report), IUP will provide the victim with access to medical care.
- IUP and/or local law enforcement will assess the immediate safety needs of the victim.
- IUP and/or local law enforcement will assist the victim with preserving and collecting evidence, filing a report (if the victim so desires), and initiating a criminal investigation with IUP PD or local law enforcement, as required.
- IUP will assist victims with contacting local law enforcement if the complainant requests AND provide the victim with contact information for local law enforcement.
- IUP and/or local law enforcement will provide victims with referrals to on- and off-campus counseling services.
- IUP and/or local law enforcement will assess the need and assist in implementing interim or long-term protective measures if needed.
- IUP and/or local law enforcement will provide the victim with a written explanation of the victim's rights and options.
- IUP and/or local law enforcement will provide a "No Contact" directive to the respondent party, if deemed appropriate.
- IUP and/or local law enforcement will provide written instructions on how to apply for a Protective Order.
- IUP and/or local law enforcement will provide a copy of the policy applicable to Sexual Assault to the victim and inform the victim regarding the times for inquiry, investigation, and resolution.
- IUP and/or local law enforcement will inform the victim of the outcome of the investigation, whether the respondent will be administratively referred, and what the outcome of the hearing is.
- IUP will enforce the anti-retaliation policy and take immediate and separate action against parties.
that retaliate against a person for reporting sex-based discrimination or for assisting in the investigation.

Domestic Violence Reported

- IUP and/or local law enforcement will assess the immediate safety needs of victims.

- IUP and/or local law enforcement will assist the victim with preserving and collecting evidence, filing a report (if the victim so desires), and initiating a criminal investigation with IUP PD, as required.
- IUP will assist victims with contacting local police or other law enforcement agencies if the victim requests AND provide the victim with contact information for local law enforcement or other departments.
- IUP and/or local law enforcement will provide instructions on how to apply for a Protective Order.
- IUP and/or local law enforcement will provide information to victims on how to preserve evidence.
- IUP and/or local law enforcement will assess the need and assist in implementing interim or long-term protective measures if needed.
- IUP and/or local law enforcement will provide the victim with a written explanation of the victim's rights and options.
- IUP and/or local law enforcement will provide a "No Contact" directive to the respondent party, if deemed appropriate.
- IUP and/or local law enforcement will inform the victim of the outcome of the investigation, whether the respondent will be administratively referred, and what the outcome of the hearing is.
- IUP will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting sex-based discrimination or for assisting in the investigation.

Dating Violence Reported

- IUP and/or local law enforcement will assess the immediate safety needs of victims.
- IUP and/or local law enforcement will assist the victim with preserving and collecting evidence, filing a report (if the victim so desires), and initiating a criminal investigation with IUP PD, as required
- IUP will assist victims with contacting local police or other law enforcement agencies if the victim requests AND provide the victim with contact information for local law enforcement or other departments.
- IUP and/or local law enforcement will provide instructions on how to apply for a Protective Order.
- IUP and/or local law enforcement will provide information to victims on how to preserve evidence.
- IUP and/or local law enforcement will assess the need and assist in implementing interim or long-term protective measures if needed.
- IUP and/or local law enforcement will provide the victim with a written explanation of the victim's rights and options.
- IUP and/or local law enforcement will provide a "No Contact" directive to the respondent party, if deemed appropriate.
- IUP and/or local law enforcement will inform the victim of the outcome of the investigation, whether the respondent will be administratively referred, and what the outcome of the hearing is.

- IUP will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting sex-based discrimination or for assisting in the investigation.

Stalking Reported

- IUP and/or local law enforcement will assess the immediate safety needs of victims.
- IUP and/or local law enforcement will assist the victim with preserving and collecting evidence, filing a report (if the victim so desires), and initiating a criminal investigation with IUP PD, as required
- IUP will assist victims with contacting local police or other law enforcement agencies if the victim requests AND provide the victim with contact information for local law enforcement or other departments.
- IUP and/or local law enforcement will provide instructions on how to apply for a Protective Order.
- IUP and/or local law enforcement will provide information to victims on how to preserve evidence.
- IUP and/or local law enforcement will assess the need and assist in implementing interim or long-term protective measures if needed.
- IUP and/or local law enforcement will provide the victim with a written explanation of the victim's rights and options.
- IUP and/or local law enforcement will provide a "No Contact" directive to the respondent party, if deemed appropriate.
- IUP and/or local law enforcement will inform the victim of the outcome of the investigation, whether the respondent will be administratively referred, and what the outcome of the hearing is.
- IUP will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting sex-based discrimination or for assisting in the investigation.

Facilitated Anonymous Reporting through the Counseling Center / Pastoral Counselors:

IUP recognizes and honors privileges granted by applicable statutes. IUP licensed psychologists, mental health counselors and graduate students in the Counseling Center, licensed psychologists and graduate students in the Center for Applied Psychology and physicians and nurse practitioners working in the Health Service are not required to disclose any information concerning an alleged victim of sexual violence, including sexual assault, dating violence, domestic violence and stalking to the IUP Title IX Coordinator without an alleged victim's consent. This privilege does not apply when the alleged victim is a minor.

Other IUP individuals who support alleged victims of sexual violence may provide confidential services, at the request of the alleged victim. Pastoral counselors available at IUP are volunteers and are not

employees of the University, for example. Although a legally recognized privilege may not attach to these roles, the University respects the alleged victim's expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting requirements. In their capacity and function, they do not make identifiable reports of incidents to official on-campus resources unless the student specifically requests them to do so; however, IUP encourages counselors to inform students that they can report [incidents of crime](#) to IUP PD or the IUP Title IX Coordinator, which can be done directly or anonymously to capture general details about the incident (date, time, location, and brief description of the incident type) for inclusion in the University's Annual Security and Fire Safety Report and for timely warnings, if appropriate.

State Employee Assistance Program (SEAP): Call Human Resources at (724) 357-2431

IUP also provides the State Employee Assistance Program (SEAP) for use by employees. SEAP is available to provide full-time employees assistance with such problems as sexual or physical abuse, depression, marital and relationship conflict, stress, grief, critical incident stress, anxiety, and other personal matters. All full-time employees, regardless of performance, are eligible. The contact number of the SEAP is listed in the Resources section of this annual report. All information relating to an employee's SEAP participation is strictly confidential. Only the SEAP provider maintains employee records. The SEAP provider does not release specific information about an employee's use of services unless the employee gives his or her advance written consent. The SEAP does not report incidents to any Official On-Campus Resources unless the employee specifically permits them to do so.

Assistance for Victims:

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, IUP will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred.
- information about how the University will protect the confidentiality of victims and other necessary parties.
- a statement that the University will provide written notification to students and employees about victim services in the institution and the community.
- a statement regarding the University's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for university disciplinary action.

RIGHTS OF VICTIMS AND THE UNIVERSITY'S RESPONSIBILITIES FOR ORDERS OF PROTECTION, "NO CONTACT" ORDERS, RESTRAINING ORDERS, SIMILAR LAWFUL ORDERS ISSUED BY A CRIMINAL, CIVIL, OR TRIBAL COURT OR BY THE INSTITUTION

IUP complies with Pennsylvania State law in recognizing orders of protection.

Any person who obtains an order of protection from Pennsylvania or any reciprocal state should provide a copy to IUP PD and the Office of the Title IX Coordinator. A complainant may then meet with IUP PD, Human Resources, and/or the Title IX Coordinator (or, all three departments) to develop a safety plan, which is intended to reduce the risk of harm to the victim while on campus or coming and going from campus. This plan may include, but is not limited to, escorts, special parking arrangements, changing classroom/work site location, working with academic advisors on alternative class schedules, allowing a student to complete assignments from home, allowing an employee to develop a flexible work schedule, etc. IUP cannot apply for a legal order of protection, no-contact order, or restraining order for a victim from the applicable jurisdiction(s).

In Pennsylvania, victims may petition the court for protection through a Protection from Abuse (PFA) Order, a Sexual Violence Protection Order (SVPO), or, when applicable, a Protection From Intimidation (PFI) Order. SVPOs and PFI Orders are authorized under Pennsylvania's Protection of Victims of Sexual Violence or Intimidation (PSVI) Act, 42 Pa.C.S. Chapter 62A.

Depending on the type of protection order and the circumstances of the case, a court order may include:

- An order prohibiting the defendant from committing further acts of abuse, sexual violence, intimidation, stalking, or harassment;
- An order directing the defendant to leave and/or stay away from the victim's residence;
- An order prohibiting the defendant from contacting, stalking, harassing, threatening, or otherwise interfering with the victim or other protected persons;
- An order directing the defendant to stay away from the victim's home, school, workplace, or other specified locations; and
- Other appropriate protections permitted by Pennsylvania law, including provisions related to residence, employment, custody, or other circumstances, as applicable.

When an abuser is not a present or past member of the victim's household or family, adults and minors can petition for a Sexual Violence Protection Order (SVPO). For example, an SVPO could be granted for a victim who is sexually assaulted by a coworker and who has no other relationship with the coworker – is not now or never was a family relation, spouse, dating partner, or member of the same household.

Protection from Abuse (PFA):

A Protection from Abuse (PFA) Order is a civil court order issued by a judge to protect an individual from abuse by a family or household member, current or former sexual or intimate partner, or another person who has a qualifying relationship under Pennsylvania law. A PFA may direct the defendant to stop the abuse and impose additional restrictions or protections authorized by law.

In Pennsylvania, PFA orders may include:

- **Emergency PFA Order:** Provides immediate, temporary protection when the Court of Common Pleas is unavailable. An individual seeking emergency protection may contact law enforcement, which can assist with accessing the appropriate judicial officer. An emergency order generally remains effective until the court becomes available.
- **Temporary PFA Order:** A judge may issue a temporary PFA order ex parte, meaning the court may consider the request without the defendant being present. Temporary protection may be granted when the court determines that immediate and present danger of abuse exists.
- **Final PFA Order:** Following a hearing at which both parties have an opportunity to present evidence, the court may issue a final PFA order. A final PFA may remain in effect for up to three years and may be extended under circumstances permitted by Pennsylvania law.

Protection of Victims of Sexual Violence or Intimidation (PSVI) Act

Pennsylvania's Protection of Victims of Sexual Violence or Intimidation (PSVI) Act, 42 Pa.C.S. Chapter 62A, provides civil protection for qualifying victims of sexual violence or intimidation. Protection under the Act does not require the victim to pursue criminal prosecution.

The PSVI Act provides two types of protection orders:

- **Sexual Violence Protection Orders (SVPOs):** Provide protection for victims of sexual violence who do not have a qualifying family, household, sexual, or intimate relationship with the defendant. An SVPO may prohibit the defendant from contacting the victim and impose other protections authorized by the court.
- **Protection From Intimidation (PFI) Orders:** Provide protection for minors under the age of 18 who are victims of qualifying harassment or stalking by an adult age 18 or older, when the parties do not have a qualifying family or household relationship.

Individuals who have a qualifying family, household, sexual, or intimate relationship with the defendant may instead be eligible to seek protection under Pennsylvania's Protection from Abuse Act.

Information regarding Pennsylvania protection orders was retrieved from <https://www.pcadv.org/policy-center/pennsylvania-laws/protection-from-sexual-violence-intimidation/>; for more information, please contact IUP PD or the Title IX Coordinator's Office.

Any student who obtains a protection order from Pennsylvania or any reciprocal State should provide a copy to IUP PD and the Title IX Coordinator. IUP PD will also help facilitate the reporting of PFA violations to the local police.

While different from a State-mandated protection order, the University can issue a No Contact Order. This includes, but is not limited to, communication that is written, verbal, or physical. Written communication is understood to include all electronic means of communication, including, but not limited to email, instant messaging, and text messaging. Verbal communication is understood to include phone calls and voicemail messages. A "no contact" order may include additional restrictions and terms.

If the University receives a report that an institutional no contact-order has been violated, IUP will initiate disciplinary proceedings appropriate to the status of the respondent (student, employee, etc.) and will impose sanctions if the respondent is found responsible for violating the no contact order.

Accommodations and Protective Measures Available for Victims:

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, IUP will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, IUP departments and offices will work cooperatively to assist the victim in obtaining accommodation. If available, a victim may be offered changes to academic, living, working, or transportation situations regardless of whether the victim chooses to report the crime to law enforcement.

Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw, and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Changes to work situations may include changing working hours. Changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc. Issuance of a full, partial, or modified persona non-grata (PNG) to the respondent may also be appropriate.

To request changes to academic, living, transportation, and/or working situations, or protective measures, a victim can request guidance from IUP PD or:

Students: Contact the Title IX Coordinator

Employees/Faculty: Contact the Office of Human Resources and/or the Office of the Provost for assistance (NOTE: Title IX Coordinator still needs to know if accommodations are made)

Confidentiality:

Victims may request that directory information on file with IUP be withheld by request. This request can be made to the Office of the Registrar in person by visiting the Clark Hall Building or by calling (724) 357-2217. Employees can contact the Office of Human Resources to make a similar request regarding directory information at the Sutton Hall Building or by calling (724) 357-2431.

Regardless of whether a victim has opted out of allowing IUP to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and

only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, IUP will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

IUP does not publish the names of crime victims or other identifiable information regarding victims in the Daily Crime and Fire Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a timely warning notice or emergency notification alert is issued based on a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld; accordingly, this could include the specific location where an incident is reported to have occurred when disclosing the location could inadvertently identify the victim.

On- and Off-campus Services for Victims:

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, IUP will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services, including counseling, health, mental health, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate law enforcement. If a sexual assault or rape should occur on campus, staff on-scene, including IUP PD, will offer the victim a wide variety of services. These resources may include the following:

- **Counseling / Mental Health: ***Confidential Resource***:** The Counseling Center, Suites on Maple East, G31 (901 Maple Street), phone: (724) 357-2621. The Counseling Center can also make referrals for local area confidential counseling and psychiatric services at other IUP campuses.
- **Health Services:** The Center for Health and Well-Being, Suites on Maple East, 901 Maple Street, phone: (724) 357-2550
- **Title IX Coordinator:** Elise Glenn, Delaney Hall B17 (920 Grant Street), phone: (724) 357-3402.
- **VISA/Immigration Services:** Office of International Education, Delaney Hall, B25 (920 Grant Street), phone: (724) 357-2295
- **Student Financial Aid:** Office of Financial Aid, 200 Clark Hall (1090 South Drive), phone: (724) 357-2218
- **LGBTQIA Support:** Elkin Hall, 128 (945 Oakland Ave), phone: (724) 357-2598
- **Advocacy, Counseling, Shelter:** Alice Paul House, P.O. Box 417, Indiana, PA 15701, phone: (724) 349-4444
- **Pastoral Counseling:** spiritual-life@iup.edu (Religious and Spiritual Organizations)
- **Department of Public Safety, University Police:** Robertshaw, 650 South 13th Street, phone: (724) 357-2141
- **VP for Student Affairs:** Sutton Hall, Room 213 (1011 South Drive), phone: (724) 357-4040
- **Multicultural resources and services: Social Equity and Title IX Office or** Elkin Hall, (945 Oakland Ave), phone: (724) 357-2598

- **Employee Assistance:** State Employee Assistance Program, Human Resources, Sutton Hall, Room G8 (1011 South Drive), phone: (724) 357-2431
- **Emergency Medical Treatment: Indiana:** Indiana Regional Medical Center, 835 Hospital Road, Indiana, PA, phone: (724) 357-7000; **IUP Pittsburgh East:** Forbes Regional Hospital, 2570 Haymaker Rd, IUP Pittsburgh East, PA, phone: (412) 858-2530; **Northpointe:** Armstrong County Memorial Hospital, 1 Nolte Drive, Kittanning, PA, phone: (724) 543-8458; **Punxsutawney:** Punxsutawney Area Hospital, 81 Hillcrest Drive, Punxsutawney, PA, phone: (814) 938-1800;
- **Alcohol, Tobacco & Other Drugs:** ATOD Program, Suites on Maple East, Room G59 (901 Maple Street), phone: (724) 357-1265
- **Open Door Crisis & Counseling Services: **Confidential Resource**:** The Open Door, 665 Philadelphia Street, Indiana, PA, phone: (724) 465-2605

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse, and Incest National Network

<https://www.justice.gov/ovw/sexual-assault> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education, Office of Civil Rights

Adjudication of Violations and HEOA Victim Notification Disclosures:

IUP's disciplinary process includes a prompt, fair, and impartial investigation, and resolution process. In all instances, the process will be conducted consistently with the University's policy and transparent to the complainant and the respondent. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within 60 days (about 2 months) of the report. However, each proceeding allows for extensions of time for good cause with written notice to the complainant and the respondent of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking, as well as how to investigate and hearing process that protects the safety and confidentiality of the victim and promotes accountability. Furthermore, IUP policy provides that:

- The complainant and the respondent will have timely notice for meetings.
- The complainant, the respondent, and appropriate University officials will have timely and equal access to any information that will be used during formal and informal disciplinary meetings and hearings.
- The IUP disciplinary procedures will not be conducted by university officials who have a conflict of interest or bias for or against the complainant or the respondent.
- The complainant and the respondent will have the same opportunities to have others present information during any University disciplinary proceeding. The complainant and the respondent can be counseled by an advisor of their choice at any stage of the process and accompanied by that advisor to any related meeting or proceeding. IUP will not limit the choice of advisor or presence for either the complainant or the respondent in any meeting or University disciplinary proceeding. An advisor is someone who acts as an advisor to the complainant or respondent

involved in an investigation or disciplinary proceeding under IUP policies. The advisor can be part of any meetings their student may have. A student or employee should select as an advisor a person whose schedule allows attendance at the scheduled date and time of any meeting(s), because delays will not normally be allowed due to the scheduling conflicts of an advisor.

The advisor may not speak aloud during meetings involving the student or employee as an investigator/adjudicator but may confer quietly or by means of written notes with their advisee. The complainant and respondent are not obligated to accept the counsel of an advisor.

- The complainant and the respondent will be notified simultaneously, in writing, of any initial, interim, and final decision of any disciplinary proceeding¹; and
- Where an appeal is permitted under the applicable policy, the complainant and the respondent will be notified simultaneously by writing the procedures for the respondent and the complainant to appeal the result of the University disciplinary proceeding. When an appeal is filed, the complainant and the respondent will be notified simultaneously in writing of any change to the result prior to the time that it becomes final, as well as of the result once the appeal is resolved.

If the Alleged Victim Does Not Wish to Pursue Resolution:

In all reported cases of sexual misconduct, IUP will conduct a fact-finding investigation to the best of its ability. In cases where the alleged victim wishes to become a complainant, this investigative report is provided to the Title IX Coordinator for a threshold analysis.

In cases where the victim does not wish to become a complainant, the University has 2 (two) options:

- IUP may attempt to resolve the complaint in a manner consistent with the victim's request. This may include holding the report for action later.
- IUP may pursue adjudication against the respondent named in the investigation. Under these circumstances, IUP would take into consideration the nature of the assault, the safety of the victim and the campus community, as well as the previous disciplinary history and previous allegations of sexual misconduct.

Whether criminal charges are filed, IUP or a person may file a complaint under existing University policies, depending on the accused's status (student or employee).

¹ **NOTE:** Per HEOA, if the alleged victim of a crime of violence or non-forcible sex offense 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 notification.

Student Disciplinary Proceedings Utilized in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The procedures for processing a sexual harassment and sexual violence complaint against a student (student-to-student or allegations in which the alleged offender is a student) are addressed through a formal proceeding, which is described in and governed by the IUP Sexual Discrimination and Sexual Misconduct Policy.

To report a complaint of sexual harassment or sexual violence, including sexual assault, dating violence, domestic violence, and stalking, against a student and discuss options, contact a Campus Security Authority or the Title IX Coordinator. If the student does not want to proceed with a Community Standards complaint or police report, the Title IX Coordinator (or designee) will review and evaluate the facts to determine what occurred and take appropriate steps to resolve the situation, mindful of the University's obligation to provide a safe and nondiscriminatory environment for all students.

Statement on Privacy:

IUP will protect the identity of persons who report being victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law. Additionally, IUP will take all reasonable steps to investigate and respond to the complaint consistent with any request for privacy or request not to pursue an investigation. However, IUP's ability to do so may be limited based on the nature of the request by the complainant.

If the alleged victim requests anonymity or that IUP do not pursue an investigation, the University must balance this request in the context of its responsibility to provide a safe environment for all community members. In cases where IUP cannot adhere to the wishes of the alleged victim, the University will provide consultation and keep them informed about the institution's course of action.

If the report of misconduct discloses an immediate threat to the IUP campus community, where timely notice must be given to protect the health or safety of the community, the University will maintain the privacy of the victim or respondent's identities, understanding that in a small community, an alert may make members of the community feel known or singled out.

IUP will assess any barriers to resolution, including retaliation, in cases where formal resolution will take place. IUP will inform the respondent that Title IX prohibits retaliation, and the University will take strong responsive action to protect the complainant and/or any witnesses to the incident.

IUP has designated the following position(s) to evaluate requests for privacy once the University is aware of alleged sexual violence: Title IX Coordinator, or their designee, and Dean of Students

Investigation of Reports:

Criminal: IUP will take prompt action to investigate and adjudicate a complaint. However, if the student wishes to participate in a police investigation, IUP may wait a reasonable amount of time (usually 7 to 10 business days) to allow the police to conduct initial fact-finding and the gathering of evidence in the criminal investigation. The Department of Public Safety Director or designee and the Police Chief or equivalent in any local agency may regularly confer on the status of an active investigation to ensure compliance with federal requirements, including the need for timely warnings or similar alerts while maintaining the integrity of any active criminal process.

Policy Violation: IUP's goal is to complete the investigation within 60 days. However, there may be times when the process may take longer, and the University will communicate on an ongoing basis with the parties a realistic timeline and the circumstances regarding the same.

Investigations will be conducted by one or more of the following: IUP PD, University Investigator, Title IX Coordinator (or designee), or Human Resources personnel. The designee may be an employee of the University, an external investigator, or both. All reasonable efforts will be made to keep information private during the University's investigation and adjudication of a complaint.

The investigation is designed to provide a fair and reliable gathering of the facts. The investigation will be thorough, impartial, and fair. IUP PD, University Investigator, Title IX, and Human Resources staff members who are responsible for these investigations have been trained on investigations, Title IX, and relevant civil rights laws and IUP policies. As described in the Sexual Discrimination and Sexual Misconduct Policy, the investigation will be conducted in a manner that is respectful of individual privacy concerns.

The investigation is a process that involves obtaining and evaluating information given by persons having personal knowledge of events or circumstances concerning the reported incident. This may include the collection of all statements (both oral and written), pertinent facts, and/or evidence. This process is likely to include the interviewing and re-interviewing of involved parties to ensure as much clarity around conflicting or differing statements as possible.

At the end of the investigation, the assigned investigator will prepare a report setting forth the facts gathered. The report will be referred to the Title IX Coordinator to determine whether charges should be filed.

Interim Measures

Overview: During the investigation and before the final determination, the University may take appropriate interim measures to protect the parties involved. A complainant or respondent may request an interim measure or other protection, or the University may impose interim measures at its discretion to ensure the safety of all parties, the campus community, and/or the integrity of the process. These actions are not a presumption of responsibility for violation of the Sexual Discrimination and Sexual Misconduct Policy. Interim measures may be imposed whether formal disciplinary action is sought by the complainant or the University.

Types of Interim Protective Measures:

Interim Suspension: In certain circumstances, the Vice President for Student Affairs, or designee, may impose an interim suspension from the University after a complaint has been filed. Interim suspension may be imposed to ensure the safety and well-being of members of the University community or preserve campus property or to ensure the student's own physical or emotional safety and well-being.

The interim suspension does not replace the regular investigation and adjudication process, which will proceed on the normal schedule, up to and including a hearing, if required. However, the student should be notified in writing of this action and the reasons for the suspension. The student will also be notified of the time, date, and place of a subsequent Community Standards Board or Sexual Misconduct hearing, if applicable.

Interim residential suspension or residential relocation: A student may be suspended temporarily from university housing or temporarily reassigned to another residential location on campus.

Class schedule changes: Changes to a student's class schedule may be made temporarily in the event it is deemed appropriate by the Title IX Coordinator. Students may be sanctioned to a permanent change(s) through the normal adjudication process.

Work or job assignment changes: Changes to a student's work or job assignment (including internships) may be made on a temporary basis in the event it is deemed appropriate by the Title IX Coordinator.

No-Contact Order: A student is prohibited from any form of communication/contact with one or more persons in any manner, including, but not limited to, contact via electronic media, personal contact, contact via a third party, etc.

Complete policy information may be reviewed at: <https://www.iup.edu/socialequity/policies/sexual-discrimination-and-sexual-misconduct/>

General Guidelines for Community Standards Hearings

A Community Standards hearing may be an Administrative Hearing or a Board Hearing.

Guidelines used by hearing officers include:

1. If a hearing is scheduled, the respondent and complainant shall be provided with specific advance written notice of the alleged violations, the dates, times, and locations of the alleged violations, and a summary of the actions that led to the charges. Notification of charges against the respondent shall also include, but not be limited to, the following information:
 - a. The date, time, and location of the hearing
 - b. Whether the case will be adjudicated by a hearing officer or a board
 - c. Information regarding due process rights afforded to the respondent before and during the hearing.
2. The respondent shall have their case heard by an impartial adjudicator/board. Once an adjudicator has been named, they may not publicly or privately discuss the merits of the complaint with anyone not involved in the proceedings, with the complainant/respondent

themselves, or with anyone acting on behalf of the complainant/respondent.

3. In situations where the original complainant is no longer available or cannot attend the hearing for unavoidable reasons, a proxy may be sent to the hearing by the originating agency to represent the case against the respondent throughout the proceedings. Additionally, the University may step into the place of the complainant. A finding of responsibility cannot be made based solely upon hearsay evidence.
4. In the event a respondent, complainant, and/or witness is not able to be physically present at the hearing, they may participate via acceptable technological means including, but not limited to, telephone or video call.
5. The complainant will present the charges and relevant information and may ask questions of all hearing participants.
6. The respondent shall have a fair and reasonable opportunity to answer, explain, and defend themselves against charges presented at the hearing, to question the complainant and witnesses against them, to present information related to specific charges, and to call relevant witnesses to appear on their behalf. If the respondent intends to have witnesses present at the hearing, they must notify the Office of Community Standards at least one business day before the hearing.
7. If the respondent chooses not to appear before the assigned adjudicator, their case will be adjudicated in their absence based upon the information related to specific charges presented at the scheduled hearing.
8. Witnesses will be asked to provide relevant information related to specific charges and to respond to questions from the complainant, the respondent, the hearing officer, and board members. Witnesses are not permitted to ask questions of hearing participants except to clarify a question asked of them.
9. All hearings are closed except for designated and approved participants.
10. The students and witnesses may select an advisor to advise them throughout the Community Standards process. The advisor may consult and interact privately with the student or the witness during proceedings. However, the advisor is not permitted to have a verbal role in the proceedings.
11. At the hearing, if a respondent chooses not to testify, no inference may be drawn from the failure to testify. A respondent who chooses not to testify does not waive the right to ask questions of witnesses or call witnesses.
12. The respondent may waive in writing the right to a hearing and accept one or more sanctions as determined by the adjudicator. The sanctions will reflect the severity of the current charges

against the student and any previous disciplinary record.

13. A hearing officer or board facilitator shall have the authority during the proceedings to hold an individual in contempt. Contempt is defined as disorderly or disrespectful conduct by hearing participants and/or the intentional misrepresentation of facts. Individuals found to be in contempt may be removed from the hearing and students may be charged with additional violations of applicable University policies.

The respondent shall receive a written account of the decision of the adjudicator setting forth with reasonable specificity the facts and reasons for the decision within 7 calendar days unless circumstances warrant an extension which must be granted by the Vice President for Student Affairs.

Retaliation

IUP prohibits retaliatory action against persons filing complaints of sexual harassment and sexual violence or any person cooperating in the investigation of such a charge, as a complainant, respondent, witness, or other participant. The University will not tolerate knowingly making false charges. Acts of retaliation or knowingly making false charges shall constitute misconduct subject to disciplinary action up to and including expulsion for students and termination for employees.

Grounds for Appeal:

The individual submitting the appeal must present a written request that specifically articulates one or more reasons for appeal from the grounds listed above to the Office of Community Standards within five (5) business days of notification of the hearing decision. The five (5) day requirement may be waived where extenuating circumstances prevail and only if the grounds for appeal are met. The individual submitting the appeal must include in the written appeal the reason for the appeal and all the supporting facts. Appeals cannot be submitted by a third party on behalf of the respondent or the complainant. The appeal must include the signature of the person submitting the appeal. An appeal is not a rehearing of the matter and will not have merit simply because the person submitting the appeal disagrees with the outcome.

Once the appeal has been received, it will be referred to the Vice President for Student Affairs or designee for review.

In cases that do not involve interim measures, once an appeal is filed, all sanctions are placed on hold except any sanction prohibiting contact with another individual.

The Vice President for Student Affairs or their designee may assign an Appeal Review Board to hear the appeal.

Appeals of expulsion must be submitted to the President or designee through the Vice President for Student Affairs. The President will respond to a respondent in writing regarding the appeal of an expulsion decision.

The Director of Community Standards will also draft a response memorandum to the appeal request based on the Appeal Review Officer's determination that the request will be granted or denied and why.

The Appeal Review Officer will conduct an initial review to determine if the appeal request meets the limited grounds and is timely.

If the appeal is not timely or substantively eligible, the original finding and sanction will stand, and the decision is final.

If the appeal is granted, the Appeal Review Officer determines whether to revise the sanctions or reverse the finding of the Board, refer the appeal to the Appeal Review Board, or to remand it for a new hearing, either to the original decision-maker or a new board. Where the original decision-maker may be unduly biased by a procedural or substantive error, a new board will be constituted to reconsider the matter, which can in turn be appealed once. Full re-hearings by the Appeal Review Board are not permitted. The Appeal Review Board must limit its review to the challenges presented.

On reconsideration, the Appeal Review Board, the new board, or original decision-maker may affirm or change the findings and/or sanctions of the original hearing body according to the permissible grounds. Procedural errors should be corrected, new evidence should be considered, and sanctions should be proportionate to the severity of the violation and the student's cumulative conduct record.

All decisions of the Appeal Review Board should be made within ten (10) calendar days of submission to the Board. If this timeline is not possible it may be further delayed with the approval of the Vice President for Student Affairs. Decisions of the Appeal Review Board are final, as are any upheld decisions made by the original hearing body, Director of Community Standards, or designee as the result of reconsideration consistent with instructions from the Appeal Review Officer.

All parties will be timely informed of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision. This usually occurs within 10 calendar days of the appeal being filed.

Records

The Office of Community Standards will maintain disciplinary files, which contain all necessary and appropriate correspondence, hearing officer and board decisions, and other documentation pertinent to any disciplinary cases involving the accused student. Material deemed unnecessary may be discarded at any time. Disciplinary records will be maintained for at least seven (7) years.

The University will not release a student's disciplinary records without the written consent of the student. The only exceptions to this guideline are those outlined in the Family Educational Rights and Privacy Act of 1974 (See IUP Student Records Policy).

Sanctions

Sanctions are assigned to meet specific learning and developmental outcomes to assist students in understanding the impact of their actions and to hold them accountable for their conduct. Sanctions are also assigned to improve a student's success at the University by acquiring new skills and promoting growth in various dimensions of moral and ethical development.

Any assigned sanction may be stayed from implementation for a specified period as determined by the hearing officer or board. Any subsequent proven violation of the University Code, policy, or law may cause the stay to be lifted, and the assigned sanction implemented with immediate effect. The sanction will not be lifted until the date indicated by the hearing officer or board or the date upon which the student completes all assigned sanctions, whichever comes last. A hearing officer or board may impose one or more sanctions from the sanctions listed below.

1. **Disciplinary Warning:** A written warning may be given to the student indicating they violate a university policy or regulation and that failure to comply with a university policy or regulation in the future may result in referral to the Office of Community Standards to be handled as a second offense.
2. **Disciplinary Probation:** Disciplinary Probation is an indication that a student's status at the University is seriously jeopardized. During the probationary period, if the student is found to violate university policy or regulation, a more serious sanction may be levied, including possible suspension or expulsion from the University. Disciplinary Probation is in effect for a specific period.
3. **Extended Disciplinary Probation:** Disciplinary Probation may be extended for a specific period.
4. **Community Reparations:** A task that benefits the individual, campus, or community.
5. **Educational Task:** Examples of educational tasks include, but are not limited to, essays, educational workshops provided by the University or outside entities, participating with staff in community development initiatives, apology notes, etc. The student will be required to submit proof of completion of the educational task from a source deemed appropriate by the University.
6. **Disciplinary Removal from University Owned/Operated Housing:** This condition removes a student from university-owned/operated housing facilities on either a temporary or a permanent basis.
7. **Loss of Eligibility for University-Owned/Operated Housing:** The student, whether currently living in university-owned/operated housing facilities or not, is denied future eligibility for university-owned/operated housing on a temporary or permanent basis.
8. **No Visitation in University-Owned/Operated Housing/Facilities:** This condition prohibits a student from being present within university-owned/operated housing or other designated facilities for any purpose for a specific time.

9. **Restitution:** A student may be required to pay for damage to property, including but not limited to personal and University/Co-op property, and/or for personal injury. Payment will be made under guidelines determined by the Office of Community Standards.
10. **Fine:** A student may be billed an amount of money as determined by the hearing officer or Board.
11. **Other:** Recommendations may also be made for participation in mediated no-contact agreements, assignment to a trained mediator, mentoring in lieu of suspension, and other appropriate remedial and educational interactions.
12. **Suspension:** A student may be suspended from the University for a specific period. Suspension requires that the student remove themselves from the University and any University-owned or operated entities, buildings, or properties. They are not allowed to attend classes, social activities, or be present on university property during the suspension period.
13. **Expulsion:** The board may recommend to the President or designee through the Vice President for Student Affairs, that a student be expelled from the institution. Expulsion from the University is permanent dismissal. The President or designee shall endeavor to respond to the respondent in writing regarding the recommendation of expulsion within five calendar days of receiving it.

Procedures for Allegations Involving Employees, Students, Vendors and Designated Volunteers

Indiana University of Pennsylvania is committed to providing a safe and positive living, learning, and work environment that is free from sexual discrimination and other prohibited sexual misconduct.

Discrimination based on sex or gender may constitute a violation of Title VII of the US Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and/or the Pennsylvania Human Relations Act.

The Sexual Discrimination and Sexual Misconduct Policy is applicable to all students and employees of the university, as well as designated volunteers, contractors, and vendors. Students, employees, and university affiliates are expected to behave in a way that does not infringe on others' rights.

Sexual Misconduct Definitions

1. Dating Violence – This includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes but is not limited to sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of Domestic Violence.

Dating Violence is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity, and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Dating Violence will be categorized as non-regulatory.

2. Domestic Violence – This includes any violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under Pennsylvania's domestic or family violence laws, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Pennsylvania.

Domestic Violence is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity, and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Dating Violence will be categorized as non-regulatory.

3. Retaliation – Any action, directly or through others, which is aimed at deterring a reasonable person from reporting sexual misconduct or participating in an investigation, hearing, or action that is done in response to such activities. This includes but is not limited to intimidation, threats, coercion, or discrimination against any individual (A) for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations; or (B) because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. A finding of retaliation under this Policy is not dependent on a finding that the underlying sexual misconduct occurred.

4. Sexual Assault **Sexual Assault** – This includes any sexual act directed against another person, without the Consent of the Complainant, including instances where the Complainant is incapable of giving Consent. Sexual Assault may be one of the following categories:

A. Sexual Penetration Without Consent – Any penetration of the mouth, sex organs, or anus of another person, however slight by an object or any part of the body, when Consent is not present.

This includes performing oral sex on another person when Consent is not present.

B. Regulatory Sexual Contact Without Consent – The intentional touching of another person's clothed or unclothed body parts without Consent, for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

C. Non-Regulatory Sexual Contact Without Consent – The intentional touching of another person's genitals, breasts, buttocks, or anus, when Consent is not present for any purpose other than sexual degradation, sexual gratification, or sexual humiliation, or touching a person with one's own clothed or unclothed body parts without consent, for any purpose. This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a

person, when Consent is not present, to similarly touch or fondle oneself or someone else.

D. Statutory Sexual Assault – The age of consent for sexual activity in Pennsylvania is 16. Minors under the age of 13 cannot consent to sexual activity. Minors aged 13-15 years old cannot consent to sexual activity with anyone who is 4 or more years older than they are at the time of the activity.

Minors aged 16 years of age or older can legally consent to sexual activity as long as the other person does.

Sexual Assault is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Sexual Assault will be categorized as Non-Regulatory.

5. Sexual Exploitation – Engaging in sexual behaviors directed toward or involving another person or use of another person’s sexuality for purposes of sexual gratification, financial gain, personal gain, or personal advantage when Consent is not present. This includes, but is not limited to, the following actions, including when they are done via electronic means, methods, or devices:

- A.** Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person’s Consent;
- B.** Indecent exposure or inducing others to expose private or intimate parts of the body when Consent is not present;
- C.** Recording or distributing information, images, or recordings of any person engaged in sexual or intimate activity in a private space without that person’s Consent;
- D.** Prostituting another individual;
- E.** Knowingly exposing another individual to a sexually transmitted disease or virus without that individual’s knowledge; or
- F.** Inducing incapacitation to make another person vulnerable to non-consensual sexual activity.

Regulatory Quid Pro Quo Sexual Harassment – An Employee conditioning the provision of aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct.

7. Non-Regulatory Quid Pro Quo Sexual Harassment – A University Official, Volunteer, or Student conditioning the provision of aid, benefit, or service of the University on the individual’s participation in unwelcome sexual conduct.

8. Regulatory Hostile Environment Sexual Harassment – Unwelcome conduct, on the basis of sex, that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s Education Program or Activity.

9. Non-Regulatory Hostile Environment Sexual Harassment – Unwelcome conduct, on the basis of sex, that a reasonable person would determine is sufficiently severe, pervasive, and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from any educational, employment, social, or residential program in offered connection with the University.

10. Regulatory and/or Non-Regulatory Stalking – This means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- A. fear for their safety or the safety of others; or
- B. suffer substantial emotional distress.

A course of conduct is when a person engages in two or more acts that include but are not limited to, acts in which the person directly, indirectly, or through third parties by any action, method, device, or means follows, monitors, observes, surveys, threatens, or communicates to or about a person in a prohibited way or interferes with a person’s property.

Stalking includes the concept of cyberstalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, email, or other similar devices or forms of contact are used to pursue, harass, or make unwelcome contact with another person in an unsolicited fashion.

Stalking is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity, and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Stalking will be categorized as non-regulatory.

Informal Resolution Process

- Informal means of resolution, such as mediation, may be used as an alternative to the formal investigation and hearing procedures.
- Informal resolution is a voluntary process and may be used as an alternative to the formal investigation and hearing procedures only where a Formal Complaint has been filed.
- Upon written agreement of all parties, informal resolution may be initiated at any time prior to a finding in a hearing and may be terminated at any time prior to final informal resolution.

- If the informal process is terminated, the Sexual Misconduct Resolution Process, which includes an investigation and hearing, will proceed.
- Once a final resolution has been reached, documented, and signed by all parties, the resolution cannot be appealed.
- Informal resolution may not be utilized when a Student files a Formal Complaint against a University Employee, Volunteer, or University Official under this Policy.

Sexual Misconduct Resolution Process

1. Formal Complaint

- The Sexual Misconduct Resolution Process is initiated by a Complainant providing the Title IX Coordinator with a Formal Complaint with a signature or other indication that the Complainant is the person filing the Formal Complaint and describing the facts alleged.

2. Notice of Allegations

- The Title IX Coordinator will draft and provide a written Notice of Allegations to any Party alleged to have violated this Policy.
- The Notice of Allegations will include:
 - Notice of the University's Sexual Misconduct Resolution Process, including a link to a copy of the process;
 - Notice of the allegations potentially constituting violations of University Policy and sufficient details known at the time;
 - A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the hearing;
 - A statement that the Parties may have an Advisor of their choice;
 - Information regarding the Parties' opportunity to inspect and review evidence obtained as part of the investigation; and
 - A statement that individuals are prohibited from knowingly filing a false report or making misrepresentations.

3. Investigation

- The Title IX Coordinator and/or an Investigator designated by the Title IX Coordinator will conduct an investigation of the conduct alleged.
- The University, not the Parties, has the burden of proof and the burden of gathering evidence.
- The University will provide an equal opportunity for the Parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
- Prior to completion of the investigation, the Parties will have an equal opportunity to inspect and review evidence obtained through the investigation and submit a written response.
- The Investigator will consider the Parties' written responses before completing the Investigative Report.

- The Investigator will create an Investigative Report that fairly summarizes relevant evidence. The Investigative Report will be shared with the Parties and their Advisors prior to any hearing.

4. Hearing

- The University will provide the Parties with written notice of the hearing.
- Each Party may have an Advisor of their choice. If a Party does not have an Advisor for the hearing, the University will appoint an Advisor for the limited purposes provided under the Policy.
- The hearing may be conducted with all Parties physically present in the same geographic location or virtually through video conferencing technology that enables participants to simultaneously see and hear one another.
- All proceedings will be recorded through audio recording.

5. Decision

- The University uses the **preponderance of the evidence** standard in investigations of Formal Complaints alleging Sexual Misconduct Violations under this Policy. This means that the Decision Maker(s) must determine whether it is more likely than not that a violation of the Policy occurred.
- Following the hearing, the Decision Maker(s) will issue a determination regarding responsibility in accordance with the procedures established in the Policy.

6. Disciplinary Sanctions

- For Students, Disciplinary Sanctions are subject to applicable University policies, up to and including expulsion from the University.
- For Employees, Disciplinary Sanctions are subject to applicable collective bargaining agreements or University/System policies, up to and including separation from employment.
- For University Officials or Volunteers, sanctions may include removal or a request for removal from their respective position.

7. Appeals

- The Policy provides procedures for appeals where the Respondent is a Student and separate procedures for appeals where the Respondent is an Employee.
- The complete appeal procedures, including applicable grounds, timelines, and requirements, are provided in the IUP Sexual Discrimination and Sexual Misconduct Policy.

The entire IUP Sexual Discrimination and Sexual Misconduct Policy may be reviewed at:
<https://www.iup.edu/social-equity/policies/sexual-discrimination-and-sexual-misconduct/>

STATEMENT ADDRESSING SEX OFFENDER REGISTRATION

Sex Offender Registration Policy

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) requires institutions of higher education to issue a statement advising the campus community where information provided by a state concerning registered sex offenders may be obtained. The CSCPA also requires certain individuals who are required to register as sex offenders to provide notice, as required by law, of each institution of higher education at which they are employed, carry on a vocation, or are a student.

In Pennsylvania, sex offender registration information is maintained by the Pennsylvania State Police and is available through the Pennsylvania State Police Megan's Law Public Website. [Registration Details](#)
[- Megan's Law Public Website](#)

Campus Counseling, Mental Health, and Other Resources

The Counseling Center: (724) 357-2621

Located in the Suites on Maple East, G31 (901 Maple Street), the IUP Counseling Center provides a range of mental health services and support for the Indiana University of Pennsylvania students, including urgent crisis intervention and emergency consultation to students, faculty, staff, and family members. For more information, please visit: <http://www.iup.edu/counselingcenter/>

Student Support Services

The Haven Project at IUP's Counseling Center, on the Indiana Campus, is available to students from all campuses to provide confidential counseling services at 724-357-2621. 24-hour services are available at the Alice Paul House in Indiana at 724-349-4444; HAVIN (the Survivor Abuse Center) in Kittanning at 724-548-8888; Passages, serving Punxsutawney, at 800-793-3620; and PAAR, serving the IUP Pittsburgh East Center, at 866-363-7273.

State Employee Assistance Program (SEAP): Call Human Resources at (724) 357-2431

The State Employee Assistance Program is a free assessment and referral service for Commonwealth employees and family members. SEAP provides help with a wide range of personal and work-related issues and financial and legal services. For more information, please visit: <https://www.iup.edu/humanresources/benefits/seap---state-employee-assistance-program/>

Other Resources

Drug and Alcohol treatment resources from various organizations are available for review at: <https://www.iup.edu/humanresources/policies/drug-free-schools-and-communities-act/>

The Alcohol, Tobacco, and Other Drugs Program website may be reviewed at: <https://www.iup.edu/student-wellness/index.html>

The University has a Care Team that works with members of the IUP community to help assist students whose concerns deserve intervention and support. Care Team collaborates with campus experts to address student concerns when a student's behavior may pose risk to the individuals and / or the University community. If an observed behavior is an immediate concern, contact the University Police at (724) 357-2141 or call 911.

ANNUAL FIRE SAFETY REPORT

STATEMENTS ADDRESSING FIRE SAFETY AND REPORTING

Fire Safety Report

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus residential facilities to publish an annual fire safety report that contains information about the institution's campus fire safety practices and standards. The Department of Public Safety maintains a daily Crime and Fire Log of all crime and fire incidents reported to the Office. The log is available 24 hours a day to the public at Robertshaw, 650 South 13th Street, Indiana, PA 15705. The following report details all information required by this act for IUP.

2025 Indiana University of Pennsylvania Fire Report

Residence Facility Name / Address	Total Number of Fires			Fire Number			Date of Fire			Cause of Fire			Number of Injuries that Required Treatment at a Medical Facility			Number of Deaths Related to a Fire			Value of Property Damage Caused by a Fire (\$)		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Indiana Campus Residence Halls																					
Andrew W. Stephenson Hall 950 Maple St.	0	1	0	0	1	0		11/1		A candle burning next to artificial flowers caught the flowers on fire			0			0			\$0- \$99		
Donna D. Putt Hall 1000 Grant St.	0	0	0	0	0	0															
Gealy W. Wallwork Hall 455 Pratt Dr.	2	0	0	2	0	0	3/31 11/28			3/31 food in the microwave caught fire 11/28 candle fire			0			0			\$0- \$99		
Northern Suites 955 Oakland Ave.	0	0	0	0	0	0															
Rodney D. Ruddock Hall 1099 Maple St.	0	0	0	0	0	0															
Suites on Maple East 901 Maple St.	1	0	0	1	0	0	12/16			The light fixture caught fire	The light fixture caught fire		0			0			\$0- \$99		
Suites on Pratt 601 Pratt Dr.	0	0	0	0	0	0															
Susan Snell Delaney Hall 920 Grant St.	0	0	0	0	0	0															
Whitmyre Hall 290 Pratt Dr.	0	0	0	0	0	0															
Punxsutawney Campus Residence Halls																					
Punxsutawney Living Center 264 Center St.	0	0	0	0	0	0															
Off Campus Student Housing – Affiliated with IUP																					
Phi Kappa Psi Fraternity 220 S. 6th St. Indiana, Pa. 15701	0	0	0	0	0	0															
Sigma Chi Fraternity 246 S. 7th St. Indiana, Pa. 15701	0	0	0	0	0	0															

FIRE SYSTEMS

Fire Safety Policies for On-Campus Housing

- **Electrical Appliances.** Due to the potential for accidents that may occur when using certain electrical appliances, the following devices are restricted or prohibited in all University residences:
 - Potpourri burners
 - Space heaters (except during extreme conditions approved by the University)
 - Fog machines
 - Halogen lamps
 - Hot plates, hot pots, and similar devices
 - Popcorn poppers
 - Toasters and toaster ovens
 - Iron (except in approved areas designated by the University)

These devices are examples of heat-producing appliances that are prohibited. Residents are encouraged to contact their residence director if they have questions regarding approved appliances.

- **Smoking.** Smoking of any kind, including electronic cigarettes, is not permitted anywhere in residential buildings. Occupants and their guests are required to always observe the policy.
- **Open Flames.** Candles and open flames of any kind are strictly prohibited in residential facilities, such as incense burners and like heat producing devices or sources. These items will be confiscated and may not be returned. Violations may result in disciplinary action as indicated in the Policies and Regulations regarding Student Behavior.

Procedures for Evacuation

When the fire-detection system in any facility is activated and an alarm sounds throughout the building, all occupants are required to promptly exit the building using the safest possible route. When outside, occupants must proceed to a predetermined holding area located at least 200 feet from the building and remain in that location until they receive further instructions from a staff member, a police officer, or a fire department representative. Other evacuation procedures may include:

- Shut all doors and windows in the vicinity of the fire if activity can be safely accomplished.
- If the fire is small, use fire extinguishers to put it out
- Exit by the nearest safe stairway.
- Do not use the elevators.
- Do not run.
- If there is smoke in the room, keep low to the floor.
- Try to exit the room, feel the doorknob
 - If it is hot, do not open the door

- If the doorknob is not hot, brace yourself against the door and crack it open
 - If there is heat or heavy smoke, close the door and stay in your room
 - Do not panic.
 - Seal up the cracks under the door with sheets or towels.
 - If there is smoke in the room, crack the windows at the bottom and at the top, if possible, to allow for ventilation.
 - Hang a sheet or towel from the window to announce that you are in your room.
 - Call 911 or IUP PD at: (724) 357-2141. Be sure to give your room number and your location.
 - If you can exit the room, put on shoes (and if necessary, a coat). If smoke is evident, get a wet towel to cover your face.
 - Close all doors.
- If you are blocked by fire in the exiting building, go to the safest fire-free area, or stairwell. If a phone is available, call 911; or find a window, and signal that you are still in the building.

All IUP Housing staff members receive training on the established evacuation procedures to follow for the specific building in which they reside. Staff members also receive training conducted by a member of the local fire department on the proper procedures for using a fire extinguisher.

At the opening of each semester, staff members on all residential facility floors conduct a mandatory meeting to include all their floor residents, at which time they review the procedures that must be followed to safely evacuate the building if the fire-detection system sounds and activate an alarm throughout the building.

To ensure that building occupants understand exactly what they need to do immediately after the building fire alarm system is activated, a fire drill is conducted in all residential facilities shortly after the beginning of the Fall semester, Spring semester and summer sessions and, as scheduled for academic and administrative buildings through Environmental Health and Safety and Emergency Management. If staff members observe any building occupants who do not follow the established evacuation procedures, they are instructed to counsel those occupants on the correct procedures to follow if the alarm sounds at any time in the future.

Fire Safety and Education

IUP is committed to fire safety in its residential facilities and other locations on campus. All residential facilities are equipped with smoke detectors and fire alarm systems that ring into the University Police Department, which is staffed 24 hours a day, seven days a week. University residential facilities have sprinkler systems, smoke detectors, fire extinguishers, emergency exit doors, audible alarms, and emergency lighting systems. Every effort has been made to ensure that the systems are inspected, within each residential facility, twice a year. Residential facilities also have designated Areas of Rescue, located on the suite floors, and an alarm can be sounded by pulling a notification panel that rings into the University Police Department. Officers are then immediately dispatched to the Area of Rescue.

The University maintains and tests all fire alarms and automatic fire suppression systems in accordance with the appropriate National Fire Protection Association Standards to ensure system readiness and proper operation in a fire emergency.

IUP takes fire safety very seriously and continues to enhance its programs for the University community through education, engineering, and enforcement. Educational programs are presented throughout the year to the faculty, staff, and students so they are aware of the rules and safe practices. These programs include identification and prevention of fire hazards, actual building evacuation procedures and drills, specific occupant response to fire emergencies, and hands-on use of fire extinguishers.

- Dining Service Staff members are trained annually in the hands-on use of fire extinguishers and emergency procedures in the event of a fire.
- University Police Officers are trained for initial response to fire incidents and assist in building evacuation and extinguishment/confinement of small fires.
- Fire extinguisher training is provided for IUP Housing staff, along with evacuation and gathering points training.
- Safety inspections are made in each residential room twice a semester.
- Fire drills are conducted once a semester in all residential buildings.
- Fire extinguisher training is made available each year to all staff/employees.
- Fire extinguishers are inspected monthly.
- A fire log is maintained at the Department of Public Safety and is available to the public for review upon request.

Fire Reporting

For Clery fire safety reporting, a **“fire”** is defined as: *“any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”*

There are no restrictions concerning who reports fires in residential facilities on IUP campuses. Residents, faculty, staff members, and visitors are encouraged to report in-progress fires as quickly safely as practical to facilitate fire emergency procedures and to improve the gathering of reportable statistics. Individuals are encouraged to call 911 or the University Police Department at (724) 357-2141 to immediately report a fire. Residents in a living facility on the University campus can immediately report a fire to any IUP Housing staff member, as well.

Residents, faculty, staff members, and visitors are encouraged to report after-the-fact fires to improve the gathering of reportable statistics, as well. After-the-fact fires are obvious areas of burning from a fire that was extinguished and is no longer active. Police dispatchers will send officers to the scene of any reportable fire, and the officers will initiate emergency action, if required, and complete necessary reporting to ensure statistical data is available for the annual fire safety report.

Fire alarms ring into the University Police Department and are received at a panel that connects each residential facility and administrative building with fire codes such as active fire, trouble codes, pull station activation, and smoke detectors. This state-of-the-art system gives responding officers much-needed information regarding locations and types of alarms and saves critical time in responding to the appropriate areas. Students may not disregard fire alarms or refuse to evacuate a building when a fire alarm is sounding, regardless of the nature of the alarm. All building occupants are expected to exit a

building in a fire alarm situation in any building on IUP campuses. Students who refuse to exit buildings during fire alarms are subject to disciplinary action as indicated in the Policies and Regulations regarding student behavior.

Plans for Future Improvement

IUP continues to assess and upgrade fire safety equipment as an ongoing process, to ensure that all equipment meets National Fire Safety standards. Future improvements will be made as needed as part of the ongoing assessment and budget process. Facilities Management and the Office of Environmental Health and Safety will be leading this effort. For additional information regarding health and safety issues, please visit: <https://www.iup.edu/facilities/offices/environmental-health-and-safety/index.html>

Fire Systems and Drills Conducted

Facility	Address	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of fire drills each calendar year
Delaney Hall (East)	920 Grant Street	X		X	X	X	X	1/semester
Delaney Hall (West)	950 Grant Street	X		X	X	X	X	1/semester
Northern Suites	955 Oakland Ave	X		X	X	X	X	1/semester
Putt Hall	1000 Grant Street	X		X	X	X	X	1/semester
Ruddock Hall	1099 Maple Street	X		X	X	X	X	1/semester
Stephenson Hall	950 Maple Street	X		X	X	X	X	1/semester
Suites on Maple East	901 Maple Street	X		X	X	X	X	1/semester
Suites on Pratt	601 Pratt Drive	X		X	X	X	X	1/semester
University Towers	850 Maple Street	X		X	X	X	X	1/semester
Wallwork Hall	455 Pratt Drive	X		X	X	X	X	1/semester
Whitmyre	290 Pratt Drive	X		X	X	X	X	1/semester
Punxsutawney Living Center	Punxsutawney	X		X	X	X	X	1/semester
Phi Kappa Psi Fraternity	220 S. 6th Street	Yes		x	x	x	x	2/year
Sigma Chi Fraternity	246 S. 7th Street	By 24/7 off-site telephone system		x	x	x	x	1/semester

STATEMENT ADDRESSING HAZING POLICIES, REPORTING, INVESTIGATION, AND PREVENTION

Anti-Hazing Policy

Indiana University of Pennsylvania (IUP) prohibits hazing. This prohibition applies to conduct occurring both on and off campus when the conduct constitutes hazing under University policy, federal law, or Pennsylvania law.

It is not a defense to an alleged violation that an individual consented to participate in the activity or that the activity was sanctioned or approved by the University or an organization.

Definition of Hazing

For purposes of University policy and the Clery Act, hazing means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person or persons, regardless of their willingness to participate, that:

- Is committed in the course of an initiation into, affiliation with, or maintenance of membership in a student organization; and
- Causes or creates a risk, above the reasonable risk encountered through participation in the institution or organization, of physical or psychological injury.

Hazing may include, but is not limited to:

- Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity.
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity.
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
- Causing, coercing, or otherwise inducing another person to perform sexual acts.
- Any activity that places another person in reasonable fear of bodily harm through threatening words or conduct.
- Any activity against another person that includes a criminal violation of local, state, Tribal, or federal law.
- Any activity that induces, causes, or requires another person to perform a duty or task involving a criminal violation of local, state, Tribal, or federal law.

Activities that are reasonable and customary to a particular organization, such as legitimate athletic, law enforcement, or military training, contests, competitions, or similar customary activities, are not considered hazing under University policy.

Student Organization

For purposes of hazing reporting, a student organization includes any organization in which two or more members are students enrolled at the University, regardless of whether the organization is established or officially recognized by IUP. This includes, but is not limited to, fraternities, sororities, associations, societies, athletic teams, club sports teams, clubs, service organizations, social or academic organizations, bands, student government, or similar groups.

Reporting Hazing

All students, employees, advisors, and organizations are responsible for complying with IUP's Anti-Hazing Policy both on and off campus, including activities occurring at privately owned facilities or property.

Suspected hazing should be reported to the IUP Police Department or the law enforcement agency having jurisdiction where the activity occurred. Reports may also be made to:

- IUP Police Department: 724-357-2141
- Dean of Students' Office
- Office of Community Standards
- Office of Social Equity
- University's online reporting system

Upon receiving an allegation of hazing, the Dean of Students' Office or Office of Social Equity will immediately notify the IUP Police Department to preserve investigative integrity when potential criminal activity is involved.

Investigation of Hazing Reports

Reported incidents of hazing are handled as a criminal investigative priority. IUP Police or the law enforcement agency with primary jurisdiction will be provided priority access to crime scenes, victims, witnesses, evidence, and other information necessary for a criminal investigation.

The University may simultaneously take interim actions necessary to protect individuals, including suspension of organizational activities or actions involving individuals associated with an organization.

Allegations involving organizations are referred to the Dean of Students' Office and addressed in accordance with the Student Organization Review Policy. Allegations involving individual students are referred to the Office of Community Standards and addressed under the IUP Community Standards Policy. Allegations involving employees or volunteers are referred to Human Resources for appropriate administrative procedures.

Violations and Sanctions

Organizations and individuals may be subject to University disciplinary action for violations of the Anti-Hazing Policy. The filing of University charges against an organization does not prevent disciplinary

action against individual students or the filing of criminal or civil charges against an organization or individual.

Organizational violations are adjudicated in accordance with the Student Organization Review Policy. Student violations are addressed through the IUP Community Standards Policy. Allegations involving employees or volunteers are referred to Human Resources for appropriate administrative action.

Hazing Prevention and Awareness Programs

IUP maintains an Anti-Hazing Program through the Office of the Dean of Students to support hazing prevention, awareness, reporting, and compliance with applicable federal and state requirements.

Recognized student organizations are responsible for communicating the University's Anti-Hazing Policy to their membership. Organization leaders are required to communicate the policy at the first meeting of each semester and to new members before the commencement of new-member activities. Recognized organizations must also complete the University's required Hazing Compliance Agreement.

Employee Hazing Awareness and Prevention Training: Employees are required to complete Hazing Awareness and Prevention training within 90 days of hire and every three years thereafter. The 50-minute training is designed to help employees understand what hazing is, why hazing occurs, and how to identify and appropriately address potential hazing incidents. The training addresses the definition of hazing, associated health and legal risks, employee responsibilities, and strategies for identifying and responding to hazing.

Applicable Laws and University Policies

IUP's Anti-Hazing Policy is established consistent with:

- Public Law 118-173, Stop Campus Hazing Act
- Pennsylvania Crimes Code, 18 Pa.C.S. §§ 2801–2811
- IUP Community Standards Policy
- IUP Student Organization Review Policy
- Applicable Human Resources collective bargaining agreements and employment law.

IMPORTANT PHONE NUMBERS

Indiana Main Campus

Alice Paul House, Indiana www.alicepaulhouse.org
724-349-4444 / 800-435-7249

Indiana Borough Police Department www.indianaboro.com
724-349-2121

Indiana Regional Medical Center
www.indianarmc.org
724-357-7000

IUP Counseling Center
www.iup.edu/counselingcenter
724-357-2621

Haven Project
www.iup.edu/havenproject
724-357-3947

IUP Alcohol, Tobacco, and Other Drugs Program
www.iup.edu/student-wellness
724-357-1265

IUP Department of Disability Access and Advising
<https://www.iup.edu/disabilitysupport/index.html>
724-357-4067

IUP Housing Office
www.iup.edu/housing
724-357-2696

IUP Office of Human Resources www.iup.edu/humanresources
724-357-2431

IUP Office of Intercollegiate Athletics www.iupathletics.com
724-357-4295

Open Door Hot Line www.theopendoor.org
724-465-2605 AND 877-333-2470

University Police Department
www.iup.edu/police
724-357-2141

University Police Department Crime Tip Hotline

www.iup.edu/police

724-357-2255

Elkin Hall www.iup.edu/mcsle; rbriscoe@iup.edu

724-357-2598

IUP Center for Health and Well-Being

www.iup.edu/chwb

724-357-9355

IUP Health Service

www.iup.edu/healthservice

724-357-2550

IUP Title IX

<https://www.iup.edu/socialequity/>

724-357-3402

IUP Pittsburgh East Center

IUP Pittsburgh East Center (Administrative Office) www.iup.edu/monreovillee

412-824-1999

Forbes Regional Hospital www.ahn.org

412-858-2000

Northpointe Regional Campus

Northpointe Campus (Administrative Office) www.iup.edu/northpointe

724-294-3300

Armstrong County Memorial Hospital www.acmh.org

724-543-8500

ACMH Psychiatric Services <http://acmh.org/services/behavior-health>

724-543-8493

HAVIN (Kittanning Survivor Abuse Center) www.havinpa.org

724-548-8888 AND 800-841-8881

IUP Office of Community Standards

www.iup.edu/communitystandards

724-357-1264

Punxsutawney Regional Campus

Punxsutawney Campus (Administrative Office) www.iup.edu/punxsutawney
814-938-6711

Punxsutawney Area Hospital www.pah.org
814-938-1800

APPENDIX A – CLERY CRIME DEFINITIONS

Indiana University of Pennsylvania is required to disclose statistics for certain crimes reported to local police agencies or Campus Security Authorities that occur within the geographic locations defined by the Clery Act.

Unfounded Crime Reports

A reported crime may be classified as **unfounded** only when a sworn or commissioned law enforcement officer has fully investigated the reported crime and, based on the results of the investigation and evidence, has made a formal determination that the crime report is false or baseless and therefore unfounded. Only sworn or commissioned law enforcement personnel may unfound a crime report for Clery Act reporting purposes.

Primary Crimes

Criminal Homicide

- **Murder and Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.

Sex Offenses

- **Rape:** Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

Other Primary Crimes

- **Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.
- **Burglary:** The unlawful entry of a structure to commit a felony or theft.
- **Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle.
- **Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, or personal property of another. *Source: Appendix A to Subpart D of 34 CFR Part 668.*

Arrests and Disciplinary Referrals

Institutions must disclose statistics for arrests and persons referred for disciplinary action for:

- **Weapons: Carrying, Possessing, Etc.:** Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.
- **Drug Abuse Violations:** Violations of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices used in their preparation and/or use.
- **Liquor Law Violations:** Violations of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence or drunkenness.

Source: Appendix A to Subpart D of 34 CFR Part 668.

Hate Crimes

For Clery Act reporting purposes, a **hate crime** is a crime reported to local police agencies or a Campus Security Authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim based on actual or perceived:

- Race
- Religion
- Gender
- Gender Identity
- Sexual Orientation
- Ethnicity
- National Origin
- Disability

In addition to Clery Act Primary Crimes, the following offenses must also be reported when they are determined to be Hate Crimes:

- **Larceny-Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury.
- **Intimidation:** Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to an actual physical attack.
- **Destruction/Damage/Vandalism of Property:** Willfully or maliciously destroying, damaging, defacing, or otherwise injuring real or personal property without the consent of the owner or person having custody or control of it. *Source: Appendix A to Subpart D of 34 CFR Part 668.*

Violence Against Women Act (VAWA) Crimes

- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship is determined based on the reporting party's statement and consideration of the length of the relationship, type of relationship, and frequency of interaction between the persons involved. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse and does not include acts covered under the definition of Domestic Violence.
- **Domestic Violence:** A felony or misdemeanor crime committed by a person who is a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under applicable domestic or family violence laws, or another person against an adult or youth victim who is protected from that person's acts under applicable domestic or family violence laws.
- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Source: 34 CFR § 668.46(a).

Stop Campus Hazing Act

Hazing: For purposes of Clery Act crime statistics, hazing is any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person or persons, regardless of their willingness to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a Student Organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or organization, of physical or psychological injury.

Hazing may include:

1. Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity;
2. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity;
3. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. Causing, coercing, or otherwise inducing another person to perform sexual acts;
5. Any activity that places another person in reasonable fear of bodily harm through threatening words or conduct;
6. Any activity against another person that includes a criminal violation of local, state, Tribal, or federal law; or

7. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, Tribal, or federal law.

Student Organization: For purposes of Clery Act hazing reporting, a Student Organization is an organization at an institution of higher education, such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government, in which two or more members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

Source: Jeanne Clery Campus Safety Act, 20 U.S.C. § 1092(f), as amended by the Stop Campus Hazing Act.

APPENDIX B – UNIFORM CRIME REPORTING DEFINITIONS

Under the Pennsylvania Uniform Crime Reporting Act, Indiana University of Pennsylvania is required to report crime statistics to the Pennsylvania State Police (PSP) in the form and manner required by PSP. The University also publishes crime statistics for the most recent three-year period as required by Pennsylvania law.

The Pennsylvania Uniform Crime Reporting (UCR) Program serves as the Commonwealth's repository for the collection of crime statistics. The IUP Department of Public Safety/University Police submits required crime data to the Pennsylvania State Police through the Pennsylvania Uniform Crime Reporting System (PAUCRS).

Pennsylvania's UCR system includes reporting under the National Incident-Based Reporting System (NIBRS), which categorizes offenses as Group A and Group B offenses, as well as Summary Reporting System (SRS) data, which traditionally categorizes offenses as Part I and Part II offenses. The crime classifications and definitions used for Pennsylvania UCR reporting may differ from those used for federal Clery Act reporting.

Summary Reporting System (SRS) – Part I Offenses

Criminal Homicide

A) Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, and accidental deaths are excluded. Justifiable homicides are classified separately.

B) Manslaughter by Negligence: The killing of another person through gross negligence. Traffic fatalities are excluded.

Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Statutory offenses are excluded.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually involves the use of a weapon or means likely to produce death or great bodily harm. Simple assaults are excluded.

Burglary: The unlawful entry of a structure to commit a felony or theft. Attempted forcible entry is included.

Larceny-Theft (Except Motor Vehicle Theft): The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, fraud, forgery, and similar offenses are excluded.

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

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

Summary Reporting System (SRS) – Part II Offenses

Other Assaults (Simple): Assaults and attempted assaults that are not aggravated in nature and do not result in serious injury to the victim.

Forgery and Counterfeiting: The altering, copying, or imitating of something without authority or right, with the intent to deceive or defraud, or the selling, buying, or possession of an altered, copied, or imitated item with intent to deceive or defraud. Attempts are included.

Fraud: The intentional perversion of the truth for the purpose of inducing another person or entity, in reliance upon it, to part with something of value or surrender a legal right.

Embezzlement: The unlawful misappropriation or misapplication by an offender, for the offender's own use or purpose, of money, property, or another thing of value entrusted to the offender's care, custody, or control.

Stolen Property – Buying, Receiving, Possessing: Buying, receiving, possessing, selling, concealing, or transporting property with knowledge that it has been unlawfully taken. Attempts are included.

Vandalism: Willfully or maliciously destroying, injuring, disfiguring, or defacing public or private property without the consent of the owner or person having custody or control. Attempts are included.

Weapons – Carrying, Possessing, Etc.: Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. Attempts are included.

Prostitution and Commercialized Vice: The unlawful promotion of or participation in sexual activities for profit, including attempts.

Sex Offenses: Sex offenses other than rape, prostitution, and commercialized vice, including statutory rape and other applicable sex offenses. Attempts are included.

Drug Abuse Violations: Violations of laws prohibiting the production, distribution, and/or use of controlled substances, including unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of controlled drugs or narcotic substances.

Gambling: Unlawfully betting or wagering money or something else of value; assisting, promoting, or operating a game of chance for money or another stake; possessing or transmitting wagering information; manufacturing, selling, purchasing, possessing, or transporting gambling equipment or devices; or tampering with the outcome of a sporting event or contest to gain a gambling advantage.

Offenses Against the Family and Children: Unlawful nonviolent acts by a family member or legal guardian that threaten the physical, mental, or economic well-being or morals of another family member and are not classifiable as another offense.

Driving Under the Influence: Driving or operating a motor vehicle or common carrier while mentally or physically impaired as a result of consuming alcohol or using drugs or narcotics.

Liquor Laws: Violations of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, excluding driving under the influence and drunkenness.

Drunkenness: Drinking alcoholic beverages to the extent that one's mental faculties and physical coordination are substantially impaired. Driving under the influence is excluded.

Disorderly Conduct: Behavior that tends to disturb the public peace or decorum, scandalizes the community, or shocks the public sense of morality.

Vagrancy: Violations of applicable laws, ordinances, regulations, or court orders relating to prohibited conduct traditionally classified as vagrancy.

All Other Offenses: Violations of state or local laws not specifically identified as Part I or Part II offenses, except traffic violations.

Pennsylvania Uniform Crime Reporting Act

Indiana University of Pennsylvania provides this information as part of the University's commitment to campus safety and security and in accordance with the Pennsylvania Uniform Crime Reporting Act.

Questions regarding this information may be directed to:

Tim Stringer, Director of Public Safety

Indiana University of Pennsylvania

Department of Public Safety

650 South 13th Street

Indiana, PA 15701

Email: stringer@iup.edu

Telephone: 724-357-3201

Important Note Regarding Crime Statistics: Pennsylvania UCR crime classifications and reporting requirements differ in certain respects from the federal crime classifications and reporting requirements established under the Jeanne Clery Campus Safety Act. As a result of differences in definitions, geographic reporting requirements, counting rules, and reporting methodologies, Pennsylvania UCR crime statistics may differ from the crime statistics reported by the University for Clery Act purposes.