AVILA UNIVERSITY

2025 CAMPUS ANNUAL SECURITY REPORT

CRIME STATISTICS FOR 2022 – 2024

11901 WORNALL ROAD
KANSAS CITY, MO 64145

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CAMPUS SAFETY AND CAMPUS LAW ENFORCEMENT

Security and safety concerns on the campus are addressed either by Campus Safety Officer or professional staff members 24 hours a day, 365 days of the year. Under most circumstances, city, county, or state law enforcement officers are called upon to make all arrests on campus.

Avila University encourages accurate and prompt reporting of all crimes to Campus Safety Officers, professional staff members or local law enforcement. The University can assist victims in reporting crimes if they are unable to make the reports themselves.

Immediate Assistance
Safety Officer on-duty: 816.985.6079

Office & Voicemail
Campus Safety Office: 816.501.2466 / 816.501.2425

Local Police & Emergencies
9-911 (from a campus extension) 911
(from all other phones)

Anonymous Reporting
Campus Conduct Hotline: 866.943.5787

On campus, dial 9 for an outside line (e.g. 9-911).

REPORTING CRIMINAL ACTIONS OR OTHER EMERGENCIES

Campus Safety Officers and/or appropriate campus staff can be reached immediately by calling (816)985-6079. The caller will be connected to the Safety Officer on Duty or referred immediately to the campus staff member on duty. A voice message may be left for the Campus Safety Office for non- emergencies on their campus office phone at (816) 501-2425.

Avila University is also protected by the Kansas City Police Department and other city and county services. In case of an emergency requiring immediate service, from a campus phone dial 9-911 (or 911 from any regular phone or cell phone); state name, location and the nature of the emergency. This information is given directly to police, fire and/or ambulance services. If the caller is unsure about placing the call, he or she may contact the Campus Safety Officer on duty by calling (816)985-6079.

The Officer will help the person place a call to local authorities if so requested. The University does rely on local law enforcement authorities to investigate criminal actions and to assist with emergencies as appropriate.

Avila University strongly encourages individuals to report any crime accurately and promptly. The Campus Safety Department or the Kansas City Police Department can be reached via the numbers listed above. To report a crime, a security incident, or suspicious occurrence, one should notify Campus Safety Department or the local Police Department directly. Any member of the Avila community can also submit an Avila University Incident Report noting the security concern or any criminal activity.

Incident Report forms are available in the Campus Safety Office and with all Residence Life Staff. Incident Reports can be returned to any one of these offices who will, if it involves a criminal matter, forward the report to the Director of Campus Safety. A student can always decide to file a police report with local authorities if deemed appropriate by the student. As always, local police

authorities can be reached immediately through use of the 911 system. The University is not required to make a report to local police authorities with personally identifying information, so that choice to notify police is determined by the individual making the report (Reporting Party), or other individuals directly involved in the incident.

Avila University does allow victims or witnesses to report crimes on a voluntary, confidential basis. Anonymous information may be left with the Campus Conduct Hotline at (866)943-5787, which information will then be sent to designated Avila University Executives without any names or contact information for the individual calling. The Campus Conduct Hotline is an off-campus service in association with EIIA (Educational & Institutional Insurance Administrators, Inc.), that is a resolution focused resource that is available 24 hours a day, 7 days a week.

All Faculty and Staff of Avila University that any reasonable student would deem an authority figure, excluding the Campus Ministry department and Counseling Services, are required to report any and all information they discover involving inappropriate conduct, suspicious behaviors, or criminal actions to the Campus Safety Office or the Student Affairs Office. The Directors of Campus Ministry, Pastor, and the University Counselor are Confidential Resources on campus that only report numeric data of offenses to Campus Safety.

Those filing an Avila University Incident Report will be contacted by Campus Safety and/or a member of the University Staff regarding the report and for appropriate follow-up. If a victim files an incident report, he or she will be informed of the University's response, whether disciplinary action is being pursued, and all of the

person's rights under the University's policies and procedures. The person filing the report always has the right to contact the local Police or any other law enforcement agency.

The Vice President of Student Affairs or Campus Safety Management will make timely reports to the campus community on crimes considered to be a threat to other students and employees. Such reports will be provided to students and employees in a manner that is timely and that will aid in the prevention of similar occurrences. Such notices will be distributed via the campus electronic bulletin board, campus e-mail, and through a variety of postings throughout campus and/or other communication methods such as text alerts as deemed appropriate.

The cooperation and involvement of all Avila community members concerning campus safety and security programs is absolutely necessary. In addition to promptly reporting criminal activity, all members of the community should be alert at all times and should report suspicious persons or activity to the Campus Safety Department.

NOTIFICATION OF CAMPUS PUBLIC SAFETY PROCEDURES, PRACTICES, AND PROGRAMS AND INFORMATION ABOUT **THE PREVENTION OF CRIMES**

All Avila students, faculty, and staff are always encouraged to contact Campus Safety and/or the Dean of Students regarding their concerns, whether it is for safety, criminal activities, security of the facility, or emergencies on campus.

A notice concerning the availability of this Annual Security Report, the exact electronic address of the Report's location on the web, a brief description of the Report's contents, and a statement of the availability of a hard copy is distributed to all current students and employees. Such notice is also made available to any applicant for enrollment or employment, with a hard copy provided upon request. Hard copies of the report are available in the Campus Safety Office.

Residence hall students are informed by hall staff about safety procedures and security programs that are held periodically in the residence halls. Faculty and staff are informed of safety and security concerns via electronic and printed correspondence, along with information conveyed as needed at quarterly faculty/staff meetings. The electronic bulletin boards around campus often contain important safety notices. Student and Employee handbooks discuss student and employee responsibility for their own security and the security of others, as well as the location of this electronic report. Various crime prevention programs, and programs designed to educate the community about security procedures, are held periodically throughout the academic year and are open to the entire campus. These programs are advertised through a variety of electronic and hard copy means.

SECURITY AND ACCESS TO CAMPUS BUILDINGS

Campus facilities are open to students, faculty/staff and guests of the University at various hours for specific buildings and areas. Check with the Campus Safety Department for specific hours of operation. Campus Safety Officers make rounds in each building after they have been secured.
Individuals found in buildings after hours will be asked to show identification, and those who are in the buildings without proper authorization will be referred for disciplinary and/or criminal action. Propping open the doors to any building, especially the residence halls, causes a significant security risk to those inside. Such action will be viewed as a serious violation of school policy. Being in an unauthorized section of any building or in any area for which public access is not allowed, including boiler rooms and roofs of buildings, is also strictly prohibited.

All individuals on Avila University property must be aware that they will be viewable on security camera recordings while on campus property. Many areas of the campus are equipped with passive electronic surveillance equipment for an increased deterrence to crime. Some of the areas which are equipped with electronic surveillance security cameras include the entries to most campus buildings, some Residence Hall hallways, the student lounge/recreation room, and limited areas throughout other campus building. Security camera recordings are regularly reviewed by staff of the Campus Safety department, and limited viewing may be done by Residence Life senior staff, Information Technology Services staff (IT), or Vice President of the Administrative Council. Other employees and students are normally not authorized to view security video recordings.

Avila University Campus Safety will provide screenshots from video or clips of videos, upon request, to Police personnel or an insurance company in relation to appropriate investigations that the University can assist with.

The use of Avila facilities by students and faculty/staff is encouraged. Users of University facilities assume full responsibility for the activities and events they sponsor and for regulating the conduct of individuals attending their events.

National, state and local law, along with institutional policies and procedures, must be upheld when using Avila University facilities. All buildings on campus are opened throughout normal business hours during the workweek and while classes are in session. Buildings are locked at various times in the evening but no later than midnight unless special circumstances exist. Community members may check with the Campus Safety Department for a schedule of building access hours.

In the event of a maintenance malfunction that creates any potential risk to safety and security, such as a door not securing or a lock malfunction, the Campus Safety Officer on-duty or the Facilities department can be contacted via phone at (816)501-3629 and a Safety Officer and/or Maintenance staff member will check on the problem. Maintenance will assign the appropriate skilled laborer or contact an outside vendor to affect the soonest possible repairs.

RESIDENCE HALLS

Residence hall access is limited to residents and authorized staff members. All residence halls are equipped with security entrances for the residents' safety. The security system operates using the student's University Identification Card via electronic door access and the student's room key for his/her individual room. Main resident hall entrances are recorded by electronic surveillance security cameras. Residence life staff makes rounds each evening in the residence halls, and a uniformed Campus Safety Officer regularly patrols the campus to verify that buildings have been secured and ensure a safe environment is maintained.

Under normal circumstances, the exterior doors to the residence halls are locked 24 hours a day, every day. Each student will receive a room key and a University Identification/Access Card. These keys/cards are issued to residents for their personal use only. Under no circumstances may the exterior door access card or room key be loaned or given to another person. Reproduction of a room key is strictly prohibited. Any time a student moves out of the residence hall or changes rooms within the residence halls, all keys must be returned to an authorized staff member for collection and verification. Return of keys is to be noted by the staff person on the Room Inventory form for the rooms being vacated. Failure

to return any key will result in a charge for replacement of all applicable locks.

KEEPING SAFE IN THE HALLS

The degree of security in the residence halls is dependent upon residents taking responsibility for their own safety. A safe community is one in which all members of the community are alert and observe basic safety precautions. It may seem simple to leave a Residence Hall door propped open with the intent of just giving access to a friend, but realistically when a door is left propped open and unattended there is no knowledge of who is gaining access to that area and those individuals may not have the same intent or values as you, so please keep doors secured.

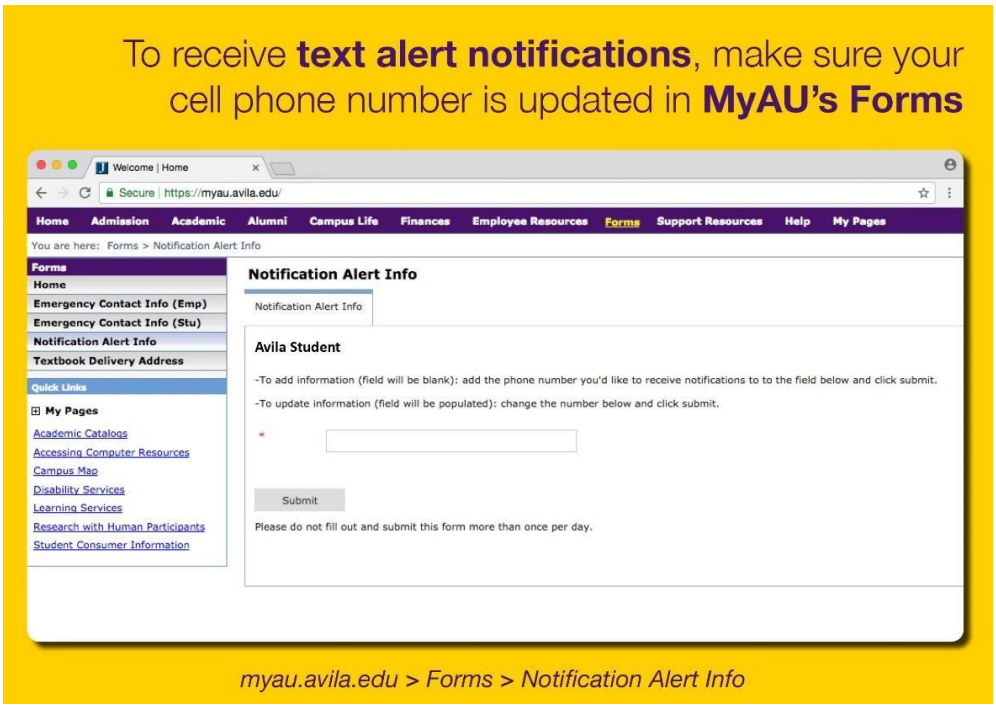
TOP 10 SAFETY TIPS

1. ALWAYS lock your door!
2. Report all suspicious activity or persons to your hall staff or the Campus Safety Department.
3. Use the buddy system when going out at night.
4. Tell somebody where you are going and call when you arrive at your destination.
5. NEVER prop open exterior building doors.
6. NEVER let a stranger into the building. If they are really here to see somebody, that person will meet them and let them in.
7. Report any missing items to your hall staff immediately.
8. Your RA can help with security questions.
9. In case of an emergency, call the Campus Safety Department at (816) 985-6079 or call local police at 911.
10. ALWAYS think about how your actions might impact the community.

EMERGENCY RESPONSE AND WARNING NOTIFICATIONS

Upon confirmation of a significant emergency or dangerous situation that involves an immediate threat to the health and safety of students or employees, an Emergency Notification of the threat or dangerous situation is announced using the following methods that are most appropriate at that time; mass e-mail to students and employees, broadcast text message, electronic bulletin boards, and public announcement in the residence halls, among other methods that may be present at that time. During an emergency it is expected that several messages will be sent out with updating information concerning the nature of the incident, and response or evacuation information. Following the incident, an All-Clear message will be sent out via the same methods as the emergency notification was issued.

Avila University currently uses the Regroup notification system for text, text to speech, and email alerts, to send the mass emails and to broadcast text messages. Students and Employees update their information for emergency notification from MyAU, by submitting their cellphone number in the Forms header section under Notification Alert Info.



The University will make an emergency notification announcement of a significant incident or dangerous situation unless local, state, or national authorities advise that the notification would compromise efforts to assist victims, or to contain, respond to, or otherwise mitigate the emergency.

Upon discovery of a significant emergency or dangerous situation, the Campus Safety Officer on duty will first initiate a call to Kansas City Emergency Services by calling 911. The senior Campus Safety Officer on duty will then initiate contact to the appropriate individuals starting with the Director of Campus Safety to form an emergency response team, which is primarily comprised of the Risk Management & Safety Committee, or in absence of those members other members of the Administrative Council.

Those emergency response team members should then include Director of Campus Safety, Chief Operating Officer and Executive VP, Dean of Students, VP of Academic Affairs, VP of Finance, Dean of Arts and Sciences, Dean of Professional and Graduate Studies, Director of Facilities, Director of Athletics, Director of Human Resources, and Associate Vice President of Marketing & Communications.

Members of the team will be designated to initiate the proper and available notification systems to inform the greatest number of people affected. The Director of Campus Safety, Director of Marketing, or COO/EVP will send emergency notifications through Regroup to the AU Alerts group which is comprised of all current Avila students and employees; all members of the Risk Management & Safety Committee have authorization with Regroup to send out any notifications necessary. Representatives from the Office of Marketing and Communications and from Information Services will work to update the digital signage on campus with necessary information to the situation. A lead is also named who will contact all appropriate members of the Administrative Council and also be made available should further on-going notifications be necessary.

The Office of Marketing and Communication, or their designee, is responsible for disseminating emergency information to the larger community through print, voice, and internet media.

Campus Safety is responsible for testing the emergency response and evacuation procedures on an annual basis. Campus Safety maintains the Emergency Response Guide which is available in every campus building as is available on the Avila website at:
https://www.avila.edu/avila-life/campus-safety/what-to-do/

The Avila Care Team may assist with disseminating adequate follow-up information to the community after the emergency or dangerous situation has been mitigated, as well as will monitor individual students in following weeks.

An Avila University Warning Notification, also known as a Timely Warning Notice, will be issued to Avila University students and employees about certain criminal activity that may present an ongoing threat to our campus community, for crimes that are geographically associated with the Avila campus location of 11901 Wornall Road, Kansas City, Missouri. These Warning Notifications, for crimes that are not an imminent danger to our community, will be distributed via email to all current Avila Students and Employees through Avila email, will be posted on the Avila website, and will be publicly posted in the Campus Safety Office. Prior to the Warning Notification being issued, members of the Risk Management Committee will consult to determine the pertinent information to distribute to protect our campus community, while also protecting the identification of anyone already effected by the crime. Warning Notifications will normally include the date, location, and type of incident, prevention tips, and available resources for Avila Students and Employees.

Release of personal information and incident details for Warning Notifications and Emergency Notifications is guided by the Federal Educational Rights and Privacy Act (FERPA) and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

WEAPONS POLICY AND HAZARDOUS ITEMS

Avila University is an institution of higher education located on private property that forbids concealed carry or possession of weapons on University property. This is within compliance of Missouri statute 571.030.

Firearms, knives, swords, arrows, or any weapons or hazardous materials, or any item resembling a weapon are strictly forbidden. Possession of any of these items at a University sponsored event, whether on or off campus, is also prohibited.

If you are uncertain about whether an item you possess is in violation of this policy you should inquire with Campus Safety prior to bringing the item on campus. Any object used or threaten to be used to cause bodily harm can be classified as a weapon and may fall under additional disciplinary actions.

SEXUAL AND GENDER-BASED HARASSMENT, SEXUAL VIOLENCE, RELATIONSHIP AND INTERPERSONAL VIOLENCE, AND STALKING POLICY AND PROCEDURES

STATEMENT OF PURPOSE

The University is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 ("Title IX"), which prohibits discrimination on the basis of sex in education programs or activities; Title VII of the Civil Rights Act of 1964 ("Title VII"), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act ("SaVE Act"), Violence Against Women Act ("VAWA"), and Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Act.

The University will promptly discipline any individuals within its control who violate this Policy.

Accordingly, Avila University urges an individual to make a formal report if that individual is the victim of sexual misconduct or harassment, has knowledge of another person being the victim of sexual misconduct or harassment, or believes in good faith that they have witnessed a possible warning sign of sexual misconduct or harassment. A report of sexual misconduct or harassment will be dealt with promptly. Confidentiality will be maintained to the greatest extent possible.

Further, Avila University is committed to non-discrimination and equal opportunity to its students including, but not limited to, recruitment, admissions, financial aid, educational policies, placement services, housing, athletics, sponsorship, conduct of co-curricular activities, and other University administered programs and services.

These policies are to be administered without regard to sex, race, religion, age, color, sexual orientation, gender identity, disability, or national origin. The University operates from a value system in which caring, sharing and respect are

paramount. While we value diversity and seek to serve all segments of society, we do not aspire to be only a reflection of society. We seek higher goals, with higher values, and higher standards. This is the community that you have chosen; one that expects more from itself, more from one another, and more from you.

APPLICABILITY AND SCOPE

This Policy applies to all University administrators, faculty, staff, students, contractors, outside vendors, and other third parties within the University's control, including visitors, invitees, and applicants for admission or employment. It applies to conduct that occurs on University owned or controlled premises, in an education program or activity (including, but not limited to, admissions, employment, academics, athletics, housing, and student services) including University sponsored or supported events, buildings owned or controlled by student organizations officially recognized by the University, or off campus when the conduct potentially affects a person's education or employment with the University or potentially poses a risk of harm to members of the University community. It also applies regardless of the gender, gender identity or sexual orientation of the parties.

This policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the Universities' Education Program and Activities; such Sexual Misconduct may be prohibited by the Student Code of Conduct if committed by a student, the Faculty and Staff Handbook if committed by an employee, or other University policies and standards if committed by an employee.

DEFINITIONS

Coercion

The use of pressure to compel another individual to initiate or continue sexual activity against an individual's will. Coercion can include a wide range of behaviors, including psychological or emotional pressure, physical or emotional threats, intimidation, manipulation, or blackmail that causes the person to engage in unwelcome sexual activity. A person's words or conduct are sufficient to constitute coercion if they eliminate a reasonable person's freedom of will and ability to choose whether or not to engage in sexual activity. Examples of

coercion include but are not limited to
threating to "out" someone based on sexual orientation, gender identity, or gender expression; threating to harm oneself if the other party does not engage in the sexual activity; and threating to expose someone's prior sexual activity to another person.

Complainant

The individual who is alleged to be the victim or any prohibited conduct under the Policy.

Consent

Consent is a verbal agreement or action that must be active, voluntary, informed, and mutual. Consent or lack of consent may be expressed or implied. The legal age to give sexual consent in the state of Missouri is 17. Each participant in a sexual encounter must obtain consent for all sexual activities. Consent to one form of sexual activity does not constitute consent to engage in all forms of sexual activity.

Consent may be withdrawn by either party at any time. Withdrawal of consent should be outwardly demonstrated by words or actions that indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease.

Consent to engage in a sexual encounter with one person does not imply consent to engage in a sexual encounter with another. Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent may not be inferred from silence, passivity, lack of resistance or lack of response alone. A person who does not physically resist or verbally refuse sexual activity is not necessary giving consent.

Individuals with a previous or current intimate relationship do not automatically give either initial or continued consent to sexual activity. Even in the context of a relationship, there must be mutually understandable communication that indicates a willingness to engage in sexual activity.

Consent cannot be given by a person who lacks the mental capacity to authorize the sexual encounter/activities and such mental incapacity is manifest or known to the individual initiating the act. Consent cannot be given

by a person who by reason of youth, mental disease or defect, or incapacitated, is clearly unable or known by the individual initiating the act to be unable to make a reasonable judgment as to the nature or harmfulness of the sexual encounter/activities; or Consent cannot be induced by force, duress, or deception.

Consent cannot be procured by Coercion. Coercion is verbal and/or physical conduct, including manipulation, intimidation, unwanted contact, and express or implied threats of physical, emotional, or other harm, that would reasonably place an individual in fear of immediate or future harm and that is employed to compel someone to engage in sexual contact. Force is the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual contact.

Dating Violence

Dating Violence is defined by Violence Against Women Reauthorization Act (VAWA) as "violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship would be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, the frequency of interaction between the persons involved in the relationship."

Examples of this type of behavior include, but are not limited to: (1) Verbal—threatens the partner or someone/something the partner cares about; (2) Emotional—jealousy, trying to control the partner's activities or behaviors, calling or messaging frequently to "keep tabs" on the partner, telling the partner how to dress, stalking or any behavior that elicits fear in the partner; (3) Physical—hitting, slapping, punching, shoving, pinching, kicking, hair pulling, strangulation, restraining biting scratching; (4) Sexual— unwanted touching or kissing, forcing or coercing the partner to have sex or engage in any unwanted sexual activity, not allowing the partner to use birth control.

Domestic Violence

Domestic Violence is defined by VAWA as "…violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse..."

Examples of domestic violence include: (1) Causing or attempting to cause physical or mental harm to a family or household member; (2) Placing a family or household member in fear of physical or mental harm; (3) Causing or attempting to cause a family or household member to engage in involuntary sexual activity by force, or duress; (4) An act taken toward a family or household member that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

Domestic violence also is viewed as a learned pattern of physical, verbal, sexual and/or emotional behaviors in which one person in a relationship uses force and intimidation to dominate or control the other person.

Education Program or Activity

A University education program or activity means all of the operations of the University in any locations, events, or circumstances over which the University exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University.

Hostile Environment Harassment

A single or isolated incident of sexual harassment based on sexual harassment alone may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical. The determination of whether an environment is "hostile" must be based on all the circumstances. These circumstances could include, but are not limited to:

- The frequency of the speech or conduct;
- The nature and severity of the speech or conduct;
- Whether the conduct was physically threatening;
- Whether the speech or conduct was humiliating;
- The effect of the speech or conduct on the individual's' mental and/or emotional state;
- Whether the speech or conduct was directed at more than one person;
- Whether the speech or conduct arose in the context of other discriminatory conduct;

- Whether the speech or conduct unreasonably interfered with the individual's educational opportunities or performance (including study abroad), college-controlled living environment, or work opportunities or performance;
- Whether a statement is a mere utterance of an epithet which engenders offense in an employee or a student or offends by mere discourtesy or rudeness; and/or
- Whether the speech or conduct deserves the protections of academic freedom.

Examples of conduct that may constitute sexual harassment as defined above may include severe, persistent or pervasive pattern of unwelcome conduct that includes one or more of the following:

- Physical conduct: Unwelcome touching, sexual/physical assault, impeding, restraining, or blocking movements;
  Unwanted sexual advances within the employment or academic context;
- Verbal conduct: Making or using derogatory comments, epithets, slurs or humor; Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations; Objectively offensive comments of a sexual nature, including persistent or pervasive sexually explicit statements, questions, jokes, or anecdotes;
- Visual or non-verbal conduct: Leering, making sexual gestures, displaying of suggestive objects or pictures, cartoons or posters in a public space or forum; Severe, persistent, or pervasive visual displays of suggestive, erotic, or degrading sexually oriented images that are not pedagogically appropriate.

Incapacitation

An individual who is incapacitated lacks the ability to make informed judgments and cannot consent to sexual contact. Incapacitation is the inability, temporarily or permanently, to give consent because an individual

is mentally and/or physically helpless, asleep, unconscious, or unaware that sexual activity is occurring. Mentally helpless means a person is rendered temporarily incapable of appraising or controlling one's own conduct.

Physically helpless means a person is physically unable to verbally or otherwise communicate consent or unwillingness to an act. Where alcohol or other drugs are involved, incapacitation is a state beyond impairment or intoxication. Where alcohol or other drugs are involved, evaluating incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person's: decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a reasonable person.

Other Inappropriate Sexual Conduct

Conduct on the basis of sex that does not meet the definition of Sexual Harassment under Title IX, as defined in this Policy, but is considered inappropriate and a violation of other University policy, includes:

Verbal conduct (including through electronic means) constituting unwanted statements of a sexual nature, intentionally directed to a person or group of people, that are objectively offensive to a reasonable person and also so severe or pervasive that they created a Hostile Environment, as defined in this Policy.

The type of verbal conduct that violates this policy may include:

- Unwelcome sexual advances (including explicit or implicit proposition(s) of sexual contact or activity);
- Requests for sexual favors (including overt or subtle pressure);
- Gratuitous comments about an individual's sexual activities or speculation about an individual's sexual experiences;
- Gratuitous comments, jokes, questions, anecdotes or remarks of a sexual nature about clothing or bodies;
- Persistent, unwanted sexual or romantic attention;

- Exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars or other materials; or
- Deliberate, repeated humiliation or intimidation.

Physical conduct that does not fall within the Title IX definition of Sexual Harassment, but which violates the other University policy, includes:

- Sexual exploitation, as defined in this Policy;
- Unwelcome intentional touching of a sexual nature;
- Deliberate physical interference with or restriction of movement; or Sexual violence as defined in this Policy.

Participants

The term "participants" includes the Complainant, Respondent, and any witnesses.

Parties

The term "parties" refers to the "Complainant" and the "Respondent" under this policy.

Preponderance of the Evidence

The greater weight of the credible evidence. Preponderance of the evidence is the standard for determining allegations of prohibited conduct under this Policy. This standard is satisfied if the action is deemed more likely to have occurred than not.

Privacy

For the purposes of this policy, privacy generally means that information related to a report of misconduct will be shared with a limited circle of individuals who "need to know" in order to assist in the review, investigation, and findings, and related issues. Individuals who are routinely involved in Avila University's Title IX response receive specific training and guidance about safeguarding private information in accordance with applicable laws.

Sexual Assault

VAWA defines sexual assault as "an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation." 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.

- Rape – Having carnal knowledge of a person, without consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. There is "carnal knowledge" if there is the slightest penetration of the vagina or penis by the sex organ of the other person. Attempted rape is included.
- Sodomy – Oral or anal sexual intercourse with another person without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sexual assault with an object – Using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is in capable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the perpetrator other than the perpetrator's genitalia.
- Fondling – 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 because of temporary or permanent mental or physical incapacity.
- Incest – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape - In Missouri, a person commits the crime of second degree statutory rape or sodomy by engaging in sexual intercourse with a person under the age of 17 when the defendant is over the age of 21. No matter what the defendant's age, it is a crime (first degree statutory rape or sodomy) to engage in sexual intercourse or sodomy with a child under the age of 14.

Examples of sexual assault under this policy include, but are not limited to, the following behaviors, however slight, when consent is not present: Sexual intercourse (anal, oral, or vaginal). Intercourse, however slight, meaning vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; or oral (mouth to genital contact or genital to mouth contact).

Intentional contact with the breasts, buttocks, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts.

Sexual Exploitation

Sexual Exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses.

- Voyeurism (such as watching or taking pictures, videos, or audio recording of another person in a state of undress or of another person engaging in a sexual act without the consent of all parties).
- Exposing portions of one's body in such a manner that it may be seen by someone who reasonably could be offended.
- Disseminating, streaming, sharing, or posting pictures or video of another in a state of undress or of a sexual nature without the person's consent (i.e. revenge porn).
- Prostituting or trafficking another person.

Sexual Harassment

Conduct on the basis of sex that satisfies one or more of the following: Quid pro quo:

- An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
- "Sexual Assault," "Dating Violence," "Domestic Violence," or "Stalking" as defined in the Violence Against Women Act.

Subsections (i) and (iii) in this definition are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access, because such conduct is sufficiently serious to deprive a person of equal access. Therefore, any instance of quid pro quo sexual harassment and any instance of Sexual Assault, Dating Violence, Domestic Violence, and Stalking are considered Sexual Harassment under this Policy.

Sexual Misconduct — This term is broadly defined to encompass sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and other Inappropriate Sexual Conduct.

Sexual Violence — Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. The term includes, but is not limited to, rape, sexual assault, sexual battery, sexual coercion, sexual abuse, indecency with a child, and/or aggravated sexual assault.

Stalking — Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress. For the purposes of this definition:

> Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

REPORTING

Reporting Sexual Misconduct incidents informs the University of the incident, which allows the University to provide Supportive Measures (as outlined in Section VI of this Policy) to the Complainant and does not necessarily result in the initiation of the Complaint Resolution Process (as outlined in Section VII of this Policy). All Complainants who report incidents of Sexual Misconduct will be offered individualized Supportive Measures.

Any person may report Sexual Misconduct, Retaliation, or other conduct prohibited under this Policy to the Title IX Coordinator, whether or not the person reporting is the person alleged to be the victim of the incident, and it can be a verbal or written report to the Title IX Co-Coordinators:

Vice President of Student Affairs
Phone number: (816) 501-2465
Email: Curtis.Burton@Avila.edu
Blasco Building

Asst.Director of Human Resources
Phone number: (816) 501-3718
Email: Jason.Olen@avila.edu
Blasco Building

Filing a Formal Complaint

The Complainant may file a Formal Complaint with the Title IX Coordinator, as outlined in Section VII of this Policy. A Formal Complaint, including the information detailed in Section VII below, must be filed if a Complainant wishes to initiate the Complaint Resolution Process.

Amnesty

At times, an individual(s) may be hesitant to report the occurrence of misconduct to Avila officials because they are concerned that they themselves, or a witness to misconduct, may be found responsible for other policy violations, such as alcohol or drug violations. Although violations of University policy are not condoned, the importance of addressing the alleged misconduct takes priority. Therefore, Avila will not refer an individual or a witness who makes a report of misconduct to the student conduct system as a responsible party for any other violations that may have occurred in connection with the reported allegations of misconduct.

Anonymity

You may make an anonymous report by telephone through the Avila's Campus Conduct Hotline (866) 943-5787. Your decision to remain anonymous, however, may greatly limit the University's ability to stop the alleged conduct, collect evidence, or take action against parties accused of violating this Policy.

Timeliness of Reporting

Institutional Officials are required to report known incidents of and/or information regarding Sexual Misconduct promptly to the Title IX Coordinator. For others in the University community, you are strongly encouraged to report Sexual Misconduct, Retaliation, and any other conduct prohibited under this Policy as soon as you become aware of such conduct.

Reporting to Campus Safety or Law Enforcement

You may also file a report with Campus Safety at (816) 985-6079 or to the Kansas City Police Department (816) 234-5550 (non-emergency) or 911 (emergency).

Confidential Support and Resources

Confidentiality

Students who would like to discuss their situations in a confidential environment, and share or seek information about a sexual misconduct, dating/domestic violence, or stalking issue without making a report, have a number of options. You can discuss an incident in confidence by using he confidential resources outlined in Section IV. of this policy. To view options of confidential Supportive Measures on and off campus please view Avila's Resource and Referral Options worksheet. Students may discuss an incident with Confidential Employees or an off-campus resource (e.g., rape crisis center, doctor, psychologist, clergyperson, etc.) without concern that the person's identity will be reported to the Title IX Office. Employees may seek assistance from the Employee Assistance Program, their own personal health care provider, the clergyperson of their choice, or an off-campus rape crisis resource without concern that the person's identity will be reported to the Title IX Office.

When consulting University resources, all parties should be aware of confidentiality, privacy, and mandatory reporting to make informed choices. At Avila University, some resources can offer confidentiality, sharing options and advice without any obligation to tell anyone unless Complainant prefers it. Other resources are expressly there to report crimes and policy violations and will take action when the incident is reported to them. Most University resources fall in the middle of these two extremes. Neither the University nor the law requires them to divulge private information that is shared with them except in certain circumstances, some of which are described below. A Complainant may seek assistance from these University officials without starting a formal process that is beyond the Complainant's control, or violates her/his privacy.

Report Confidentially

If one desires that details of the incident be kept confidential, they should speak with our on-campus mental health counselor or off-campus rape crisis resources who can maintain confidentiality. Available resources are can be found in Section IV.iv. For students outside the KC metropolitan area, please dial 211 or connect online with 211 for United Way Resources in a particular area. The campus counselor is available to help students free of charge, and they will provide off-campus resources specializing in services important for the complainant and respondent.

The University Counselor will not report incidents to the University for investigation without consent. However, when the situation involves a crime, they will notify the appropriate University personnel for the sole reason of including the crime in the University's annual crime statistics disclosure. The Complainant's name will not be divulged in this situation. The University counselor also will notify appropriate University personnel if the incident suggests a Complainant or Respondent poses a danger to themselves or others.

Advice may be sought from certain resources who are not required to tell anyone else any private, personally identifiable information unless there is cause for fear of safety or the safety of others. These are individuals who the University has not specifically designated as "persons with authority" for purposes of putting the institution on notice or "Institutional Officials" for whom mandatory reporting is required, other than in the stated limited circumstances. Recommended University staff include:
Counseling Services 816-501-3767,

If unsure of a staff member's duties and ability to maintain privacy, ask them before speaking to them. They will be able to provide the relevant privacy information, and help make decisions about who can help best. If personally identifiable information is shared, it will only be shared as necessary with as few people as possible, and all efforts will be made for privacy protection.

Confidential and Anonymous Supportive Measures

Confidential and Anonymous Resources can maintain the confidentiality of a Complainant's disclosures and will not share any information with Avila University. If the victim does not want to pursue action within the University system or the

criminal justice system at this time, they/them may still want to consider having a confidential or anonymous report made. The purpose of a confidential or anonymous report is to comply with the victim's wish to keep the matter private while taking steps to ensure future safety for the victim and others.

Counseling Services
Phone number: (816) 501-3767 Email:
Counseling@avila.edu

Anonymous Reporting
Campus Conduct Hotline: (866) 943-5787

ROLES AND RESPONSIBILITIES

Institutional Official
While able to maintain an individual's privacy, Institutional Officials are required to immediately share all known details of incidents of misconduct with the Title IX Coordinator.
An Institutional Official (IO) are those designated employees in a leadership or supervisory position, or who have significant responsibility for the welfare of Students or Employees. The University considers officials of the University (directors, deans, vice presidents, other administrators with supervisory responsibilities, campus safety, faculty, and human resources) to be Institutional Officials. Though they are not IOs, all other University employees are expected to report all known information concerning the incidents of Sexual Misconduct of which they become aware to the Title IX Coordinator.

Resident Assistants are expected to report all known information concerning the incidents of Sexual Misconduct of which they become aware to the Title IX Coordinator.

This list is not exhaustive; any questions about the status of an employee as an Institutional Official should be addressed to the Title IX Coordinator.

Title IX Coordinator

The Title IX Coordinator is the senior University administrator who oversees the University's compliance with Title IX and is responsible for the University's administrative response to reports and Formal Complaints of Sexual Misconduct, Retaliation, and other conduct prohibited under this Policy. The Title IX Coordinator is available to discuss the Complaint Resolution Process, coordinate Supportive Measures, explain University policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators to facilitate these responsibilities. Any member of the University community may contact the Title IX Coordinator with questions.

The Title IX Coordinator can be contacted by telephone, email, or in person during regular office hours:

Vice President of Student Affairs
Phone number: (816) 501-2465
Email: Curtis.Burton@Avila.edu
Blasco Building

Asst. Director of Human Resources
Phone number: (816) 501-3718
Email: Jason.Olen@avila.edu
Blasco Building

Investigator(s)

The University will ensure that Formal Complaints are properly investigated under this Policy by investigators assigned to the Formal Complaint. The investigators are neutral and impartial fact-finders, and gather evidence during the investigation. The investigators are responsible for completing an investigation report at the conclusion of the investigation. When designated, one of the Title IX Co-Coordinators may supervise and advise the Title IX investigators when conducting investigations to ensure compliance with Title IX.

Hearing Officer(s)

A Hearing Officer(s) is responsible for conducting the Title IX Complaint

Resolution Process hearing in an orderly manner, controlling the conduct of all participants and attendees of the hearing, and rendering a written determination regarding responsibility with respect to the Respondent's alleged conduct charges in an impartial, neutral, and objective manner.

Advisors

An advisor a person chosen by a party or appointed by the University to accompany the party to meetings related to the Complaint Resolution Process, to advise the party on that process, and to conduct cross- examination for the party at the hearing, if any.

Appeals Hearing Officer

A single Appeal decision-maker will be designated who has not been involved in any way in the Complaint Resolution Process previously.

The University retains discretion to retain and appoint suitably qualified persons who are not University employees to fulfill any function of the University under this policy, including, but not limited to, Title IX Coordinator, investigator, hearing officer, administrative officer, informal resolution officer, and appeals officer.

The University also retains discretion to appoint two or more persons to jointly fulfill the role of investigator, hearing officer, administrative officer, informal resolution officer, and/or appeals officer.

The functions assigned to a given University official under this policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, hearing officer, administrative officer, informal resolution officer, and appeals officer, may, in the University's discretion, be delegated by such University official to any suitably qualified individual and such delegation may be recalled by the University at any time.

PARTIES' RIGHTS REGARDING CONFIDENTIALITY, REQUESTS TO NOT INVESTIGATE, AND REQUESTS TO DISMISS FORMAL COMPLAINTS

The University has great respect for the privacy of the parties identified in a report or Formal Complaint. Under state law, however, Responsible Employees who receive information of alleged Sexual Misconduct must share that information with the Title IX Coordinator. As such, the University may need to act to maintain

campus safety and must determine whether to investigate further, regardless of the Complainant's request for confidentiality or request to not investigate a report received by the Title IX Coordinator.

In making determinations regarding requests for confidentiality, Complainants' requests to not investigate, Complainants' requests to dismiss Formal Complaints, and/or requests to not disclose identifying information to Respondents, the Title IX Coordinator must deliberately weigh the rights, interests, and safety of the Complainant, the Respondent, and the campus community. Factors the University must consider when determining whether to investigate an alleged incident of Sexual Misconduct include, but are not limited to:

- The seriousness of the alleged incident;
- Whether the University has received other reports of alleged Sexual Misconduct by the alleged Respondent;
- Whether the alleged incident poses a risk of harm to others; and
  Any other factors the University determines relevant.

If the Complainant requests in writing that the University not investigate a report, the University must inform the Complainant of the decision whether or not to investigate.

If the University dismisses a Formal Complaint (as outlined in Section 7.4(a) of this Policy), the University must provide the Complainant and Respondent a written notice of the dismissal and the reason(s) for the dismissal.

In the course of the Complaint Resolution Process, the University may share information only as necessary with people who need to know in compliance with the law, which may include but is not limited to the investigators, witnesses, Complainant, Respondent, parties' Advisors, Hearing Officer, and the Appeals Hearing Officer—if applicable.

SUPPORTIVE MEASURES

The University will offer reasonably available individualized services, without any fee or charge, to the parties involved in a reported incident of Sexual Misconduct with or without the filing of a Formal Complaint, when applicable.

Supportive Measures may include, but are not limited to, modifications to: academic schedules, campus housing, student leadership, working situations, as

well as providing academic support or making special arrangements for a leave of absence, withdrawing, or dropping classes without penalty, if requested and reasonably available. Mutual restrictions on contact between the parties may also be imposed. The University may impose such other similar measures as it deems necessary and tailored to the individualized needs of the parties. Supportive Measures are non-disciplinary and non-punitive measures that do not unreasonably burden the other party. Any disciplinary or punitive measures may only be implemented following the conclusion of the Complaint Resolution Process, unless an emergency removal is appropriate.

The University will maintain the confidentiality of Supportive Measures provided to the parties, to the extent that maintaining such confidentiality does not impair the ability of the University to provide the Supportive Measures.

The University will treat all parties with fairness and respect in accordance with the principles of due process.

The Title IX Co-Coordinators 816-501-2465 or 816-501-3618 can assist with understanding the University policies and the Student Judicial Procedure, listen to concerns, help identify options, and refer to other Supportive Measures as needed. The Office of Counseling and Career Services 816-501-3767 can confidentially assist in dealing with stress related to the report and work to develop strategies for healthy coping.

FORMAL COMPLAINT

To begin the Complaint Resolution Process, the Complainant must sign a Formal Complaint (requesting an investigation) and submit it to the Title IX Coordinator. The Complainant must submit a written statement (you may use the attached hyperlink, or some other form of written communication that includes the following) setting out the known details of the alleged conduct that is the subject of the Formal Complaint, including the following:

- Complainant's name and contact information;
- Respondent's name;
- Detailed description of the alleged conduct or event that is the basis of the alleged violation under this Policy;
- Date(s) and location(s) of the alleged occurrence(s);
- Names of any witnesses to the alleged occurrence(s);

and
- The resolution sought.

The Complainant may also submit any documents or information that is relevant to the Formal Complaint.

The Title IX Coordinator may also sign a Formal Complaint against a Respondent (requesting an investigation) and in doing so will initiate the Complaint Resolution Process.

MANDATORY AND DISCRETIONARY DISMISSAL OF FORMAL COMPLAINTS

Mandatory Dismissals

Under the regulations governing the University's implementation of Title IX, the University is required to distinguish between conduct that is prohibited under Title IX and conduct that violates another University policy. The University must dismiss a Formal Complaint under Title IX if: (1) the Formal Complaint describes conduct which, even if proven true, would not satisfy the definition of Sexual Harassment under Title IX; (2) the alleged conduct did not occur in the University's education program or activity; or (3) the alleged conduct did not occur against a person in the United States. If the Formal Complaint is dismissed under Title IX, the University may still investigate the complaint for allegations under another University policy.

Discretionary Dismissals

The University may dismiss a Formal Complaint, at its discretion, under this Policy's Complaint Resolution Process for any of the following reasons:

- If the Complainant submits a written request to dismiss a Formal Complaint (e.g., withdraws the Formal Complaint or any allegations therein);
- If the Respondent was a University employee at the time of the incident, but is no longer employed by the University at the time the Formal Complaint is filed;
- Circumstances or limited information prevent the University from completing an investigation sufficient to reach a determination as to the Formal Complaint or any allegations therein; or
- The conduct alleged does not meet the definition of any prohibited conduct under this Policy.

Notice of Dismissal

If the University dismisses a Formal Complaint, the University must provide both parties a written notice of the dismissal and the reason(s) for the dismissal.

Concurrent Criminal or Civil Proceedings

The University will not, as a matter of course, delay taking action on a Formal Complaint pending the outcome of a concurrent criminal or civil justice proceeding. The University has an independent duty to respond to Formal Complaints of Sexual Misconduct. At the University's discretion, the University may delay the investigation or Complaint Resolution Process for a brief period due to concurrent criminal or civil proceedings on a case-by- case basis.

Written Notice of the Formal Complaint, and Notification of University Offices Offering Assistance

After receiving a Formal Complaint, the Title IX Office will provide a written notice to the parties of the Formal Complaint and available University resources and assistance.

The written notice of the Formal Complaint will include at least the following:

- Notification of the Complaint Resolution Process;
- Notice of the allegations that potentially constitute prohibited conduct under this Policy, including sufficient details about the alleged conduct, including the identity of the parties, if known, and the date(s), time(s), and location(s) of alleged conduct known by the University at the time of the Formal Complaint;
- Notice of the potential policy violations being investigated;
- A statement that the Respondent is presumed not responsible for the alleged conduct and that the determination regarding responsibility will be made at the conclusion of the Complaint Resolution Process;
- Notice that both parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review all evidence, and that the University will provide a trained advisor if either party so requests;
- A statement that the parties may review evidence gathered as part of any investigation; and

- Notice that knowingly making false statements or knowingly submitting false information during the Complaint Resolution Process is prohibited and subject to disciplinary action under the Student Code of Conduct or Faculty/Staff Handbook.

Informal Resolution

After the parties have been provided written notice of a Formal Complaint, each may agree, in writing, to use an informal resolution option at any point prior to reaching a determination regarding responsibility, but need not agree to informal resolution. The Informal Resolution process is not available, however, to resolve allegations that a University employee sexually harassed a student.

At any point prior to agreeing to an Informal Resolution, each party has the right to withdraw from the Informal Resolution process and resume the Complaint Resolution Process with respect to the Formal Complaint.

Informal Resolution could include, for example, a mediation process.

Informal Resolutions will be concluded within 45 days of notice to the University that the parties wish to proceed with the Informal Resolution Process. The University's receipt of such notice will "pause" the Complaint Resolution Process, including the clock for concluding that process. If the parties fail to completely resolve the allegations through an Informal Resolution, then the Complaint Resolution Process will resume where the parties left off.

INVESTIGATION AND HEARING OF THE FORMAL COMPLAINT

The Respondent will be allowed a reasonable time after receiving notice of a Formal Complaint to respond in writing and through an interview with the investigator.

The University will provide written notice to a party whose participation is invited or expected of the date, time, location, participants, and purpose of all meetings, investigative interviews, or other proceedings in the Complaint Resolution Process.

Evidence

The parties may present any information, evidence, or names of any fact or expert witnesses that may be relevant to the Formal Complaint in the course of the investigation, and may have an advisor of their choice attend any related interview, meeting, or proceeding in the Complaint Resolution Process. Advisors are not permitted to actively participate in meetings prior to the hearing. The parties may submit to the investigator any questions they would like asked of any known potential witnesses or parties.

Witness Interviews

The investigators will interview relevant and available witnesses. Neither the Complainant nor the Respondent will normally attend these interviews; however, if either one is permitted to attend, the other shall have the same right.

Investigation Timeframe

The University is committed to providing prompt, fair, and impartial investigation and resolution of reports of violations of this policy, and therefore will aim to complete the investigation of a Formal Complaint within 90 days of the filing of a Formal Complaint. The parties should be provided updates on the progress of the investigation, as needed.

Extenuating circumstances may require the extension of timeframes. Extenuating circumstances may include the complexity and scope of the allegations, the number of witnesses involved, the availability of the parties or witnesses, any intervening school break or vacation, or other unforeseen circumstances. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Access to Evidence

Prior to the completion of the investigation report, the investigators will provide access to all evidence obtained (whether relevant or not) as part of the investigation to both parties (and the party's advisor, if any, upon a party's signed information release for their advisor of choice). Both parties will have 10 days to inspect, review, and respond to the evidence. All responses to the evidence must be submitted by the party in writing to the

investigator. Advisors are not permitted to submit written responses to the evidence on their own or on behalf of the party they are advising. The investigators will consider all timely responses submitted by the parties.

The Investigative Report

The completed investigative report will: (a) describe each of the allegations that potentially constitute conduct prohibited under this Policy; (b) provide a procedural history of the investigation; and (c) fairly summarize all relevant evidence, participant statements, and responses to questions. The Investigator will provide contemporaneously to each of the parties and each party's advisor, if any, upon a party's signed information release for their Advisor of choice, a draft of the investigative report. The parties will then have 10 days in which to provide a written response to the draft investigative report, which the investigator will consider prior to completing the investigative report. At least 10 days prior to the date of the scheduled hearing, the investigator must provide the final investigative report concurrently to all parties and each party's advisor, if any, upon a party's signed information release for their advisor of choice. The parties thus have the opportunity to review the investigative report and provide a written response prior to or at the hearing. A copy of the completed investigative report also will be provided to the Title IX Coordinator, and to the Hearing Officer(s) assigned for the hearing.

Presumption That Respondent Is Not Responsible

By law, it is presumed that the Respondent is not responsible for the alleged conduct unless the Respondent is determined to be responsible at the conclusion of the Complaint Resolution Process.

Standard of Evidence

All Complaint Resolution Processes will use the preponderance of the evidence standard.

The Live Hearing

Unless a Formal Complaint is dismissed, or the parties reach an Informal Resolution agreement, the University will hold a live hearing for all Formal Complaints subject to the Complaint Resolution Process.

Joint Hearing

In hearings involving more than one Respondent or in which two (2) or more Complainants have accused the same individual of substantially similar conduct, the default procedure will be to hear the allegations jointly. However, the Title IX Coordinator may permit the investigation and/or hearings pertinent to each Respondent to be conducted separately if there is a compelling reason to do so. In joint hearings, separate determinations of responsibility will be made for each Respondent with respect to each alleged policy violation.

Written Notice of the Hearing

The University will provide at least 10 days written notice to participants of the hearing (and the participants' advisors, if any, upon a participant's signed information release for their advisor of choice), including the date, time, location, names of all participants of the hearing (including the Hearing Officer(s), and all parties and participants in the investigation report), purpose of the hearing, a statement of the alleged conduct charges, and a summary statement of the evidence gathered.

Challenges to the Hearing Officer(s)

Either party may challenge the fairness, impartiality or objectivity of a Hearing Officer through submission of a written statement to the office coordinating the hearing within 4 days of receiving notice of the identity of the Hearing Officer, and must state the reasons for the challenge. The Hearing Officer will be the sole judge of whether he or she can serve with fairness, impartiality, and objectivity. In the event that the Hearing Officer recuses themselves, an alternative hearing officer will be assigned in accordance with the institution's procedures.

Hearing Chair

When a panel of three (3) Hearing Officers is used, one Hearing Officer will be designated as the Hearing Chair. The Hearing Chair will rule on all procedural matters and on objections to exhibits or testimony of participants at the hearing. If a single Hearing Officer is used, as may be the case for certain Complaint Resolution Process hearings based on Hearing Officer availability or straightforward nature of the issues, then no Hearing Chair needs to be appointed, and the single Hearing Officer will rule on all procedural matters and on objections regarding exhibits and testimony of participants at the hearing. All Hearing Officers, including the Hearing

Chair, may question participants who testify at the hearing, and are entitled to have the advice and assistance of legal counsel.

Access to Evidence

Each party will have access to all of the evidence from the investigation, including a copy of the completed investigative report.

Separate Rooms and Virtual Participation

At the request of either party, the University will allow the parties to participate in the hearing through technology enabling them to participate remotely or virtually from separate locations, and to simultaneously see and hear the participants answering questions.

Advisor of Choice

Each party may have an Advisor of their choice at the hearing. If a party does not have an Advisor, the University will provide one. Advisors are not permitted to actively participate in the hearing, except for asking questions of the other party and any other witnesses.

Each party may make opening and closing statements.

Privileged Information Excluded

No person will be required to disclose information protected under a legally recognized privilege. The Hearing Officer(s) must not allow into evidence or rely upon any questions or evidence that may require or seek disclosure of such information, unless the person holding the privilege has waived the privilege. This includes information protected by the attorney-client privilege.

Cross-Examination of Witnesses

The Hearing Officer(s) may ask questions during the hearing of any party or witness and may be the first person to ask questions of any party or witness. Each party's Advisor will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses who participate in the hearing, including questions that challenge credibility. Each Advisor has the right to ask questions directly, orally, and in real time at the hearing. The parties will not be permitted to personally

ask questions of the other party or any witnesses that participate in the hearing. The Advisors may ask questions under the following procedure:

The Advisor will ask a question of the applicable participant.

Before the participant answers a question, the Hearing Chair or, when a single Hearing Officer is used the Hearing Officer, will rule as to whether the Advisor's question is relevant to the alleged conduct charges.

If the Hearing Chair or Hearing Officer rules the Advisor's question is not relevant, then the Hearing Officer must explain any decision to exclude a question as not relevant. If the Hearing Chair or Hearing Officer allows the question as relevant, the participant will answer it.

Limitations on Questions Regarding Prior Sexual History

A Complainant's sexual predisposition or prior sexual behavior are not relevant except where questions and evidence about a Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct charged by the Complainant or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove the Complainant's consent of the alleged conduct.

Witness Statements Excluded If Not Subject To Cross-Examination

When reaching a responsibility determination, the Hearing Officer(s) may not rely on the statement of any party or witness who refuses or otherwise fails to submit to cross-examination during the hearing. The Hearing Officer(s) may not, however, draw any inference regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions.

Recording

The hearing will be recorded in audio or audiovisual format and may be transcribed at the discretion of the University. The recording or transcript, if applicable, will be available for the parties to inspect and review, upon request.

The Hearing Officer Determination

The Hearing Officer(s) will send a copy of the written determination concurrently to the parties, or appropriate administrator (for employee Respondents), and the Title IX Coordinator. The written determination must include the following:

- The conduct alleged to constitute prohibited conduct under this Policy; A description of the procedural history of the Complaint Resolution Process;
- The findings of fact supporting the Hearing Officer(s)'s determination; The conclusion(s) and a rationale as to whether the Respondent is responsible for each allegation;
- Warning Level and the disciplinary sanctions, if applicable;
- The remedies, if applicable, designed to restore the Complainant's access to the education program or activity; and
- The University's appeal procedures and grounds for appeal.

SANCTIONS AND REMEDIES

The following sanctions and remedies may be considered by the Hearing Officer(s) in accordance with this Policy:

Possible Sanctions and Remedies for Student Respondents:

- Educational training and/or counseling;
- Deliver apology to those affect by the behavior/violation;
- Activity or location restrictions;
- Restitution or fines;
- Loss of privileges or the addition of special conditions that need to be fulfilled;
- Housing suspension;
- Restorative Justice;
- Temporary or permanent suspension from the University for a Specific Time Period;
- Dismissal/Expulsion;
- Restriction on eligibility to represent the University at any official function or in any intercollegiate competition.

- No shared classes or extra-curricular activities;
- Withholding of grades, official transcript, and/or degree;
- Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from the University;
- Suspension of rights and privileges, including but not limited to participation in athletic or extracurricular activities or ban from facilities; and/or
- Assignment of Level 2 up to Level 5 for students from the Student Handbook
- Other sanction(s) or remedies as deemed appropriate under the circumstances.

Possible Sanctions and Remedies for Employee Respondents:

- Verbal or written warnings;
- Final written warning;
- Performance Improvement Plan
- Educational training and/or counseling;
- Deliver apology to those affect by the behavior/violation;
- Activity or location restrictions;
- Restitution or fines;
- Loss of privileges or the addition of special conditions that need to be fulfilled;
- Restorative Justice;
- Employment probation;
- Cancelation or modification of contract;
- Job demotion or reassignment;
- Suspension with or without pay for a specific period of time;
- Dismissal or termination;
- Ineligible for rehire; and/or
- Other sanction(s) or remedies as deemed appropriate under the circumstances

APPEALS AND ADDITIONAL PROCESSES PROVIDED TO STUDENTS AND EMPLOYEES

Appeals

Either party may appeal in writing to the Hearing Officer(s)'s determination regarding a Respondent's responsibility under the Complaint Resolution Process or from the University's dismissal of a Formal Complaint (or any allegations in the Formal Complaint) within 10 days of notification of such a determination, on the following bases:

- A procedural irregularity that affected the outcome of the matter;
- There is new evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or
- The Title IX Coordinator, investigator(s), or Hearing Officer(s) had a conflict of interest or bias for or against the parties (generally, or specifically in this matter) that affected the outcome of the matter.

The Appeals Hearing Officer must not be the same person as the Title IX Coordinator, investigator(s), or Hearing Officer(s) in the Complaint Resolution Process. Both parties will be notified in writing when an appeal is filed and the appeal procedures will apply equally for both parties.

Any non-appealing party (or the University) will have 7 days from the notification of an appeal to submit a written statement in support of the initial outcome. The decision-maker on the appeal will release a written decision within 21 days from the date of the appeal.

The Appeals Hearing Officer will release a written decision within 21 days from the date of the appeal to:

- Affirm the Hearing Officer(s)'s determination regarding the Respondent's responsibility and affirm the disciplinary sanctions and remedies, if applicable;
- Affirm the Hearing Officer(s)'s determination regarding the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable;
- Remand the process back to the hearing stage for the Hearing Officer(s) to remedy any procedural irregularity or consider any new evidence;

- Reverse the Hearing Officer(s)'s determination of the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable; or
- Affirm or amend the sanctions and/or remedies outlined in the initial determination issued.

Complaint Resolution Process Documentation

The University (through the appropriate office) will retain all of the documentation included in the Complaint Resolution Process for seven years, in accordance with state and federal records laws and University policy. All documentation of records is private and confidential to the extent possible under law. Student records of the Complaint Resolution Process are disciplinary records under FERPA. Employee records of the Complaint Resolution Process are subject to the Freedom of Information Act ("FOIA"), and included in the employee's official employment record.

Complaint Resolution Process Timeframe

The entire Complaint Resolution Process will be completed in no more than 150 days from the filing of the Formal Complaint. However, the circumstances may require a temporary delay in this timeframe and the University may extend this timeframe for good cause. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The time period in this section does not include the period the parties attempted but failed to reach an agreement in the Informal Resolution Process, if applicable, and in such a case, the Complaint Resolution Process timeframe will be extended by the period the parties attempted to reach an Informal Resolution.

EMERGENCY REMOVAL AND EMPLOYEE ADMINISTRATIVE LEAVE

Emergency Removal.

A Respondent may be removed from the University's Education or Nursing program, employment or activity on an emergency basis if, after an individualized safety and risk analysis, it is determined that such a removal is justified

because the Respondent poses an immediate threat to the physical health or safety of an individual arising from the allegations of Sexual Misconduct. Under these circumstances, the Respondent will be notified in writing of the emergency removal and the Respondent will have an opportunity to immediately challenge the decision following the emergency removal.

ADDITIONAL CONDUCT VIOLATIONS UNDER THIS POLICY

False Information and False Complaints

Avila prohibits individuals from knowingly making false reports of sexual misconduct (including sexual assault and sexual harassment). Knowingly making false reports of sexual assault, dating/domestic violence and/or stalking constitutes a violation of the Student Code of Conduct and the Employee Handbook and will result in disciplinary action. However, a report made in good faith is not considered false merely because the evidence does not ultimately support the allegation.

Retaliation

The University will not tolerate retaliation of any form against any applicant, student, employee, or other individual for reporting a violation of this policy or for assisting in the investigation of a complaint. Any person who retaliates against (a) anyone filing a report of Sexual Misconduct or a Formal Complaint, (b) the parties or any other participants (including any witnesses or any University employee) in a Complaint Resolution Process relating to a Formal Complaint, (c) any person who refuses to participate in a Complaint Resolution Process, or (d) any person who under this Policy opposed any unlawful practice, is subject to disciplinary action up to and including dismissal or separation from the University. If any participant in a Complaint Resolution Process believes they have been subject to Retaliation (as defined in this Policy), they should immediately report the alleged retaliatory conduct to the Title IX Coordinator.

Interference with the Complaint Resolution Process. Any person who interferes with the Complaint Resolution Process (outlined in Section 7 of this Policy) is subject to disciplinary action up to and including dismissal or separation from the University. Interference with a Complaint Resolution Process may include, but is not limited to:

- Attempting to coerce, compel, or prevent an individual from providing testimony or relevant information;
- Removing, destroying, or altering documentation relevant to the Complaint Resolution Process; or
- Knowingly providing false or misleading information to the Title IX Coordinator, investigator or Hearing Officer, or encouraging others to do so.

Failure to Report for Institutional Official. Institutional Officials knowingly fail to report all information concerning an incident the employee reasonably believes constitutes stalking, dating violence, sexual assault, or sexual harassment committed by or against a student or employee at the time of the incident, the employee is subject to disciplinary action, including termination.

For purposes of Failure to Report, the definition of sexual harassment, as defined under state law, is broader than the definition of sexual harassment under this Policy and is defined as: Unwelcome, sex-based verbal or physical conduct that: In the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment; or In the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities at a postsecondary institution.

DISCRETION IN APPLICATION

The University retains discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the University's interpretation or application differs from the interpretation of the parties. Despite the University's reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case the University retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy and the Hearing Procedures referenced in Section are not contractual in nature, whether in their own right, or as part of any other express or implied contract. Accordingly, the University retains discretion to revise this policy and the Hearing Procedures at any time, and for any reason. The University may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

MISSOURI REVISED STATUTES

a. Domestic Violence: Chapter 455 of the Missouri Revised Statutes defines domestic violence and the different degrees of abuse. Domestic violence is a criminal act carrying a penalty of varying degrees. For more detailed information on this Chapter 455 of the Missouri Revised Statutes, refer to http://www.moga.mo.gov/mostatutes/ChaptersIndex/chaptIndex455.html

b. Sexual Offenses: Chapter 566 of the Missouri Revised Statutes defines sexual offenses. It lists the sections and degrees of sex crimes. Sexual assault is a criminal act carrying a penalty of varying degrees. For more detailed information on this Chapter 566 of the Missouri Revised Statutes, refer to http://www.moga.mo.gov/statutes/c566.htm

c. Stalking: Chapter-Section 565.225.2 of the Missouri Revised Statutes defines stalking and the various penalties. Stalking is a criminal act. For more detailed information on this Chapter 565 of the Missouri Revised Statutes, refer to http://www.moga.mo.gov/mostatutes/stathtml/56500002252.html

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STATE ENFORCEMENT AGENCY INFORMATION CONCERNING REGISTERED SEX OFFENDERS

Law enforcement agency information provided by the State under section 1407(j) of Title 42 of the Violent Crime Control and Law Enforcement Act of 1994 concerning registered sex offenders may be obtained from the Kansas City Police Department, South Patrol Station.

Interested parties can also utilize publicly accessible, electronic databases to

inquire about the location of sex offenders.
http://www.city-data.com/so/so-Kansas-City-Missouri.html

WAYS TO PROTECT YOURSELF

There are some practical steps you can take that may decrease the risk of sexual assault.

- Express your expectations and limits clearly before you get into a sexual situation.
- Limit alcohol and drug use. They make it more difficult for you to be in control. Never ride with someone who has used alcohol or drugs.
- Avoid meeting in secluded places and walking alone. If you are concerned, ask Campus Safety to escort you.
- Try to be aware of attitudes that your date expresses concerning women or men: hostility, unrealistic views of women or men and/or viewing people as "sex objects."
- Use assertive language such as, "I feel uncomfortable when you don't listen to me or when you touch me like that."
- Scream "fire" (rather than "rape" or "help"), if you need assistance.
- Be alert to what is happening around you.

EAGLES AWARE

The Title IX Co-Coordinators are currently the lead element of the Universities Coordinated Community Response team (CCRT) to ensure continuous improvement in policies, procedures, and prevention. The CCRT is comprised of representative members from multiple departments on campus, including Faculty, Students, Athletics, Counseling Services, Health Services, Student Development, Residence Life, Student Life, Human Resources, Campus Safety, and others.

Avila University currently has MOU's (Memorandums Of Understanding) with Metropolitan Organization to Counter Sexual Assault (MOCSA), Hope House, and Kansas City Police Department, and all of these off-campus services are readily available resources for students or employees.

BYSTANDER INTERVENTION

As a bystander we will see things occurring that we know are violations of policy, or behaviors that are inappropriate and one or more of the individuals involved may regret later. Go with your gut instinct; if you see something inappropriate say something. Students, faculty, and staff can intervene in potentially harmful situations, by stepping up to help using one of the three Ds:

- Delegate: Some bystanders are too wary or shy to approach a potentially violent situation directly, but can diffuse a situation by locating the friends of the person who might be in danger, or by contacting the Police, Safety, or an RA.
- Distract: Allow a chance for separating the individuals by distracting one of them; intercede in their conversation, tell them that somebody else is looking for them, tell them their car is being towed, etc.
- Direct: If you feel comfortable, directly approach the situation, tell them you are concerned, and offer to give that friend a ride home.

Remember the 5 Decision Making Steps of STEP UP!

1. Notice the event
2. Interpret the event as a problem
3. Assume personal responsibility
4. Know how to help
5. Implement the help: STEP UP!

STEP UP!

Eagles Keep Our University Safe.

INFORMATION and WORKSHOPS

The University offers a number of programs over the course of the academic year, addressing domestic & dating violence, sexual assault, stalking, and relationships with others, plus fire safety, emergency response, and general security information. Programming on University policies are presented to all new incoming students during fall orientation and all new incoming employees. All new students to Avila and all current employees must also complete an online training on sexual harassment and sexual assault. Further programming is offered by various offices and student organizations including Residence Life, Counseling and Career Services, and Campus Safety. Information is readily available to all members of the Avila Community at the Avila website at: https://www.avila.edu/avila-life/student-success-center/eagles-aware- title-ix/ and at: https://www.avila.edu/avila-life/campus-safety/what-to-do/

Pursuant to federal law, students and employees will be educated on primary prevention and awareness, including certain prohibitions, definitions, methods of intervention and information on risk reduction as well as updated about security procedures, personal safety, crime prevention and sexual assaults in all ways that are necessary and appropriate to alert the University community. This includes passive messaging such as posted flyers, mass e-mail messages, digital signage around campus, and display tables, and more active programming such as meeting discussions, emergency meetings, and workshops.

Past trainings, presentations, and activities by Avila University have been:

- Active Shooter preparedness presentation to faculty and staff by Kansas City Police Department Tactical Team.
- Presentation by Kansas City Office of Emergency Management on severe weather preparedness for faculty and staff.
- Student Affairs and Campus Safety spoke during new student orientation around Avila's SDDVS policy and on/off campus resources.
- RA and Campus Safety training – August 2023-2024: Presentation to Residence Life staff about interactions between Res Life and Campus Safety with our shared roles in policy enforcement and first responders.
- Title IX Training (virtual) – Training by ATIZA to Tstaff
- Domestic Violence Awareness Month – October 2022-2023

- Stalking Awareness Month – January 2024: Awareness emails to all campus.
- New Student Orientation – August 2023: Presentations by Campus Safety, Eagle's Aware, and Residence Life, covering topics such as safety & security on campus, University policies, social norms, alcohol and drug abuse preventions, and sexual misconduct prevention.
- RA and Campus Safety Training – August 2023: Res Hall procedures for safety and security of Residents.
- National Campus Safety Awareness Month – September 2022: Updating emergency contact information for notifications; Fire safety; Alcohol and drug abuse prevention; Awareness emails to all campus; See Something Say Something digital signage.
- Stalking Awareness Month – January 2024: Fantasy vs Reality emails
- Sexual Assault Awareness Month – April 2024: Social media & email campaign; Consent virtual conversation; Denim day; MOCSA table.
- National Campus Safety Awareness Month – September 2023: Updating emergency contact information for notifications; Sexual Misconduct Awareness & Resources; Crime awareness emails; See Something Say Something digital signage.

Awareness Month campaigns take place throughout the standard school year for Avila University, and currently include:

August:	University Policies and Parking Guidelines
September:	National Campus Safety Awareness
October:	Dating & Domestic Violence Awareness
November:	Campus Conduct Hotline (Anonymous Reporting)

January: National Stalking Awareness
February: Right Relationships
April: Sexual Assault Awareness

Avila University's Campus Safety also has an ongoing awareness campaign of "If you see something, say something", to encourage individuals to speak up and report anything they see that is any form of misconduct, illegal activity, unethical or inappropriate behavior, utilizing the Campus Conduct Hotline or calling the Campus Safety Officer on duty.

RESOURCES AVAILABLE

Unfortunately, gender-based violence is a frightening reality for anyone to have to face alone. But, you are not alone. You can recover from this. Avila University is concerned about your physical and mental well-being, and will be ready to assist you in dealing with the aftermath of an incident.

On-Campus Resources:
Title IX Coordinator 816-501-2465 or 816-501-3618
Campus Safety 816-985-6079
Counseling Services 816-501-3767

Confidential Campus Resources:
Eagles Aware (816) 501-2909
University Counselor (816) 501-3767
Office of Ministry, Service and Action (816) 501-2423 Anonymous
Reporting Campus Conduct Hotline: (866) 943-5787

Community Sexual Assault/Rape Hotlines and Counseling Metropolitan Organization to Counter Sexual Assault (MOCSA) 24-hour Crisis Lines (816) 531-0233 (Missouri) or (913) 642-0233 (Kansas) www.mocsa.org

National Sexual Assault/Rape Hotline and Counseling:
Rape, Abuse & Incest National Network (RAINN) 24-hour Phone Hotline (800) 656-HOPE (4673) www.rainn.org

Community Dating & Domestic Violence Hotlines:
Hope House (Lee's Summit, MO) Hotlines (816) 461-4673 www.hopehouse.net
Rose Brooks Center (Kansas City, MO) Hotline (816) 861-6100
www.rosebrooks.org
Safehome (Overland Park, KS)
Hotline (913) 262-2868 www.safehome-ks.org

National Dating & Domestic Violence Hotlines:
The National Domestic Violence Hotline 1
(800) 799-7233 www.thehotline.org

Community LGBTQ Sexual Assault and Domestic Violence Hotline:
Kansas City Anti-Violence Project (KCAVP)
Hotline: (816) 561-0550 www.kcavp.org

POLICY REGARDING ALCOHOLIC BEVERAGES AND ILLEGAL DRUGS

ALCOHOL AND DRUG POLICY

The misuse of alcohol and other drugs pose major health problems, are potential safety and security problems, can adversely affect academic and job performance, and can generally inhibit the educational development of students. Avila University, therefore, prohibits the unlawful manufacture, distribution, dispensing, possession, or use of illicit* drugs and alcohol. This applies to all premises or property, or as part of any official student activity, associated with Avila University.

> *Illicit drugs include illegal drugs (such as cannabis, opiates, and certain types of stimulants), pharmaceutical drugs (such as pain- killers and tranquillizers) when used for non-medical purposes, and other substances used inappropriately (such as inhalants).

Avila University's alcohol and drug policy is an awareness and prevention program in compliance with the Drug-Free Schools and Communities Act of 1986 and as amended in 1989. This policy will be distributed annually to each university employee and each university student currently enrolled.

This Policy is not limited to, but does specifically include:

1. The possession or consumption of alcoholic beverages, or the possession of alcohol paraphernalia, is prohibited anywhere on campus or at campus events unless explicitly allowed by the University President or appropriate Vice President.
2. Possessing, using, being in the presence of, or distribution of illicit drugs, Federal-listed controlled substances (including marijuana), or drug paraphernalia is strictly prohibited.

3. Attending classes, events or participating in any college activities while under the influence of or impaired by alcohol or other illicit drugs is prohibited.
4. Disorderly behavior, excessive noise, odor, vandalism, damage to University property, or other disruptive behavior related to possessing, using, or being in the presence of alcohol or illicit drugs will not be permitted.
5. Empty or full alcohol containers, such as bottles, cans, kegs, "party balls", or devices commonly used for consumption of alcohol or illicit drugs, such as beer bongs and glass smoking pipes, are not allowed to be stored nor displayed in the University Residence Halls. Shot glasses and other decorative glasses/containers (such as pint glasses and wine glasses) are permitted in residence hall rooms, but may not be used for the storage or consumption of alcohol in any Residence Hall. Exception for this would be in conjunction with item #6 below for suites in Thompson Hall.
6. Exception: the following specific Alcohol Policy is written for Thompson Hall:
    - Alcoholic beverages may be responsibly consumed or possessed, in compliance with Federal, State and Local regulations, only within individuals' suites in Thompson Hall where all assigned residents are 21 years of age and have completed education steps through the Dean of Students' office, and all guests present must be 21 years of age.

Violation of any element of this policy may result in disciplinary action, in addition Avila University may notify the student's parents or guardian of the violation if the student is under 21 years of age. While Avila University respects students' right to privacy, it retains its right to enter any residence hall room if there is reason to believe that University policies have been violated. Avila University is an institution of higher education located on private property that complies with Missouri revised statutes RSMo. 311

(liquor control laws) and RSMo. 195 and 579 (drug paraphernalia and controlled substances offenses).

DISCIPLINARY SANCTIONS FOR STUDENTS:

1. Students who violate the above regulations are subject to disciplinary sanctions. Possible sanctions range from a Level 1 Warning up to and including a Level 5 Dismissal from the institution.
2. In conjunction with the imposition of any of the disciplinary sanctions set forth in the Student Code of Conduct, students may also be referred to appropriate local, state or federal law enforcement agencies for prosecution.
3. In conjunction with the imposition of any of the disciplinary sanctions set forth above, students may be required to complete appropriate counseling, rehabilitation or substance abuse program.
4. FERPA, the Family Educational Rights and Privacy Act of 1974, is a Federal law that regulates disclosures of, and access to, educational records of students. This statute allows a university to notify parents/legal guardians of students under the age of 21 that the student has been found responsible for violation of the university's policies regarding alcohol consumption and/or drug use.
5. All disciplinary proceedings shall be conducted in accordance with or as provided by the Student Code of Conduct.

DISCIPLINARY SANCTIONS FOR EMPLOYEES:

1. To promote Avila University's goal of a drug-free, healthful, and safe workplace, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory and/or safe manner. All employees of the University serve as role models for students.
2. Violations of the above policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program.

3. Violations of this policy may also have legal consequences.
4. Under the Drug-Free Workplace Act, an employee, who performs work for a government contract or grant, must notify Avila University of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.

LEGAL SANCTIONS:

In addition to University policy violations, there are legal consequences that may occur for violating federal, state, or local alcohol and drug laws. The severity of sanctions imposed for offenses will vary and is dependent on type and quantity of drugs, prior convictions, if serious injury or death resulted, and can also be increased for offenses involving drugs on or near university premises. Drug convictions can affect a person's right to purchase a firearm, to receive federal financial aid benefits for college, and/or effect professional or commercial licenses. Even with reduced charges in the State of Missouri for small quantities of marijuana possession, it is a misdemeanor charge on your record for a controlled substance that could have future negative effects.

The Liquor Control Law for the State of Missouri (RSMo. 311) provides that any person under the age of 21 years who purchases, attempts to purchase or has in his/her possession any intoxicating liquor is guilty of a misdemeanor crime. Anyone who shall procure for, sell, give away or otherwise supply intoxicating liquor to any person under the age of 21 years is guilty of a misdemeanor crime. It is a Class A misdemeanor for a property owner to knowingly allow or to fail to stop, a person under the age of 21 to drink or possess intoxicating liquor. Missouri law also includes that a person under the age of 21 who is visibly intoxicated can be arrested without being in physical possession at that time of the intoxicating beverage. A person who is convicted of a misdemeanor may be subjected

to a fine ranging from $50 to $1,000 and/or imprisonment for up to one year.

A person commits the crime of "driving while intoxicated" (DWI) if he/she operates a motor vehicle while in an intoxicated or drugged condition, as stated in Missouri Revised Statute 577. A person is in an "intoxicated condition" when he/she is under the influence of alcohol, a controlled substance, other illicit drug, or any combination thereof. The first offense of a DWI is a Class B misdemeanor with fines up to $1,000, but multiple offenses can range up to a Class B felony charge, a loss of driver's license, and/or imprisonment up to 15 years.

State Law prohibits the manufacturing, possession, sale, and distribution of illicit drugs. Missouri revised statutes RSMo. 195 and RSMo. 579 are known as the Comprehensive Drug Control Act. These statutes include prohibiting possession with intent to use drug paraphernalia, unlawful use of drug paraphernalia, delivery or distribution of a controlled substance, trafficking drugs, and other offenses as listed in RSMo. 579.015 through 579.170.
Charges for these offenses range from misdemeanor to felony, and a person may be subjected to a fine ranging from $50 to $10,000 and/or imprisonment ranging from 6 months up to life (30 years).

Although most illicit drug offenses are prosecuted by state law, federal charges can occur if the defendant or the drug crossed state lines. It is also of note that marijuana is listed as a controlled substance along with many other narcotics, as defined by federal statute CFR 1308. Persons convicted of federal charges of drug trafficking within 1,000 feet of a university also face higher penalties. If an individual is convicted of federal or state drug charges for possession, distribution, or trafficking, the federal government may also deny or revoke federal benefits such as grants, loans, or work study (see studentaid.ed.gov for more information).

HEALTH RISKS ASSOCIATED WITH ALCOHOL AND ILLICIT DRUGS:

Abuse of alcohol can produce severe health risks, including death. Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident.

Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, even lower doses of alcohol will produce the effects just described. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Physical and psychological effects of both short- and long-term drug use vary with the type and amount of drug used. Marijuana use can lead to heartbeat acceleration, impairment in mental perception, memory loss, impulsive behavior, anxiety attacks, respiratory problems, infertility, and lung disease. Cocaine use can lead to high blood pressure, sweating, vomiting, irritation and inflammation of nasal tissue, loss of appetite, delusions, altered perceptions, and death from respiratory failure.

Use of hallucinogens can lead to dizziness, increase in heart rate, nausea, perceptual changes, delusions, hallucinations, and flashbacks. Use of stimulants can lead to diarrhea, heart palpitations, increased blood pressure, kidney failure, weight loss, irritability, and hallucinations. Use of depressants can lead to slurred speech, staggering gait, altered perception,

slowing down of reflexes and reaction time, increased anxiety and depression, and death from lack of oxygen.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities. Use of illicit drugs during pregnancy may lead to premature births and/or mental or physical handicaps in the infant. Use may also cause an infant to acquire a drug dependency at birth

DRUG AND ALCOHOL PROGRAMS:

Students with alcohol or other drug related problems are encouraged, and in some cases maybe be required, to utilize the services of private and community agencies to receive appropriate information, treatment, counseling or referral services. Avila's Counseling Services, located in Hodes Center, offers short-term counseling available to students free of charge. Referrals to outside professionals in the area of alcohol or drug treatment may be appropriate. Students are responsible to pursue these options on their own and at their own expense.

In addition to on-campus and off-campus counseling services, University Employees have provisions of the Employee Assistance Program (EAP) available that include counseling for substance abuse. Please ask in Avila's Human Resources for more information on and assistance with the EAP program.

A variety of campus organizations and departments are involved in providing programs to all community members as to the risks of substance abuse. Components of education and awareness concerning alcohol and drug abuse are included in new-student orientation, Residence Hall programs, Athletics meetings, Campus Safety, and through student organizations. The Arrive Alive tour, driving simulator that demonstrates the effects of driving under the influence, is hosted at Avila every Fall

semester at the beginning of the Academic year. Avila University Athletics department has a substance abuse program that includes education, Safe Harbor program, and a drug testing policy and procedures that is administered through Drug Free Sport.

The following resources are available off-campus for counseling or substance abuse treatment:

- Alcoholics Anonymous, Kansas City Area: 816.471.7229
  - www.kc-aa.org
- Alcohol Help Center
  - www.alcoholhelpcenter.net
- Check Your Drinking
  - www.checkyourdrinking.net
- Narcotics Anonymous, Kansas City Metro: 816.531.2250 or 800.561.2250
  - www.kansascityna.org
  - www.na.org
- Substance Abuse and Mental Health Services Administration: 877.726.4727
  - www.samsha.gov

ANTI-HARRASSMENT/ANTI-DISCRIMINATION POLICY

Avila University's policy is to maintain an environment for all of our employees and students that is free of unlawful harassment, illegal discrimination, and unprofessional conduct. It is never justifiable to harass one of our employees or students because of their race, color, gender, gender identity, religion, national origin, ethnicity, age, disability, ancestry or sexual orientation. Unlawful harassment is counterproductive and does not serve the principles on which Avila University operates. We respect the dignity and worth of each employee and student. We believe that each employee and student should be free to develop fully his or her potential, neither hindered by artificial barriers nor aided by factors that are not related to merit. Avila University also prohibits unprofessional conduct and comments that may not amount to unlawful harassment. All employees and students are expected to use good judgment and to avoid even the appearance of impropriety in all of their dealings with other employees and students. Supervisory employees especially must exhibit the highest degree of personal integrity at all times, refraining from any behavior that might be harmful to their subordinates, students or to the University.

Racial, religious, sexual orientation, and national origin harassment is expressly prohibited. Racial, religious, sexual orientation, and national origin harassment includes any oral statement, written statement, or physical act in which race, religion, sexual orientation, or national origin is used or implied in a manner that make another person uncomfortable in the work or educational environment or that would interfere with another person's ability to perform his or her job. Examples of racial, religious, sexual orientation, or national origin harassment jokes that include reference to race, religion, sexual orientation, or national origin. The display or use of objects or pictures that adversely reflect on a person's race, religion, sexual orientation, or national origin, or use of language that is offensive due to a person's race, religion, sexual orientation, or national origin.

PROTEST AND ACTIVISM POLICY

POLICY STATEMENT

Avila University respects the rights to freedom of speech and freedom of expression for individuals and groups to express whatever views they wish, so long as they do not interfere with the rights of others, and are respectful of the University's Catholic Mission and Values.

The University urges aggrieved persons or groups to make use of established judicial procedures to resolve specific instances in which their rights may have been violated. Both civil authority and Avila University regulations reflect the University's obligation to balance rights of free speech and expression against such other rights as privacy, safety and the normal conduct of business. Avila University maintains the right to regulate reasonable time, place and manner restrictions concerning acts of expression or dissent. Thus, Avila deems inappropriate any actions that intrude upon the rights of other members of the community, including reasonable expectations of peace and privacy, and tactics or behavior that include coercion, intimidation, or harassment.

Additionally, obstruction or disruption of the normal conduct of business for the University, or of members or guests of the community is considered inappropriate. Further, the right to protest and demonstrate does not include the right to engage in conduct that endangers the safety of others. The University expects the Avila Community Mission and Values to be upheld at all times by all parties involved in a protest or demonstration. Avila University is private property and only individuals that are Avila Students or currently employed Faculty or Staff, may organize and lead a protest or demonstration on campus.

PROHIBITED CONDUCT

The University will not allow disruptive or disorderly conduct on its premises to

interrupt its proper operation. Disruptive picketing, protesting, or demonstrating on University property or at any place in use for an authorized University purpose is prohibited.

The Kansas City Missouri Police Department has legal authority to enforce all laws in the area of the city, including Avila University's campus, and this authority will not be restricted by University policies and procedures. In addition to any action taken by civil or criminal authorities, the University reserves the right to impose its own disciplinary sanctions if the University believes that an individual's conduct interferes with the purposes, objectives or responsibilities of the University. University members who plan demonstrations or participate in protest activities should be aware of applicable laws, as well as University policies.

EVENT REGISTRATION AND ACKNOWLEDGEMENT OF POLICY

At least 48 hours prior to a protest or demonstration on University property, the Avila University faculty, staff, or student organizer who will assume responsibility for the protest or demonstration must sign and submit a formal acknowledgement of this Policy, which is available on MyAU.

Failure to submit a signed acknowledgement may be grounds for the University to require the gathering of individuals and/or their signage be disbanded or removed from property. If there is a probability of an activity on campus turning violent, or if the protest or demonstration contradicts Avila's Mission and Values, the University reserves the right to deny the event from taking place on University property.

UNIVERSITY CONTACT

An Avila University member planning a protest or demonstration is encouraged to consult with the Dean of Student, or Vice President of Academic Affairs prior to sponsoring or organizing such an event. The purpose of such consultation is to obtain an advisory opinion as to the suitability of the planned action and as to the possible penalties that might be imposed or recommended if an unsuitable action is carried out. Such consultation may also reduce the chance that community

members might place themselves at risk by unknowingly violating policies or civil laws. Whether the advice from any member of Avila University's Faculty or Staff has or has not been sought, people participating in a protest or demonstration should be prepared to assume the possible consequences of their behavior.

In the interest of student safety and the protection of student rights, any member of the Avila community who learns about demonstrations and protests involving Avila students, on campus, are encouraged to notify the Office of the Dean of Students immediately.

In the event of a demonstration on campus a designee from the Risk Management Committee, or of the Administrative Council, will serve as the responsible official and spokesperson at the scene. All media contact involving an event with Avila community members will be handled through the Office of Marketing and Communications.

SECURITY

Campus Safety staff will respond, as appropriate, to a situation of protest or demonstration to protect the University facilities and for the safety of the individuals involved, and will act in a manner which promotes the Mission and Values of Avila University.

Campus Safety is expected to observe from an appropriate location and report to the responsible official from the Risk Management Committee or Administrative Council during any such response to protest or demonstration. Safety Officers will undertake enforcement measures, as appropriate and to the best of their abilities, to prevent physical violence to an individual, or to prevent serious damage or vandalism to property or their contents.

ADMINISTRATION OF POLICY

In addition to monitoring the demonstration, the Dean of Students, or the designated responsible official, has the responsibility for administering this Policy, including determining, at their discretion, the need for University disciplinary action

and/or the intervention of Kansas City Missouri Police Department (KCPD) when the circumstances warrant.

When applicable the University will attempt to gain an understanding of the demonstrator's grievances and come to a resolution, and to notify protesting individuals about actions that are considered unacceptable and potential consequences. If the actions involved in a protest or demonstration are considered provoking, there is a risk of harm to individuals or property, or violates other inappropriate actions listed above while not disbanding in a timely manner, the designated responsible official or the senior Campus Safety staff on-scene may contact KCPD to come to the scene of the protest or demonstration to intervene and assist in disbanding the group, or if applicable to arrest offenders of civil laws.

MISSING RESIDENT STUDENT POLICY

Current residents of campus housing have the option to identify an individual to be contacted by the institution after it is determined that the student is missing according to procedures identified below.

Each student should register emergency contact information on MyAU. A place for this information will be provided on the student's residence hall contract and can be changed upon request, and incoming Residents are encouraged to fill out the information online at the time of Move-In.

If upon consultation with law enforcement, it is determined that the student has been missing for more than 24 hours and has not returned to campus, Student Affairs or the Campus Safety office will initiate the emergency contact procedures in accordance with the student's designation. Any dependent student under the age of 18 and living in a campus housing facility is advised that the institution will notify the appropriate custodial parent or guardian not later than 24 hours after it is determined that the student is missing.

An appropriate law enforcement agency will be notified not later than 24 hours after the time it is determined that the resident student under the age of 18 is missing.

OFFICIAL NOTIFICATION PROCEDURES

Official notification of a missing student will originate from the Campus Safety Office in conjunction with the Office of Marketing and Communication and the Dean of Students. Any report relating any missing student or any such student determined to be missing must be referred immediately to the Campus Safety Office.

1. Official receiving a complaint of a missing student will immediately contact the Campus Safety Officer on duty.
2. The responding Officer will gather all information regarding the person.

General descriptions, clothes last worn, where subject might be, who they might be with, vehicle description, for example, are items to share.

3. The Officer obtains information from the card access information, dining services, and residence life to ascertain more information. Residence Life will conduct a room search in accordance with their procedures.
4. The supervisor will also contact the coordinator of the Care Team to gather information regarding the missing person's well being and physical state.
5. Appropriate campus personnel will be enlisted to aid in the search for the missing person.
6. Class schedules will be obtained and a search of the classrooms will be conducted at that time and at the time of the classes.
7. Information ascertained from the above will be referred to the Residence Life Office/Student Development for consultation with other offices including the Office of Marketing and Communication.

If the above are unsuccessful in locating the person or it is apparent from the beginning that the person is actually missing, the investigation will be turned over to the appropriate local law enforcement agency. At this time, they become the authority in charge and the Campus Safety Department will assist them in any way necessary.

The Dean of Students or their designee will be responsible for the continuing communicating with the family or guardian of the missing person until the missing person is found or when law enforcement officials end their search.

MISSING PERSON (NON-RESIDENT) POLICY

Any report relating any person who is not a resident student and determined to be missing must be referred immediately to the Campus Safety Office. Campus Safety Officer will contact emergency services and inform of the situation. Campus Safety follows all directions from emergency services, and will assist emergency services in any way necessary.

POLICY FOR PREPARING ANNUAL DISCLOSURE OF CRIME STATISTICS

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, certain crime statistics must be maintained by the University and reported annually. Therefore, this brochure is intended to comply with that federal law and the statistics below are compiled in accordance with the guidance offered in that legislation. The Clery Act requires that campus crime statistics include any crime that is reported to local police agencies or campus security authorities. This information has been gathered by the Director of Campus Safety and is recorded below in the year which the crime was reported.

There were no Unfounded Crimes from past years statistics that were removed from the posted crime stats.

HATE CRIME REPORTING

Current regulations require institutions to report as hate crimes any occurrence of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, larceny-theft, intimidation, damage/ destruction or vandalism, and any other crime involving bodily injury reported to local law enforcement agencies or a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias. Avila University utilizes the FBI's Uniform Crime Reporting Hate Crime Collection Guidelines as the source of definitions. All Statistics will continue to be reported by Clery geographic area and category of bias.

Avila University received no reports in 2023 in which a hate crime may have been a motivating component.

MONITORING AND RECORDING CRIMINAL ACTIVITY AT NONCAMPUS LOCATIONS OF STUDENT ORGANIZATIONS

Avila University does not have any student organizations with off-campus locations. Student housing during the 2023-2024 school year was offered on a limited basis. Therefore, Avila University did not record, through local police, any criminal activity at non-campus housing, as required by the law.

ON CAMPUS CRIME STATISTICS

Criminal Offenses - On Campus			
	Total Occurrences on Campus		
Criminal Offense	2022	2023	2024
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	-	-	-
Sex Offenses	0	0	0
Rape	1	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	2
Aggravated Assault	0	0	0
Burglary	28	3	0
Motor Vehicle Theft	0	3	2
Arson	0	0	0

Arrests - On Campus			
	Total Occurrences on Campus		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Violations	0	0	0

Disciplinary Actions - On Campus			
	Total Occurrences on Campus		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	4	1	0
Liquor Violations	1	2	0

VAWA Offenses - On Campus			
	Total Occurrences on Campus		
Offense	2022	2023	2024
Stalking	0	1	0
Domestic Violence	0	0	0
Dating Violence	0	1	0

Hate Crimes - On Campus											
	Occurrences of Hate Crimes			Category of Bias for Crimes Reported in 2024							
Criminal Offense	2022	2023	2024	Race	Religion	Gender	Gender Identity	Sexual Orientation	Disability	Ethnicity	National Origin
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	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
Arson	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Pro	0	0	0	0	0	0	0	0	0	0	0

ON CAMPUS STUDENT HOUSING CRIME STATISTICS

Criminal Offenses - On Campus Student Housing			
	Total Occurrences in Housing		
Criminal Offense	2022	2023	2024
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Sex Offenses	-	-	-
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	20	1	0
Motor Vehicle Theft	1	2	0
Arson	0	0	0

Arrests - On Campus Student Housing			
	Total Occurrences in Housing		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Violations	0	0	0

Disciplinary Actions - On Campus Student Housing			
	Total Occurrences in Housing		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	4	1	0
Liquor Violations	1	2	0

VAWA Offenses - On Campus Student Housing			
	Total Occurrences in Housing		
Offense	2022	2023	2024
Stalking	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	1	0

Hate Crimes - On Campus Student Housing											
	Occurrences of Hate Crimes			Category of Bias for Crimes Reported in 2024							
Criminal Offense	2022	2023	2024	Race	Religion	Gender	Gender Identity	Sexual Orientation	Disability	Ethnicity	National Origin
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	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
Arson	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Pro	0	0	0	0	0	0	0	0	0	0	0

NON-CAMPUS CRIME STATISTICS

Criminal Offenses - Non-Campus			
	Total Occurrences Non- Campus		
Criminal Offense	2022	2023	2024
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Sex Offenses	-	-	-
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

Arrests - Non-Campus			
	Total Occurrences Non-Campus		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Violations	0	0	0

Disciplinary Actions - Non-Campus			
	Total Occurrences Non-Campus		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Violations	0	0	0

VAWA Offenses - Non-Campus			
	Total Occurrences Non-Campus		
Offense	2022	2023	2024
Stalking	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0

Hate Crimes - Non-Campus											
	Occurrences of Hate Crimes			Category of Bias for Crimes Reported in 2024							
Criminal Offense	2022	2023	2024	Rac	Religion	Gender	Gender Identity	Sexual Orientation	Disability	Ethnicity	National Origin
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	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
Arson	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Pro	0	0	0	0	0	0	0	0	0	0	0

PUBLIC PROPERTY CRIME STATISTICS

Criminal Offenses - Public Property			
	Total Occurrences		
Criminal Offense	2022	2023	2024
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Sex Offenses	-	-	-
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

Arrests - Public Property			
	Total Occurrences		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Violations	0	0	0

Disciplinary Actions - Public Property			
	Total Occurrences		
Offense	2022	2023	2024
Weapons Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Violations	0	0	0

VAWA Offenses - Public Property			
	Total Occurrences		
Offense	2022	2023	2024
Stalking	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0

Hate Crimes - Public Property											
	Occurrences of Hate Crimes			Category of Bias for Crimes Reported in 2024							
Criminal Offense	2022	2023	2024	Race	Religion	Gender	Gender Identity	Sexual Orientation	Disability	Ethnicity	National Origin
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	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
Arson	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Pro	0	0	0	0	0	0	0	0	0	0	0

2024 CAMPUS ANNUAL FIRE SAFETY REPORT

FIRE REPORT STATISTICS FOR 2022 - 2024

FIRE SAFETY SYSTEMS

Carondelet, Ridgway, Thompson, and Wylie Hall fire systems include a monitored fire alarms system with automatic dialing to the Kansas City Fire Department. Fire extinguishers are placed through the buildings and are tested annually. Thompson Hall and Wylie Hall have Sprinkler Systems which are also inspected annually.

Fire drills are held during each semester, and table top discussions concerning fire evacuation procedures take place between the Resident Assistants (RA's) and Campus Safety in August.

FIRE POLICIES

FIRE SAFETY EQUIPMENT - Tampering with fire equipment, elevator alarm bells, and fire exit doors and signs places everyone at risk and will result in serious disciplinary action for any party found engaging in such actions. In addition, pulling a false fire alarm is a violation of state and federal law and will be treated as such. Anyone found to be responsible for a false alarm will be subject to University disciplinary action and referral to local authorities.

FIREWORKS / EXPLOSIVES - Possession or use of fireworks and/or other explosives on University property is strictly prohibited.

TOBACCO POLICY - Smoking and the use of smokeless tobacco products is prohibited in all buildings on campus including the residence halls.
Members of the Avila community and their guests must exercise courtesy at all times in the use of smoking and smokeless tobacco products outside the buildings. Smoking may occur within the University parking areas.
There are outdoor areas designated as non-smoking including the Olofson Plaza and the main library entrance. Non- smoking areas are identified through signage posted in the designated areas.

COOKING APPLIANCES - Due to concerns for fire and safety standards, only microwaves, automatic coffee makers, and "dorm-size" refrigerators may be used in resident rooms. Some of the building are equipped with a full kitchen complete with a refrigerator, stove, oven, microwave, and sink. To prevent fires, cooking appliances must always be attended while in use.

FIRE HAZARDS - Due to the potential for fire, use of incense, candles, explosives, fireworks, gasoline, potpourri burners, and incendiary devices of any kind are not permitted in the residence halls. Grills (including George Foreman style electric indoor grills) and hibachis are not permitted inside the residence halls.

SMOKE DETECTORS - Replacement batteries may be obtained from the hall staff. Students are not to alter the smoke detector function in any way, as the malfunction of a smoke detector places all residents at risk.

STUDENT HOUSING EVACUATION

If you discover a fire:

- Pull the nearest alarm pull station.
- Notify residence hall staff immediately of the fire location.

When the Fire Alarm Sounds:

- Leave the building immediately if it is safe to do so.
- Close all doors behind you as you exit.
- Walk, DO NOT RUN as you exit the building.
- Stand clear of the building after evacuating.
- Do not re-enter the building until you are instructed to do so by residence hall staff or fire safety professionals.

Fire Safety Tips:

- Do not open the door if the doorknob is hot.
- If you cannot leave the room, go to the window and signal for help.
- If there is smoke, keep low to the floor.
- DO NOT attempt to fight the fire when the alarm has sounded, evacuate the building.

Failure to evacuate when the alarm sounds will result in disciplinary action.

FIRE SAFETY EDUCATION AND TRAINING

There are no specific policies for fire safety education and training programs for students and staff. However, Avila is a member of the National Fire Protection Association and utilizes their many resources for all of the University community. The Campus Safety website contains valuable information on fire safety. Fire Safety Education is done in August with the new students that live in the residence halls, and emails about fire safety to all students and employees during September's National Campus Safety Awareness Month. Students studying in the sciences are exposed to fire safety training and information. The Campus Emergency Response Plan is the best resource for information and procedures on fires.

REPORTING

All fires, small or large, must be reported to Campus Safety for inclusion in this annual report. Contact the Director of Campus Safety for more information at (816)501-2425.

The Wornall House property previously owned by Avila University was sold in the summer of 2013, so no statistics are included for this location for statistically tracked years.

FUTURE IMPROVEMENTS

The Goppert Theatre recently finished renovations and had improvements to life safety systems for that facility.

FIRE REPORT STATISTICS

Summary of Fires									
Year		2022			2023			2024	
Name of	Fir	Injurie	Death	Fires	Injurie	Death	Fires	Injurie	Death
Carondelet Hall	0	0	0	0	0	0	0	0	0
Ridgway Hall	0	0	0	0	0	0	0	0	0
Thompson Hall	1	0	0	0	0	0	0	0	0
Wylie Hall	0	0	0	0	0	0	0	0	0
Marian Centre	0	0	0	1	0	0	0	0	0
Totals	**1**	**0**	**0**	**1**	**0**	**0**	0	**0**	**0**

Fires - On Campus Student Housing				
Name of	Street	Number of Fires		
		2022	2023	2024
Carondelet Hall	11901 Wornall Road	0	0	0
Ridgway Hall	11901 Wornall Road	0	0	0
Thompson Hall	11901 Wornall Road	1	0	0
Wylie Hall	11901 Wornall Road	0	0	0

This brochure was prepared by the Chief Operations Officer. Any questions or concerns should be directed to the Director of Campus Safety, Thomas Ramirez, at (816) 501-2425.

The Annual Security Report is available online in PDF format on the Avila webpage, or a hard-copy of the report can be picked up in the Campus Safety Office in Whitfield (building #3) on Avila University's campus at 11901 Wornall Road, Kansas City, MO 64145. https://www.avila.edu/avila-life/campus-safety/