PHSU
PONCE HEALTH SCIENCES UNIVERSITY
· St. Louis, MO ·

2351 Market St.
St. Louis, MO 63103

Annual Security Report
Academic Year 2026-2027

Includes Crime Statistics for CY's 2023, 2024, 2025

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The Ponce Health Sciences University (PHSU) St. Louis, Missouri branch campus (opened in June of 2018) leases approximately 57,000 square feet of space in a building at 2351 Market St. in St. Louis, Missouri. The building is a multi-use facility. The space leased and controlled by PHSU serves as the University's On-Campus Clery reportable geography, along with all common areas, entrances, stairwells and elevators that students, faculty, and staff may use to gain access to the primary leased and controlled University space. The St. Louis branch campus does not have any On-Campus residential facilities or Non- Campus properties whether owned or controlled by recognized or registered student groups or organizations or otherwise owned or controlled by the University and frequently used by students.

PHSU St. Louis regularly evaluates the security needs of the campus community and considers them on an ongoing basis. This publication is a part of that effort. It informs campus community members about whom to call and what to do if they are victims of a crime. It also outlines policies to promote a safe learning and working environment. Please review the recommendations in this publication carefully and work with the PHSU administration to enhance the safety and security of the university.

Security Authority and Jurisdiction

The PHSU St. Louis branch campus contracts with Securitas Security Services of St. Louis to provide security services within its Clery geography supporting faculty, students, staff, guests and visitors. The primary role of the security officers is to provide a security presence and deterrent and to observe and report incidents and emergencies as they occur. Security Officers must complete the Level Two Office Training and receive additional security related training on topics that include; the Nature and Role of Private Security Officers, Observation and Incident Reporting, Emergency Response Procedures, Title IX, Customer Service, Workplace Violence, and AED/CPR/First Aid.

Contract Security Enforcement Authority:
Contract security officers have no enforcement authority. State, local and federal laws and college policies are enforced by the PHSU St. Louis branch campus administration. When an incident arises, contract security officers will contact their supervisor who will notify PHSU's St. Louis branch campus director. The PHSU St. Louis branch campus administration may initiate an internal investigation for administrative purposes related to internal judicial processes. Criminal incidents or crimes of violence may be referred to the St. Louis Metropolitan Police Department. The Metropolitan Police (or other law enforcement agency with jurisdiction) may investigate criminal incidents for possible criminal prosecution. Students and employees are strongly encouraged to report incidents of criminal behavior to the Metropolitan Police Department.

Contract Security Arrest Authority:
The contract security officers are non-sworn security officers and have no official powers of arrest authority. Contract security officers can act and intervene in the event of a confirmed emergency when time is of the essence, and there is an immediate need to act to prevent serious bodily harm or grave damage to property. The Metropolitan Police Department or other applicable law enforcement entities may be summoned to handle serious incidents of crime, especially violent crimes against persons, and to effect an arrest on or within campus-owned, controlled, leased, or recognized property.

Contract Security Jurisdiction:
The patrol jurisdiction of all contract security officers is limited to the institution's owned and/or controlled on-campus property. Contract security officers do not have an expanded patrol jurisdiction beyond PHSU's St. Louis branch campus on-campus property.

PHSU St. Louis Branch Campus Working Relationships with other Local and State Law Enforcement Agencies

PHSU St. Louis branch campus administrators maintain a positive working relationship with the Metropolitan Police Department Missouri Department of Public Safety. This collaboration and partnership includes sharing information (when feasible) and collaborating on large-scale events. PHSU administrative officials are comfortable reaching out to these responsive law enforcement entities for support and assistance related to PHSU campus safety and security.

Written Memorandums of Understanding with Local Law Enforcement

PHSU St. Louis branch campus currently has no active written agreements or Memorandums of Understanding (MOU) with any law enforcement agency for the investigation of alleged criminal incidents or for any other reasons.

Reporting Crimes and Other Emergencies

Accurate and Prompt Reporting

Members of the PHSU community and all visitors/guests are encouraged to accurately and promptly report crimes, suspicious behavior, and emergencies occurring on campus and at any other property owned or controlled by PHSU. Accurate and prompt reports should be made to the Campus Director, one of the Primary Campus Security Authorities (CSAs), or Preferred Receivers of reports as outlined below, and/or to appropriate police agencies, when the victim of a crime elects to or is unable to make such a report.

Accurate and prompt reporting also ensures PHSU is able to evaluate, consider, and send timely warning notices, disclose crimes through ongoing disclosure processes such as the posting of crimes in the Daily

Crime Log, and accurately document reportable crimes in its annual statistical disclosure.

Reporting to Meet Disclosure Requirements

Members of the community are helpful when they immediately report crimes or emergencies to PHSU and/or Primary Campus Security Authorities (CSA) or Preferred Receivers of Reports for purposes of including them in the annual statistical disclosure and assessing whether to issue a Timely Warning Notice, when deemed necessary:

- Contact the Campus Director by dialing (636)399-3908, or in person within the administrative office area
- Contact the Director of Student Affairs by dialing (314)-499-6808, or in person within the administrative office area
- Contact the Assistant Vice President of Academic Affairs by dialing (314)-499-6803, or in person within the administrative office area
- Contact the Vice President for Human Resources by dialing (314)-887-1360, or in person within the administrative office area
- Sex Offenses and other incidents of sexual or relationship violence can also be reported to the University's Title IX Coordinator, by dialing (787)-840-2575 Ext. 5734 or to the St. Louis Campus Title IX Delegate (Director of Student Affairs) by dialing (314)-499-6808, or in person within the administrative office area

You may also contact the St. Louis Metropolitan Police Department at (314) 231-1212 or 911.

Response to a Report

If a report is an emergency or requires local law enforcement support and assistance, PHSU administrative staff will notify the appropriate external emergency responders as deemed necessary – this includes local law enforcement, fire department, and emergency medical services. In response to a non-emergency call, PHSU administrators will take the required action by responding and meeting with the reporting party to file an incident report. All reported crimes will be investigated by PHSU and/or local law enforcement. All internal reports are forwarded to the Campus Director for potential action, as appropriate. If a sexual assault or rape should occur, staff on the scene will offer the victim a wide variety of services.

Voluntary Confidential Reporting

PHSU encourages anyone who is the victim or witness of any crime to promptly report the incident to a PHSU administrator, as outlined above and/or local law enforcement. PHSU does not have a voluntary confidential reporting process. You may make confidential reports for inclusion in the annual disclosure of crime statistics to any campus security authority. However, some of the CSAs are also Responsible Employees under Title IX, and they are obligated to share reported information involving sexual misconduct, domestic/dating violence and stalking, including information about the identity of the victim and accused, with the Title IX Coordinator or St. Louis campus Title IX delegate (Director of Student Affairs). Reports to professional and pastoral counselors can be kept confidential. PHSU has part-time counseling services for students, but not pastoral counseling services. The PHSU St. Louis branch campus offers an employee assistance program (EAP) that provides confidential counseling services for employees.

Campus "Pastoral Counselors" and "Professional Counselors," when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. Professional counselors are encouraged to inform their clients, if and when they deem it appropriate, of the procedures to confidentially report crimes to primary CSAs and

the means and methods for doing so.

Pastoral Counselor
An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor
An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Monitoring and Recording of Criminal Activity by Students at Noncampus locations of Recognized Student Organizations

The PHSU St. Louis branch campus does not have officially recognized or registered student organizations that own or control housing facilities or other locations/spaces outside of the PHSU's core campus. Therefore, local police are not used to monitor and record criminal activity since there are no non-campus locations of student organizations.

Security of and Access to Campus Facilities Policy

Students and employees can access the building where the PHSU St. Louis branch campus is located in three ways: through the main entrance at the corner of Market and Jefferson, through the patio entrance on Market St., or through the entrance on Chestnut St. All three entrances require a pin pad and access card system. The main doors are automatically unlocked during normal business hours from 8 am until 5 pm Monday through Friday (except holidays). Students can access space (using their access card) from 6 a.m. to 8 a.m. and 5 p.m. to 12:00 a.m. seven days a week. Employees have 24/7 access to the campus with their access card. Guests and visitors must be signed in at the main lobby reception desk. O n e Contract Security Officer is assigned to the campus to patrol the University's on-campus Clery geography seven days a week from 6:00 a.m. to 4:00 p.m. Two contract security officers are assigned to the campus to patrol the University's on-campus Clery geography seven days a week from 4:00 p.m. to 12:00 p.m. Contract Security also conducts at least one mobile patrol of the area between 12:00 a.m. and 6:00 a.m.

Security Considerations Used in the Maintenance of Campus Facilities

The PHSU St. Louis branch campus is maintained in a manner that minimizes hazardous and unsafe conditions through the implementation of crime prevention through environmental design (CPTED). The Campus Director is responsible for ensuring lighting, locking mechanisms, access systems, and other

security-related systems are functioning as designed. Contract security officers regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Campus Director for correction. The campus' overall safety and security program is supplemented by a variety of technological systems including: access control and fire detection, suppression, and reporting systems. Other members of the PHSU community help by reporting equipment problems to the Campus Director.

Timely Warning Notices

PHSU St. Louis branch campus is responsible for issuing Timely Warning Notices in compliance with the Clery Act. In the event a crime is reported, or a situation arises, within PHSU's Clery Geography that, in the judgment of the Campus Director or designee and in consultation with responsible campus authorities when time permits, constitutes a serious or continuing threat, a Timely Warning Notice will be issued.

Anyone with information believed to warrant a Timely Warning Notice should immediately report the circumstances to the Campus Director or designee by phone at (636)399-3908, or by informing a Contract Security Officer, if on-duty and available. The Campus Director or designee will consult, as appropriate and necessary, with other College officials (typically the Director of Student Affairs and/or the Assistant Vice President of Academic Affairs) regarding whether a Timely Warning should be issued. The Campus Director or designee may issue a Timely Warning Notice without consultation if consultation time is not available. The decision to issue a Timely Warning will be made on a case-by-case basis after consideration of several factors, such as the nature of the crime, the seriousness of the incident or whether it represents a continuing or ongoing threat to the campus community, and the possible risk of compromising law enforcement efforts. Timely Warning Notices are primarily distributed to the University community via email blast to all PHSU-assigned email accounts.

Timely Warnings may also be issued using some or all of the following methods of communication: text messages or emails sent through the University's One Call Now Alert system, or building postings by PHSU administrators. Timely Warning Notices will be written and distributed by the Campus Director or designee (including the Director of Student Affairs or the Campus Operations Manager and they will also determine the means and mechanism of distribution.

Timely Warning Notices are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter.
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger PHSU community).
- Robbery involving force or violence (cases including pickpocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by- case basis).
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another;
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Campus Director or designee). In cases involving sexual assault, they are often reported long after the incident occurred; thus, there is no ability to distribute a "timely" warning notice to the community.

All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Major incidents of Arson.
- Other Clery crimes as determined necessary by the Campus Director or their designee.
- Other crime classifications and locations beyond those required by the Clery Act as determined necessary by the Campus Director or their designee.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a timely manner, while keeping victims' names confidential, and with the goal of aiding in the prevention of similar crimes or occurrences. The PHSU St. Louis branch campus is not required to issue a Timely Warning Notice for crimes reported to pastoral or professional counselors.

The PHSU St. Louis branch campus does not issue Timely Warning Notices for the crimes listed above if the subject of a crime is apprehended and the apprehension mitigates the ongoing or continuing threat to members of the PHSU community. PHSU may also not issue a Timely Warning Notice if PHSU was not notified in a manner that would allow the institution to post a Timely Warning Notice for the community. Typically, notices are not issued for incidents reported more than fourteen (14) days after the date of occurrence, as such a delay in reporting has not afforded the University an opportunity to react or respond in a timely manner. The PHSU St. Louis branch campus will evaluate this type of situation on a case-by-case basis.

Emergency Response and Evacuation Procedures

Emergency Response

The PHSU St. Louis branch campus has adopted a Basic Emergency Plan (outlined within its Student Handbook) that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization, and specific responsibilities of particular units or positions.

The PHSU St. Louis branch campus units are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to the Campus Director.

During the 2023-2024 academic year, the PHSU St. Louis branch campus, in conjunction with other appropriate emergency agencies (as deemed appropriate), will conduct an emergency response drill and exercise, such as a tabletop exercise, field exercise, and test of the emergency notification systems on campus. This test, which may be announced or unannounced, will assess and evaluate the campus emergency plans and capabilities.

Each test will be documented and include a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

PHSU will publicize a summary of the emergency response and evacuation procedures via email in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act (HEOA).

Emergency Evacuation Procedures

During the 2023-2024 academic year, the emergency evacuation procedures will be tested at least once during the year. Students and employees will learn the locations of the emergency exits within the building that houses the the PHSU St. Louis branch campus leased space and will be provided guidance about the direction they should travel when exiting the facility for a short-term building evacuation. The Campus Director does not tell building occupants in advance about designated locations for long-term evacuations because those decisions depend on the time of day, the availability of designated emergency gathering locations, and other factors such as the location and nature of the threat. In both cases, PHSU administrative staff or emergency responders on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. Evacuation drills are also used as a way to educate and train occupants on fire safety issues specific to their building. During drills, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify outside emergency responders by dialing 911.

Remain Calm

1. Do NOT use Elevators, Use the Stairs.
2. Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform Contract Security, a PHSU St. Louis branch campus official or the responding Fire Dept. of the individual's location.
3. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
4. Make sure all personnel are out of the building.
5. Do not re-enter the building.

Shelter-in-Place Procedures –What it Means to "Shelter-in-Place"

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

Basic "Shelter-in-Place" Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If the building is damaged, take your personal belongings (purse, wallet, access card, etc.) and follow the evacuation procedures for the building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at a nearby building or outdoor area quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may come from several sources: contract security officers, campus director, other university employees/officials, local law enforcement or outside emergency services, or other authorities utilizing the university's emergency communications tools.

How to "Shelter–in-Place"

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
    - An interior room;
    - Above ground level; and
    - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able.
6. Make a list of the people with you and ask someone (faculty, or other staff) to call the list in to local law enforcement so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.

Emergency/Immediate Notification

The PHSU St. Louis branch campus has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples that may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials

incident and structural fire.

Individuals can report emergencies occurring at the PHSU St. Louis branch campus by notifying any on-site administrator or faculty and/or by dialing 911 for outside emergency responders.

Emergency/Immediate Notification Policy:

In the event of an emergency, the PHSU St. Louis branch campus will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the university community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee and visitors.

The PHSU St. Louis branch campus has implemented a campus-wide emergency notification system, which can be activated to alert the campus community in the event of a serious emergency on campus. An "emergency notification" is broader than a "timely warning." "Timely Warnings" address certain criminal actions that represent a serious or ongoing threat to the campus community, whereas "emergency notifications" may address both criminal actions and other significant incidents or emergencies, such as weather and medical emergencies. The contracted security officers, the campus director and other university officials/administrators are responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with local first responders and/or the national weather center.

If the campus director or designee, in conjunction with other college administrators, contract security officers, local first responders, public health officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the PHSU community, the Campus Director will, if time is available, collaborate with the Director of Student Affairs and/or the Assistant Vice President of Academic Affairs to determine the content of the message and will use some or all of the systems described below to communicate the threat to the PHSU Community or to the appropriate segment of the community, if the threat is limited to a particular area or segment of the population. The Campus Director or designee has the authority to issue an Emergency (Immediate) Notification without such consultation if consultation time is not available.

The Campus Director or designee will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the responsible authorities (including, but not limited to: Contract Security Officers, Metropolitan Police, and/or the local Fire and Emergency Medical Services), compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Notification by the Campus Director or designee will be made by using some or all of the following methods depending on the type of emergency. The Campus One Call Now Alert System (which contains email, cell phone text, voice message alert); fire alarm (where available), social media, local media, webpage and/or in-person communication. If any of these systems fail or the University deems it appropriate, in person communication may be used to communicate an emergency.

Students and employees are automatically signed-up to the One Call Now Alert System and must opt-out if they choose not to receive text alerts. To Opt-Out of this Emergency Alert System, recipients of messages can send an email to the Campus Director at sschuette@psm.edu with a message to STOP receiving alert text messages. While redundant means and mechanisms of communication have been established for

emergency notification, the PHSU St. Louis branch campus cautions students and employees about opting-out as these alert text messages are one of the primary means of notification in the event of an emergency.

If an immediate threat to the health or safety of students or employees occurs on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Follow-up information and updates will be distributed using some or all of the identified communication systems (except fire alarms). Additionally, updates regarding a prolonged and ongoing emergency situation such as a health emergency (norovirus, serious illness, pandemic, etc.) can be provided by creating a banner (webpage) at the top of the institution's homepage that would contain specific status update information along with links to public health agencies (for example) or other relevant entities.
The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties. The larger community can also access emergency information via the the PHSU St. Louis branch campus homepage and/or social media.

PHSU does not publish the names of crime victims or identifiable information regarding victims in the daily crime log or in Timely Warnings or Emergency Notifications.

Security Awareness and Crime Prevention Programs

One of the essential ingredients of any successful crime prevention program is an informed public. It is the intent of the PHSU St. Louis branch campus to inform students and employees about campus security procedures and practices and the prevention of crimes.

The PHSU St. Louis branch campus requires all students to complete annual online education and training on a variety of security awareness and crime prevention programs through Vector/Safe Colleges. These programs cover subjects related to emergency response and active shooter awareness and prevention, campus fire safety awareness and prevention and Title IX rights and protections. Employees are required to complete annual online education and training through Vector/Safe Colleges on topics related to Clery Act compliance and crime reporting, sexual harassment and Title IX. The PHSU St. Louis branch campus personnel also inform students and employees about crime on-campus and within the surrounding neighborhoods. New students complete and orientation before the start of classes, which includes review of the emergency management policy, location of emergency exits, and crime prevention tips for in and outside the building. During the 2023-2024 academic year, the PHSU St. Louis branch campus offered approximately 2 crime prevention and security awareness programs through Vector/Safe Colleges and during new student orientation. Topics such as personal safety, drug and alcohol abuse awareness and sexual assault prevention are some examples of programs offered during the prior academic year.

All crime prevention and security awareness programs encourage students and employees to be responsible for their own security and the security of others. Participants in these programs are asked to be alert, security-conscious and involved and advised to call the Campus Director at (636)-399-3908 or Metropolitan Police at (314) 231-1212 or 911to report suspicious behavior.

Drug and Alcohol Policy

The PHSU St. Louis branch campus prohibits the unlawful possession, use, and sale of alcoholic beverages and illegal drugs on campus and within the academic community. Students and employees at the university using or otherwise involved with drugs in violation of the Student Conduct Code or Employee Manual are subject to university disciplinary action in addition to any action taken by local or federal law enforcement authorities. The PHSU St. Louis branch campus is responsible for the enforcement of state underage drinking laws and enforcement of federal and state drug laws. The Campus Director has primary responsibility for the enforcement of state underage drinking laws as well as the enforcement of federal and state drug laws as it relates to the PHSU St. Louis branch campus administrative processes. The Metropolitan Police Department may be notified under certain circumstances for violations of law.

Drug or Alcohol Abuse Prevention Programs

In compliance with the Drug Free Schools and Communities Act, Ponce Health Sciences University publishes information regarding the University 's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for PHSU students and employees. A complete description of these topics, as provided in the University 's annual notification to students and employees, is available online at: https://catalog.phsu.edu/content.php?catoid=2&navoid=169.

Ponce Health Sciences University (PHSU) is one of the leading educational institutions in Medicine and Health Sciences in Puerto Rico. This represents a genuine commitment to establish an institutional public policy for the academic community free of drugs, alcohol, tobacco and violence. The PHSU St. Louis branch campus recognizes that prevention strategies are the first steps to fight against drugs, alcohol, and violence. The PHSU St. Louis branch campus promotes a prevention program aimed to provide services to students and employees.

Prevention Strategies:

- Admissions Office - Information related to the Policy is given to the student during admission process. Every student admitted to the PHSU St. Louis branch campus signs the Policy of Alcohol and Drugs Abuse.
- Financial Aid Office - During the FAFSA application, if the student responds yes to question number 23 (related to a drug offense), the Federal Government could cancel any grant to the student. The Financial Aid Officer should give proper orientation related to the student's eligibility to receive grants in the future.
- Catalog and School Policies - The Student Handbook includes a copy of the the PHSU St. Louis branch campus Policy of Alcohol and Drug Abuse. In addition, the Academic Catalog is also available at: https://stlouis.psm.edu/admissions/catalog/

- Professional Counseling Services: Professional counseling services are available to students and staff and will also utilize referrals to external agencies as needed on an individual basis.
- Extracurricular Activities: The PHSU St. Louis branch campus promotes extracurricular activities that involve preventative messaging in regard to drugs, alcohol, and tobacco use.
- Safe Colleges/ Vector LMS: Vector LMS offers online training courses and information about alcohol, tobacco, drugs, violence, and sexual harassment to faculty, staff, and students. This Program is managed by the Office of Student Success and students are required to complete this training annually.

2351 Market St.
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Anti-Hazing

Campus Hazing Transparency Report

The PHSU St. Louis branch campus is firmly committed to maintaining a safe, respectful, and inclusive learning environment for all members of our community. Consistent with our zero-tolerance policy against hazing and in compliance with federal requirements, PHSU has adopted transparent reporting practices that ensure accountability and promote student well-being.

The Campus Hazing Transparency Report (CHTR) is published twice a year, at the conclusion of the Fall and Spring semesters, and provides information on any student organization found responsible for hazing. The report is designed to keep our campus community informed, reinforce a culture of integrity, and serve as a reminder of the serious consequences associated with hazing.

In alignment with the Stop Campus Hazing Act (SCHA) enacted in December 2024, PHSU St. Louis branch campus reaffirms its full compliance with all mandated reporting and prevention measures. Beginning January 1, 2025, the University will collect, track, and publish hazing statistics as part of the Annual Security Report (ASR), while continuing to provide prevention education, awareness programming, and leadership training to students, faculty, and staff.

Through these efforts, PHSU St. Louis branch campus underscores its responsibility to safeguard the health and dignity of every student while fostering a campus environment rooted in respect, collaboration, and accountability.

Reporting

When hazing incidents are reported and confirmed, the following information will be included as part of the Campus Hazing Transparency Report:

- Name of the organization involved in the hazing incident
  - No personally identifiable information of the individual students will be disclosed.
- General summary of the incident, including:
  - whether drugs or alcohol were involved,
  - the University's conclusions, and
  - any outcomes or sanctions imposed on the organization (if applicable)
- Key dates, including:
  - when the hazing was alleged to have occurred,
  - when the investigation began,
  - when the University concluded with a finding of hazing, and
  - when the organization was officially notified of that finding.

Campus Hazing Transparency Report (CHTR)

Term	Hazing Offense (number of)
Fall 2024	0
Spring 2025	0
Fall 2025	0
Spring 2026	0

Sexual Offender Registration

The Adam Walsh Child Protection and Safety Act of 2006 provides for the registration and tracking of sex offenders. Institutions of higher education are required to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

In Missouri, information on all registered adult sex offenders is available at the Missouri State Highway Patrol Sex Offender Registry.

(HEOA) Notification of Victims of Crime of Violence

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

Daily Crime Log

The PHSU St. Louis branch campus maintains a Daily Crime Log which is available to the public for review, at the Reception Desk located in the main lobby of the building, (located at 2351 Market St), during normal business hours from 8 am– 5 pm Monday through Friday, excluding holidays. The most recent 60-day period of Crime Logs is available and open to public inspection.

Preparing the Annual Disclosure of Crime Statistics

The PHSU St. Louis branch campus Campus Director is primarily responsible for preparing the Annual Security Report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the branch campus community obtained from the following sources: the Contract Security Agency and Officers working on behalf of the PHSU St. Louis branch campus, the Metropolitan Police Department and other law enforcement agencies with jurisdiction, and all Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law) and applicable local law enforcement agencies with jurisdiction.

All of the statistics are gathered, compiled, and reported to the the PHSU St. Louis branch campus community via this report, which is published by the Campus Director. The Campus Director submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

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Crime Statistics

The following statistics indicate the number of Clery crimes reported to the PHSU St. Louis branch campus that occurred within its Clery reportable geography.

Calendar Years (CY) 2023 – 2025

Criminal Offenses or Primary Crimes (Crimes Reported by Hierarchy)	Calendar Year	On Campus	Public Property	Total
Murder & Non-Negligent Manslaughter	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Manslaughter by Negligence	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Rape	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Fondling	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Incest	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Statutory Rape	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Robbery	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Aggravated Assault	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Burglary	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Motor Vehicle Theft	2025	0	1	0
	2024	0	0	0
	2023	0	0	0
Arson **	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Arson is always counted regardless of the nature of any other offense committed during the same incident. When multiple offenses are committed during the same distinct operation as an Arson offense, the most serious offense along with the Arson is counted.

Clery Geography Notes:

- On-Campus Residential Facilities: PHSU does not own or control any on-campus residential facilities.
- Non-campus Clery geography: PHSU does not own or control any building or property used in direct support of, or in relation to, the institution's educational purposes that is frequently used by students. PHSU also does not have any recognized or registered student organizations that own or control buildings or property.

VAWA Offenses; and Arrests and Referrals for Disciplinary Action for Weapons, Drug Abuse, and Liquor Law Violations (Crimes Not Reported By Hierarchy)	Calendar Year	On Campus	Public Property	Total
Domestic Violence	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Dating Violence	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Stalking	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Liquor Law Violation Arrests	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Drug Law Violation Arrests	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Weapons Law Violation Arrests	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Drug Law Violations Referred for Disciplinary Action	2025	0	0	0
	2024	0	0	0
	2023	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

Clery Geography Notes:

- On-Campus Residential Facilities: PHSU does not own or control any on-campus residential facilities.
- Non-campus Clery geography: PHSU does not own or control any building or property used in direct support of, or in relation to, the institution's educational purposes that is frequently used by students. PHSU also does not have any recognized or registered student organizations that own or control buildings or property.

Hate Crime Statistics:

2024 - Zero (0) hate crimes, as defined by applicable federal law, were reported at the PHSU St. Louis branch campus in 2023.

2023 - Zero (0) hate crimes, as defined by applicable federal law, were reported at the PHSU St.

2351 Market St.
St. Louis, MO 63103

Louis branch campus in 2022

2022 **-** Zero (0) hate crimes, as defined by applicable federal law, were reported at the PHSU St.

Louis branch campus in 2021

Unfounded Crime:

2024 - Zero (0) Unfounded crimes, as defined by applicable federal law, were reported at the PHSU St. Louis branch campus in 2023.

2023 - Zero (0) Unfounded crimes, as defined by applicable federal law, were reported at the PHSU St. Louis branch campus in 2022.

2022 - Zero (0) Unfounded crimes, as defined by applicable federal law, were reported at the PHSU St. Louis branch campus in 2011.

Crime Definitions

The following definitions are to be used for reporting the crimes listed in the Clery Act, in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, weapons: carrying, possessing, etc., law violations, drug abuse violations, and liquor law violations are from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program. The definitions of fondling, incest, and statutory rape are excerpted from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program. The definitions of larceny-theft (except motor vehicle theft), simple assault, intimidation, and destruction/damage/vandalism of property are from the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program.

Crime Definitions from the Summary Reporting System (SRS) User Manual from the FBI's UCR Program

Arson

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

Criminal Homicide—Murder and Nonnegligent Manslaughter

The willful (nonnegligent) killing of one human being by another.

Criminal Homicide—Manslaughter by Negligence

The killing of another person through gross negligence.

Rape

The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration

by a sex organ of another person, without the consent of the victim.

Robbery

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

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

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

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Weapons: Carrying, Possessing, Etc.

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations

The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Crime Definitions from the National Incident-Based Reporting System (NIBRS) User Manual from the FBI's UCR Program

Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. *Fondling*—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

B. *Incest*—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

C. *Statutory Rape*—Sexual intercourse with a person who is under the statutory age of consent.

Crime Definitions from the Hate Crime Data Collection Guidelines and Training Manual from the FBI's UCR Program

Larceny-Theft (Except Motor Vehicle Theft)

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property

To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the

consent of the owner or the person having custody or control of it.

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

Ponce Health Sciences University, St. Louis (herein "Ponce" or "the University") prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the Ponce community. Toward that end, Ponce issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a Ponce official.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

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

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

- **Dating Violence**: Violence committed by a person who is or has been in a social relationship of a

romantic or intimate nature with the victim.

i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

ii. For the purposes of this definition—
    A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    B) Dating violence does not include acts covered under the definition of domestic violence.

iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Sexual Assault** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

    - **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

    - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

    - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent as defined by Missouri statutes. (See "Sexual Assault" definitions as defined by Missouri statutes on the following pages.)

- ## Stalking:

i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
    A) Fear for the person's safety or the safety of others; or
    B) Suffer substantial emotional distress.

ii. For the purposes of this definition—
    A) *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
    B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
    C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

Domestic Violence

Missouri's protective order statutes provide the following definitions (Mo. Rev. Stat. § 455.010):

"Domestic violence" is abuse or stalking committed by a family or household member against another family or household member.

"Family" or "household member" includes spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Missouri criminal statutes include various degrees of the crime "Domestic Assault," as follows:

Domestic Assault, First Degree (Mo. Rev. Stat. § 565.072): A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.

- Mo Rev. Stat. § 565.002(6) indicates that a "domestic victim" is a household or family member as the term "family" or "household member" is defined in 455.010, including any child who is a member of the household or family.

Domestic Assault in the Second Degree (Mo. Rev. Stat. § 565.073): A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and he or she: (1) Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or (2) Recklessly causes serious physical injury to such domestic victim; or (3) Recklessly causes physical injury to such domestic victim by means of any deadly weapon.

Domestic Assault, Third Degree (Mo. Rev. Stat. § 565.074): A person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term "domestic victim" is defined under section 565.002.

Domestic Assault in the Fourth Degree (Mo. Rev. Stat. § 565.076): A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and: (1) The person attempts to cause or recklessly causes physical injury, physical pain, or illness to such domestic victim; (2) With criminal negligence the person causes physical injury to such domestic victim by means of a deadly weapon or dangerous instrument; (3) The person purposely places such domestic victim in apprehension of immediate physical injury by any means; (4) The person recklessly engages in conduct which creates a substantial risk of death or serious physical injury to

such domestic victim; (5) The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or (6) The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting his or her access to other persons, telecommunication devices or transportation for the purpose of isolation.

Dating Violence

The institution has determined, based on good-faith research, that Missouri law does not define the term “dating violence”, however we believe that dating violence would be considered “domestic violence” per the definition of family or household member under Missouri’s domestic violence statues (see the underlines language in the definition below).

Missouri statutes define a "family" or "household member" as spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Sexual Assault:

The state of Missouri statutes indicates that "sexual assault" means causing or attempting to cause another to engage involuntarily any sexual act by force, threat of force, duress, or without that person's consent. (Mo. Rev. Stat. § 455.010(1)(e)). It includes a variety of offenses as are listed below, including rape, sexual abuse (which includes the offense of fondling), incest and statutory rape. Sodomy is not included in the statutory definition of rape and is listed below as a separate offense. Some child abuse statutes also prohibit sexual contact/abuse of a minor and those offenses and definitions have also been provided below.

Rape in the First Degree (Mo. Rev. Stat. § 566.030.1): A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

Rape in the Second Degree (Mo. Rev. Stat. § 566.030.1): A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

Fondling: The institution has determined, based on good-faith research, that Missouri law does not define the term fondling. *See sexual abuse offenses herein.*

Incest (Mo. Rev. Stat. § 568.020.1): A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her: (1) Ancestor or descendant by blood or adoption; or (2) Stepchild, while the marriage creating that relationship exists; or (3) Brother or sister of the whole or half-blood; or (4) Uncle, aunt, nephew or niece of the whole blood.

Statutory Rape, First Degree (Mo. Rev. Stat. § 566.032.1): A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age.

Statutory Rape, Second Degree (Mo. Rev. Stat. § 566.034.1): A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

Other crimes under Missouri law that may be classified as a "sexual assault" include the following:

Sodomy in the First Degree (Mo. Rev. Stat. § 566.060.1): A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

Sodomy in the Second Degree (Mo. Rev. Stat. § 566.061.1): A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent.

Statutory Sodomy, First Degree (Mo. Rev. Stat. § 566.062.1): A person commits the offense of statutory sodomy in the first degree if he or she has deviate sexual intercourse with another person who is less than fourteen years of age.

Statutory Sodomy, Second Degree (Mo. Rev. Stat. § 566.064.1): A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age.

Child Molestation, First Degree (Mo. Rev. Stat. § 566.067.1): A person commits the offense of child molestation in the first degree if he or she subjects another person who is less than fourteen years of age to sexual contact and the offense is an aggravated sexual offense.

Child Molestation, Second Degree (Mo. Rev. Stat. § 566.068.1): A person commits the offense of child molestation in the second degree if he or she: (1) Subjects a child who is less than twelve years of age to sexual contact; or (2) Being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact and the offense is an aggravated sexual offense.

Child Molestation, Third Degree (Mo. Rev. Stat. § 566.069.1): A person commits the offense of child molestation in the third degree if he or she subjects a child who is less than fourteen years of age to sexual contact.

Child Molestation, Fourth Degree (Mo. Rev. Stat. § 566.071.1): A person commits the offense of child molestation in the fourth degree if, being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact.

Sexual Misconduct Involving a Child (Mo. Rev. Stat. § 566.083.1): A person commits the offense of sexual misconduct involving a child if such person: (1) Knowingly exposes his or her genitals to a child less than fifteen years of age under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm to the child; (2) Knowingly exposes his or her genitals to a child less than fifteen years of age for the purpose of arousing or gratifying the sexual desire of any person, including the child; (3) Knowingly coerces or induces a child less than fifteen years of age to expose the child's genitals for the

purpose of arousing or gratifying the sexual desire of any person, including the child; or (4) Knowingly coerces or induces a child who is known by such person to be less than fifteen years of age to expose the breasts of a female child through the internet or other electronic means for the purpose of arousing or gratifying the sexual desire of any person, including the child.

Sexual Misconduct, First Degree (Mo. Rev. Stat. § 566.093.1): A person commits the offense of sexual misconduct in the first degree if such person: (1) Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm; (2) Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or (3) Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person.

Second Degree Sexual Misconduct (Mo. Rev. Stat. § 566.095.1): A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm.

Sexual Abuse in the First Degree (Mo. Rev. Stat. § 566.100.1): A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

Sexual Abuse, Second Degree (Mo. Rev. Stat. § 566.101.1): A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

Stalking:

Missouri criminal statutes include various degrees of the crime "Stalking" as follows:

Stalking, First Degree (Mo. Rev. Stat. § 565.225): A person commits the offense of stalking in the first degree if he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and: (1) Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or (2) At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or (3) At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or (4) At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or (5) He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or (6) At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.

Stalking, Second Degree (Mo. Rev. Stat. § 565.227.1): A person commits the offense of stalking in the second degree if he or she purposely, through his or her course of conduct, disturbs, or follows with the intent to disturb another person. • As used in the definitions of stalking above, the term "disturbs" shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.

Consent: Consent (as it relates to sexual activity) (Mo. Rev. Stat. § 556.061(14))

Consent or lack of consent may be expressed or implied. Assent does not constitute consent if: (a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or (b) It is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or (c) It is induced by force, duress or deception.

Ponce defines consent for purposes of policy in the following way and this definition is used when determining whether or not consent was present in determining if the Ponce 's policy has been violated.

Consent

Consent means voluntary, informed, uncoerced agreement through words and/or actions freely given, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts. Consensual sexual activity happens when each partner willingly and affirmatively chooses to participate and is in a position to exercise independent judgement about the matter.

Indications that consent *is not present* include:

- when physical force is used or there is a reasonable belief of the threat of physical force, including when one person overcomes the physical limitations of another person.
- when coercion is present. Coercion means the improper use of pressure to compel another individual to initiate or continue sexual activity against the individual's will. Coercion may include intimidation, manipulation, and/or extortion. Words or conduct may constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether to engage in sexual activity.
- when a person is incapable of making an intentional decision to participate in a sexual act, which could include instances in which the person is in a state of incapacitation, which could be permanent or temporary. Evaluations of capacity will be viewed in hindsight using a reasonable person standard.

Important points regarding consent include:

- Consent to one act does not constitute consent to another act.
- Consent on a prior occasion does not constitute consent on a subsequent occasion.
- The existence of a prior or current relationship does not, in itself, constitute consent.
- Consent can be withdrawn or modified at any time.
- Consent is not implicit in a person's manner of dress.
- Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
- A person's lack of verbal or physical resistance or submission resulting from the use or threat of force does not constitute consent.
- Silence and passivity do not necessarily constitute consent.
- Initiation by someone who a reasonable person knows or should have known to be deemed

incapacitated is not consent.

- A person's consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another.

A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation when a person is incapacitated or not of legal age.

A person who is asleep or unconscious is considered incapacitated and unable to consent. Additionally, a person may be incapacitated due to a temporary or permanent mental or physical disability.

In the context of Ponce's policy, incapacitation is the state in which a person's perception or judgment is so impaired that they lack the cognitive capacity to make or act on conscious decisions. The use of drugs or alcohol can cause incapacitation, which is a state beyond mere intoxication. An individual who is incapacitated is unable to consent to a sexual activity. Engaging in sexual activity with an individual who is incapacitated (and therefore unable to consent), where a person knows or ought reasonably to have understood that the individual is incapacitated, constitutes Sexual Misconduct and is a violation of Ponce policy.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it."[1] We want to promote a culture of

community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list[2] of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911.This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

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

Risk Reduction

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

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.

2. Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don't know where you are going, act like you do.
4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cab money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a

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

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

13. drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
14. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
15. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
16. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
    a. **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
    b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and with what you are comfortable.
    c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
    d. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
17. **Try to think of an escape route.** How would you try to get out of the room? Where are the

doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

18. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

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

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

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

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and that:

A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Missouri;
D. The institution's definition of consent; and
E. the purposes for which that definition is used.
F. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
G. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
H. Information regarding:
    a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)
    b. how the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
    c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and

immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "Assistance for Victims: Rights and Options" elsewhere in this document); and

d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "Adjudication of Violations" elsewhere in this document);

Primary Prevention and Awareness Programs

Ponce Health Sciences University, St. Louis provides primary prevention and awareness programs to all incoming students and incoming employees, both in person and online, requires new students and employees to take online courses, facilitated by Vector Solutions, related to sexual harassment, sexual violence, and other forms of sexual misconduct awareness and education.

The primary prevention and awareness programming includes Clery definitions of dating violence, domestic violence sexual assault, stalking and consent; and it also includes the local definitions of these terms according to statute and / or policy and the purpose and process for applying these terms. The primary prevention and awareness programming specifically advises all incoming students that Ponce Health Sciences University St. Louis prohibits dating or domestic violence, sexual assault and stalking.

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

Specifically, the University offered the following primary prevention and awareness programs for all incoming students in YEAR:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Title IX Rights & Protections	July 22, 2024	Online	SA
Clarifying Consent	July 22, 2024	Online	DaV, SA

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following primary prevention and awareness programs for all new employees in YEAR:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Title IX & Sexual Harassment Prevention for Employees	1st Day of Employment	Online	SA

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Ongoing Prevention and Awareness Campaigns

The PHSU St. Louis branch campus provides ongoing prevention and awareness programs to all current students and employees, both in person and online, including online courses, facilitated by Vector Solutions, related to sexual harassment, sexual violence, and other forms of sexual misconduct awareness and education. In addition, Ponce offers opportunities throughout the year for students and employees to take educational programming and training sessions related to sexual assault, dating violence, domestic violence and stalking.

The PHSU St. Louis branch campus offered the following ongoing awareness and prevention programs for employees in 2025:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Title IX & Sexual Harassment Prevention for Employees	October	Online	SA

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The PHSU St. Louis branch campus offered the following ongoing awareness and prevention programs for students in 2025:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Domestic Violence Awareness Campaign – DV Grab & Go Swag	October 8, 2025	On Campus	DoV
Domestic Violence Awareness – “Boo to Burnout Day”	October	On Campus	DoV
Domestic Violence Campaign – Clothesline Project	October 14-16	On Campus	DoV
Domestic Violence Campaign – Domestic Violence/Healthy Relationship Workshop	October 23	On Campus	DoV, SA

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at any hospital emergency room. The Missouri legislature passed the Justice For Survivors Act. The act establishes a statewide program that will make SANE nurses available to every hospital and every survivor in Missouri, day or night to ensure all victims can receive evidence recovery services and support no matter which hospital they present to.

Patient Options for Evidence Collection and Reporting to Law Enforcement (according to the Missouri

Department of Public Safety)

Under Missouri law, patients who report being victims of sexual offenses have choices about how evidence is collected and used. The following is a summary of your options:

1) You may choose whether or not to participate in a forensic examination. If you consent, a forensic examination will be performed today by a medical provider. This examination is at no charge to you, as it is paid for by the Missouri Department of Public Safety. If you do not consent, a forensic examination will not be performed at this time. However, evidence may be lost over time, and choosing not to complete a forensic examination as soon as possible after the alleged offense may have an adverse effect on any investigation or possible prosecution. If you are a minor, either you or your parent or guardian may choose whether to participate in a forensic examination to collect evidence regarding potential sexual offenses, and how any evidence collected will be used. A parent or guardian's consent is not required for a minor to consent for a forensic examination.

2) If you choose to participate in a forensic examination, you may choose one of three options for how this evidence is used:

a. *Report to Law Enforcement*. You choose to report the sexual offense to law enforcement, including your name and contact information, and agree to participate in any investigation or potential prosecution. Law enforcement will be notified, and your kit will be sent to a crime laboratory for analysis.

b. *Anonymous Report to Law Enforcement.* You choose to anonymously report the sexual offense to law enforcement, and participate in the criminal justice process. Law enforcement will be notified by the medical provider conducting the examination, and your kit will be sent to a crime laboratory for analysis under a unique identifier other than your name.

c. *Unreported Collection*. You do not wish to report the sexual offense to law enforcement or participate in any investigation or potential prosecution at this time. The kit will be stored and secured until you chose
to report the sexual offense to law enforcement, or for five years, whichever occurs first. After five years, your kit may be destroyed without further notice.

3) You may change your reporting options at any time and may withdraw consent from an examination at any time. If you choose to change your reporting options, contact the medical provider in the first 14 days following the examination, or the law enforcement agency on the Missouri Sexual Assault Forensic Examination Consent and Information Form at any time. Actions will be taken immediately regarding evidence collected from your forensic examination. Withdrawal of consent may not apply to any actions already taken.

4) You are encouraged to contact victim services providers. A directory of services is available at https://dps.mo.gov/dir/programs/cvsu/victimservices/.

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past seven days so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve

evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to Ponce adjudicators/investigators or local police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with the St. Louis Police Department so that a report may be created and evidence may be preserved in the event that the victim decides to report the incident to law enforcement or Ponce at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Involvement of Law Enforcement and Campus Authorities

Although the Ponce strongly encourages all members of its community to report violations of this policy to law enforcement and it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the Campus Director will assist any victim with notifying law enforcement if the victim so desires. The St. Louis Metropolitan Police Department may also be reached directly by calling 9-1-1 in an emergency, 314-444-5555 in a non-emergency situation, in person at 1915 Olive Street, Saint Louis MO, 63103. Additional information about the St. Louis Metropolitan Police department may be found online at www.slmpd.org. Victims can report a crime by calling either the emergency or non-emergency number (more information can be found at https://slmpd.org/faq/). Callers will need to provide their full name and all relevant details about the incident, including date, time, location, and any witness information. SLMPD does have an online resource to submit anonymous tips at https://slmpd.org/tips/.

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

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator Jonaira Arryoyo, 388 Zona Industrial Reparada 2, Ponce, Puerto Rico 00716, jarroyo@psm.edu, 787-840-2575 ext. 5734 or the Campus Director by calling, writing or coming into the office to report in person and to local police to file a criminal report if you so desire. Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Public Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant choses to pursue criminal charges.

Procedures the PHSU St. Louis Branch Campus Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The PHSU St. Louis branch campus has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant[3] and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if

reasonably available. Ponce will make such accommodations or protective measures, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to local law enforcement. Students and employees should contact:

Terry Brewer; 314-499-6808; tbrewer@psm.edu) (Students)

Human Resources Department (Employees) Susan Hemmer; 314-887-1360; shemmer@psm.edu)

(Students, Employees, Visitors, or for General Information)
St. Louis Campus Director Stefani Schuette, Ed.D.; 636-399-3908; sschuette@psm.edu)

If a report of domestic violence, dating violence, sexual assault or stalking is reported to Ponce, below are the procedures that the institution will follow:

Incident Being Reported	Procedure Institution Will Follow
Sexual Assault	1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care 2. Institution will assess immediate safety needs of complainant 3. Institution will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department 4. Institution will provide complainant with referrals to on and off campus resources as required by law 5. Institution will provide information on how to preserve evidence 6. Institution will assess need to implement protective measures, if appropriate 7. Institution will provide the victim with a written explanation of the victim's rights and options 8. Institution will provide written instructions on how to apply for Protective Order 9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution
	10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is 11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation

[3] This document will use "victim" and "complainant" and "perpetrator" and "accused party" interchangeably.

Stalking	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options

Dating Violence	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options
Domestic Violence	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests and complainant provided with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options

Assistance for Victims: Rights & Options

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

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;

- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action.

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Ponce complies with Missouri law in recognizing orders of protection and any person who obtains an order of protection should provide a copy to Terry Brewer 314-499-6808; tbrewer@psm.edu) (Students) or Human Resources Department (Susan Hemmer, 314-887-1360; shemmer@psm.edu) or St. Louis Campus Director Stefani Schuette, Ed.D. 636-399-3908; sschuette@psm.edu) (all Ponce students and employees.) A complainant may then meet with the Campus Director to develop a Safety Action

Plan, which is a plan for Ponce and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing a classroom location or allowing a student to complete assignments from home, if possible. Ponce cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).

WHAT IS AN ORDER OF PROTECTION?

An order of protection is an order issued by a Missouri court pursuant to the Domestic Violence Act that restrains a person from abusing, stalking, sexually assaulting, or harassing another person. Unlike a restraining order, an order of protection carries criminal penalties for violation. An order of protection is valid in every state and should be upheld by law enforcement in every state.

There are two types of orders of protection: an ex parte order of protection and a full order of protection. An ex parte order of protection is issued by the court before the person against whom the order is directed has received notice of the petition or an opportunity to be heard in court. It is a temporary order. A full order of protection is issued after a hearing on the record when the person against whom the order is directed has received notice of the proceedings and has had an opportunity to be heard.

WHO ARE THE PARTIES?

Petitioner

A family or household member who has been a victim of domestic violence, or any person who has been the victim of stalking or sexual assault, who has filed a verified petition pursuant to the provisions of section 455.020, RSMo.

Respondent

The respondent is the family or household member alleged to have committed an act of domestic violence, or person alleged to have committed an act of stalking or sexual assault, against whom a verified petition has been filed. It is this person against whom an order of protection is directed.

WHO CAN FILE A PETITION?

Any person who has been subject to domestic violence by a present or former household member, or who has been the victim of stalking or sexual assault, may seek relief under the Domestic Violence Act by filing a verified petition alleging such domestic violence, stalking, or sexual assault by the respondent. The court will deny the ex parte order and dismiss the petition if the petitioner is not authorized to seek relief.

WHERE IS THE PETITION FILED?

The petition must be filed in the county where the petitioner resides, where the alleged incident of domestic violence, stalking, or sexual assault occurred or where the respondent may be served.

Notice to Petitioner: Respondent will receive a copy of the petition with service.
Filing After Hours: A petition for an order of protection or a motion for a hearing on a violation of an order of protection may be filed after business hours, on holidays or weekends before a circuit or associate circuit judge in the city or county having jurisdiction to hear the petition. All papers filed in connection with a petition or motion must be certified by the judge or clerk within the next regular business day to the circuit court having jurisdiction to hear the petition.

WHERE CAN I FIND A PETITION TO FILE WITH THE COURT?

The circuit clerk's office will provide copies of the forms necessary for the presentation of the petition to the court. Clerks will provide assistance in completing these forms without cost. The location of the office where a petition can be filed will be posted conspicuously in the court building. No filing fees, court costs, or bond will be assessed to the petitioner in a domestic violence/stalking/sexual assault action. An attorney is not needed to obtain an order of protection. Forms also can be found at www.courts.mo.gov by selecting Court Forms > Adult Abuse Forms. 3 (08-15)

WHAT IS DOMESTIC VIOLENCE?

Domestic violence is abuse or stalking committed by a family or household member as defined below:

Abuse: Includes but is not limited to the occurrence of any of the following acts, attempts or threats of assault, battery, coercion, harassment, sexual assault, and unlawful imprisonment against a person who may be protected pursuant to chapter 455, RSMo.

Assault: Purposely or knowingly placing or attempting to place another in fear of physical harm.

Battery: Purposely or knowingly causing physical harm to another with or without a deadly weapon.

Coercion: Compelling a person by force or threat of force to engage in conduct from which the person has a right to abstain or to abstain from conduct in which the person has a right to engage.

Harassment: Engaging in a purposeful or knowing course of conduct involving more than one incident that alarms or causes distress to another person and serves no legitimate purpose. The course of conduct must be such as would cause substantial emotional distress to the petitioner. Such conduct may include following another about in a public place or peering in the window or lingering outside the residence of another.

Sexual Assault: Causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress or without that person's consent.

Unlawful Imprisonment: Holding, confining, detaining or abducting another person against that person's will.

Stalking: When any person purposely engages in an unwanted course of conduct that causes alarm to another person, or a person who resides together in the same household with the person seeking the order of protection when it is reasonable in that person's situation to have been alarmed by the conduct.

As defined in the statute: a.) Alarm means to cause fear of danger of physical harm. b.) Course of conduct means a pattern of conduct composed of two or more acts over a period of time, however short, that serves no legitimate purpose. Such conduct may include, but is not limited to, following the other person or unwanted communication or unwanted contact. 4 (08-15)

EX PARTE ORDER OF PROTECTION

The petition for an order of protection must be presented to the judge immediately upon filing. The petitioner may fear further harm and want the judge to issue an immediate order of protection before the hearing date. If the judge finds that there is an immediate and present danger of domestic violence, stalking, or sexual assault, an ex parte order of protection will be issued. It is effective when entered and shall remain in effect until there is a valid service of process and a hearing on the petition can be held. An ex parte order of protection is not always granted, but the court may set a hearing date. If an ex parte order is granted, a copy of the order is given to law enforcement and entered into a statewide computerized system that law enforcement use. This is the Missouri Uniform Law Enforcement System, also known as MULES. Law enforcement will serve a copy of the ex parte order and the petition on the respondent. The order is valid and enforceable before it is served. The ex parte order will include a court date for the hearing on the full order of protection. NOTE: An ex parte order of protection will expire after 15 days if there has been no hearing or valid continuance on the petition.

FULL ORDER OF PROTECTION

A full order of protection may be granted by the court after a hearing on the petition. Hearings regarding full orders of protection must be conducted on the record (so a transcript may be made). The full order of protection order shall be valid for at least 180 days but no more than one year. If a full order is granted, a copy of the order is given to law enforcement and entered into a statewide computerized system that law enforcement use. This is the Missouri Uniform Law Enforcement System, also known as MULES.

For more information on obtaining an order of protection in the State of Missouri, please visit https://revisor.mo.gov/main/OneSection.aspx?section=455.035

Ponce may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If Ponce receives a report that such an institutional no contact order has been violated, Ponce administrators will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Ponce will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting

accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, Ponce offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures or transportation situations regardless

of whether the victim chooses to report the crime to local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. There are no residence halls on campus so there is no ability to change on campus living situations, however referrals to area housing assistance can be provided. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim should contact the Campus Director.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, the institution will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	Type of Service	Service Provider	Contact Information
Counseling	Individual, small group, academic coaching and advising, professional development	Ponce Health Sciences University St. Louis through University of Missouri St. Louis MOU-Counseling and Social Advocacy Center- UMSL	Arriell Pinkston apinkston@psm.edu Corey Hancock chancock@psm.edu
Health	Health	None available on campus	See off campus category
Mental Health	Mental Health	None available on campus	See off campus category
Victim Advocacy	Victim Advocacy	None available on campus	See off campus category

Legal Assistance	Legal Assistance	None available on campus	See off campus category
Student Financial Aid	Financial aid orientation and counseling	Elisandra Rodriguez, DBA	787-840-2575 Ext. 5723 elirodriguez@psm.edu
Visa and Immigration Assistance	Visa and Immigration Assistance	Terry Brewer	314-499-6808 tbrewer@psm.edu
Campus Director	Employee and student assistance with reporting, accommodations, process questions	Stefani Schuette, Ed.D.	sschuette@psm.edu 636-399-3908
Title IX Coordinator	Title IX Assistance, Lead Coordinator (Off-Site in Puerto Rico)	Jonaira Arroyo, M. Ed, CPL	787-840-2575 Ext. 5734 jarroyo@psm.edu
Title IX-St. Louis Location (Student Reports)	Title IX Assistance, On-Site Deputy Coordinator (On-Site in St. Louis)	Terry Brewer	314-499-6808 tbrewer@psm.edu
Title IX-St. Louis Location (Employee Reports)	Title IX Assistance, On-Site Deputy Coordinator (On-Site in St. Louis)	Stefani Schuette, Ed.D.	sschuette@psm.edu 636-399-3908

Human Resources Department	Employee Assistance Program, Other Employment Needs	Susan Hemmer	314-887-1360 shemmer@psm.edu
Emergency Help	Law Enforcement	St. Louis Police Department	9-1-1

OFF CAMPUS	**Type of Services Available**	**Service Provider**	**Contact Information**
Counseling	Crisis Hotline & Counseling Services Individual, Couples and Family Counseling	Safe Connections The Counseling and Social Advocacy Center – University of Missouri – St. Louis	Safeconnections.org Crisis Hotline – 314-531-2003 Counseling – 314-646-7500 314-516-4613 csac@umsl.edu
Health	Emergency Medicine	SSM Saint Louis University Teaching Hospital	1201 S. Grand Blvd. St. Louis, MO 63104 314-257-1320
Mental Health	Mental Health Crisis Hotline Suicide Hotline Behavioral Health Urgent Care	-Access Crisis Intervention (ACI) Missouri Department of Mental Health -Life Crisis Suicide Hotline -SSM Health	www.bhrstl.org 24 hr. crisis helpline 1-800-811-4760 314-647-4357 12355 DePaul Drive Suite 150, St. Louis, MO 63044 314-344-7200
Legal Assistance	Legal Services Legal Services for domestic violence	Legal Services of Eastern Missouri Legal Advocates for Abused Women	314-534-4200 314-664-6699 supportvictims.org/legal-advocates-for-abused-women

Visa and Immigration Assistance	Visa and Immigration Assistance	Legal Services of Eastern Missouri – Immigration Law Program	314-256-8756
Legal Assistance	Legal Services Legal Services for domestic violence	Legal Services of Eastern Missouri Legal Advocates for Abused Women	314-534-4200 314-664-6699 supportvictims.org/legal-advocates-for-abused-women
Visa and Immigration Assistance	Visa and Immigration Assistance	Legal Services of Eastern Missouri – Immigration Law Program	314-256-8756
Sexual Assault	Crisis Intervention, Education Resources, Advocacy Sexual Assault Hotline	St. Louis Regional Sexual Assault Center (YWCA) Bridgeway Sexual Assault Center Hotline	314-531-7273 (24-hour access) ywcastl.org/what-were- doing/womens-resource-center 877-946-6854 bridgewaybh.com/sexual-assault-services
Domestic Violence	Crisis Hotline & Intervention, Nights of Safety, Individual and Group Counseling & Support, Children's Treatment Program, Court Advocacy	Alternatives for Living in a Violent Environment (ALIVE)	314-993-2777 (24-hour access/crisis line) alivestl.org
Student Financial Aid	Department of Education	www.studentaid.gov	

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

http://www.rainn.org – Rape, Abuse and Incest National Network
http://www.ovw.usdoj.gov/sexassault.htm - Department of Justice
http://www2.ed.gov/about/offices/list/ocr/index.html Department of Education, Office for Civil Rights

Confidentiality

Victims may request that directory information on file with the University be withheld by request by contacting the Campus Director.

Regardless of whether a victim has opted-out of allowing the institution to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are

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

Ponce does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Adjudication of Violations

Ponce's disciplinary process includes a prompt, fair, and impartial initial investigation and final resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in the policy that the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained (INSERT A DESCRIPTION OF THE TRAINING) annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. Ponce will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding.
5. The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding; and
6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

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

Sexual Misconduct Policy and Resolution Procedures Governing Students and Employees

Ponce has one policy and numerous resolution procedures (based on the demographic of the respondent as student or employee) for resolving complaints of sexual harassment (referred to collectively as "sexual misconduct" at Ponce.) The policy and subsequent resolution procedures comply with Title IX of the Education Amendments of 1972 for sexual harassment that meets the jurisdictional requirements. The policy and procedures also allow for sexual harassment complaints that are not required to be resolved using the requirements that rest in Title IX because the offense a) doesn't reach the threshold of the definition of sexual harassment as defined by Title IX, b) does not occur within the institution's educational programs or activities, or c) the persons alleging sexual harassment or the person being accused are either not students or employees of the institution, or d) the institution did not have substantial control over the respondent at the time in which the harassing behavior reportedly occurred. These offenses, referred to as non-Title IX sexual misconduct are still prohibited at Ponce, however, will be resolved differently than Title IX incidents as the institution is permitted by law to resolve these differently. The policy is applicable to all Ponce students and employees, no matter which campus they are attached to or located on at the time of the incident.

1. How to File a Disciplinary Complaint Under this Policy

Any individual, including a third-party or a complainant, may make a report of conduct that could constitute sex discrimination or sexual harassment in person, by mail, by telephone, or by electronic mail using the contact information listed for any of Ponce's Title IX Personnel, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. However, the University's receipt of a "Report" does not require Ponce to initiate an "Investigation," as prescribed in this policy. **The University will only initiate an investigation under this policy when a Complainant or the Title IX Coordinator files a Formal Complaint as defined the policy. This is true for both Title IX as well as non-Title IX sexual misconduct.**

A Report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the any of the institution's Title IX Personnel.

Contact information for Title IX Personnel at the St. Louis Branch Campus of Ponce University of Health Sciences:

Terry Brewer 314-499-6808; tbrewer@psm.edu (Students)

Susan Hemmer, 314-887-1360; shemmer@psm.edu, Human Resources Department (Employees)

(Students, Employees, Visitors, or for General Information)

St. Louis Campus Director Stefani Schuette, Ed.D. 636-399-3908; sschuette@psm.edu)

2. How the University Determines Whether This Policy will be Used

For this policy to have jurisdiction, the following must be true:

- The Complainant, the person alleging being the victim of sexual harassment, must be a student or employee or be attempting to access the institution's programs or activities
- The Respondent, the person accused of being the perpetrator of sexual misconduct, must be a student or employee or be attempting to access the institution's programs or activities
- The incident, as reported, must be alleging some form of sexual misconduct as defined in this policy

  <u>For the Title IX specific procedures to also attach, the following must also be true:</u>
- The institution must have had substantial control of the Respondent and the context in which the harassing behavior occurred (on campus or in a University program or activity if off campus)
- The harassment must have occurred within the United States or a U.S. territory.

If sexual misconduct is being alleged along with another behavior that could constitute a potential violation of Ponce's policies, then this policy will be used in conjunction with other applicable policies and procedures.

3. Steps in the Disciplinary Process

Upon receipt of a Report of Sexual Misconduct, whether from a Complainant or from a third-party (*i.e.,* a "Reporter"), a member of Ponce's Title IX team (Title IX Personnel) will conduct an Initial Assessment of the reported information and respond to any immediate health or safety concerns raised by the report. The administrator will also promptly contact the Complainant to discuss:

a. the availability of supportive measures with or without the filing of a Formal Complaint;

b. the process for filing a Formal Complaint; and

c. ascertain and consider the Complainant's wishes with respect to supportive measures.

A Complainant may decline to participate in the Grievance Process, including the Initial Assessment, may request supportive measures only, may file a Formal Complaint, or may request more time to consider his or her options. Regardless of the Complainant's actions, as described below, the administrator may determine that it is appropriate to file a Formal Complaint on behalf of a Complainant. A Complainant is always eligible for reasonably available supportive measures, regardless of whether the Grievance Process or Alternative Resolution is initiated. This is true for Title IX as well as non-Title IX sexual misconduct as determined by the institution.

As part of the Initial Assessment, the administrator will determine, in consultation with other need-to-know University officials, as appropriate, whether the reported conduct falls within the jurisdiction and scope of this Policy.

<u>Intake Meeting</u>

The Initial Assessment typically includes an intake meeting, which may take place in person or via live

technology, with an employee of the Ponce campus, the Main campus, or via an external outsourced entity, with the Complainant to understand the nature and circumstances of the report and to provide the Complainant with information about resources, including local law enforcement resources as applicable, procedural options, supportive measures, and an opportunity to discuss the Policy.

In addition to conducting the intake meeting, the administrator will provide the Complainant with written information about resources, procedural options for resolving Formal Complaints, reasonably available supportive measures and the process for requesting and obtaining them, the range of disciplinary sanctions available upon a finding of responsibility for violating the Policy, the prohibition against retaliation, and how to report concerns of retaliation. The written information will also include information about campus and community resources and services, including counseling, health, mental health, victim advocacy, legal assistance, and other available services. This written information will also include a notification about the process for seeking disability-based accommodations, academic adjustments, and/or auxiliary aids under section 504 of the Rehabilitation Act/or the Americans with Disabilities Act.

Supportive Measures

The University will offer and implement appropriate and reasonable supportive measures to the parties upon a report of sexual misconduct.

Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the institution's education program or activity, including measures designed to protect the safety of all parties, the University's educational environment, and/or deter harassment, discrimination, and/or retaliation. The University will maintain the privacy of the supportive measures, provided that privacy does not impair Ponce's ability to provide the supportive measures.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- No-trespass Orders
- Restrictions on contact between the parties (no contact orders)
- Changes in work locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

Violations of No Contact Orders will be referred to the appropriate administrator for enforcement.

Filing a Formal Complaint

At any time following an incident that could constitute sexual misconduct, a policy administrator may file a Formal Complaint. Filing of a Formal Complaint initiates the Title IX or non-Title IX Grievance Process (depending on the jurisdiction of the claim), which includes an Investigation and concludes with a Hearing.

To file a Formal Complaint, a Complainant must provide the administrator with a written, signed complaint alleging sexual misconduct against a respondent and requesting that Ponce investigate the allegation. Complainants are only able to file a Formal Complaint under this Policy if they are currently participating in, or attempting to participate in, the education programs or activities of, including as an employee.

If the Complainant elects not to file a Formal Complaint, the administrator may still determine a Formal Complaint is necessary. The administrator will consider the following factors:

1. The totality of the known circumstances;
2. The nature and scope of the alleged conduct, including whether the reported behavior involves the use of a weapon;
3. The respective ages and roles of the Complainant and Respondent;
4. The risk posed to any individual or to the campus community by not proceeding, including the risk of additional violence;
5. Whether there have been other reports of other Sexual Misconduct by the Respondent;
6. The Complainant's interest in the University not pursuing an investigation or disciplinary action and the impact of such actions on the complainant;
7. Whether the University possesses other means to obtain relevant evidence;
8. Fairness considerations for both the Complainant and the Respondent;
9. The University's obligation to provide a safe and non-discriminatory environment; and
10. Any other available and relevant information.

The PHSU St. Louis branch campus will inform the Complainant of the administrator's decision to file a Formal Complaint in writing. The Complainant need not participate in the process further but will receive all notices issued under this Policy.

A Complainant who files a Formal Complaint may elect, at any time, to address the matter through Ponce's Alternative Resolution Process, if such process is presented as an option by a member of the Title IX team (Personnel).

If proceeding through a formal resolution, the complaint will be assigned for investigation. The University will complete the Grievance Process in a reasonably prompt manner after the filing of the Formal Complaint, though Ponce may extend the Process for sufficient reason, including but not limited to 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.

Investigation

Notice of Investigation

An investigation will occur within a reasonably prompt timeframe to determine if the alleged conduct constitutes sexual misconduct. The investigation commences with the issuance of a Notice of Investigation to both the respondent and complainant. The Investigation concludes with a final determination after a Hearing (administrative or live, depending on factors as described in the policy.)

Appointment of Investigator(s)

When the decision is made to initiate an investigation, the PHSU St. Louis branch campus will designate an Investigator or Investigators to conduct a prompt, thorough, fair and impartial investigation. The Investigator may be an employee of the PHSU St. Louis branch campus and/or an experienced external investigator. Any Investigator used by the PHSU St. Louis branch campus will have received training on issues related to sexual and gender-based harassment, sexual assault, dating violence, domestic violence and stalking; the scope of the institution's education program and activity (to include employment and other the PHSU St. Louis branch campus programs and activities); and on how to conduct an investigation that is fair and impartial. The Investigator will be impartial and free from conflict of interest or actual

bias for or against complainants or respondents generally, or individual complainants and respondents.

Gathering Evidence

The Investigator, not the parties, is responsible for gathering relevant evidence. All parties will have the opportunity to present inculpatory and exculpatory evidence and name witnesses, including fact and expert witnesses. The Investigator will seek to meet separately with the Complainant, Respondent and relevant witnesses. The parties are encouraged to preserve and provide all relevant information, such as documents, electronic communications, as promptly as possible to facilitate prompt resolution. The failure to voluntarily provide information can affect Ponce's ability to conduct a prompt, thorough and equitable investigation.

Parties to the Grievance Process do not have the right to depose parties or witnesses, nor to invoke a court system's subpoena powers to compel parties or witnesses to appear at hearings, or otherwise. The University expects all parties and witnesses to be truthful in information that they provide to the institution, and the failure to be truthful in this process may constitute a separate violation of the PHSU St. Louis branch campus policy.

Presumption that Respondent is Not Responsible

The Respondent will be presumed not responsible for any alleged policy violation unless and until a determination is made, by a preponderance of the evidence, that the Respondent committed sexual misconduct using the preponderance of the evidence standard.

Witnesses

The Investigators will interview witnesses as part of the Investigation. The name(s) of the witness(es) and the information gathered in the interviews will be included in the written investigative report.

Other Forms of Evidence

The Investigator will also gather other relevant information or evidence, including documents, photographs, communications between the parties, medical records (subject to the consent of the applicable person), and other electronic records as appropriate.

The Investigator may consider information publicly available from online sources. The University does not actively monitor online sources, however, as with all potentially relevant information, the complainant, respondent or witness should bring online information to the attention of the Investigator if they believe it is relevant.

The Investigator may also consider communications involving or relating to one or both parties that either party brings to the attention of the Investigator or that is provided by the parties in response to a request by the Investigator. The Investigator may also seek review of information available on devices or servers owned or controlled by the PHSU St. Louis branch campus, consistent with the University's technology policies.

The Investigator may visit relevant sites or locations and record observations through written, photographic or other means. In some cases, the Investigator may consult with relevant experts when deemed appropriate and necessary by the the PHSU St. Louis branch campus.

In general, a person's medical and counseling records are privileged records, not accessible to the Investigator unless the person voluntarily waives the privilege in a written consent. When a

party waives privilege and provides information to the Investigator, the relevant information from the records must be shared with the other party.

Inspection and Review of Evidence and Investigative Report

At the completion of the Investigation, the Investigator(s) will create an Investigative Report that fairly summarizes the relevant evidence gathered during the Investigation. The exception to this, pursuant to the policy, is employee on employee sexual misconduct that does not rise to the level of Title IX (Title VII sexual harassment.) In these cases, the parties will not be provided with the opportunity to review the investigative report.

Prior to the completion of the Investigative Report, the Investigator will send, to each Party and the Party's Advisor applicable complaints, the evidence obtained through the investigation, (with the exception of Title VII employee on employee sexual harassment.) The University will send the evidence through electronic methods or via hard copy, in its sole discretion. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the Investigation.

Evidence that will be available for inspection and review by the parties and their Advisors will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

- Evidence that is directly related to the allegations, even if that evidence does not end up being relied upon by the institution in making a determination regarding responsibility;

- Inculpatory and exculpatory evidence (i.e., evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a party or other source.

All parties must submit any evidence they would like the investigator(s) to consider prior to when the parties' time to inspect and review evidence begins.

The PHSU St. Louis branch campus is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of determining format and any restrictions or limitations on access.

The parties will have ten (10) days to inspect and review the evidence and submit a written response by email to the investigator. The investigator will consider the parties' written responses before completing the Investigative Report.

No later than ten (10) days prior to the hearing, the Investigator will send the completed Investigative Report to each party and the party's Advisor for their review and written response. The Investigative Report is not intended to catalog all evidence obtained by the investigator, but only to provide a fair summary of relevant, inculpatory and exculpatory, evidence. Evidence that, in the reasoned judgment of the investigator, is not directly related to the allegations in the Formal Complaint will be included in the appendices to the Investigative Report.

Hearing

The PHSU St. Louis branch campus will not issue a disciplinary sanction under this policy without holding a live hearing with cross- examination, unless otherwise resolved through an informal resolution process. The live hearing is an opportunity for the parties to address the hearing body in person about issues relevant to the determination of responsibility. It is an opportunity for the parties to call witnesses, including fact,

character, and expert witnesses, for the decision-makers' consideration. The hearing body is comprised of three decision-makers.

The live hearing may be conducted with all parties physically present in the same geographic location. At the PHSU St. Louis branch campus discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. This technology will enable participants simultaneously to see and hear each other when answering questions. Requests for remote participation must be made in writing, to the appointed administrator, at least five (5) business days in advance of the hearing. At its discretion, the PHSU St. Louis branch campus may delay a hearing based on technological errors not within a party's control.

Participants in the Live Hearing

Except in limited circumstances involving employees, hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

Hearing Procedures

For all live hearings conducted under this Title IX Grievance Policy, the procedure will be as follows:

a. The Hearing Chair will open and explain rules and expectations for the hearing;

b. The Hearing Chair will ask questions of the Parties and Witnesses;

c. After the Board members ask questions of each Party and Witness, the Parties' Advisors will conduct cross-examination of each Party and Witness, if applicable.

d. The Board members and the Advisors shall each have the opportunity to ask follow-up questions, subject to the Hearing Chair's authority to limit such follow-up questions for appropriate reasons.

Advisor Cross-Examination Procedure

Each party's Advisor will conduct live cross-examination of the other party or parties and witnesses. During this live-cross examination, the Advisor may ask the other party or parties and witnesses relevant questions and follow-up questions, including those challenging credibility, directly, orally, and in real time.

Before any cross-examination question is answered, the Chair will determine if the question is relevant. The Chair's failure to prevent a witness or party from answering a question shall be deemed a determination that the question is relevant. Questions and evidence about the complainant's prior sexual behavior is not relevant unless they are offered to prove that someone other than the respondent committed the conduct alleged in the complaint, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. Cross-examination questions that are duplicative of those already asked may be deemed irrelevant.

4. Anticipated Timelines

Notice will be provided to the parties promptly if a Formal Report is made. If informal resolution is determined to be appropriate and both parties agree to its use and requirements, then informal resolution will commence and be completed as promptly as possible. If the Formal Complaint is referred for formal

resolution, an investigator will be assigned and the investigation is normally completed within 45 days of assignment. Following the completion of the investigation, the parties will have 10 days to review the report and report back any changes or missing/factually inaccurate information they would like amended. Once the final report is complete and provided to the parties, the live hearing will be scheduled for no less than 10 days from the date of receipt. The live hearing will commence and the outcome will be provided to the parties simultaneously and in writing within 10 business days of the completion of the hearing. In employee-on-employee non-Title IX complaints, the resolution will conclude in a shorter timeframe due to the fact that there is no right to a review of the investigative report or a live hearing. In these cases, as noted in the policy, a single administrator in Human Resources, or their designee, will issue a finding upon the conclusion of the investigation and will issue sanctions, if applicable.

5. Decision-Making Process

The Hearing Chair is responsible for objectively evaluating the relevant inculpatory and exculpatory evidence and making a determination whether there is sufficient evidence, by a preponderance of the evidence, to establish that the respondent violated this policy.

A finding of responsibility by a preponderance of the evidence means that it is more likely than not, based on all of the evidence and reasonable inferences from the evidence, that the Respondent violated the policy.

Possible Sanctions

In cases involving students, the Hearing Board makes findings of fact and a recommendation of sanctions. In cases in which the Hearing Board does not recommend separation from the the PHSU St. Louis branch campus, the Campus Director, as appropriate, makes the final determination of sanction. In cases in which the Board recommends suspension or dismissal, the Campus Director makes the final determination of sanction. In cases in which the panel recommends expulsion, or in cases where the Campus Director recommends expulsion, the Vice President for Academic Affairs makes the final determination of sanction.

In cases involving employees, the members of the Board make findings of fact and a recommendation of sanctions. The Vice President of Human Resources, in consultation with the President, makes the determination of sanction.

In all cases, the sanctioning authority may impose punishment based on the information in the Board's report as well as the student or employees file, as appropriate.

Student sanctions include the following:

1. Written Reprimand – Depending on the seriousness of the offense and if it is the a student's first offence, a written reprimand will be given. A letter will be placed in the student's educational record.
2. Probation: Indicates a student is not in good standing with the university and student may be restricted from accessing certain campus resources or participating in activities. Student will be required to complete additional training or counseling in order as part of probation.
3. Suspension - The seriousness of the offense will determine the length of the suspension. Student will be required to complete additional training or counseling in order as part of suspension
4. Expulsion – This is the most serious disciplinary action and should only be taken after a careful review of the case. A student may be expelled due to the frequency or serious nature of misconduct. Very serious offenses may be cause for immediate termination without prior

progressive disciplinary steps.

Employee Sanctions include the following:

1. Verbal warning - A formal discussion with the employee; a written summary (to be added to the personnel folder of the employee) may result from this conversation.
2. Written warning (initial) - First progressive counseling. The employee's unacceptable behavior and/or performance is documented in writing. This document will contain a description of the problem or problems, details of the previous discussion or discussions, and a summary of where things currently stand. In this meeting, a strategy for emending the behavior/improving the performance will be established, as will a follow-up date. Should the pattern of behavior persist, a letter addressing the matter will be sent to the employee; a copy of the letter will be placed in the employee's personnel file.

3. Written warning (final) - Second progressive counseling. If, by this third meeting, the inappropriate conduct/performance persists without improvement, the employee will be so informed. The document comprising the final warning will be discussed with the employee and a signed (by the supervisor, human resources officer, and employee) copy placed in the employee's personnel file. This document will summarize the issue or issues and the steps taken to date; it will also contain strategies that the employee can still apply to rectify the situation as well as the supervisor's recommendations with regard to the employee. This will be the final attempt at counseling.
4. Suspension of both the employee and his or her salary.
5. Dismissal

Caveat: While the University would normally follow a progressive discipline model, an incident of gross misconduct could warrant immediate termination of employment.

Range of Protective Measures Available to a Victim Alleging Misconduct

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, the institution will provide written notification to students and employees about accommodations and protective measures available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations). For complaints that are deemed "Title IX", both the complainant and respondent will be afforded supportive measures, as applicable.

At the victim's request, and to the extent of the victim's cooperation and consent, University offices will work cooperatively to assist the victim in obtaining accommodations and ensuring protective measures have been provided. If reasonably available, a victim may be offered changes to academic, working, or protective measures (there is no housing on campus, so no opportunity to change housing) or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc. The PHSU St. Louis branch campus may also provide escorts, uniformed or nonuniformed police or security presence or monitoring at campus locations, provide the victim

with a cell phone, change keys, locks or other physical security, or any other measures Ponce deems are necessary to protect the safety of persons.

PHSU St. Louis Branch Campus -Initiated Protective Measures

In addition to those protective measures previously described the Title IX Team or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to: a PHSU St. Louis branch campus administrative no contact directive, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position, and other measures as determined on a case-by-case basis. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Team's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the Campus Director or their designee.

2020 Title IX Regulations: Title IX Policy and Procedure to Comply with the 2020 Title IX Regulations
NOTE: Because of the ruling in *Tennessee v. Cardona* on January 9, 2025, the 2024 Title IX amended rule has been vacated. While the U.S. Department of Education has an appeal period, it is unlikely that they will prevail. Consequently, institutions will be reverting to the 2020 rules until and unless another amendment is filed and passes.

Grievance Policy (Students)

1. ***How to File a Disciplinary Complaint Under this Policy***
   The student will submit a written complaint that includes the following:
   1. Name of Student
   2. Date the complaint was expressed
   3. Nature of the complaint (e.g., person, department or service that the complaint is about and the circumstances and/or situation surrounding the complaint)

2. ***Steps in the Disciplinary Process***
   The Vice President of Student Affairs or designee will gather all pertinent information on reported cases. If a resolution cannot be found, the Vice President of Student Affairs will appoint a three-person Investigation committee. PHSU's legal counsel will be notified if necessary.

3. ***Anticipated Timeline***
   The review process and decision will be issued within three months of the situation being reported.

4. ***Decision-Making Process***
   The investigation committee will review all the materials and make a recommendation to the Vice President of Student Affairs.

5. ***Possible Sanctions***
   1. Warning
   2. Verbal admonition/reprimand
   3. Written admonition/reprimand
   4. Placement of letter with finding of violation as charged:
      Ordinarily, if the finding of violation as charged is made, the finding and sanctions will be included in the formal academic file. Any findings in the permanent file shall be included in

any future reports(s) concerning the student, unless specified otherwise by the Committee. Alternatively, the Committee could recommend that the findings and sanctions be included in an impermanent file, which is maintained by the Student Affairs Office or Human Resource Office

5. Mandatory participation and successful completion of a counseling or rehabilitation program.
6. Suspension for a Definite Time: Exclusion from classes and other activities with forfeiture of academic credit, as set forth in the notice of suspension, for a definite time beginning immediately. Sanction for cheating shall ordinarily include a recommended failure in the course involved with authorized withdrawal in other concurrent courses, regardless of the time in the school year when the offense is committed. If the suspension is for more than one term, the suspension shall begin immediately and shall be served in consecutive terms.
7. Indefinite Suspension: Termination of student status, subject only to formal readmission, with no right to petition for readmission before the expiration of a calendar year from the date of suspension.
8. Probation
9. Expulsion: Permanent dismissal from Ponce Health Sciences University.

Sexual Harassment Policy (Employees)

It is PHSU St. Louis branch campus policy to prohibit intentional and unintentional harassment of or against job applicants, contractors, interns, volunteers, or employees by another employee, supervisor, vendor, customer, or third party based on actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, or local laws. Such conduct will not be tolerated by PHSU STL.

Furthermore, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is similarly unlawful and will not be tolerated. The PHSU St. Louis branch campus will take all reasonable steps necessary to prevent and eliminate unlawful harassment.

Definition of "unlawful harassment." "Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, a hostile, or an offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class.

Unlawful harassment includes, but is not limited to, epithets; slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or another characteristic protected by state or federal law.

Definition of "sexual harassment." While all forms of harassment are prohibited, special attention should be paid to sexual harassment. "Sexual harassment" can include all the above actions, as well as other unwelcome conduct, and is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature whereby:

- Submission to or rejection of such conduct is made either explicitly or implicitly as a term or

condition of any individual's employment or as a basis for employment decisions.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or an offensive work environment.

Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment.
While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwanted sexual advances, whether they involve physical touching or not;
- Sexual epithets; jokes; written or oral references to sexual conduct; gossip regarding one's sex life; comments about an individual's body; and comments about an individual's sexual activity, deficiencies, or prowess;
- Displaying sexually suggestive objects, pictures, or cartoons;
- Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments;
- Inquiries into one's sexual experiences; *and*
- Discussion of one's sexual activities.

All employees should take special note that, as stated above, retaliation against an individual who has complained about sexual or other harassment and retaliation against individuals for cooperating with an investigation of sexual or other harassment complaints violate the PHSU St. Louis branch campus policy.

Complaint procedure. If you believe you have been subject to or have witnessed unlawful discrimination, including sexual or other forms of unlawful harassment, or other inappropriate conduct, you are requested and encouraged to make a complaint. You may complain directly to your immediate supervisor or department manager, HR leader, or any other member of management with whom you feel comfortable bringing such a complaint. Similarly, if you observe acts of discrimination toward or harassment of another employee, you are expected and encouraged to report this to one of the individuals listed above.

All complaints will be investigated promptly, and confidentiality will be protected to the extent possible. A timely resolution of each complaint should be reached and communicated to the parties involved.

If the investigation confirms conduct that violates this policy has occurred, the PHSU St. Louis branch campus will take immediate, appropriate, corrective action, including discipline, up to and including immediate termination.

No reprisal, retaliation, or other adverse action will be taken against an employee for making a complaint or report of discrimination or harassment or for assisting in the investigation of any such complaint or report. Any suspected retaliation or intimidation should be reported immediately to one of the persons identified above.

Appendix I – Hazing Policy

Purpose
Ponce Health Sciences University (PHSU) is committed to safeguarding the safety, dignity, and well-being of all members of its community. This policy prohibits hazing in all its forms, in compliance with Puerto Rico law, Missouri law, and applicable state and federal regulations.

Definitions
- ***Hazing*** means any intentional, knowing, or reckless act committed by one or more people against another person or group, with or without their consent, that causes harm, humiliation, intimidation, or risk to safety.
- ***Student Organization*** refers to any group in which two or more members are enrolled at PHSU, whether officially recognized or not, including but not limited to; student associations, interest group, class executive board or student class directives, societies, student government, and sports teams.
- ***Supportive Measures*** means non-disciplinary and non-punitive services are reasonably available to preserve equal access to University programs, including class reassignment, non-contact orders, or counseling referrals.

Policy Statement
PHSU enforces a zero-tolerance policy for hazing, whether physical, mental, emotional, psychological, or social. Hazing is strictly prohibited across all student groups, whether academic, professional, athletic, cultural, or social, including both recognized and unrecognized student organizations. Participation in, promotion of, consent to, or failure to report hazing constitutes a serious violation of University policy and will result in disciplinary action under the PHSU Grievance Policy. This prohibition applies to on-campus and off-campus activities, whether the conduct occurs during official or unofficial student events.

Scope
This policy applies to:
- All students (full-time, part-time, on-site, visitors' students or online).
- Faculty, staff, administrators, and employees.
- Visitors, contractors, and guests participating in any University-related event or activity.

Applicable Laws
This policy is aligned with and reinforced by the following laws:
- **Puerto Rico Criminal Code - Article 111 (33 L.P.R.A. § 5164):** Establishes that any person who, through negligence, endangers the physical or mental health or violates the human dignity of any applicant for membership in an organization, fraternity, sorority, or any other group that, as part of its initiation process, engages in practices harmful to the dignity and personal integrity of the applicant shall be guilty of a misdemeanor. Practices harmful to personal dignity and integrity shall be understood to include the forced consumption of food, liquor, alcoholic beverages, narcotic drugs, or any other substance; subjecting the applicant to strenuous physical exercise; risky exposure to inclement weather; extended deprivation of food, rest, or sleep; extended isolation; any type of scratching, hitting, whipping, beating, burning, or marking; and any treatment that adversely affects the physical or mental health or safety of the applicant. It is further provided that any educational institution that negligently allows the acts prohibited herein to occur anywhere on its property or under its possession, custody, or control shall be guilty of a misdemeanor.
- **United States Federal Law - Higher Education Act (20 U.S.C. § 1092(f), Clery Act):** Requires institutions of higher education to report hazing incidents as part of campus crime statistics.
- **Missouri Revised Statutes - §§ 578.360-578.365 (Anti-Hazing Law):** Criminalizes hazing in any

student organization, with penalties for both individuals and organizations. Holds universities responsible for tolerating or failing to address hazing.
- **Stop Campus Hazing Act (SCHA), 2024:** Establishes nationwide requirements for tracking, reporting, and publishing hazing-related data.
- **PHSU Grievance Policy and Code of Student Conduct:** Establish internal disciplinary processes and sanctions consistent with these legal obligations.

Federal Compliance - Stop Campus Hazing Act
In alignment with the *Stop Campus Hazing Act (SCHA)*, signed into federal law in December 2024, PHSU reaffirms its commitment to full compliance with all federally mandated requirements. The University will adopt the following measures:

- **Annual Security Report (ASR) Statistics**
  Beginning January 1, 2025, PHSU will collect and track all hazing incidents occurring within Clery geography (on-campus, non-campus property, and adjacent public property). Starting October 1, 2026, PHSU will publish hazing statistics as part of the ASR, alongside other Clery-reportable offenses.
- **Campus Hazing Transparency Report (CHTR)**
  PHSU will prepare and maintain a publicly accessible report of confirmed hazing violations committed by student organizations. The CHTR will include the name of the organization found responsible, a general description of the violation, and key dates (incident, initiation and conclusion of the investigation, and notification). The report will be posted prominently on the University's website and updated at least twice per year, beginning no later than December 23, 2025.
- **Publication of Anti-Hazing Statement and Prevention Programming**
  On September 19th, 2025, PHSU published and maintain a comprehensive anti-hazing statement that includes:
    - The University's anti-hazing policies,
    - Procedures for reporting and investigating hazing,
    - Links to applicable local, state, and federal laws.

PHSU will also design and promote research-informed prevention and awareness programs accessible to students, faculty, and staff. These include campus-wide campaigns, leadership training, and the distribution of educational resources.

- **Integration with University Policy and Enforcement**
  The SCHA is hereby incorporated into the PHSU Anti-Hazing Policy. Failure to comply with its requirements may result in additional federal oversight and institutional accountability. PHSU reaffirms its commitment to transparency, prevention, and accountability in compliance with all federal, state, and territorial laws.

Prohibited Conduct
Examples of hazing behaviors include, but are not limited to:

- Physical abuse (e.g., paddling, forced exercise).
- Forced or coerced ingestion of alcohol, drugs, or other substances.
- Humiliation, psychological intimidation, or public degradation in any way or form, including social media.
- Sleep deprivation, social isolation, or restriction of movement.
- Coercion to commit illegal, unsafe, or degrading acts.

Reporting Mechanism
All suspected hazing incidents must be promptly reported to the Office of Student Affairs, Campus Director, Campus Security or through designated mechanisms:

- By email: **studentcomplaints@psm.edu** or,

- Online: **PHSU Complaint Form**

Reports may be submitted confidentially or anonymously. Retaliation against individuals who report hazing in good faith is strictly prohibited and constitutes a separate violation.

Procedure for Enforcement

Hazing is strictly prohibited at PHSU. Engaging in, facilitating, or participating in any activity that constitutes hazing is considered a serious violation of University policy and will result in disciplinary action under the PHSU Grievance Policy. Supportive measures will be provided as appropriate during the investigation to protect affected individuals. In emergencies, Campus Security or local authorities should be contacted immediately.

According to the *PHSU Grievance Policy:*

- Any member of the academic community may report an incident to the Vice President for Student Affairs (or designee), who will gather information and attempt an early resolution. If resolved, the outcome and action plan will be documented, with follow-up in six to eight weeks to ensure no retaliation.
- If unresolved, a three-member Investigation Committee will be appointed to review the case and recommend action. The Vice President for Student Affairs will notify the student or student's organization of the decision within a maximum of three months.
- Student or Student's Organization may appeal the decision in writing to the Vice President of Academic Affairs within five working days. Appeals are reviewed by the Vice President for Academic Affairs, who may confirm, overturn, or appoint an Ad Hoc Committee for further review. The final decision rests with the Vice President of Academic Affairs and will be communicated in writing.

Sanctions

Violations of this policy are considered serious breaches of the University's Code of Conduct and community standards. Sanctions will be determined based on the severity of the offense, the level of involvement, and whether the violation was committed by an individual student or a student organization. Additional referrals to external authorities may also be required.

If hazing is determined to have occurred, the following sanctions may be imposed:

- **Individual Students**
  - Written reprimand
  - Restriction of extracurricular activities
  - Mandatory training
  - Disciplinary probation
  - Suspension
  - Expulsion
  - Mandatory reporting to Puerto Rico and Missouri authorities, as required by law
- **Student Organizations**
  - Suspension or revocation of official recognition
  - Loss of institutional funding or privileges
  - Mandatory reporting to Puerto Rico and Missouri authorities, as required by law

Protection from Retaliation

Individuals who report hazing in good faith or who participate in an investigation are protected from retaliation. Any retaliatory conduct will be treated as a separate violation under the University's grievance policy and may result in disciplinary action.

Support and Counseling

Counseling and psychological support services will be made available to students affected by hazing.

When necessary, referrals to external professional services will also be provided to ensure comprehensive support and care.

Education, Training, and Awareness
PHSU will provide ongoing training and awareness initiatives to ensure that all members of the University community are informed about this Anti-Hazing Policy. These initiatives will include education on reporting responsibilities, prevention strategies, and institutional procedures. Campus-wide prevention and awareness campaigns will also be implemented to foster a culture of respect, safety, and accountability.

Faculty and Staff Training
The Office of Human Resources will require all employees and faculty to complete the annual hazing prevention training available through the Vector Solutions LMS platform. Training will also address reporting obligations, prevention strategies, and institutional response procedures. Completion of this training is mandatory as part of PHSU's compliance requirements.

Students and Student Organizations Training
All student organization leaders are required to complete annual hazing prevention training available through Vector Solutions LMS. Completion of this training is a prerequisite for registering and maintaining recognition of any student organization at PHSU. In addition, the Office of Student Affairs, in collaboration with the Marketing and Communications Office, will coordinate preventive programming, including workshops, awareness campaigns, and the distribution of educational resources, to reinforce a safe and respectful campus environment.

Publication and Accessibility
This policy, along with the Campus Hazing Transparency Report (CHTR), will be published on the University's website under the Office of Student Affairs section. It will also be distributed to students, faculty, and staff through orientation programs, leadership training, and other communication channels to ensure broad accessibility.
In addition, the report will be available to students, employees, and the public through the University's official website: **www.phsu.edu**.

Compliance Monitoring
The Office of the Vice President for Student Affairs, in coordination with the Office of Facilities and Security, will be responsible for monitoring adherence to this policy. A formal compliance review will be conducted every two years, including an evaluation of grievances, reports, and any hazing-related cases. Findings will be documented and used to enhance prevention efforts, strengthen institutional accountability, and ensure continuous improvement in compliance practices.