



Belmont University Annual Security Report 2023

Includes Crime Statistics for
Calendar Years 2020, 2021, 2022

In compliance with federal
and state guidelines
[://belmont.edu/ocs](https://belmont.edu/ocs)

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BELMONT UNIVERSITY

Belmont University is a Christian community. The University faculty, administration, and staff uphold Jesus as the Christ and as the measure for all things. As a community seeking to uphold Christian standards of morality, ethics, and conduct, Belmont University holds high expectations of each person who chooses to join the community. In compliance with federal law, including provisions of Title IX of the Education Amendments of 1972, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in



Employment Act, and Section 504 of the Rehabilitation Act of 1973/the Americans with Disabilities Act, Belmont University does not discriminate on the basis of race, sex, color, national or ethnic origin, age, disability, military service, or sexual orientation in its administration of education policies programs or activities; its admissions policies; or employment. Consistent with applicable civil rights law, the University seeks employees of Christian faith who are committed to the mission of the University. The University has appointed the chief Human Resources Officer/Deputy Title IX Coordinator to serve as coordinator of non-discrimination compliance for staff and faculty. The Director of Institutional Equity and Compliance and Title IX Coordinator serves as coordinator of compliance for Title IX (sex discrimination) issues and questions for students.

HOW THIS REPORT IS COMPILED

The Belmont University Annual Security Report (ASR) is published by the Office of Campus Security each year to provide information on crime statistics and security-related services offered by the University in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Tennessee College and University Security Information Act. This booklet was prepared by the Office of Campus Security with information reported to the Belmont University Office of Campus Security. It summarizes University programs, policies, and procedures designed to enhance your personal safety while you are here at Belmont. The University has a work force of approximately 1,268 full and part time faculty, staff, and adjuncts and a student population of 9,000 including 3,657 students living in housing on campus. The Belmont community also encompasses Ocean Way Nashville and 34 Music Square East. Belmont's location places it at the heart of Nashville's business and social scenes. The Belmont University campus is private property. Encompassing approximately 93 acres, Belmont's campus is located two miles south of downtown Nashville. We take campus security very seriously and are committed in our efforts to maintain a safe, secure environment for our students, faculty, staff, and guests. Your personal safety is a priority at Belmont. Maintaining a safe campus requires a dedicated partnership between the members of the Belmont community and the Office of Campus Security.

SECURITY IS EVERYONE'S RESPONSIBILITY

Belmont University is not responsible for loss, damage, or theft of personal belongings. Individuals should secure their property in safe, secure locations. While no security plan can be 100% foolproof, the information in this section provides tips on ways you can keep your property safe.

Members of the Belmont community should report all campus crimes to the Office of Campus Security immediately. Individuals are also encouraged to report incidents to the Metro Nashville Police Department (MNPd) for investigation and inclusion in their crime statistics. We need your cooperation and assistance to keep Belmont a safe place to live, work, and learn.

BELMONT UNIVERSITY OFFICE OF CAMPUS SECURITY (OCS)

Located in the Gabhart Student Center, the Office of Campus Security (OCS) takes pride in serving the needs of Belmont University. The OCS patrols, provides service and assistance, and responds to incidents and calls for service to the campus 24 hours a day, seven days a week. For immediate contact in emergencies, the OCS can be reached at (615) 460-6911.



Campus Security reports to the Executive Vice President for External Engagement/University Counsel. Services include uniformed patrol operations, engagement, communications, crime prevention programming, traffic/parking, access control, and investigations related to the safety and security needs of the Belmont community. The staff is comprised of qualified personnel with diverse backgrounds, many of whom have college degrees, prior police experience, and/or military backgrounds, which aids in their performance as employees of the OCS. All patrol officers have successfully completed training for state certification as security officers and maintain regular re-certification training in First Aid / CPR, De-escalation, use of force, active shooter response, and other topics. In addition to the state-required training, all Belmont officers attend 40-hours of annual in-service training. In addition to in-service, armed officers regularly attend firearms training as well as Firearms Simulation (FATS) training and Advanced Law Enforcement Rapid Response (ALERRT) training.

AUTHORITY AND JURISDICTION

Belmont security officers observe and report violations of law and University policies and coordinate enforcement with other necessary campus, local, state, and federal authorities. OCS conducts the preliminary investigation of criminal incidents on campus and coordinates with the appropriate law enforcement agencies having jurisdiction for investigating the crime. An excellent working relationship exists between the OCS and the local, state, and federal law enforcement agencies. The OCS meets regularly with both MNPd and other University security departments in the Middle Tennessee area. All violations of state

and federal criminal law that come to the attention of the OCS are reported to the Tennessee Bureau of Investigation as required under the “College and University Security Information Act.”

The OCS creates publications on crime prevention and personal safety, including brochures on Basic Crime Prevention, OCS Services, and other safety-related issues. The Daily Crime and Fire Log is located in the OCS Communications Office in the Gabhart Student Center. The Crime Log/Fire Log contains information on crimes that occurred on-campus and public streets adjacent to the campus, as well as any fires that occur in residence halls.



Other Agencies

OCS will occasionally contract with outside agencies to assist in security for events on campus. These officers are expected to abide by all University standards of conduct and report directly to OCS leadership. Agencies we have worked with include APEX, Overwatch, Comprehensive, CSC, and off-duty Metro Nashville Police officers.

Training

The OCS makes it a priority to keep training an ongoing initiative in the department. When a new officer is hired, they complete a minimum of 6 weeks of training, both in classrooms and on shifts. After initial training, all officers must attend eight hours of in-house training bimonthly. In addition to in-house training, any officer who has an interest in taking further classes related to their position is encouraged to do so and supported by the department.

REPORTING CRIMES AND OTHER EMERGENCIES

Belmont Security Officers are primary responders to emergencies and crimes on campus. Direct communication with local police, fire, and emergency medical services ensures that officers can coordinate with local responders. In an emergency, dial (615) 460-6911 or x6911 from any Belmont telephone to contact the Security Communications Center. The dispatcher will contain the location and nature of the call, dispatch BU officers, and conference the caller to Metro 911. For non-emergency calls to the Office of Campus Security, call (615) 460-6617 or x6617 from any Belmont telephone.

E-mail is not an effective method of reporting crimes in progress, as e-mail is not continuously monitored throughout the day.

Information from reports may be shared internally as required under federal reporting requirements, to ensure effective follow up, or to meet the needs of the institution. The Office of Campus Security will allow victims and/or witnesses to report crimes on an anonymous basis; however, identifying information may have to be shared in some circumstances if known. The caller ID available on all OCS office phones does not allow for complete anonymity. Nashville Crime Stoppers accepts anonymous tips on crimes. Crime Stoppers may be reached by calling (615) 74-CRIME (615-742-7463).

CRIME RESPONSE

Calls involving crimes against persons and life/safety issues, such as fire or injury, receive a priority response from Security. Property crimes in progress and other criminal acts with a high potential for violence also necessitate a rapid response. Requests for officers to file reports on criminal acts not actually in progress or general assistance requests are taken in the order received.

OCS responds to crime at Belmont University in much the same way as an urban law enforcement agency would respond; however, because they are security, not police officers, Security officers do not have legal authority of arrest except that which is granted to every private citizen. An incident is documented with a report which is then filed at the Office of Campus Security. Reports from OCS do not replace reports from the Metro Nashville Police Department (MNPd). If a report from MNPd is necessary or recommended, the victim should file a report with MNPd as well. When Belmont University is the victim, the OCS will report the incident to MNPd if necessary.

Belmont University Security officers do not collect evidence. If evidence must be preserved and collected, OCS will request the assistance of MNPd.

Crimes against persons, including sexual assaults, may be jointly investigated and reviewed by OCS and MNPd as outlined in Tennessee Code Annotated 49-7-129 with MNPd asserting primary jurisdiction. Members of the community can stay informed about criminal incidents at Belmont University by reading the Daily Crime Log and through notices distributed by the OCS.

TIMELY WARNINGS AND SECURITY NOTICES

Timely Warnings

Timely Warnings provide information about crimes that have occurred either on campus or on the public streets and walkways immediately adjacent to or running through campus so the campus community is informed and can take appropriate precautions to stay safe. Warnings are issued for crimes that appear to present a serious or continuing threat, including arson, aggravated assault, murder/non-negligent manslaughter, robbery, and sex offenses. Cases of stalking, dating violence, domestic violence, and sex offenses are considered on a case-by-case basis, in light of all the facts surrounding the crime to determine whether there is a continuing danger, including:

- When and where did the incident occur, when was it reported, what information is available?
- Was the suspect identified?
- Was the suspect apprehended?
- If known, does the suspect have prior arrests, reports, or complaints or any other history of violent behavior?
- If known, does the suspect have a history of failure to comply with a University No-Contact Directive, other protective measures, or judicial protective order?
- Did the incident involve physical violence or weapons?

- Has the suspect threatened to commit physical violence?
- Did the incident involve multiple victims?
- Does it appear to be an isolated incident involving a specifically “targeted” victim?
- Does the report reveal a pattern of behavior (e.g., by suspect, by a particular group or organization, around a particular recurring event or activity, or at a particular location)?
- Did the suspect use “date-rape” or similar drugs or intoxicants?
- Did the incident occur while the victim was unconscious, physically helpless, or unaware that it was occurring?
- Was the victim under 18 years of age?
- Were there other aggravating circumstances or signs of predatory behavior that may constitute a serious or ongoing threat?

If a continuing threat exists, then a Timely Warning will be issued by the Office of Campus Security. In addition, upon the discretion of the Chief of the Belmont University Office of Campus Security or his designee, a Timely Warning may be issued for any crime where there is a compelling need to get information to or from the Belmont community about crime.

Timely Warnings should contain as much of the following information as possible:

- Date, time, location (general or specific)
- Summary of incident
- Suspect description is included only if there is a very specific identifying feature that will help narrow the description, such as a scar, facial tattoo, etc. If a description is included, the physical descriptors will be listed in alphabetical order:
 - Age:
 - Eye Color:
 - Hair Color:
 - Height:
 - Race:
 - Sex/Gender:
 - Weight:
- Risk reduction tips or facts and myths related to the offense category.
- Important Numbers for Campus Security, MNPd, and others

Timely Warnings will be issued as soon as possible after the event. Nothing should be included in the Crime Alert that would hinder an ongoing police investigation. The Timely Warning will not identify the victim by name or address. A general description of the location may be given, for example, Belmont University, residence hall, geographic location, etc. Timely Warnings are distributed via e-mail and may be posted in residence halls by resident staff.

Security Notices

Crimes that occur outside of the immediate periphery of campus present unique challenges. The University may not be made aware of incidents that occur in other locations, may not have access to information other than that which is provided in local media, and may not be authorized to release information about an incident and investigation that did not involve the Belmont campus. Students are encouraged to sign up for crime/emergency alerts that are available through local media as well as through the Metro Alert and Notification System (MEANS) - <https://member.everbridge.net/892807736729970/faq> - so they have the information they need to make informed decisions about their personal safety away from campus. In addition to these sources for alerts, information on crime statistics in Nashville, including a link to an interactive crime map, is available online at <https://www.nashville.gov/departments/police/news-and-reports/crime-statistics>.

While Timely Warnings are not issued for incidents that occur off-campus, a Security Notice may be emailed to the campus community for crimes that occur off-campus that appear to present a serious or continuing threat and it appears, based on the circumstances, that the campus community needs the information to be able to make informed decisions about actions to take to help keep themselves safe. Such situations might include:

- MNPDP or a student notifies Campus Security of a pattern of misdemeanor/property crimes in immediate proximity to campus.
- MNPDP or a student notifies Campus Security of a serious personal crime in immediate proximity to campus.
- A student reports to Campus Security that they were the victim of a serious personal crime in reasonably close proximity to campus and an area believed to be frequented by members of the campus community.

In addition to Timely Warnings and Security Notices, the Office of Campus Security may send out communications related to general crime trends, personal safety information, and other safety and Security related topics.

BELMONT ALERTS / EMERGENCY COMMUNICATIONS PROCEDURES

As part of Belmont University's ongoing effort to safeguard students, faculty and staff, the University maintains an emergency communications system known as Belmont Alerts which provides time-sensitive emergency notifications in the form of text and e-mail messages.

Everyone who has a Belmont University e-mail address will automatically be enrolled to receive emergency alerts and timely warnings to their campus e-mail address. To receive Belmont Alerts via text messages, members of the campus community will be asked to provide phone contact information. They can provide a primary cell phone number for text messages as well as two additional cell numbers for receipt of emergency text messages. This allows students and employees to include numbers for family members on

their account. While participation in the text messaging notification is optional, enrollment is strongly encouraged. The Belmont Alerts system will only be used for communications related to campus emergencies, closures or delays. For more information on Belmont Alerts, go to http://www.belmont.edu/ocs/belmont_alert_system.html.

Belmont University's Office of Campus Security and Office of Communications are the primary sources for mass communication of campus emergencies to Belmont students, faculty and staff. Communications is also responsible for coordinating with local media to further spread pertinent messages. Under the direction of the Executive Vice President for External Engagement / University Counsel, the Office of Communications and Office of Campus Security partner with Residence Life/Student Affairs to provide targeted communication as needed to impacted parties, including parents and families. In the event of an emergency, Belmont University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Procedure to Determine Emergency Notification

The Executive Vice President for External Engagement / University Counsel, the Chief of Campus Security, and the Office of Communications consult in the event of an emergency situation to determine an immediate and appropriate course of action. In addition to identifying the nature of the emergency, this team will determine which campus audiences need to be notified and the content of the notification. These determinations will be made on a case-by-case basis depending on the circumstances involved and the impact level of the incident. For example, it is Belmont's policy to activate the Text Alert System whenever a determined emergency:

- Appears to be an immediate credible threat to the health, safety, or security of Belmont students, faculty and/or staff;
- Results in a disruption of normal campus operations (i.e. fire, criminal activity, tornado warning, or other severe weather);
- Attracts significant police or media presence, regardless of time or perceived severity, because such presence inevitably stirs concerns and can contribute to panic.

Belmont University possesses a variety of tools to communicate emergency information to campus and the Executive Vice President for External Engagement / University Counsel, the Chief of Campus Security, and the AVP for Communications will implement different options depending on the nature of the circumstances. Once that initial determination is made, the determined system of response will immediately be implemented to maintain the safety of the Belmont community.

Belmont's Alert System can be activated by Communications, the EVP for External Engagement/Legal Counsel, Risk Management, or Campus Security from a cell phone or computer. Sample messages covering a variety of scenarios—including tornado warning, power outage, gas leak, shots fired - have been created in the system to expedite getting information out in an emergency.

Most Athletic events conducted at Rose Park have staff from both Athletics and Security on site. Because Rose Park is geographically distinct from the Belmont campus and may experience situations unique to its location, specialized protocols are used to assess possible threats, communicate to those affected, and implement measures to mitigate the threat.

Communication Response Options/Process

Text Alerts: Text Alerts are used to quickly notify a mass audience for significant and urgent threats; however, text messages may be used in conjunction with other channels since character counts limit the effectiveness of communicating messages in detail. Text message content will provide basic information and inform subscribers of how to respond to the scenario. Other communication channels will include more information as appropriate with the goal to provide as much detail as possible to protect the health and welfare of the campus community while not compromising response efforts or interfering with the responsibilities of the authorities in charge of the situation.

Email: The Office of Communications, the Division of Student Affairs, and the Office of Campus Security each have the capacity to email all students, faculty and staff in the event of a campus emergency. This system is used in conjunction with Text Alerts to expand on details and to deliver further timely information as circumstances develop over the course of any emergency situation.

Additional Communication Avenues:

Additional communication outlets that can be used as a supplement to texts and emails to inform the campus of emergency situations include:

- Banner Message on Belmont's Intranet Connection MyBelmont Web site
- Campus Announcement on Belmont's Intranet Connection MyBelmont Web site
- Notices posted in residence halls by Res Life staff.
- Security vehicles equipped with PAs that can target areas of campus.
- Belmont University Facebook page/Belmont University X (formerly Twitter) Account
- (615) 460-5000 telephone news line
- Campus-wide Voicemail
- Headline on <http://www.belmont.edu> home page
- Door-to-door verbal communication from Residence Life and Campus Security staff
- Local Media Outlets
- Posted flyers.

These multiple layers of communication are intended to provide information in a quick, effective manner and ensure the greatest number of individuals will receive the message. Any of these communication venues may also be used to provide information as needed throughout the duration of the emergency and as follow-up after the crisis has been resolved.

Drill Procedures

Belmont conducts various announced and unannounced drills and exercises to ensure emergency policies, procedures and communication outlets are tested and practiced. A multi-hazard tabletop exercise is conducted annually by the Office of Risk Management and Compliance.

Belmont conducted a tabletop exercise in May 2022 testing the campus response to a weather event. The planning sessions and exercise included individuals from all departments on campus, local emergency management, and the National Weather Service.

Residence Life conducts bi-annual fire drills for all residential housing on campus. During these fire drills, Facilities and Risk Management are attentive to any repairs or changes that need to be made related to alarms, exit doors or other safety issues.

CRIMINAL CONVICTIONS

Students with criminal records of which the University is aware are evaluated on a case-by-case basis. The University reserves the right to refuse to admit, suspend, or expel students whose criminal history is deemed by the University to create a threat to the health or safety of the campus community. Similarly, being convicted of a crime outside the workplace may render a staff member unsuitable for continued employment at the University.

Belmont reserves the right to terminate employment if an individual is convicted of a crime, even if the crime did not occur on Belmont time or premises. If an employee is convicted of a crime, the employee is required to notify his or her immediate supervisor within five (5) days of the conviction. Failure to report a conviction, or being convicted of a crime that makes a person unsuitable for continued employment, may be grounds for termination of employment. Criminal convictions prior to employment at Belmont University will not necessarily bar employment. Falsification of application materials, however, including failure to disclose convictions or guilty pleas for any violation of the law, whether or not the employee served time, is grounds for termination of employment at any time after the falsification is discovered.

WEAPONS

Belmont University is a weapon-free campus. Carrying and possessing weapons of any kind is prohibited on University property. A weapon includes any device defined by statute or the University which in the manner used or intended is capable of producing death, harm or bodily injury to person or property. Such devices include but are not limited to guns (including starter pistols, paintball guns, those that shoot projectiles including pellets, BBs, airsoft beads, potatoes, etc.), explosives, ammunition, knives with blades longer than three inches, slingshots, martial arts weapons, and bow and arrow combinations (including crossbows).

- In the interest of public safety, the weapon-free campus policy includes items resembling weapons including but not limited to replica, non-firing, rubber, plastic and/or toy guns. Stage props are excluded from this prohibition only as stipulated in the theatrical addendum.
- Although Tennessee allows handgun carry in many public areas, Belmont University policy prohibits anyone other than certified law enforcement and security officials from carrying / possessing weapons on University property and at university events.
- Weapons may not be kept or stored in any residential, academic, administrative, or other building. Weapons may not be transported or stored in any vehicle on campus other than as prescribed under TCA 39-17-1313 and related statutes.
- Pepper and propellant sprays used for personal protection and self-defense are permitted on campus. Misuse or unauthorized use of these items will be assertively addressed via University conduct processes and/or state and federal statutes. However, electronic devices intended to stun or incapacitate (e.g. Tasers) are considered weapons and are not permitted on campus.

Exceptions to this policy include uniformed police officers, authorized Belmont security personnel, those authorized by state law, and theatrical props within the provisions identified in *Weapon-Free Campus Policy (Theatrical Addendum)* of the Bruin Guide.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Student Housing

On-campus housing is available in single, double, and triple-room occupancy for undergraduate students. Housing assignments are made based on approval from Admissions, completed housing application and receipt of housing application fee. Assignments are then made in the order of applications received. Requests for assignment changes are based on space availability. Guests in student housing are required to check in according to established procedures.

Residence Halls Security and Access

Belmont University and its students are committed to the safety of the residential community. Students should note they are responsible for their own safety and security. Belmont has committed significant resources to establish a safe and secure campus environment. These include, but are not limited to:

- Alarmed emergency doors (may not be used for normal entrance to or exit from residence halls);
- Card access permits a student to gain access only to their designated residence hall or apartment complex;
- Surveillance cameras installed at key access points;
- Office of Campus Security, which provides escorts to students traveling across campus;
- Office of Campus Security, which provides on-campus patrols 24 hours/day (vehicular, bike and pedestrian) and emergency response;
- Exterior lighting which provides improved visibility along campus passageways;
- Emergency phones in locations across campus; and
- Safety awareness programs.

These services rely heavily on student support and compliance. Accordingly, all students living in residence agree that upon receipt of their key to their residential facility they are personally responsible for

complying with the safety expectations. Violations of these expectations may be processed through the university discipline system.

- Students are expected to lock their residence hall/apartment door when they are not present.
- Students are expected to immediately report lost key(s) to Residence Life staff.
- Students are expected not to loan, duplicate or give their key(s) or Belmont University ID card to anyone, for any reason.
- Students are expected to not prop open any outside entrance, lobby, stairwell, or laundry room doors.
- Students are expected to keep windows locked when their room/apartment is not occupied.
- Further, they are expected to not use windows as exits or entrances to any room.
- Students are expected to report any suspicious person(s)/activities to the Office of Campus Security or a Residence Life staff member.
- Students are expected to not activate a fire alarm or emergency alarm unless warranted by an emergency. Students should understand that this action is a prosecutable offense and will be addressed aggressively.
- Students are expected to not leave guests of the opposite gender unattended in their room/apartment.
- Students are expected to abide by all Belmont University Residence Life policies and procedures that are found in the *Campus Housing Occupancy Agreement*, *The Bruin Guide*, and *The Handbook for Residential Living*.

For the full text of Belmont’s building security measures and student expectations related to residential keys and access, please review the “The Residential Key & Access Agreement” section of *The Handbook for Residential Living*.

Finally, Residence Life works closely with Belmont’s Facility Management Services to ensure security and access measures are in working order. If students or staff notice an alarmed emergency door, card access reader, exterior lighting, or emergency phones are not in good working order, they should notify the Residence Director of the building or contact Facility Management Services directly at 615-460-6670. Facility Management Services closes each day at 3:30 p.m.; for after-hours emergencies, students should notify Residence Life staff or Campus Security at 615-460-6617.

Identification Cards

All students, faculty, and staff members at Belmont University are issued Belmont Identification Cards. All faculty and staff must be currently employed at Belmont before receiving an ID. Faculty and staff must present a state-issued photo ID to confirm their identity before a Belmont ID will be issued. IDs may be used to gain access to certain access-controlled buildings. IDs may also be used for membership of the Beaman Fitness Center and access to other services such as library privileges and access and/or discounts to Belmont sponsored events and other events.



Officer Oberg patrolling campus.

Lost or stolen IDs should be reported to the Office of Campus Security immediately either by phone or office visit. Access rights to the lost or stolen ID will be deactivated and a new ID will be issued. The owner of a lost or stolen ID must be present to receive a new ID. IDs will not be mailed.

Maintenance of Campus Facilities

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. The Office of Campus Security patrols the campus and promptly reports any malfunctioning lights, door locks, security cameras, emergency phones, or other concerns to the appropriate campus department for correction. Members of the university community may go online to report comments and/or concerns about campus facilities:

- OCS: email campussecurity@belmont.edu or call (615) 460-6617
- Facilities Management Services: email fms@belmont.edu or call (615) 460-6670

Enhanced Building Security and Access Control

The ProWatch access control system is designed to align locking all academic and administrative buildings with uses of those buildings that are registered through the University's Event Management System. The building security system includes the ability to secure buildings remotely via electronic access control and manually with traditional locks and keys. Access controlled buildings have the capability to be remotely locked as needed or assigned a specific time to lock or unlock. Access control also allows OCS to monitor when a person uses a University issued ID card to enter buildings that are locked. The access control system can be programmed to allow students with pre-approved access into buildings by swiping their ID card at the card readers located near entry doors.

Other Physical Security Measures

Closed circuit television (CCTV) cameras are in place at various locations around the Belmont campus. There are currently 400 cameras in campus buildings, parking garages, and other indoor and outdoor locations. Campus Security, Network Services, and University administrators for each building or area are responsible for determining the need, location, installation, and the maintenance of CCTV systems. Recorded images may be used as evidence in criminal and/or University investigations.

SECURITY AND SAFETY AWARENESS EDUCATION AND CRIME PREVENTION

Security and safety awareness education and crime prevention programming are available from several resources at Belmont University. The following departments and organizations sponsor prevention services, programming, and provide advice and educational resources.

Office of Campus Security

Programs are provided throughout the year and by request on crime and violence prevention, personal safety, prevention, and awareness of sexual assault, domestic and dating violence, emergency preparedness, and bystander intervention programs.

The Office of Campus Security Community Engagement Team was created in 2021 to advance security and safety awareness education, crime prevention, and partnerships with the campus and external community. This team is managed by the evening shift Captain and overseen by the Deputy Chief. The team's main areas of focus include:



- Engaging students, student organizations and other members of the campus community in dialogue on programming, services, and security-related issues.
- Developing, mentoring, and designating officers to assist in outreach/engagement activities with the goal of having all officers participating on a regular basis as part of their duties.
- Identifying opportunities to work in collaboration with campus partners and with external agencies such as the Metro Nashville Police Department, to cross-promote programming and provide consistent messaging across disciplines.
- Conducting surveys of the campus community to assess programming, departmental communication, and service.
- Coordinating current student engagement programs and overseeing the development of new programming.
- Serving as a key member of departmental team related to social media presence and looking for opportunities to partner with other campus departments to further that growth.

In conjunction with our campus partners in Residence Life, Risk Management, Counseling Services, University Ministries, and Title IX, programs are provided throughout the year and upon request on crime and violence prevention, personal safety, prevention and awareness of sexual misconduct, fire safety, emergency preparedness, bystander intervention programs, etc. The OCS also participates in summer and fall orientation programming for domestic and international students, presents to all incoming students regarding campus safety and security, presents at new staff and faculty orientations, and presents in the classroom upon request. Programs offered by the OCS in the last year have included:

- Updated Bystander Intervention Program (Bruins Stand By Bruins) – The term “Bystander Effect” means that sometimes when a crime occurs, those who might witness it do not act for a variety of reasons. Being an ACTIVE bystander means overcoming this social norm and being alert to situations and choosing to act in a way that is safe for the bystander and the potential victim. With a key focus on wellness and prevention of crime in general and sexual misconduct, BSBB works toward educating students, training peer educators, and changing a culture to empower individuals to help others avoid or escape risky situations and prevent others from making or implementing bad decisions. Campus Security and the Office of Title IX offer this program throughout the fall and spring semester upon request and as WELL Core sessions.



Student worker distributing parking decals.

- Empowering YOU: Current Safety Issues and Hot Topics that Affect You and Our Community – Available for WELL Core credit or presented upon request, this virtual block party introduces Campus Security from a different perspective and engages students in conversation, so they can get to know the department members, its roles in COVID-19 prevention and other contemporary circumstances, and the latest crime trends and safety campaigns impacting the campus. Also discussed are ways that Campus Security interacts with Metro Police and other area first responders, reaches out to improve community relations, and works toward diversity and inclusion through internal and external efforts.
- Diversity and Inclusion – As a member of a collaborative program established by the College of Pharmacy and Human Resources, two OCS staff co-present with other volunteer instructors on the different levels of diversity and inclusion and the pragmatic impact upon the University. Participants are encouraged to apply their knowledge both at and away from work.
- Self Defense and Your Security - This program is a general overview of safety tips and self-defense tactics to enhance your personal security. A trained security officer will review helpful and best practices to remain safe during your college stay at Belmont University, which is located in an urban community. Preventing violence by understanding safe choices and taking personal responsibility will be included with practical self-defense maneuvers and other best practices relating to safety and security. Community members may select a one-hour basic class or a two-hour class that teaches basics and provides participants an opportunity to actively try out their new skills.
- Active Shooter Response - The Office of Campus Security presents Active Shooter Response and Mitigation. This presentation seeks to improve awareness about active shooting situations, pre-incident indicators and responses, and what to do if one occurs. This presentation also includes a practical exercise.
- #WHATSMYNAME – In the fall of 2019, Campus Security joined this nationwide campaign, which was established by the parents of Samantha “Sami” Josephson, a University at South Carolina student who was kidnapped and murdered in March 2019 by an imposter posing as a rideshare

driver. Officers forward tips from SAMI (Stop, Ask, Match, and Inform), which remind customers of rideshare services, such as Uber and Lyft, how to safely use that mode of transportation.

- Pedestrian Safety – Campus Security campaigns to prevent distracted driving and walking through presentations, information tables at crosswalks, and partnering with Metro Police on their Park Smart program.
- Park Smart – Campus Security promotes this Metro Police program to educate students and employees on how to prevent vehicle break-ins and thefts. Flyers are distributed at presentations, to passers-by during campaigns, and by placing them on parked vehicles.
- Teamwork: Keeping Your Workplace Safe for You and Others – As a presentation or as a “roundtable” discussion, employees and their supervisors learn and sometimes brainstorm on ways to prevent crime in the workplace, remain alert to and report potential issues, and collaboratively support co-workers who are victims/survivors of stalking, harassment, or dating/domestic violence.
- QPR: Question, Persuade, Refer – In collaboration with Counseling and Health Services, this in-house and community training teaches students and employees effective ways to assess and respond to persons who may be considering suicide or other self-harm.
- Cybersecurity Awareness – Belmont’s Director of Information Security issues reminders to the campus community on identifying and safeguarding against phishing and smishing scams, identity theft, and other cybersecurity concerns. That office also periodically hosts programs or directly presents on keeping personally identifying information private, encryption options, ransomware attacks, AI trends, and detecting and reporting cybersecurity problems.
- Holiday Safety – Officers and OCS student workers distribute candy with holiday safety tips on campus on Halloween and during the Christmas Season.

Throughout each year, Campus Security collaborates with the Institutional Equity and Compliance / Title IX on a variety of awareness and other educational presentations that teach students how to prevent, safely intervene, and report sexual misconduct (i.e., sexual harassment and assault, domestic and dating violence, exploitation, and stalking). Examples of programs include:

- Escalation Workshop - The One Love Foundation was established in 2010 by the parents of Yeadley Love, a University of Virginia student who died as a result of interpersonal violence at the age of 22. Their work is rooted in “our honest belief that relationship violence is an epidemic that can be stopped” (Sharon Love). As a result, they created this 90-minute workshop. As demonstrated in a powerful video and facilitated discussion, Escalation is a great tool to educate students about the importance of healthy relationships, awareness of disturbing and sometimes lethal signs, and effective, timely bystander intervention.
- Behind the Post – Using an “in-depth educational film” and discussion, this popular One Love workshop “examines unhealthy relationship behaviors and the role social media can play.” The lesson plan is based upon five core Social Emotional Learning (SEL) competencies. Participants are encouraged to think before rashly posting and use more constructive wording to promote more open and better communication.

- Gut Check – The newest workshop created by One Love Foundation, Gut Check stages various vignettes for small groups of students to observe and discuss healthy versus unhealthy relationships with trained peer facilitators. In collaboration with the Office of Title IX, Campus Security supplies written materials, messaging novelties, and referrals regarding on- and off-campus resources.
- Consent Reclaimed - Creating a consent culture is crucial to ending the rape-prone culture seen in society today. Consent is clear, knowing, and voluntary. Without consent, sexual violence occurs and can devastate a victim. By exploring what consent is and isn't, this program aims to have honest dialogue about how a culture of consent can be used to end the crime of sexual violence. The program also explores how today's culture and media distorts consent and promotes sexual violence, and practical ways the community can show intolerance to this attitude.
- A Walk in Their Shoes - Conducted by student peer educators, this is an interactive program that promotes student buy-in and further advances prevention and awareness efforts on campus. It takes participants through different scenarios that depict various forms of sexual and/or dating violence. The participants are charged with either being the decision makers or the actors, thus allowing them to virtually walk in the shoes of a victim/survivor. Campus Security and the Office of Title IX answer a wide variety of questions from participants and provide both written materials and resource information.
- Signs of Healthy Versus Unhealthy Relationships – Either as a main presenter or as a panel member with others from on- and off-campus resources, the instructor reviews myths and realities and compares symptoms of healthy and unhealthy relationships. Interactive discussion is encouraged.
- Relationship Safety – In concert with Counseling Services' Relationship Series each semester, Campus Security presents on how to detect and remove oneself from an unsafe relationship. One of the newest components explains how technology can be used to target, “gaslight”, and abuse victims.
- Dating App Safety – Campus Security and Metro Police Sex Offenses Unit co-present on using dating apps safely and how to engage with others who are encountered through this approach, which has become very popular with college students and many other age groups in today's society.

A detailed list of former and current programming offered by the OCS can be found at:

http://www.belmont.edu/ocs/crime_prevention_education_and_awareness/index.html. Other presentations are available upon request. Security also coordinated with several departments to create a website dedicated to violence prevention and resources for victims of sexual violence. It can be found at: <http://www.belmont.edu/sexual-violence-prevention/>.

The OCS fosters intentional partnerships within the University through initiatives such as the Honorary Resident and Liaison Program with the Office of Residence Life, Take Back the Night planning meetings [with Bridge Builders, the Student Government Association (SGA), University Ministries, and the Office of Title IX], investigator and advocate training with Title IX, and regular meetings with the SGA.

Each year Student Affairs hosts a “BruinLink Fair” for new incoming students to meet other organizations and departments. Campus Security officers and student workers often partner with Title IX to distribute giveaways with crime prevention messages, such as coasters from Nashville’s Sexual Assault Center to check whether a beverage has been tainted, Take Back the Night and BSBB (Bruins Stand by Bruins) T-shirts, and various pamphlets with safety and security tips for a safe school year.

If you do not see the topic you want to learn more about, ask Campus Security if a custom or new program can be developed (We love challenges!) or if they can refer you to a resource who already provides such programming. Contact us at campussecurity@belmont.edu or call our main nonemergency number at 615-460-6617.

Division of Student Life

The Division of Student Life and other campus partners offer educational and community development programs throughout the academic year.

Programmatic offerings include mental health and wellness, personal, physical, and spiritual safety and health, spiritual identity and thought, and community accountability, among others. Additionally, all incoming students under the age of 22 are required to take on-line educational programs for substance abuse sexual assault awareness. Finally, the key leaders in these areas provide presentations at multiple student venues, beginning in Summer Orientation.

Educational offerings begin before students matriculate into their formal student status.



Office of Residence Life

The Office of Residence life continually offers programming in all Residence Halls.

Residence Life also conducts fire and tornado drills each semester within each residential community.

Resident Assistants and Residence Directors receive summer training and practice in a variety of emergency response and protocols. Residence Directors also receive CPR/First Aid/AED certification training.

Health Services

Health Services offers a convocation series each year. Topics include:

- Preparing for Your Health & Wellness in College
- How Can You Help Defend Our Den
- Travel Health
- Additional health related conversations that may be trending in healthcare

More information about Health Services programs/resources can be found at:

<http://www.belmont.edu/healthservices/index.html>.

Human Resources

The office of Human Resources provides education and training to all employees. Required courses include the topics of sexual and other harassment, discrimination, diversity and inclusion on campus, data security, and Title IX training. Additional online courses are available including emergency preparedness, home and work safety, and preventing bullying, hazing, and workplace violence.

Belmont Athletics

To comply with the NCAA Campus Sexual Violence mandate for the 2020-2021 academic year, Belmont Athletics provided the following programming throughout the academic year to educate our student-athletes, coaches and administrators on sexual prevention education:

Group Trainings:

- All student-athletes and staff attended one educational session put on by our Title IX office or athletic department. The athletic department offered 3 self-defense course trainings. The Title IX office offered the following: One Love Escalation Workshop, Active Bystander Training, Consent and Active Bystanders in Sexual Violence Situations, Chapel Service Take Back the Night, and “Consent” Defined.



Other Student Organizations and University Departments

- Student organizations and University departments routinely sponsor convocations and other programs and speakers on personal safety and awareness. Information about upcoming programs can be found by logging onto your MyBelmont account. The Campus Calendar will be listed on the right.

EMERGENCY PHONES

Emergency telephones are located throughout the campus. There are currently seven free standing emergency phones located on campus, including residential areas. Garages have emergency phones on each level. Each phone has an emergency button that, when pressed, automatically dials the OCS Communications Center. An open line on any emergency phone will activate a priority response from OCS. An officer will be sent to check on the user of the phone even if nothing is communicated to the dispatcher. Cooperation is essential to help maintain the integrity of the emergency phone system which should be used only for actual or perceived emergency situations.

Emergency response from the Office of Campus Security may also be obtained by calling x6911 from a campus phone or (615) 460-6911 from a cell phone. For off-campus emergencies, callers should dial 911. In every situation, callers should be prepared to state their location.



AUTOMATED EXTERNAL DEFIBRILLATOR (AED)

AEDs are located in buildings throughout the campus. A map of locations can be found at: <https://www.belmont.edu/risk-management/aeds.html>

EMERGENCY PROCEDURES

Belmont University is committed to equipping you with tools to aid in your safety in the event of an on-campus emergency. A detailed list of emergencies and procedures is available at <https://www.belmont.edu/risk-management/emergency/index.html> on the “Emergency Info” link at the bottom of any page. Please familiarize yourself with all emergency procedures.

SECURITY ESCORT SERVICES

Security urges members of our campus community to use the buddy system and follow good security practices by walking in groups of three or more while travelling, especially at night. Plan your route in advance, let others know where you are going and when you will be back, and travel in well-lit and well-populated areas. Remain aware of your surroundings with your eyes up and alert while walking. Trust your instincts – if you feel unsafe, get to a safe location; walk confidently and with purpose away from the risk - and call Campus Security or the Metro Nashville Police Department (MNPd) if you see something of concern. Use the escort service provided by Campus Security when on campus. OCS offers escorts for students, faculty, staff, and guests going to and from locations on campus. This service is available twenty-four hours a day, seven days a week. OCS does not provide escorts off campus.

RISK REDUCTION TIPS

Bystander Intervention

Bystanders are individuals who witness situations that appear to be potentially dangerous or criminal and who, by their presence, have the opportunity to contribute to the negative behavior, do nothing, or provide assistance. Being an active bystander means being aware of the situation and choosing to act in a positive way. The Bystander Effect states that there are many reasons individuals might not intervene in a situation:

- They assume the situation is not a “problem” and fail to interpret the situation as needing help.
- They assume the situation is “none of their business” and fail to take personal responsibility.
- They assume someone else will “do something.”
- They believed that other people “were not bothered” by the problem.
- They felt they did not know how to intervene or did not have the skills to intervene.
- They felt their personal safety would be at risk.

Belmont University promotes active strategies to use as a bystander who intervenes in a situation (Distract, Direct, Delegate):

- Presence – Acknowledge your presence and confirm it, whether that is verbally or peripherally through monitoring, or creating some kind of barrier between the victim and the problem.
- Group Intervention - There is safety and power in numbers. Group intervention is best used with someone who has a clear pattern of inappropriate behavior where many examples can be presented as evidence of the problem. This strategy is designed to let others know that they are not alone in their discomfort. For example, you might simply turn to the group and ask, “Am I the only one uncomfortable with this?” This creates options by allowing you to evaluate the situation and recruit the help of friends to determine your best move.
- Create a distraction: The goal of this strategy is not to directly confront behaviors, but rather to interrupt them. This is an especially useful technique in dealing with situations in which there is a higher risk of physical violence. Use a distraction to redirect the focus somewhere else. Divert the attention of one person away from the other person. Have someone standing by to create distraction and redirect the other person’s focus if needed.
- While the offender or person posing risk is distracted, ask the person who is at risk if he/she needs help. If the offender has temporarily left, offer to help the person at risk to leave by giving them a ride or walking away with them to a safer place.
- Take a picture - Have a camera phone? Use technology to your advantage. People immediately censor their behavior when they know they are being recorded! Notice a security camera? Politely point it out.
- Divide and Control - Step in and separate the two people. Let them know your concerns and reasons for intervening. Be a friend and let them know you are acting in their best interest. Take responsibility to make sure everyone makes it home safely.
- Persuade someone to help you - Get a friend, RA, barista, manager, or host to join and help you and/or address the situation itself.

- Delegate - Tell Someone Higher or More Official – If a situation is too risky to intervene, notify Campus Security or the local police so they can appropriately respond to prevent or stop the situation.

Personal Safety

- Use the buddy system. Walk or jog in groups of three or more.
- When you attend social gatherings, 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.
- If you do not have traveling companions during hours of darkness, use the escort service on campus, no matter how short the distance. Call OCS at (615) 460-6617 to request an officer to meet you and walk you to or from your vehicle or next campus destination.
- When travelling, plan your route in advance and let others know where you are going and when you will be back.
- When using rideshare services, such as Uber or Lyft, ask the driver for the name of the person he/she is picking up BEFORE entering the vehicle or even opening the vehicle's door. Also check the make, model, and license plate of the vehicle against the information sent to you via the service app. If the app includes the name and photo of the driver, confirm that as well. If anything does not seem right, immediately leave and go to a safer place. Also, immediately report any suspicious drivers and vehicles to the police and to the company that the driver fraudulently claimed he/she works for.
- Travel in well-lit and well-populated areas. Avoid isolated or dark areas.
- Remain aware of your surroundings with your eyes up and alert while walking.
- Walk with confidence and purpose.
- Do not wear earphones while walking or jogging. They can distract or prevent you from hearing others approaching you or detecting nearby safety hazards.
- Before exiting a building or car, look around the area for anything suspicious.
- Trust your instincts – if you feel unsafe, get to a safe location and call Campus Security or the Metro Nashville Police Department (MNPd).
- If confronted by a situation, try to remain calm. If it is safe to do so, try to get a detailed description of suspects or suspicious persons and/or their vehicle(s).
- Do not use ATMs (automated bank teller machines) alone, at night, or when someone suspicious is nearby.
- Know the locations of emergency telephones.
- Stay informed about crimes on and around campus.
- Stay alert, and plan ahead for “What if...?”
- Consider downloading a personal safety application, such as LiveSafe, Circle of Six, and Rave Guardian.

Residential/Workplace Safety

- Know your neighbors or co-workers.

- Do not prop open exterior, stairway, or residential hallway doors.
- When entering a building with access control, do not allow strangers to enter behind you, even if they identify themselves as someone's family or friends. They may not be who they say they are or may be there for ill intent, such as harassment, domestic abuse, theft, etc. Politely advise them to instead call their host or the front desk.
- Always lock your room/office/building door when you leave, sleep, or work late.
- If you see behavior you consider suspicious, call Security immediately. If off-campus, notify the local police and/or security for your apartment complex or office building. If appropriate, also make your RA, RD, workplace supervisor, or property manager aware.
- Consider asking Campus Safety to conduct a free safety assessment of physical design and/or protocols for a particular aspect of the workplace or for the whole department.
- If you live off-campus, many local police departments have Crime Prevention Units or can offer an officer to assess your residence and provide safety suggestions free of charge.



Protect Your Property

- You must register your vehicle and bicycle with the Office of Campus Security if parking on campus. Parking registration is available online through <https://my.belmont.edu>. Log on to your MyBelmont account and click on the "Online Vehicle and Bicycle Registration" link. Parking decals may be picked up at the Security Office located in the Gabhart Student Center after registering your vehicle/bicycle online.
- Lock your bike using a substantial lock – a quality U-lock or a chain that is heavy enough to deter theft.
- For added protection of your bicycle or laptop, use a two-way wireless security alarm or a perimeter security alarm to alert you and/or other nearby persons that someone is trying to steal your property.
- Record the serial numbers of your belongings. Engrave or permanently mark items with a unique identifying number.
- For jewelry and other items with no serial numbers, photograph each item by itself and document its color(s), size, inscription(s), flaws, and other distinguishing details.
- Keep your car locked. Store items out of sight or in your room/office. Although you should do this year-round, this is especially important during summer and holiday seasons, when thieves know they may find gifts and extra valuables.
- Coats, laptops, cell phones, backpacks, and purses should remain with you or be locked up – even if you plan to be away for a few seconds.
- Regularly back up your data on your laptop. If it is stolen, at least you still have access to homework, projects, and other critical documents.
- Protect your cell and laptop from unauthorized access with a password or code. Better yet, install an app that snaps a photo of the suspect when he/she incorrectly tries to access.

- Purchase tracking options (e.g., Find My Phone, Find My iPhone, Tile, Boomerang, ReturnMe, LoJack) in case your cell phone, laptop, backpack, bicycle, or vehicle is stolen. Ask staff to assist you with proper installation before you leave the store and quickly register your product to enable the product/app/service to work.

VICTIMS OF CRIME

Victims of crime at Belmont University can expect to be treated with professional courtesy and compassion.

Victims of crime may receive support or assistance from:

- Office of Campus Security
- Student Affairs
- Residence Life
- University Ministries
- Health Services
- Office of Title IX
- Counselling Services

MISSING PERSONS

Students residing in on-campus housing have the option to identify a confidential contact who will be notified within 24 hours of the student being reported missing. A student's confidential contact information will be disclosed *only* to authorized campus officials and law enforcement officials. A student who wishes to identify a confidential contact can do so via the electronic housing check-in.

If a student is suspected to be missing and reasonable attempts to contact them have failed, Security should be notified immediately so an investigation can be initiated and notifications can be made.

If the missing student is a residential student living in University housing, notification will be made to the following within 24 hours:

- Any contact that has been designated by the student on the Room Condition Report as a confidential contact under the Missing Persons requirements of the Higher Education Opportunity Act.
- Custodial parents or guardians of students who are under the age of 18 and are not emancipated.
- The Metropolitan Nashville Police Department - The exact amount of time taken to make this report will depend on MNPD's policies regarding accepting such reports and will allow time for the OCS investigation to provide information on the student's possible whereabouts or other circumstances regarding the incident.

MINORS ON CAMPUS

In order to promote the safety and general welfare of all minors participating in programs at the University, it is the policy of the University that all minors participating in programs must be reasonably and

appropriately supervised by an authorized adult who complies with the “Code of Conduct” stated in the Belmont University “Protecting Minors on Campus Policy.” This policy is available on the Risk Management page <http://www.belmont.edu/risk-management/protecting-minors.html>.

STUDENT ORGANIZATIONS

There are no off-campus student organizations recognized by the University. Activities sponsored by student organizations both on-and off-campus are governed by the “Statement of Values and Behavioral Expectations,” as outlined in “The Bruin Guide.”

SUBSTANCE-FREE COMMUNITY POLICY

Overview

Belmont University is committed to self-control and the respect for self and others that enables all individuals to develop intellectually, spiritually, socially, emotionally and physically. Therefore, the University is committed to a community environment free of alcohol, illegal drugs, legal items intended to mimic the effects of illegal drugs or obtain a high, and misuse of legal drugs (Substances).

Violations

The following behaviors violate the Substance-Free Community Policy and betray our Community Commitment to Self-Control:

- I. **Consumption:** Consumption is the use of a Substance(s). Student need not be in the act of consuming at the time her or his incident is discovered; however, the student’s consumption should have coincided with or precipitated the incident. Consumption does not necessarily require a finding of impairment or possession.
- II. **Possession:** Possession is the actual presence of a Substance(s) on the student’s person or within the student’s control at the time of the incident (e.g. in the student’s belongings, in a common space accessed by the student, etc.). When no Substances are actually present at the time of the incident, consumption or paraphernalia violations may still apply. If no one claims the substance(s) found, then the owner(s) of the room/space will be found responsible for the substance(s).
- III. **Impairment:** Impairment is a student being in a diminished state of mind at the time of her or his incident due to the use of a Substance(s). Due to the danger to the student and our community, impairment escalates the University’s response.
- IV. **Distribution:** Distribution is considered supplying or providing substance(s) to others, whether or not for profit (this includes sharing). Distribution will be considered if students are in possession of a large amount of substances (either an excessive amount or bulk amount of individual containers) that a reasonable person would determine was used for multiple servings.
- V. **Paraphernalia Indicative of Prior Consumption, Possession, or Distribution:** Paraphernalia are items found during an incident that would indicate to an objective member of the Belmont community that the student engaged in consumption, possession, or distribution of a Substance in the past. Examples include, but are not limited to, empty alcohol bottles, bitters, bottle tops,

marijuana pipes, baggies with drug residue, identifications that falsely indicate a student is of age to purchase alcohol, etc.

- VI. **Complicity:** Complicity is a student being in the presence of a Substance(s) but not engaging in any of the above behaviors. Complicity will likely receive a lesser response in comparison.

University Response to Violations

Belmont takes its responsibility to facilitate the positive development of students seriously. The community's response for violating the Substance-Free Community Policy is consistent with the factors it considers in all incidents, with certain additions. Factors that escalate the community's response include, but are not limited to, the student's past conduct history, identified concerns of abuse or dependency, the amount or nature of alcohol or drugs involved, student dishonesty or non-cooperativeness during the incident and its subsequent resolution, and danger to the student and/or community posed by the behavior.

Absent escalating factors, the community's response to a student's first violation for drug consumption, possession, impairment, or paraphernalia consistently includes separation from the community via suspension as well as additional sanctions. Drug distribution as well as paraphernalia indicative of distribution consistently results in expulsion on the first violation.

The community's response can vary for alcohol. Absent escalating factors:

- First violation of the alcohol policy may result in an educational sanction as well as additional sanctions.
- Second violation of the alcohol policy may result in probation along with other sanctions.
- Third violation of the alcohol policy will most likely include separation from the community via suspension as well as any additional sanctions.

Alcohol distribution, paraphernalia indicative of distribution, and impairment will most likely result in probation but may result in suspension on the first violation.

For the definitions of probation, suspension, and expulsion, please refer to the "Sanctions" subsection under "Adjudication Procedures" in the Bruin Guide.

Finally, students should note that drugs and alcohol discovered by the University may be turned over to local law enforcement. At that time, local law enforcement may choose to pursue criminal charges, which are separate from Belmont's adjudication process for alleged violations. In compliance with federal guidance, a number of local, state, and federal penalties for alcohol and drug crimes can be found below in the "Criminal Sanctions" section.

Responsible Friend Clause

The well-being and safety of Belmont students are of critical importance to our community. Accordingly, special consideration will be given in cases where the likelihood of conduct sanctions may create a disincentive for Belmont students to seek necessary medical assistance for impairment.

If a student(s) seeks medical attention on behalf of another student due to that student's level of impairment, the University will not pursue the typical conduct response for violations of the Substance Free Community Policy against the student who was impaired as well as the student(s) who reported the impairment unless the behavior presents a substantial risk to the safety or orderly operation of the community. To weigh the risk, the University will consider such things as—but not limited to—whether the behavior is repetitive for the impaired student, threats or acts of violence (including sexual violence) occurred during or after the incident, injury to others occurred, significant damage to property occurred, weapons were involved, etc.

Note, a student calling for assistance on behalf of an impaired student must contact Campus Security (615-460-6911), Residence Life, or other emergency officials to report the incident. Stay with the student until a Belmont staff or faculty member arrives and cooperate with emergency personnel and any University investigation for the Responsible Friend Clause to apply.

This policy does not apply for students who report their own medical emergency. This policy does not apply to students who are found by University personnel (i.e. Campus Security, Faculty, Staff, Administration, or Residence Life). In lieu of the typical conduct response, students falling within the Responsible Friend Clause will meet with the Director of Community Accountability to discuss the incident, patterns of drug or alcohol use, responsible drinking habits that comport with University policy and state law, and other measures aimed at preventing future occurrence of such behavior. Consequences such as—but not limited to—probation, suspension, and expulsion will not be assigned.

Further, the incident will not become part of a student's official conduct record that is reported externally to employers or other institutions. However, the University will keep the information for internal purposes and consideration, such as—but not limited to—use in future accountability proceedings, use in recommendations for study abroad, consideration in granting positions that represent the University, and conferring University awards. In most cases, consistent with the University's general policies regarding Substance use, the student's parents or legal guardians will be informed of the incident by letter.

This policy has no bearing on the actions by police or other law enforcement personnel.

SEXUAL OFFENDER REGISTRATION

The Tennessee Bureau of Investigation (TBI) maintains the TBI Sexual Offender Registry, a central information and registration system of sexual offenders located in Tennessee. Information concerning registered sexual offenders can be obtained from the TBI Sexual Offender Registry by calling (1-888) 837-

4170 between 7:00 AM and 8:30 PM CST, Monday through Friday (excluding holidays) and weekends between 7:00 AM and 5:30 PM CST, or by visiting the TBI website at <https://www.tn.gov/tbi/general-information/tennessee-sex-offender-registry.html>.

SEXUAL MISCONDUCT

Statement of Policy

Belmont University is a Christian community of learning and service. Our community is committed to the dignity and worth of every individual, which is embodied in our Community Commitment to Individual Worth. Discrimination on the basis of sex, including sexual misconduct, is the antithesis of this Community Commitment. Because of our faith commitment, community values and obligations of federal law under Title IX of the Education Amendments of 1972, members of the Belmont community, guests, and visitors have the right to be free from sexual misconduct and from retaliation for reporting incidents of sexual misconduct. Accordingly, the community rejects and responds assertively to sexual misconduct violations. When violations are found, Belmont will take action calculated to stop the behavior, ameliorate its effects, and/or prevent the behavior from reoccurring. Such action is likely to include, but is not limited to, suspension, expulsion, or dismissal of the person who violated this policy. This policy statement is aided and supported by the university's Substance Free Community Policy as well as by its practice of providing secure, single-sex, on-campus residential living areas.

Preemption Clause

The following process alters the general Accountability Process found in the Bruin Guide and the Employee Handbook. This process governs the community's response to sexual misconduct violations. When an incident involves multiple alleged violations, one of which is an alleged violation of the Sexual Misconduct Policy, this process will control for all violations.

Authority and Delegations

The Title IX Coordinator/Director is the University authority responsible for ensuring compliance with this policy. At the discretion of the Title IX Coordinator/Director and in a manner not inconsistent with this policy, any of the duties or responsibilities described herein as belonging to the Title IX Coordinator/Director may be delegated or assigned.

Computation of Time/Notice by Official Email

Unless specifically indicated otherwise, timelines in this policy will be calculated using University business days (i.e., non-holiday weekdays on which the University is open and operating, whether or not classes are in session).

An email to a Belmont-provided email address, or any contact effort for non-Belmont individuals, shall be considered official notice under this Policy.

Jurisdiction

The University retains the right to address violations of its Sexual Misconduct Policy when the violation involves: a Complainant and a Respondent that are both members of the Belmont community, such as but not limited to, students, faculty, staff, and contractors and (1) the incident occurred on campus; (2) the

incident occurred at an off-campus Belmont activity or event; or (3) the incident occurred off-campus and denies or limits the ability of the Complainant to participate in or benefit from Belmont’s educational programs or activities.

When the Complainant or Respondent is not a member of the Belmont community, it limits the authority the University can exercise over that individual. In those situations, the University retains the right to conduct an investigation and provide appropriate remedies. The Title IX Coordinator may continue under the Alternative Sexual Misconduct Accountability Process, refer the Respondent to a more appropriate University process for a response, close the matter, or take other action within the administrative discretion of the Title IX Coordinator.

The Sexual Misconduct Policy and Other Policy Violations¹

The well-being and safety of Belmont community members is of critical importance to our community. Accordingly, special consideration will be given in cases where concern over other violations of policy may create a disincentive for Belmont individuals to report violations of the Sexual Misconduct Policy.

If a person(s) reports a violation of the Sexual Misconduct Policy, the University may choose not to pursue any other conduct violations it learns of related to the incident. These violations may include, but are not limited to, violations of the Substance-Free Community Policy, Visitation Policy, Sexual Values Policy, etc. This applies to the person making the report, witnesses or others who may be able to provide information, and the person who experienced the sexual misconduct if he or she is someone other than the reporting person.

The University’s goal in not pursuing potential violations by others involved is to encourage reporting. It does not condone those violations. Accordingly, this special consideration will not excuse any violations by someone found to be in violation of the Sexual Misconduct Policy.

Definitions

- I. **Consent:** Belmont University defines consent as follows: Consent is clear, knowing and voluntary; Consent is active, not passive; Silence, in and of itself, cannot be interpreted as consent; Consent can be given by words or actions, as long as those words or actions create mutually understandable, clear permission regarding willingness to engage in (and the conditions of) sexual behavior; Consent to any one form of sexual behavior does not automatically imply consent to any other forms of sexual behavior; Previous relationships or prior consent cannot imply consent to future sexual behavior; Consent cannot be given by someone under the age of 18; Consent cannot be given by someone who is incapacitated or who is being subjected to coercion.

¹ The Sexual Misconduct Policy, in part, addresses non-consensual sexual behavior. This policy is not to be confused with the community’s policy regarding consensual sexual behavior. Please refer to the “Sexual Values Policy” in the Community Commitment to Self-Control section of the Bruin Guide for expectations related to consensual sexual behavior. Consent is defined under the Definition section of the Sexual Misconduct Policy.

- II. **Coercion:** Words or conduct that, viewed from the perspective of a Reasonable Person, substantially impair a person’s ability to voluntarily choose whether to engage in a particular sexual act. Coercion is something more than mere seduction or persuasion. Coercion includes, without limitation:
 - A. Physical force; and
 - B. words and /or conduct that would cause a Reasonable Person to fear imminent harm to the person’s health, safety, or property or that of a third person; threat of the loss of a job benefit; or kidnapping of the person or a third person.
- III. **Incapacitated (or Incapacitation):** A temporary or permanent state in which a person cannot make informed, rational judgments (e.g., judgments concerning sexual contact, sexual intercourse, or sexual exploitation) because the person lacks the physical or mental capacity to understand the consequences of their words and/or conduct; and/or the person is unable to physically or verbally communicate consent.
- IV. **Preponderance of the Evidence:** The amount of evidence that causes one to conclude that an allegation is probably true (i.e., more likely true than not true). If the evidence on a particular allegation is equally balanced, then that allegation has not been proved by a preponderance of the evidence.
- V. **Complainant:** An individual who is alleged to be the victim of conduct that could constitute sexual harassment or sexual misconduct.
- VI. **Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or sexual misconduct.
- VII. **Responsible Employee:** Any Belmont employee who is not employed in Facilities Management Services and is not classified as a student worker, with the exception that student workers employed as Resident Assistants are considered Responsible Employees.
- VIII. **Reasonable Person:** A reasonable person under similar circumstances and with similar identities to the Complainant.
- IX. **Officials with Authority to Institute Corrective Measures:** The Title IX Coordinator/Deputy Title IX Coordinator, University President, University Provost, and Dean of Students.
- X. **Sexual Misconduct:** For the purposes of this policy, “Sexual Misconduct” includes Sexual Harassment and Sexual Exploitation.
- XI. **Title IX Scope:** Sexual Harassment occurring in any educational programs or activities of Belmont University at locations within the United States, including:
 - A. Locations, events, and circumstances in which Belmont University exercises substantial control over:
 - a. The Respondent; and
 - b. The context in which the sexual harassment occurs; or
 - B. Buildings owned or controlled by recognized student organizations; or
 - C. On Belmont University Campuses.

Within Belmont University’s educational programs and activities, this policy applies to the following individuals:

- A. University employees, including faculty, full-time staff and part-time staff.
 - B. Students
 - C. Vendors
 - D. Third-party contractors
 - E. Visitors/guests
- XII. **Sexual Misconduct Outside the Scope of Title IX:** Any conduct which occurs outside the Title IX Scope, but which meets the definition of Sexual Misconduct under this Policy, including, for example, sexual assault or stalking involving students but occurring at an off-campus, non-Belmont affiliated location.
- XIII. **Sexual Harassment:**
- A. Quid Pro Quo Sexual Harassment: An employee conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.
 - B. Hostile Environment Sexual Harassment: Unwelcome conduct determined by a Reasonable Person to be so severe, pervasive, and objectively offensive that it effectively denies a person the ability to perform their job functions or denies a person equal access to the relevant education program or activity.
 - C. Sexual Assault: An offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, which includes Forcible Rape, Forcible Sodomy, Sexual Assault with an Object, Forcible Fondling, Incest, and Statutory Rape. *(See Appendix A for these definitions.)*
 - D. Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant'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. 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.
 - E. Domestic Violence: A felony or misdemeanor crime of violence, committed:
 - a. By a current or former spouse or intimate partner of the Complainant;
 - b. By a person with whom the Complainant shares a child in common;
 - c. By a person who is cohabitating with, or who has cohabitated with, the Complainant as a spouse or intimate partner;
 - d. By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the state; or
 - e. By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the state.

- F. **Stalking:** 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.

For the purposes of this definition, "Course of Conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. "Substantial Emotional Distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

XIV. **Sexual Exploitation:** Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct violations. Sexual exploitation may include, but is not limited to, the following behavior:

- Invasion of sexual privacy;
- Prostituting another person;
- Non-consensual video or audio-taping of sexual activity;
- Non-consensual photography of a community member while nude or partially nude, or the non-consensual distribution of such a photo or video;
- Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex);
- Engaging in voyeurism;
- Knowingly exposing another person to an STI or HIV without that person's informed consent;
- Exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals; and
- Sexually-based stalking and/or bullying may also be forms of sexual exploitation.

XV. **Actual Knowledge:** The University has actual knowledge of, and is required to respond to, allegations of sexual harassment when notice is provided to the Title IX Coordinator/Deputy Title IX Coordinator or an Official with Authority to Institute Corrective Measures on behalf of Belmont University. Complainants are encouraged to file complaints directly with the Title IX Coordinator/Director or a Deputy Title IX Coordinator, but may also report to an Official with Authority to Institute Corrective Measures.

XVI. **Formal Complaint:** A document that alleges Sexual Harassment against a Respondent and requests an investigation of the allegation that is either:

- A. Filed by a Complainant, or
- B. Signed by the Title IX Coordinator/Director or designee; and
- C. Is filed at the time the Complainant is participating or attempting to participate in the educational program or activity of the University.

XVII. **Supportive Measures:** Available in both Title IX Scope and non-Title IX Scope cases of sexual misconduct, individualized services reasonably and equitably available to Complainants and Respondents that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party, while designed to ensure equal educational/employment access, protect safety, or deter sexual harassment. These Supportive/Interim Measures are available before or after the filing of a Formal Complaint, and also in the event no Formal Complaint is filed.

In all cases, Supportive Measures —both interim and permanent—can include, but are not limited to, the following:

- Interim separation from the University;
- Removal from or modification of living arrangements;
- Removal from or modification of academic courses, including extensions of deadlines or other course-related adjustments;
- Removal from or modification of co-curricular program and activities, including athletics;
- Placement of an administrative hold on a student’s accounts prohibiting access to transcript request and other services, including the issuance of a diploma;
- Escort while on campus or increased monitoring of certain areas by Campus Security;
- No-Contact Orders between involved individuals;
- No-Trespass Order on Belmont’s campus for an individual;
- Advisory letter. For example, a letter informing a person, organization, team, etc. that actions or behavior that created an environment conducive to violations of the Sexual Misconduct Policy should end immediately or result in a further response by the University;
- Alleging violation(s) of other University commitments or policies for a person, organization, team, etc. whose actions or behavior created an environment conducive to violations of the Sexual Misconduct Policy;
- Assistance with retaking coursework or withdrawing from a course(s) without penalty;
- Assistance locating an off-campus counselor if on-campus counseling cannot meet needs; and
- Any necessary emergency action at the discretion of the Title IX Coordinator, including interim separation from the University. Emergency removal of a Respondent from an educational program or activity may occur following an individualized safety and risk analysis by the Title IX Coordinator which determines an immediate threat to the physical health or safety of a student or other individual, arising from the allegations of sexual misconduct, justifies removal. In this case, the Respondent shall receive notice and an opportunity to challenge the decision immediately following the removal.

Actions Following an Incident

I. Immediate Steps

Get to a safe place, such as a Residence Assistant's or Residence Director's room, the Campus Security Offices (located in Gabhart Student Center), a trusted friend's room or off-campus residence. If you are off campus and injured, call 911 for immediate help. If you are on campus and injured, call Campus Security at (615) 460-6911 for immediate help. Campus Security will come to your aid and summon Metro emergency responders.

If you have been the victim of non-consensual sexual intercourse, it is strongly recommended that you obtain a rape evidence examination to preserve evidence and support your opportunity to make decisions later. If possible, take a trusted friend or relative with you to the exam to provide additional support. Belmont personnel from the Office of Student Affairs are available to accompany you to the exam. Victims of sexual assault may obtain an exam at the following locations:

Metro General Hospital, 1818 Albion Street, Nashville, TN 37208

Vanderbilt University Medical Center, 1313 21st Avenue South, Nashville, TN 37232

Nashville Sexual Assault Center, 101 French Landing Drive, Nashville, TN 37228

www.sacenter.org www.nashvillesafeclinic.org

Deciding whether or not to report a crime to police may be difficult for you. If you decide to have an exam, by procedure medical staff will alert the police of your arrival. It is up to you if you would like to file a police report or talk to a police officer. You will be asked if you would like a sexual assault counselor to assist you at the facility. This counselor is trained to help you think through your options as well as answer any questions that you might have throughout the entire process.

Until you decide whether or not to have evidence collected it is very important to remember that there are things that you should not do:

- DO NOT shower or brush your teeth, if at all possible.
- DO NOT go to the bathroom, if at all possible.
- DO NOT drink or smoke.
- DO NOT change your clothes or underwear. If you have removed this clothing, bring it with you to the exam in a paper bag. This may preserve a lot of evidence.

II. Reporting Sexual Misconduct to the University

A. Reporting to the Title IX Coordinator

Any person may report sexual misconduct, including filing a Formal Complaint, to Belmont's Title IX Coordinator or Deputy Title IX Coordinator, whether during or outside regular business hours:

Carly Elliot, Title IX Coordinator
Fidelity Hall 204
Office: 615-460-6894
Email: carly.elliott@belmont.edu or TitleIX@belmont.edu

Leslie Lenser
Chief Human Resources Officer/Sr. Director & Deputy Title IX Coordinator
Office of Human Resources
Fidelity Hall
Office: 615.460.5443
Email: leslie.lenser@belmont.edu

Belmont's Title IX Coordinator/Deputy will NOT: (1) contact a reporter's parents to discuss sexual misconduct; (2) seek sanctions against a reporter for policy violations connected to the sexual misconduct event, such as violations of the substance abuse or visitation policies; or (3) force a reporter to pursue a Formal Complaint. Regardless of whether an individual intends to pursue a Formal Complaint, the Title IX Coordinator can provide valuable resources such as referrals to counseling, University Ministries, and the Nashville Sexual Assault Center, and assistance with academic, housing, and other concerns.

B. Confidential Resources

The University's Support Advocate is a primary source serving as a confidential advisor to provide support, assistance, and knowledge of resources, rights, and referrals to victims of crimes such as sexual assault, domestic or dating violence, harassment, and stalking. Belmont's Support Advocate is:

Dr. Amy Hodges Hamilton
Phone: 615-460-6399
Email: amy.hodgeshamilton@belmont.edu

Additionally, individuals may seek confidential, professional assistance in the form of counseling, advocacy and/or support related to their experience or a friend's experience of sexual misconduct via the following Belmont services:

- Counseling Services at 615-460-6856
- Health Services at 615-460-5506
- University Ministries Pastoral Care at 615-460-6419

C. Non-Confidential Resources

The University has designated certain employees as “Responsible Employees” for reporting violations of the sexual misconduct policy. These employees include, but are not limited to, officers in Campus Security, members of the faculty, and staff members in Residence Life, the Dean of Students office, Athletics, and Human Resources. Any person may report sexual misconduct to a Responsible Employee regardless of whether he or she was the one who directly experienced the sexual misconduct.

III. Reporting Sexual Misconduct to External Authorities

Behavior that violates the Sexual Misconduct Policy may also constitute illegal criminal acts. The University’s accountability process is separate and distinct from any criminal process a person may wish to pursue. A person may pursue both simultaneously. The University will assist individuals with beginning the process of contacting the Nashville Metropolitan Police Department.

Alternatively, a person may contact the Nashville Metropolitan Police Department directly. The Sex Crimes Section is open from 7:30 AM to 11 PM, Monday through Friday, though detectives are on-call 24 hours a day. To report a crime occurring locally to external authorities, please contact: Nashville Metropolitan Police Department’s Sex Crimes Section at 615-862-7540.

D. Non-Belmont Resources

Additionally, the following is a list of non-Belmont resources which can assist individuals who have been affected by sexual assault. Belmont University does not have a contractual relationship with any of the resources listed below. They are simply listed as a courtesy to community members. Individuals should determine for themselves whether they feel the agency will meet their needs.

- 24-hour Sexual Assault Hotline at 800-879-1999
- Crisis Intervention Hotline (crisis counseling) at 615-244-7444
- National Domestic Violence Hotline at 800-799-7233
- 24-hour Suicide Prevention Lifeline at 800-273-8255
- Weaver YWCA Domestic Violence Center at 615-242-1199

Request for Privacy

- I. A Complainant (Title IX Scope or otherwise) has the right to make a request for privacy, meaning she/he/they do(es) not wish to pursue a Formal Complaint pertaining to reported Sexual Misconduct. The Title IX Coordinator will honor a request for privacy, except when there is a substantial risk to the safety or orderly operation of the community. In cases where the Title IX Coordinator determines a substantial risk exists, the Coordinator may sign a Formal Complaint (Complainant may choose not to participate.) To evaluate whether the risk of such harm exists, the Title IX Coordinator will consider, among other factors, whether the following factors exist:
 - A. The Respondent has a demonstrated pattern of behavior violating the Sexual Misconduct Policy;
 - B. The Respondent has threatened further violence;

- C. The Respondent used a weapon;
 - D. There is more than one Respondent alleged to have violated the Sexual Misconduct Policy during the incident; and/or
 - E. The community is at an increased risk of future acts occurring due to the unique circumstances of the incident (e.g. recurring off-campus house party, occurring during school-related travel, etc.).
- II. Complainant should be aware that his/her/their request for privacy may hinder the Title IX Coordinator's ability to take remedial actions. This is particularly true for remedial actions aimed at the Respondent.
 - III. A Complainant may reopen a report in which a request for privacy has been granted. Complainant should note that the passage of time may inhibit the University's ability to effectively investigate a reopened report.

General Grievance Procedures

Throughout the grievance process, whether such cases are within Title IX Scope or otherwise, Complainants and Respondents shall be treated equitably, including access to supportive measures, notices and opportunities to be heard as described in this policy, and imposition of disciplinary sanctions only after completion of the grievance process. A Respondent is presumed not responsible for the alleged conduct until a formal determination is made following the grievance process. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness. For procedures specific to the Title IX Scope Sexual Misconduct Process or the Alternative Sexual Misconduct Process, *see Appendices B and C.*

Informal Resolution

Informal Resolution is available in Title IX Scope cases after a Formal Complaint is filed, and in non-Title IX Scope incidents regardless of whether a Formal Complaint is filed. Informal Resolution is available at any time prior to the issuance of a decision pertaining to responsibility.

- I. Definition. "Informal resolution" refers to a process by which a formal complaint of sexual harassment is resolved without a full investigation and adjudication.
- II. Scope. Informal resolution may be used in all cases under this policy except those in which the complaint alleges employee-on-student sexual harassment.
- III. Notice. For all cases in which informal resolution is available, the parties shall be provided written notice disclosing the following:
 - A. A brief recitation of the allegations.
 - B. The requirements of the informal resolution process.
 - C. The right of each party to withdraw from the informal resolution process at any time prior to agreeing to a final resolution and proceed to a live hearing or other applicable process.
- IV. Agreement. All parties must provide voluntary, written agreement to participate in the informal resolution process.
- V. Time for Completion. The informal resolution process shall be completed within sixty (60) days of the parties' agreement to participate, absent good cause. Upon the existence of a delay for good

cause, the Title IX Coordinator shall provide the Complainant and Respondent with written notice of the delay or extension, and reason for the action.

Sanctions or Remedies

The Title IX Coordinator in the Alternative Sexual Misconduct Accountability Process, and the Hearing Officer(s) in the Title IX Sexual Misconduct Accountability Process, may assign sanctions or remedies. Sanctions and remedies are calculated to stop the behavior, ameliorate its effects, and/or prevent the behavior from reoccurring. In all cases, sanctions for violation(s) can include, but are not limited to, the following:

- Verbal Reprimand;
- Written Reprimand;
- Removal of University Housing. A person removed from Belmont housing for accountability reasons will be responsible for all housing charges assessed for the semester he/she/they is/are removed and will forfeit any applicable housing deposit. Additionally, the student will be responsible for the complete payment of his/her/their current meal plan, unless he/she/they receive(s) an exemption from University Housing;
- Restitution;
- Fines;
- Reflection Essays;
- Letters of Apology;
- Community Service;
- Required attendance in educational seminars, programs, etc.;
- Drug Testing;
- Loss of privileges, such as the privilege to move off-campus, membership in co-curricular organizations, etc.;
- Permanent No-Contact Orders between involved individuals;
- Permanent No-Trespass Order on Belmont's campus for an individual;
- Limited Probation. Limited Probation is defined as a period of time during which any further violation of the same nature within the Community Code of Conduct puts the student's status with the University in jeopardy. If the student is found "responsible" for another violation of the same nature during the period of Limited Probation, serious consideration will be given to imposing a sanction of Institutional Probation, Suspension or Expulsion. Limited Probation could potentially affect the student's ability to represent the University in leadership positions or on athletic teams, participation in student activities or study abroad opportunities, entrance into University residence halls or other areas of campus or contact with another specific person(s). The University may choose to treat violations of a different nature either as separate from the limited probation or extend the limited probation to encompass that behavior. In those circumstances, the University will consider the totality of the students' conduct record when determining an appropriate sanction;

- Institutional Probation. Institutional Probation is defined as a period of time during which any further violation of the Community Code of Conduct puts the student’s status with the University in jeopardy. If the student is found “responsible” for another violation during the period of Institutional Probation, serious consideration will be given to imposing a sanction of Suspension or Expulsion. Institutional Probation could potentially affect his/her ability to represent the University in leadership positions or on athletic teams, participation in student activities and study abroad opportunities, entrance into University residence halls or other areas of campus, or contact with another specific person(s);
- Suspension from Belmont University. Separation from the University for a specified period, which includes loss of all tuition, fees, coursework and other privileges of an enrolled student; and
- Expulsion from Belmont University. Separation from the University without the possibility of readmission. A student will lose all tuition, fees, coursework and other privileges of an enrolled student.
- Employee discipline, up to and including suspension from employment (with or without pay) or termination of employment.

No Retaliation

No person shall intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Reports of retaliation may be made to the Title IX Coordinator/Deputy, or as otherwise provided for sexual misconduct reports under this policy.

Sexual Misconduct Accountability Process—Cases Not Within Title IX Scope (“Alternative Sexual Misconduct Accountability Process”) – See Appendix B

Sexual Misconduct Accountability Process—Cases Within Title IX Scope (“Title IX Scope Sexual Misconduct Accountability Process”) – See Appendix C

Appeals

The appeal process below applies to all sexual misconduct cases, whether or not within the Title IX Scope:

- I. Decisions Subject To Appeal. Either party may appeal in writing the following decisions, within five (5) days of notification of the decision:
 - A. To dismiss a formal complaint or any allegation therein.
 - B. A finding pertaining to responsibility.
- II. Appellate Officers. A single appellate officer shall be appointed to hear an appeal as soon as practicable after the appeal is received.
- III. Grounds for Appeal. The appeal must state one or more of the following grounds:
 - A. Procedural irregularity that affected the outcome.
 - B. Newly discovered evidence that could affect the outcome.

- C. Actual conflict of interest or actual bias by an administrator or decision maker that affected the outcome.
- IV. Dismissal of Appeal. If, upon review of the appeal, the appellate officer determines that the appeal fails to state proper grounds or was not timely filed, the appeal shall be dismissed, and the parties notified of the outcome.
- V. Appellate Review.
 - A. A timely appeal that states proper grounds shall be provided to all parties and their advisors, with the non-appealing party given five days to provide a written response to the appellate officer.
 - B. A party that did not initially appeal may be given an opportunity to appeal, based on the information in the initial appeal, in the same manner as the initial appeal.
- VI. Appellate Standard of Review. Deference is given to the original findings of fact and decision on responsibility or substantiation and/or any outcomes; therefore, the burden is on the individual filing an appeal request to sufficiently demonstrate cause to alter the challenged decision or any outcomes. An appellate review will generally be limited to a review of the record of the hearing and supporting documents for one or more of the bases of appeal listed above, provided however, that under extraordinary circumstances the appellate officer may request additional information or clarification from the University, investigator(s), hearing officer, Complainant, Respondent, or witnesses for purposes of this review.
- VII. Appellate Decisions. Upon review of a timely appeal that states proper grounds, the appellate officer may choose one of the following outcomes, which shall be communicated in writing to the parties and their advisors within fifteen (15) days of the filing of the appeal:
 - A. Affirmation of the original decision of responsibility and sanctions.
 - B. Affirmation of the original decision regarding responsibility and modifying sanctions.
 - C. Reversing the original decision regarding responsibility and sanctions.

Appellate decisions are final and will be communicated in writing via the student's Belmont e-mail address. The student is considered to have received the appellate response upon the response being sent to the student's Belmont e-mail address. The decision shall include a statement of the materials reviewed and the reasoning for the appellate officer's decision on each of the raised grounds for appeal.
- VIII. Stays Pending Appeal. Any disciplinary sanctions imposed as a result of a hearing are stayed during the appellate process. Disciplinary sanctions shall be implemented as soon as practicable after appellate process has completed.
 - A. Registration or diploma holds and No Contact Orders are not considered disciplinary sanctions under this policy.
 - B. If it is determined by the appellate officer that sanctions should be immediately implemented, the student Respondent is entitled to notice and an opportunity to respond to this decision, while implementation of the sanctions proceeds. If the Respondent is an employee, the Respondent maybe placed on administrative leave, in accordance with existing University policies.

Nothing in this section prevents the University from continuing to offer or implement supportive measures, including no-contact orders, during or after an appellate review process.

TBI CRIME STATISTICS 2020– 2022

(In compliance with the Tennessee College and University Security Act)

The charts on page 46 provide Belmont University’s statistics for Group A and Group B offenses for the years 2020, 2021, and 2022. Incidents reported to the Belmont University Office of Campus Security are entered into a computer database and reported to the Tennessee Bureau of Investigation’s Statistical Unit on a monthly basis. To access the statistical information online, go to <https://www.tn.gov/tbi/divisions/cjis-division/recent-publications.html>.

THE JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT

The charts on pages 47 and 48 provide Belmont University’s statistics for offenses reported under Clery for the years 2020, 2021, and 2022. The U.S. Department of Education requires each school, including Belmont, to report statistics for crimes that occur on campus, on property owned or controlled by the institution and operated in support of, or in relation to, the institution’s educational purposes, as well as on public property within or immediately adjacent to the campus. The statistics include any crime reported to local law enforcement, Campus Security, or a Campus Security Authority, which includes all faculty and staff who have significant responsibility for student and campus activities, including, among others, student housing, student discipline and judicial proceedings, coaches, advisors to student organizations, RAs, and victim advocates.

The statistics include all crimes, without regard to whether criminal charges were filed or pursued and without regard to whether internal complaints were made. A crime is excluded from reporting only if a sworn law enforcement organization has investigated and, after conducting a complete and thorough investigation, establishes that the crime reported was not, in fact, completed or attempted in any manner.

Discrepancies between the two types of statistics may be due to TBI crime statistics being reported by year occurred and Clery crime statistics being reported by year reported.

TBI CRIME STATISTICS 2020– 2022

Group A Offenses	2020	2021	2022
Offense			
Homicide Offenses (Total)	0	0	0
Kidnapping/Abduction	0	2	2
Sex Offenses (Forcible) (Total)	2	5	1
Robbery	0	0	0
Assault Offenses (Total)	3	11	21
Arson	0	0	0
Extortion/Blackmail	0	0	3
Burglary	1	2	1
Larceny/Theft Offenses (Total)	27	15	34
Motor Vehicle Theft	1	0	1
Counterfeiting/Forgery	1	0	0
Fraud Offenses (Total)	1	0	7
Embezzlement	0	0	0
Stolen Property Offenses	0	0	0
Destruction/Damage/Vandalism	7	12	12
Drug/Narcotic Violations (Total)	27	19	24
Sex Offenses (Nonforcible)	0	0	0
Pornography/Obscene Material	0	0	0
Gambling Offenses (Total)	0	0	0
Prostitution Offenses (Total)	0	0	0
Bribery	0	1	0
Weapon Law Violations	0	0	0
Animal Cruelty	0	0	0

IMPORTANT NOTICE ABOUT CRIME STATISTICS:

The State of Tennessee requires each university, including Belmont, to report crimes that have been reported to the campus security department. These statistics include all crimes, without regard to whether criminal charges were filed or pursued and without regard to whether internal complaints were made.

Group B Offenses	2020	2021	2022
Offense			
Bad Checks	0	0	0
Curfew/Vagrancy	0	0	0
Disorderly Conduct	0	0	0
DUI	0	0	0
Drunkenness	0	0	1
Family-Non Violent	0	0	0
Liquor Law Violations	6	6	7
Peeping Tom	0	0	0
Trespass	1	1	2
All Other Offenses	0	0	1

Under Tennessee Law, assault offenses include aggravated assault, simple assault, stalking, and intimidation. None of the assault incidents were aggravated assaults. Eleven of the assault incidents were intimidation.

Category	Location	2020	2021	2022
Murder/Non-negligent Manslaughter	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	0	0
Manslaughter by Negligence	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	0	0
Rape	On-campus	4	7	1
	Student Housing	3	7	1
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	4	7	1
Fondling	On-campus	4	2	1
	Student Housing	3	1	1
	Non-campus	0	0	0
	Public Property	0	1	0
	Total	4	2	1
Incest/Statutory Rape	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	0	0
Robbery	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	1	0	0
	Total	1	0	0
Aggravated Assault	On-campus	0	1	0
	Student Housing	0	1	0
	Non-campus	0	0	0
	Public Property	1	1	0
	Total	1	2	0
Burglary	On-campus	1	2	2
	Student Housing	0	2	2
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	2	2
Motor Vehicle Theft	On-campus	1	0	1
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	1	0	1
Arson	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	0	0

CLERY CRIME STATISTICS 2020– 2022

IMPORTANT NOTICE ABOUT CRIME STATISTICS:

The U.S. Department of Education requires each university, including Belmont, to report allegations of crimes that have been reported to campus security authorities. These statistics include all crimes, without regard to whether criminal charges were filed or pursued and without regard to whether internal complaints were made.

Category	Location	2020	2021	2022
Domestic Violence	On-campus	0	2	4
	Student Housing	0	2	3
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	2	4
Dating Violence *	On-campus	6	0	0
	Student Housing	5	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	6	1	0
Stalking	On-campus	2	6	7
	Student Housing	2	6	2
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	2	6	7
Liquor Law Violations: Arrests	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	1	0	0
	Total	1	0	0
Liquor Law Violations: Referrals	On-campus	150	122	140
	Student Housing	150	122	140
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	150	122	140
Drug Related Violations: Arrests	On-campus	9	1	0
	Student Housing	9	1	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	9	1	0
Drug Related Violations: Referrals	On-campus	15	17	22
	Student Housing	15	17	19
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	15	17	22
Weapon Law Violations: Arrests	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	0	0
Weapon Law Violations: Referrals	On-campus	0	0	0
	Student Housing	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
	Total	0	0	0

CLERY CRIME STATISTICS 2020 – 2022

(Continued)

Note that under Tennessee law, dating violence is classified as domestic violence. Domestic violence incidents included:

1/17/22 Student reported a family member spat on him.

4/30/22 Student reported having been physically assaulted over course of a relationship.

9/29/22 Staff member reported boyfriend attempted to pull her by the arm and make her leave with him.

12/3/22 Student reported boyfriend grabbed her arm and attempted to prevent her from leaving his vehicle.

HATE CRIMES

The Clery Act requires reporting of incidents where the offender's bias against a person or property motivates them in whole or in part to commit the crime. This includes bias against race, sex, gender identity, religion, sexual orientation, disability, or ethnicity/national origin. Incidents which fall under the Clery crimes above and thefts, assaults, intimidations, or vandalism must be reported. No hate or bias crimes were reported on the Belmont campus, on non-campus buildings or properties, or on public property adjacent to campus in 2021 or 2022. One incident of bias-related intimidation was reported in 2020 when a student referred to another using a slur regarding sexual orientation in a text message.

UNFOUNDED CRIMES

Colleges and universities are required to report the number of crimes that were reported to them but withheld from the statistics as unfounded. A reported crime cannot be designated 'unfounded' merely because the investigation failed to prove that the crime occurred. A reported crime cannot be designated "unfounded" even if in the course of a disciplinary referral it is determined that no law violation occurred, or no sanction is imposed. No reports were withheld as "unfounded" in 2020, 2021, or 2022.

BELMONT UNIVERSITY PROGRAMS OUTSIDE OF NASHVILLE

Belmont USA offers students the chance to conduct coursework for their undergraduate degree while gaining hands-on experience in a variety of cities across the United States. Belmont USA in Washington DC offers an academic and experiential learning with an internship in the heart of Washington, D.C. Belmont USA in Hollywood is a summer study and work opportunity where selected Motion Pictures students can apply classroom learning to specific career goals in the Motion Pictures industry. Belmont USA in Oregon, offered in partnership with the Oregon Extension Program, is a study away, 17-credit fall semester program in the mountains of southern Oregon. The Belmont East and Belmont West programs, located in New York and California, expand students' cultural experiences and career opportunities by offering access to internships in film, television, and theatre in Nashville's sister entertainment cities. Students reside for a full semester in New York City or Los Angeles and study with local professionals. Belmont may contract through a third-party provider for living space for the students participating in Belmont East and West, and security is provided by the leasing entity and by local police authorities. Crime statistics for these locations are requested from local law enforcement in compliance with Clery guidelines. Incidents for these locations are included in the "non-campus".