

LIMESTONE UNIVERSITY

2024 Annual Security Report



Jeanne Clery Disclosure of Campus Security Policies & Campus
Crime Statistics Act (20 U.S.C. 1092 (F))

Clery Crime Statistics 2023



LIMESTONE
UNIVERSITY



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MESSAGE FROM THE CHIEF OF CAMPUS SAFETY

I want to emphasize how paramount the safety of every member of our campus is to us here at Limestone University. Our commitment to your well-being is unwavering, and it extends to every student, faculty, and staff member who walks through our doors.

In every aspect of our operations, from security protocols to emergency response planning, your safety is our top priority. We continually assess and update our safety measures to ensure they align with the latest standards and best practices. We are here not only to protect you but also to empower you with the knowledge and resources necessary to contribute to your own safety and the safety of those around you.

Our campus safety officers are on duty 24 hours a day, 7 days a week, ensuring a watchful presence at all times. They are here not only to respond to emergencies but also to foster a sense of security that allows you to focus on your studies, work, and personal growth.

We urge everyone to remember the power of vigilance. "If you see something, say something." Your awareness and willingness to report any concerns or suspicious activity play a critical role in maintaining the safety of our community.

Together, as a united community, we can maintain a campus where every member feels

safe, supported, and able to thrive. Your safety is our shared responsibility, and we are committed to fostering an environment where you can learn, work, and flourish without worry.

Thank you for being a part of the Limestone University family. Your safety is our commitment, and your active participation ensures that we remain a resilient and secure community.

Please do not hesitate to contact me or any member of Campus Safety if you have any questions or concerns. A member of our department can be reached 24/7 by dialing **864.488.8344** or you can email us at campussafety@limestone.edu.



Daniel Huggin
Chief of Campus Safety

SUMMARY OF THE JEANNE CLERY ACT

The Clery Act is named in memorial to Jeanne Clery, a student at Lehigh University, who was murdered by an individual who broke into her campus residence. Although the assailant received the death penalty, Jeanne's parents soon discovered that there was not a national law requiring colleges and universities to have a standardized way to report crime. Because of this situation, parents like them were unable to make a determination about how safe their child's "home away from home" was.

The purpose of the information in this publication is to comply with requirements set forth under the 1998 **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** (20 USC § 1092(f)), previously known as the Student Right-to-Know and Campus Security Act of 1990, as amended. The act is commonly referred to as the "Clery Act," and this report, commonly called the "Clery Report." Portions of this report are also provided in compliance with requirements of **The Campus Sexual Violence Elimination (SAVE) Act** (20 USC § 1092(f)), part of the **Violence Against Women Reauthorization Act of 2013 (VAWA)**, passed as a complement to the Title IX Guidance by the U.S. Department of Education's Office for Civil Rights. This report is updated on an annual basis and is disseminated to all College students, faculty, staff, and interested individuals via web distribution by October 1st each calendar year. Upon request, Limestone University will provide this report in printed format to any applicant for enrollment or employment, as well as to any current student, faculty, staff, or interested individuals. Contact Limestone Campus Safety for more information.

The Clery Act requires all institutions of higher education which receive federal financial assistance to produce an Annual Security and Fire Safety Report, which may be reviewed by current and future students and employees. ■



Under the Clery Act, the University is required to:

1. Collect, classify, and count crime reports for specific types of crimes that occur within three geographical categories known as campus property, non-campus property, and public property.
2. Submit those crime statistics and statistics related to fires that occur in on-campus student housing facilities, to the United States Department of Education by the first of October each year.
3. Publish an Annual Security and Fire Safety Report compiled of the above listed statistics and include University safety-related policies making it available to be reviewed by current and future students and employees.
4. Maintain and make available to the public a daily crime log that catalogs alleged criminal activity occurring on-campus as well as a daily fire log that catalogs fires occurring in on-campus student residential facilities.
5. Issue "emergency notifications" and "timely warnings" through campus alerts to the campus community in a timely fashion stating that there is an immediate or ongoing threat to the health or safety of the University community.
7. Develop notification procedures for missing students who reside in campus housing.

ABOUT THE UNIVERSITY CAMPUS SAFETY DEPARTMENT

AUTHORITY STATEMENT

Limestone University Campus Safety officers are trained and registered by state approved instructors and licensed by the South Carolina Law Enforcement Division (SLED). Limestone University Campus Safety Officers, being licensed by the South Carolina Law Enforcement Division (SLED), have the same powers and authority as Deputy Sheriffs (South Carolina State Law 40-18-110), including the authority to make arrests for misdemeanors and felonies (South Carolina State Law 40-18-110) and the ability to act on probable cause, conduct search and seizures. ■

JURISDICTION & GEOGRAPHY

Our jurisdiction is proprietary. The jurisdiction of Campus Safety includes any property owned, leased, or rented by Limestone University. Private roads and parking lots belonging to Limestone University are also included in the jurisdiction of Campus Safety. ■

TRAINING

Limestone University Campus Safety has developed an intensive training program for our officers to attend annually. This training gives our officers the tools to use to be more confident and professional in the execution of their duties. ■

INTERAGENCY AGREEMENT & COOPERATION

The campus safety department is staffed by professionals who use advanced equipment, techniques, and current technology to perform their duties. The department works closely with the Gaffney Police Department and the Cherokee County Sheriff's Office who both have joint jurisdiction on the Limestone University campus. There is currently a memorandum of understandings with the city of Gaffney outlining investigative roles between the agencies. The University does use members from both law enforcement agencies to assist with special events. ■

The Limestone University Campus Safety Department operates 24 hours a day, 7 days a week, 365 days a year. Our office is located at 394 Church Street, between Ebert Residence Hall and the Curtis Building. Office hours are Monday through Friday from 8:00 a.m. till 5:00 p.m.



PREPARING THE ANNUAL DISCLOSURE OF CRIME STATISTICS

Because the requirements for the Annual Security & Fire Report are continuously changing, the executive staff of the Limestone University Campus Safety Department conducts an annual review of the Security & Fire Report to ensure compliance. The Chief of Campus Safety then makes the needed revisions to the Annual Security & Fire Report prior to publishing it to the campus community. In addition to crime statistics generated by the Limestone University Campus Safety Department, the Department also

requests, via a mailed letter, crime statistics from the Cherokee County Sheriff's Office and the Gaffney Police Department. Limestone University Campus Safety also reaches out to law enforcement agencies that have jurisdiction at our extended campuses across the state of South Carolina. Information is also solicited from the offices of Student Services and Limestone University faculty, staff and coaches who supervise University programs and student activities. ■



HOW TO REPORT A CRIME ON CAMPUS

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to the University Campus Safety Department in a timely manner. Campus Safety Officers are available at 864.488.8344, 24 hours a day to answer your calls. In response to a call, officers will take the required action. This publication contains information about on-campus and off-campus resources. Information is made available to provide the Limestone University community

members with specific information about the resources that are available in the event that they become the victim of a crime. The information about "resources" is not provided to imply that those resources are "reporting entities" for the Limestone University Campus Safety Department. Crimes should be reported to the Campus Safety Department to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community when appropriate. ■

ACCESS & SECURITY OF CAMPUS FACILITIES

RESIDENCE HALLS

All residence hall entrances are equipped with electronic access utilizing University issued identifications, known as LCards. These entrances always remain secured to the general public. Some entrances are also passively observed by cameras. Individual room access is gained through University issued keys or via your LCard. Only current Limestone students and employees are provided access to residence halls during daily operation hours. Access to residence halls after hours is limited to residents of the particular hall. Guests must be accompanied by a resident student. ■

ACADEMIC & ADMINISTRATIVE BUILDINGS

Most non-residential buildings on campus are open to staff, students, visitors, and other guests during normal business hours, although access may be restricted. Some buildings are equipped with card access for after-hours use. Students and staff may be placed on an extended permissions list, known as the Access list, for additional facility use. This list is strictly controlled and maintained. Limestone University is a private institution and reserves the right to deny access to the campus and its facilities. University policy states that all students and employees are responsible for protecting their keys and LCards to prevent loss and possible security threats. Any loss of University keys or LCards should be reported immediately to Campus Safety. Access is granted to the individual and is non-transferrable. Campus Safety monitors facility access and will refer violators to the Student Conduct system or local law enforcement as needed. ■



SECURITY CONSIDERATIONS USED IN THE MAINTENANCE OF CAMPUS FACILITIES

The Limestone Campus Safety Department works closely with our Operations & Maintenance Department to minimize hazardous conditions. Malfunctioning lights and other unsafe conditions are reported to Operations & Maintenance for repair or correction. ■

CONFIDENTIALITY

CONFIDENTIALITY IN REPORTING

Crimes reported to Campus Safety will be investigated. In the state of South Carolina, the names of those who report an alleged crime are a matter of public record once the investigation is concluded. Therefore, we cannot guarantee confidentiality to those who report a crime. However, in most cases, the victim of the alleged crime has the option to decline prosecution. There are some exceptions for some sexually based offenses. However, incidents reported to Student Life as only a disciplinary matter may be reported confidentially. ■



CONFIDENTIALITY IN COUNSELING

On-campus professional and pastoral counselors are permitted confidentiality as guaranteed by **South Carolina Code of Law** (Chapter 75, Article 1, Section 40-75-190). **Therefore, everything said in therapy is confidential and will not be disclosed except when reporting is required by South Carolina state law, including the following:**

1. Suspected abuse of a child, developmentally disabled person, or a dependent adult.
2. Potential suicidal behavior.
3. Threatened harm to another, which may include knowledge that the client is HIV positive when there is an unwillingness to inform individuals with whom the client is intimately involved.
4. When required by court order. Information may also be disclosed if a client signs a written authorization or in the event that a complaint is filed by the client against the counselor. If the client has caller identification on their phone, the name of the counselor may appear on the monitor.

All supervision or consultation professionals are bound by the same rules of confidentiality as previously stated herein. Student Life employees are bound by the Federal Statute: **Family Education Rights and Privacy Act (FERPA)** (20 U.S.C. § 1232g; 34 CFR Part 99). However, in the interest of safety within our campus community, all counselors are encouraged at their discretion to inform individuals they counsel that he or she may voluntarily and confidentially choose to report a crime against them. Counselors are provided with copies of the appropriate reporting forms to make available to their counselee should a counselor choose to report a crime. ■

HOW TO REPORT A CRIME ONLINE

Members of the Limestone Community can report a Threat, Crime, Violation, or Sexual Assault online by going to <https://my.limestone.edu/main-campus/campus-security/emergency-information>, and click the link at the top of the page. This method of reporting can be done anonymously. When you submit the report, it is then emailed to the Office of Campus Safety. The information given needs to be honest, accurate and reported as soon as possible. The Department of Campus Safety encourages members of the Limestone Community to reach out to us directly via telephone at 864.488.8344 or in-person if you are facing an immediate threat or seek medical attention. ■

CAMPUS SECURITY AUTHORITY

Limestone University is required to disclose statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a Campus Security Authority or CSA. The law defines Campus Security Authority as "an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings."

Officials at Limestone include the dean of students, who has overall responsibility for student discipline and all student programming; the director of housing, who oversees student housing; the director of activities, who oversees student activities and has significant responsibility for Student Activities; campus safety officers; the Title IX coordinator and all deputy coordinators; the director of human resources; the athletics director and associate athletics directors; team coaches; all faculty and staff members who lead student short-stay trips; and faculty and staff advisers to student organizations who have significant responsibility for student and campus activities.



The criminal offenses for which these officials are required to disclose statistics are murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug abuse violations and weapons (carrying, possessing, etc.).

Between January 1 and July 1 of each year all Limestone University Campus Security Authority employees are required to view the Limestone University Campus Security Authority training video. A link to this video will be emailed to them annually with the definition of a Campus Security Authority employee. Between July 1 and September 1 those identified as campus security authorities must submit to the Chief of Campus Safety their annual statistical numbers for their CLERY reportable crime. This does not mean that a CSA should wait until this date to notify the Campus Police Department of a CLERY offense, rather, that report should happen immediately; however, this is a time when the CSA can report all statistical information to the office. Chaplains and Campus Counselors, working within their role on the campus, are not required to report this statistical information; however, they are encouraged to do so. Victims or witnesses may report statistical crime information on a voluntary, confidential basis. Any questions should be directed to the Chief of Campus Safety. ■



WHISTLEBLOWERS

Limestone University is prohibited by law from retaliating against, intimidating, threatening, or coercing anyone who reports any violations of the Clery Act requirements or the Higher Education Opportunity Act 2008. ■

SAFETY PROGRAMS & COMMUNITY POLICING

SAFETY PROGRAMS

Safety programs are offered to the campus community throughout the year upon request. Limestone Campus Safety works with the Gaffney Police Department and other area law enforcement agencies to offer programs such as self-defense, property crime prevention and bystander intervention. These programs can be requested by calling the campus safety department. Campus safety personnel have additional programs that they can offer. Students interested should contact the Chief of Campus Safety to schedule an appointment to discuss training opportunities. All Safety Programs are available to the students, faculty, and staff of Limestone University. ■

COMMUNITY POLICING

Each semester campus officers go to each residence hall and academic building to perform a community policing event. These events range from Identity Theft training to first aid skills. During the event campus officers take the opportunity to inform students and employees about crime prevention and specific crime problems that the campus may be facing. ■

POLICIES CONCERNING THE POSSESSION OR CONSUMPTION OF ALCOHOL

Limestone University prohibits the following:

- Possession and/or consumption of alcohol by anyone under the age of 21.
- Possession and/or consumption of alcohol on University property regardless of age.
- Abusive, excessive, and/or harmful consumption of alcoholic beverages.
- Public consumption and/or possession of alcohol in common areas of buildings and outdoor venues.
- Alcohol in academic facilities.
- Public intoxication.
- Driving under the influence of alcohol.
- The possession and/or use of a fake identification (which is considered a violation of the Falsification of Records policy).
- Public display of alcohol and/or open containers carried around campus.
- Distribution and/or provision of alcohol to anyone under the age of 21.

Sponsorship of activities involving the use of alcoholic beverages without prior written approval by the University. Limestone University is required by the **Drug Free Workplace Act of 1988** (Public Law #100-690) and the **Drug Free Schools and Communities Act of 1989** to formulate and to publish a policy regarding the use and abuse of drugs and alcohol.

The University's policy seeks to maintain a safe and healthy environment for its students and employees and to support State and Federal Laws governing the use of drugs and alcohol. All members of the University community are expected to comply with the policy stated below. ■

REGULATION CONCERNING THE USE OF ALCOHOL & DRUGS

The unlawful use, consumption, ingestion, possession, manufacture, distribution, or dispensing of alcohol and illicit drugs is prohibited on University owned or controlled property as stated by State and Federal Law. The uses, consumption, ingestion, possession, distribution, manufacture, or dispensing of alcohol or illicit drugs by all persons is prohibited in residence halls, University owned or leased properties, and parking lots, and other campus facilities. No alcohol or illicit drug can be used, possessed, distributed, manufactured, or dispensed at University sponsored events or activities, on or off campus.

A University sponsored event or activity includes, but is not limited to, those by athletics, academic departments, fraternities, sororities, and other chartered clubs and organizations. It also includes transit to and from the event when the transportation is arranged and coordinated by the sponsoring group or organization. ■

POSSESSION, USE, AND/OR SALE OF ILLEGAL DRUGS

State law and Limestone University regulations prohibit the use, possession, or distribution of narcotics or controlled drugs without a valid prescription. Violators of drug policies are subject to the provisions of applicable local, state and federal laws as well as University disciplinary sanctions. Limestone University maintains a “no tolerance” drug policy. **General regulations include:**

- The possession, consumption (without a legal prescription), sale and/or distribution of controlled and illegal substances (consistent with federal, state or local laws) is strictly prohibited. The possession or use of prescription drugs without a valid medical prescription and use of substances for purposes or in manners not as directed is prohibited.
- The possession, consumption, sale and/or distribution of synthetic cannabinoids, such as Spice (also known as K2), is prohibited.
- The possession, consumption, sale and/or distribution of synthetic stimulants, such as “bath salts” (also known as Cloud 9, White Dove, Hurricane Charlie, White Lightning) is prohibited. Normal bathing salts are permitted.
- Students may not use or possess drug paraphernalia, including but not limited to hookahs and other smoking devices, weights, scales, and rolling papers.
- Students may not be in the presence of or aid and abet the possession, sale or use of controlled or illegal substances.
- Misbehaving or causing disruption as a result of drug use on or in University property, or at functions sponsored by the University or by a recognized University organization is prohibited.
- Students convicted of any offense involving the possession or sale of a controlled substance may also be deemed ineligible to receive financial aid.
- University Campus Safety Officers have discretion in how they choose to charge those found in possession of illegal substances. In all cases the substance will be seized as evidence. The officer may then issue a criminal citation, refer the matter to the judicial committee or do both. Limestone University offers drug and alcohol abuse programs to assist our students in compliance with the Drug-Free Schools and Communities. ■



DRUG & ALCOHOL PREVENTION PROGRAMS

The **Drug Free Schools and Campuses Regulations** (34 CFR Part 86) of the **Drug-Free Schools and Communities Act** (DFSCA) and the **Drug Free Workplace Act of 1988** require an Institution of Higher Education (IHE) such as Limestone University to certify that it has implemented programs to prevent the abuse of alcohol and also prevent the use, and/or distribution of illicit drugs by both Limestone students and employees either on its premises and as a part of any of its activities. Limestone University is an Alcohol, Drug, and Tobacco Free Campus and the University is in compliance with the **Drug Free Schools and Communities Act of 1988**. The University conducts seminars and other awareness events regarding Drug and Alcohol prevention. Information is given during orientation explaining the University's stance and consequences of Alcohol and Drug use. Alcohol & Drug Awareness week is held in the spring semester. Also, our counseling services are available to help students that need help concerning issues related to Alcohol and Drugs. Our Student Life also provides information ▪



TIMELY WARNINGS

The Chief of Campus Safety works closely with the Department of Communications & Marketing to provide information regarding threats to the safety of persons on campus. Communications & Marketing personnel will be responsible for creating and disseminating timely warnings for the Limestone Campus. Timely warnings will be distributed to the entire Limestone Campus including faculty and staff members when they are issued. There will be no instances in which a timely warning will only be released to a part of the campus. Timely warnings will always be distributed via e-mail, may be distributed through text message, and alerts on the Limestone webpage. Timely warnings will be issued in situations where there is a CLERY act offense that may be an ongoing threat to the campus community. ▪

EMERGENCY NOTIFICATION SYSTEM



Limestone University is committed to ensuring the campus community receives timely, accurate, and useful information in the event of an emergency on campus or in the local area that poses a risk to the health and safety of campus community members. To support this commitment, Limestone University has invested in several forms of communication that allow administrators to distribute notices in the event of a critical incident or dangerous situation. Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System: The Campus Department and/or other campus first responders may become aware of a critical incident or other emergency situation that potentially affects the health and/or safety of the campus community.

Generally, campus first responders become aware of these situations when they are reported to the Gaffney Police Department, the Limestone University Campus Safety Department or upon discovery during patrol or other assignments. If the emergency is reported to the Campus Safety Department, first responders will respond to the location to confirm the existence of the emergency. Once first responders confirm that there is in fact an emergency or dangerous

situation that poses an immediate threat to the health or safety to some or all members of the campus community, first responders will notify supervisors in the Campus Safety Department or other authorized campus offices to issue an emergency notification. Limestone University authorized representatives, including supervisors in the Campus Safety Department, officials in the Department of Communications & Marketing, and/or other members of the University's senior administration, will immediately initiate all or portions of the Limestone University emergency notification system.

If, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, the University may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the University will issue the emergency notification to the campus community or applicable segment of the community without delay.

Determining the Appropriate Segment or Segments of the Campus Community to receive an Emergency Notification: Campus and local first responders on the scene of a critical incident or dangerous situation that poses an immediate threat to the health or safety of the campus community will assist those preparing the emergency notification with determining what segment or segments of the campus community should receive the notification.

Generally, campus community members in the immediate area of the dangerous situation (i.e. the building, adjacent buildings, or surrounding area) will receive the emergency notification first. Limestone University may issue subsequent notifications to a wider group of community members.

In addition to the emergency notification that may be issued via the mass notification system, the University will also post applicable messages about the dangerous condition on the Limestone University homepage to ensure the rest of the campus is aware of the situation and the steps they should take to maintain personal and campus safety. If the emergency affects a significant portion of or the entire campus, University officials will distribute the notification to the entire campus community. Determining the Contents of the Emergency Notification: the Vice President for Communications & Marketing will, with the assistance of campus and local first responders determine the content of the notification. The University has developed a wide range of template messages addressing several different emergency situations. The Chief of Campus Safety or their designee will select the template message most appropriate to the ongoing situation and modify it to address the specifics of the present incident. Those issuing the notification will use the following guidelines when determining the contents of the emergency message.

The first message is intended to alert the community or appropriate segment of the campus community of the dangerous condition and the actions they should take to safeguard their and their neighbors' safety. Messages distributed in this stage of a rapidly unfolding critical incident will generally be short, precise, and directive. Examples include: "The campus is experiencing a major power outage affecting the following buildings: Fort and Ball Residence Halls. All occupants of these buildings should immediately evacuate and meet at the designated building rally point."

The second message is intended to inform the community or appropriate segment of the campus community about additional details of the situation. This message is generally distributed once first responders and the Emergency Operations Center has additional information about the dangerous situation. The following is a sample message:

"The power outage affecting Fort and Ball Residence Halls was caused by a cut power line. Facility Services personnel are responding to repair the damage. We expect the outage will last until 2:00 p.m. Refer to the Limestone University homepage for additional information."

Finally, the third message is the reassure notice that is generally distributed once the situation is nearly or completely resolved. The purpose of this message is to reassure the community that the University is working diligently to resolve the situation. It can also be used to provide additional information about the situation and where resources will be available.

In those cases where there are no pre-determined template messages in the system, the individual issuing the alert will send and develop the most sufficient message to convey the appropriate message to the community. The goal is to ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal and community safety. Procedures Used to Notify the Campus Community:

In the event of a situation that poses an immediate threat to members of the campus community, Limestone University has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event for emergency notification to all or a segment of campus community.

These methods of communication include the mass notification system which includes campus e-mail and text message alerts. Additional alerts may be posted on the Limestone University website. The University will post updates during a critical incident on the homepage. If the situation warrants, the University will establish a telephone call-in center staffed by University specialists who are trained to communicate with the campus community during an emergency situation. ■

DISCLOSURES TO ALLEGED VICTIMS OF CRIMES OF VIOLENCE OR NON-FORCIBLE SEX OFFENSES

Limestone University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the University against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Limestone University will provide the results of the disciplinary hearing to the victim's next of kin, if so requested. In the event of disciplinary action arising from allegation(s) of dating abuse, domestic violence, sexual assault, or stalking, both the accuser and the accused will simultaneously be informed, in writing, of the outcome of any proceedings. It is not necessary for the victim to make a written request for documentation in these cases. ■





LIMESTONE UNIVERSITY POLICY ON HARASSMENT & DISCRIMINATION

LIMESTONE UNIVERSITY POLICY ON HARASSMENT & DISCRIMINATION

Limestone University encourages all members of its community to review the University's policies and procedures regarding discrimination and harassment as well as the current Limestone University Faculty and Staff Handbook and the Gaslight Handbook for Students. While this document is specific to Title IX regulations, the **Campus Sexual Violence Act (SAVE Act)**, and the **Violence Against Women Act (VAWA)**, the University's policies and procedures in relation to the above are consistent with its overall policies on discrimination and harassment.

This policy applies to all faculty members, staff, administrators, executive employees, trustees, students, vendors, contractors, and visitors to Limestone University and supplements the provisions of the Faculty and Staff Handbook and the Gaslight Handbook for Students, into which it is hereby incorporated by reference. In addition, the policy applies to conduct both on and off campus as well as to malicious use of social media if it affects students or employees. Limestone University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, veteran status, or genetic information in

the administration of any of its educational programs, admissions policies, scholarship and loan programs, athletic and other school-administered programs, including school sponsored extracurricular activities, or in employment. The University complies with state and federal laws regarding equal opportunity and affirmative action, and it strives to develop a diverse community by welcoming and recruiting persons who bring a multitude of talents, abilities, and backgrounds to its community. Limestone University seeks to maintain an environment for students, employees, and others that is free from all forms of harassment and insists that all persons associated with the University be treated with dignity, respect, and courtesy.

Pursuant to this policy, any comments or conduct relating to a person's race, sex, gender identity, religion, disability, age, genetic information, or ethnic background that fails to respect the dignity and feelings of the individual is unacceptable. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance or environment, or creating what a reasonable person would perceive to be an intimidating, hostile, or offensive environment. ■



TITLE IX POLICY

Title IX protects students from sexual discrimination in areas including, but not limited to:

- Admission
- Access to/enrollment in courses
- Access to and use of school facilities
- Counseling and guidance materials, tests and practices
- Vocational education
- Physical education
- Competitive athletics
- Graduation requirements
- Student rules, regulations, & benefits
- Treatment as a married and/or pregnant student
- Housing
- Financial assistance
- Employment assistance
- Health services
- School-sponsored extracurricular activities

Employees are protected from sexual discrimination in areas including, but not limited to:

- Recruitment
- Compensation
- Fringe benefits
- Employment evaluations
- Advancement
- Assigned duties & shifts
- Career advancement

MARITAL OR PARENTAL STATUS

Limestone University also prohibits the crimes listed under the **Violence Against Women Act (VAWA)**: domestic violence, dating violence, sexual assault, and stalking, as defined by current South Carolina state law. VAWA further identifies violations regarding national origin and gender identity as hate crimes as designated under federal law.

It is the policy of Limestone University that no member of the Limestone community, students, faculty members, administrators, staff, vendors, contractors, visitors or third parties may sexually harass any other member of the community, whether on or off-campus. **Sexual advances, requests for sexual favors, and other conduct of a sexual nature constitute harassment when:**

- Submission to such conduct is made or threatened to be made, either explicitly or implicitly, a term or condition of an individual's employment or education;
- Submission to or rejection of such conduct by an individual is used or threatened to be used as the basis for academic or employment decisions affecting that individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating what a reasonable person would perceive is an intimidating, hostile, or offensive employment, educational, or living environment. ▪

Title IX in all programs and activities, including the prohibitions against sexual harassment, sexual violence, and discrimination on the basis of sex, as well as the prohibition against retaliation for any person asserting claims under Title IX. Similarly, it is the policy of Limestone University to comply with the regulations and requirements of the **Campus SAVE Act** and the **Violence Against Women Act**.

In accordance with Title IX regulations, Limestone University has designated the Dean for Faculty as the Title IX Coordinator and the Dean for Student Services as the Co-Coordinator. Individuals with questions or concerns about Title IX, and/or who wish to file a complaint under Title IX, may contact the Title IX Coordinator, the Title IX Co-Coordinator, or any Deputy Coordinator as follows:

TITLE IX DEPUTY COORDINATOR

Director of Equity & Inclusion

Tawana Scott

1115 College Drive

Fort Hall, D2

Gaffney, South Carolina 29340

864.488.8377

tlscott@limestone.edu

TITLE IX & VAWA STATEMENT

Title IX of the Education Amendments of 1972

protects students, employees and others from discrimination based on sex in education programs and activities operated by recipients of Federal financial assistance. Title IX states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Sexual Harassment, which includes acts of sexual violence, is a form of sexual discrimination prohibited by Title IX. Actions that constitute sexual violence include rape, sexual assault, sexual battery, and sexual coercion. It is the policy of Limestone University to comply with

For further information, visit <http://wdcrobcop01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves the University's area, or call 800.421.3481.

Should the position of Coordinator be vacant for any reason, the Co-Coordinator will serve as the interim Title IX Coordinator until the Coordinator's position is filled. Any person having a complaint against a Limestone University student, faculty member, staff member, administrator, visitor, contractor or vendor based on sexual harassment, sex discrimination, or sexual assault should contact the Title IX Coordinator, Title IX Co-Coordinator, or one of the designated Deputy Coordinators.

To file a complaint of sexual assault or harassment, contact one of the Title IX Coordinators or Deputy Coordinators listed above, or, contact:

Department of Campus Safety

1115 College Drive
Gaffney, South Carolina 29340

864.488.8344
www.limestone.edu/Security

Limestone University recognizes that its obligations under the Clery Act and Title IX overlap in some areas. The University seeks to comply with its obligations under each. The **Jeanne Clery Disclosure of Campus Safety Policy & Campus Crime Statistics Act (Clery Act)** requires institutions of higher education to comply with certain campus safety- and security-related requirements as a condition of their participation in the Title IV, HEA programs.

Diversity

Intentional representation of different minorities or underrepresented populations with considerations of race and ethnicity, gender, sexual orientation, and disability status.

Equity

Impartially and fairly providing access to resources and support, including investment capital and development opportunities, for minorities and underrepresented populations.

Inclusion

Fosters deliberate actions that allow all individuals or groups to feel valued by authentically engaging and participating in the capital markets.

In particular, AWA amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports. **Specifically, AWA requires:**

- Institutions to provide to incoming students and new employees and describe in their annual security reports primary prevention and awareness programs. These programs must include: a statement that the institution prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking; the definitions of these terms in the applicable jurisdiction; the definition of "consent," in reference to sexual activity, in the applicable jurisdiction; a description of safe and positive options for bystander intervention; information on risk reduction; and information on the institution's policies and procedures after a sex offense occurs.
- Institutions to provide, and describe in their annual security reports, ongoing prevention and awareness campaigns for students and employees. These campaigns must include the same information as the institution's primary prevention and awareness program.
- Defines the terms "awareness programs," "bystander intervention," "ongoing prevention and awareness campaigns," "primary prevention programs," and "risk reduction;" (See section 14, Definitions)
- Institutions to describe each type of disciplinary proceeding used by the institution; the steps, anticipated timelines, and decision-making process for each type of disciplinary proceeding; how to file a disciplinary complaint; and how the institution determines which type of proceeding to use based on the circumstances of an allegation of dating violence, domestic violence, sexual assault, or stalking;
- Institutions to list all of the possible sanctions that the institution may impose following the results of any institutional disciplinary proceedings for an allegation of dating violence, domestic violence, sexual assault, or stalking;
- Institutions to describe the range of protective measures that the institution may offer following an allegation of dating violence, domestic violence, sexual assault, or stalking;
- Institutions to provide for a prompt, fair, and impartial disciplinary proceeding in which:
 1. Officials are appropriately trained and do not have a conflict of interest or bias for or against the accuser or the accused.
 2. The accuser and the accused have equal opportunities to have others present, including an advisor of their choice.
 3. The accuser and the accused receive simultaneous notification, in writing, of the result of the proceeding and any available appeal procedures.
 4. The proceeding is completed in a reasonably prompt timeframe.
 5. The accuser and accused are given timely notice of meetings at which one or the other or both may be present.
 6. The accuser, the accused, and appropriate officials are given timely and equal access to information that will be used during informal and formal disciplinary meetings and hearings.

The Title IX Coordinator and the Committee for Title IX Compliance work with various University offices, including, but not limited to, the Office of Human Resources, Campus Safety, Student Services, Athletics, and Academic Affairs, to ensure that the University meets its Title IX and VAWA obligations and requirements. ■



ROLES OF THE TITLE IX COORDINATOR & DEPUTIES

A. TITLE IX COORDINATOR DUTIES

The Title IX Coordinator oversees University policy in relation to Title IX and VAWA; monitors print, online and hard copy publication and dissemination of Title IX policy and nondiscrimination statements; implementation of grievance procedures; provides educational materials and training for the campus community; receives notice of complaints; conducts and/or coordinates investigations of complaints received pursuant to Title IX/VAWA; ensures an equitable, thorough, prompt, and confidential process for all parties; maintains records and reports on all activities related to Title IX/VAWA; and monitors all other aspects of the University's Title IX and VAWA compliance. The Title IX Coordinator may delegate data collection, training, monitoring, education, or investigation of a complaint or grievance to the Co-Coordinator or one or more Deputy Title IX Coordinators. The Office of the Title IX Coordinator reports directly to the Provost and is responsible for maintaining records relating to discrimination or sexual misconduct reports, investigations, and resolutions. Records shall be maintained in accordance with University records policies, generally six years from the date the complaint is resolved. In cases where the parties have a continuing affiliation with the University, records may be maintained for a longer period of time at the discretion of the Title IX Coordinator. All records pertaining to threatened or pending litigation or a request for records shall be maintained in accordance with instructions from University legal counsel. ■

B. DUTIES & RESPONSIBILITIES OF DEPUTY TITLE IX COORDINATORS

Under the direction of the Title IX Coordinator or Co-Coordinator, Deputy Title IX Coordinators are responsible for Title IX and VAWA compliance including training, education, communication, investigations and assisting the Title IX Coordinator and Co-Coordinator in the resolution of complaints in accordance with Limestone University's Sexual Harassment Policy, student and employee disciplinary policies, Title IX policy, and the Faculty and Staff Handbook. **Deputy Title IX Coordinators will:**

- Provide educational and awareness of Title IX/VAWA issues and the role of the recipient/institution's Title IX resources.
- Engage in partnership activities with University administrative leadership.
- Develop partnerships within decision-making bodies of the University to promote regular interaction with key officials.
- Partner with campus and local officials regarding safety for members of the University community. ▀

ROLES OF THE LIMESTONE EMPLOYEE (DUTY TO REPORT)

A. MANDATORY REPORTERS 11 TITLE IX & CLERY ACT

Mandatory reporters include any employees who have the authority to take action to redress the harassment, who have the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees, or an individual whom a student could reasonably believe has this authority or responsibility, including, but not limited to:

- Vice Presidents, Deans, Department Chairs, Directors, Coaches, and Trainers.
- Any employee in a supervisory or management role; or, any faculty member responsible for supervising activities or programs that include direct contact with students outside the classroom, including faculty advisors to recognized student organizations.
- Police officers and contracted security personnel. ▀

B. REPORTING OBLIGATIONS

As to Title IX or VAWA, when any employee of Limestone University witnesses or becomes aware of an alleged act of sexual harassment, sexual assault, or gender discrimination, the employee is required to report this information to the Title IX Coordinator, Co-Coordinator or to one of the Deputy Coordinators. In addition, while complainants and respondents may share as much or as little information as they are comfortable disclosing to the Limestone employee, the employee is required to report all information received from the complainant, the respondent, or a third party to the Title IX Coordinator or the Deputy Coordinators.

Employees are required to keep confidential all information learned from a victim or a third party. Such information is not to be shared with co-workers, students, or supervisors. ▀



CONFIDENTIALITY & PRIVILEGED PERSONNEL

Sexual harassment and sexual misconduct are sensitive issues that may potentially affect any member of the University community. Although the University cannot ensure confidentiality, its personnel will make reasonable efforts to maintain the confidentiality of the parties involved in an allegation. Decisions to release information will be made by the Title IX Coordinator on a need-to-know basis and include consideration for the University's legal obligation to investigate allegations when such allegations are brought to the University's attention and/or to take corrective action. Once a complaint has been resolved, the University will take reasonable measures to maintain the record as confidential. All records will be housed in a locked, metal, fireproof cabinet in the offices of the Title IX Coordinator. Furthermore, the University will take reasonable steps to protect the privacy of all individuals involved in a report of sexual al misconduct to the extent allowed by state and federal law and University policy. Confidential Resources Students and employees may prefer to discuss their situations in a private environment or seek information about a sexual harassment or sexual misconduct issue without making a formal complaint; if so, they have a number of options. When seeking advice and support, students or employees should always inquire about any limitations to confidentiality. At the following offices on campus, students or employees may speak to individuals who are obligated to keep communications confidential within the regulations of Title IX. **Generally, a student or employee may seek confidential services from the following:**

The Sibs Collins Counseling Center

Curtis Administration Building, Room 104

Monday - Thursday 8:30 AM - 5:00 PM; Friday 8:30 AM - 12:00 PM
864.488.8280
864.761.2796 (After Hours)

Limestone University Health Center

Dobson Center, First Floor

Monday - Thursday 9:00 AM - 3:30 PM; Friday 9:00 AM - 1:00 PM
864.488.8348
864.809.4787 (After Hours)

A. TRAINING

The Title IX Coordinator and Co-Coordinator, in conjunction with the Deputy Coordinators and the Committee on Title IX Compliance, are responsible for the education of Limestone students and employees regarding Title IX, the Campus SAVE Act, the Violence Against Women's Act, and related University policies and procedures. The University's prevention programs are intended to promote positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention tactics, and seek to change behavior and social norms in healthy and safe directions.

The University's Title IX education activities are designed to meet the prevention requirements of the SAVE Act and Violence Against Women Act and include, but are not limited to:

- Preparing and disseminating educational materials, including brochures, posters, and web-based materials that inform members of the campus community of Title IX/VAWA rights and responsibilities to the campus community.
- Preparing and disseminating training materials.
- Coordinating training for new student and continuing students about their rights under Title IX/VAWA and grievance procedures.
- Ensuring that training includes the following: a statement that the institution prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking; the definitions of these terms in the applicable jurisdiction; the definition of "consent," in reference to sexual activity, in the applicable jurisdiction; a description of safe and positive options for bystander intervention; information on risk reduction; and information on the institution's policies and procedures after a sex offense occurs. The Title IX Coordinator is also responsible for ensuring that training is provided to the Title IX Co-Coordinator, Deputy Coordinators, Hearing Board members, personnel in Counseling Services, the Nurse's Office, and the Chaplain's Office, campus safety officers and any other office designated by this policy as a location or office to which a complainant, witness, respondent or other party may report sexual harassment or sexual misconduct. ■

B. COMMUNICATION & REPORTING

The Title IX Coordinator and Co-Coordinator, in conjunction with the Deputy Coordinators, are responsible for reporting on all matters related to Title IX compliance, with the exception of those matters related directly to athletic compliance. **The Coordinator will:**

- Provide ongoing consultation regarding Title IX requirements, grievance issues, and compliance to the President and Provost.
- Report directly to the Provost to assist in resolution of complex harassment and discrimination cases, with a direct line to the President in situations that may present a conflict of interest for the Provost. In conjunction with the Provost, the President, and the University's Legal Counsel, the Title IX Coordinator may recommend hiring qualified outside persons to investigate harassment and discrimination complaints.
- Assist the Office of Campus Safety in preparing annual statistical reports on incidences of sexual misconduct. No information that identifies individuals will be reported in the annual statistical reports. ■

REPORTING SEXUAL HARASSMENT OR SEXUAL MISCONDUCT

Persons who experience sexual harassment or sexual misconduct are encouraged to report the incident(s) as soon as possible after the time of occurrence(s). Reports can be made directly to the Title IX Coordinator, the Co-Coordinator, the Deputy Coordinators, or personnel in the Counseling Service, Campus Safety, Nurse's Office, or Chaplain's Office.

Should the report come to any other University employee, that person is obligated to report the matter to the Title IX Coordinator or one of the Deputy Coordinators within twenty-four (24) hours. Persons with knowledge of instances of sexual harassment or sexual misconduct involving others are required to report this information to the Office of the Title IX Coordinator within twenty-four (24) hours of receiving the information. Employees receiving complaints should first ensure that the complainant is safe and contact emergency personnel should the complainant need medical or other immediate assistance. Campus Safety, the University nurse, University counselors, area support centers such as Safe Homes Rape Crisis Coalition, or 911 should be used to guarantee the safety and health of the complainant before any other action is taken. Limestone University encourages complainants to pursue criminal action through the Department of Campus Safety or local police for alleged behavior that may also be a crime under state or federal law. Through the Department of Campus Safety, the University will assist a complainant in making a criminal report and will cooperate with local law enforcement agencies if the complainant decides to pursue a criminal process.

Pursuit of a complaint through the criminal process shall not prevent the University from pursuing the matter according to its own policies and procedures. **False accusation/testimony:** The University takes the validity of information very seriously. A good-faith complaint that results in a finding of not responsible is not a false or fabricated accusation of sexual misconduct. However, a fabricated accusation of sexual misconduct or knowingly providing false information during the course of an investigation is an especially serious violation of the University's Harassment Policy, and persons found to have made such will be subject to disciplinary action, up to and including expulsion or termination. Any student found to have made a false accusation or given false testimony will be reported to the Office of Student Services for disciplinary action.

Employees will be reported to the appropriate Vice President for their area of employment with the University for disciplinary action. The student or employee so found will have the right of appeal under the appeals process outlined in Section 10 below. ■

PROCESS FOR INVESTIGATING REPORTS OF TITLE IX VIOLATIONS

Limestone University is committed to providing the University community with a safe place to live, learn, and work. Consistent with this commitment, the University will investigate all allegations of sexual harassment and sexual misconduct promptly, equitably, thoroughly, and impartially. Any individual may bring an allegation of sexual misconduct and trigger an investigation of sexual misconduct. Some conduct may constitute both sexual harassment under Title IX/VAWA and criminal activity.

The Title IX Coordinator, Co-Coordinator, or Deputy Coordinators will immediately notify the complainant and the respondent of his or her rights, including notification that he/she has the right to file a criminal complaint or police report either during or after the school's internal Title IX investigation. The University's responsibility to investigate allegations of sexual misconduct is independent of the criminal justice process. The Title IX Coordinator will appoint at least two investigators for each case. In each case, an investigation will proceed to the point where a reasonable assessment of the safety of the individual and of the campus community can be made.

The Coordinator, in consultation with the Co-Coordinator and investigators, will determine issues regarding the safety of individuals involved as well as the safety of the campus. Should there be deemed to be a threat to either individuals or the campus community at-large, the Coordinator, in consultation with the Co-Coordinator and investigators as well as with other relevant personnel pertinent to the case, will make appropriate recommendations for action, including but not limited to, informing the Department of Campus Safety, the Office of Human Resources, and the Crisis Response Team.

Thereafter, the investigation may continue depending on a variety of factors, such as the request of the complainant and the risk to the individual or campus community. In investigating allegations of sexual misconduct, the University will collect information relevant to the report, including, but not limited to, statements by the complainant(s) and the respondent(s), statements of witnesses, records and other documents, social media, and other evidence.

The complainant and the respondent will be advised regarding the nature of the investigative process and the rights they have and the choices they have before the investigation itself begins.

Questioning about the complainant's sexual history with anyone other than the alleged perpetrator is not permitted. In addition, the fact that there is or was a current or previous consensual dating or sexual relationship between the two parties does not itself imply consent or preclude findings regarding sexual violence.

Medical and counseling records are privileged and confidential documents, which students are not required to disclose. The University will also consider the effects of off-campus conduct when evaluating a hostile environment on campus. The first step of an investigation will usually be a preliminary interview by the Title IX Coordinators or one or more of the Deputy Coordinators with the complainant.

If a complainant does not wish to pursue a complaint, the University will use the information gathered to evaluate, and, as necessary, provide for the safety of the University community. The University will, however, maintain records in confidence and use information for tracking patterns of behavior by individuals involved.

Should the complainant wish to pursue the complaint, the respondent will be notified of the investigation and the charge(s) being made and provided an opportunity to respond. Limestone will be sensitive to the feelings and situation of the complainant(s) and/or reporter(s) of sexual harassment or sexual violence as well as those of the respondent(s). Nonetheless, the University has a compelling interest to address all allegations of sexual harassment or sexual violence brought to its attention.

As a result, Limestone reserves the right to take appropriate action in such circumstances and will take the steps necessary to eliminate a hostile work or study environment, even in cases when the complainant chooses not to proceed. The Title IX Coordinator, Co-Coordinator, or Deputy Coordinators shall have authority to take reasonable and prudent interim measures to protect parties and witnesses during the investigation and during informal or formal procedures to resolve the complaint.

The complainant may request such measures at any time during the investigation, hearing, or appeals processes. Following receipt of a report of sexual misconduct where that misconduct poses an ongoing risk of harm to the safety or well-being of an individual or members of the campus

community, the Title IX Coordinator in consultation with the Co-Coordinator and the investigators, as well as with other relevant personnel depending upon the case, may implement protective measures pending completion of the investigation and resolution of the complaint. **These may include, but are not limited to, the following:**

- A voluntary No-Contact Agreement between the complainant and respondent.
- Imposition of a No-Contact Order and/or No Trespass warning.
- **Interim Separation (for employees)** During Interim Separation, an employee may continue his/her employment as outlined in the Interim Separation letter. When Interim Separation is imposed, the University will make reasonable efforts to complete the investigation as rapidly as possible. As appropriate, an employee may be placed on paid, administrative leave during the pendency of an investigation and/or until the hearing process is completed. Placement on administrative leave shall not constitute a finding or determination of guilt or culpability.
- **Interim Suspension (for students)** During Interim Suspension, a student may continue his/her coursework as outlined in the Interim Suspension letter. When Interim Suspension is imposed, the University will make reasonable efforts to complete the investigation as rapidly as possible.
- Restriction of a student's, employee's, or organization's access to certain University facilities or activities. Pending resolution of the investigation, the student, employee, or organization may be denied access to the campus or to campus activities.

While a complaint is under investigation, the Title IX Coordinator or his/her designee may also implement interim support measures, including but not limited to the following:

- Providing an escort to ensure that the complainant can move safely between classes and activities.
- Ensuring that the complainant and respondent do not attend the same classes or participate in the same athletic or organized extra-curricular activities (e.g., Marching Band, Show Choir, Cheerleading, etc.).
- Moving the complainant or alleged respondent to a different University residence or providing temporary housing for a student living off-campus.
- Providing counseling services.
- Providing medical services.
- Providing academic support services, such as tutoring.
- Arranging for the complainant to retake a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the complainant's academic record.
- Reviewing any disciplinary actions taken against the complainant to see whether there is a causal connection between the harassment or misconduct that may have resulted in the complainant being disciplined.

The Title IX Coordinators or Deputy Coordinators may also implement support measures for the respondent, including counseling services. All such measures as those outlined above will attempt to ensure the fair and equitable treatment of both the complainant and the respondent. Failure to comply with the terms of interim protective measures may be considered a separate violation of the policy.

Any participant in an investigation who has a complaint regarding the conduct of an investigator or who believes an investigator has a conflict of interest should contact the Title IX Coordinator or the Provost, either of whom will take appropriate action to address the issue in a prompt and equitable manner. Both the complainant and the respondent may ask a support person or advisor to accompany him or her to any complaint-related meetings, interviews, and proceedings, including hearing proceedings, and appeals.

This support person may be a friend, mentor, family member, attorney, or any other person the party chooses. Complainants and respondents may have only one advisor each. Witnesses are not allowed an advisor. The support person cannot be a potential witness in the case, nor can he or she be the Title IX Coordinator, Co-Coordinator, nor any of the Deputy Coordinators; no University employee who has a role in the investigation or hearing procedures may serve as an advisor.

In cases involving multiple complainants or respondents, the support person cannot be another respondent or complainant or witness. The advisor may not address campus officials directly, any parties in the case other than his or her advisee, nor witnesses in a meeting, interview, hearing procedures, or appeals process. The advisor is present only to guide his or her advisee, not to represent nor speak for the advisee. The advisor may not participate in any meetings or hearings without his/her advisee. The support person may confer quietly with his or her advisee as necessary as long as they do not disrupt the process. Should a longer discussion be needed, the complainant or respondent may request from the presiding university official a short break for a private conversation. Any support person who fails to follow these guidelines, in the view of the presiding official, in any meeting, interview, hearing, or appeal will receive one warning from the university official presiding and will be asked to leave should there be a second occurrence or a continuation of the disruption.

Subsequently, the Title IX Coordinators or a Deputy Coordinator will determine if the support person may be reinstated. Should the support person not be reinstated, the complainant or respondent may select a different advisor.

The complainant or respondent will have 24 hours to complete the selection process at which point the investigation or hearing will continue. Support persons are expected to maintain the confidentiality of the process and records of the case. Investigations are carried out by the Title IX Coordinators and/or the Deputy Coordinators and result in a finding based on a preponderance of the evidence.

The Title IX Coordinators or Deputy Coordinators may, at their discretion, obtain the assistance of other campus personnel during an investigation, including but not limited to, university counselors, academic personnel, auditors, business officers, faculty members, campus law enforcement, and Legal Counsel. Generally, an investigation will result in a written report to the Title IX Coordinators that, at a minimum, includes a statement of the allegations, a summary of the information considered, findings of fact, and a determination by the investigators as to whether University policy has been violated. Investigators will also collect signed statements from the complainant, respondent, and witnesses for the final report. After the conclusion of the case, all records, including results of the Hearing Board and Appeals, will be filed as noted in the section above. Any other records (e.g. handwritten notes from investigators) will be shredded.

For allegations of harassment or sexual misconduct, there are four (4) possible findings:

- **Substantiated** It is more likely than not that the allegation is true.
- **Unsubstantiated** It is not possible to determine whether the allegation is true or untrue. There is insufficient evidence to prove or disprove that the allegation is true.
- **Unfounded (“Good Faith”)** It is more likely than not that the allegation, while made in good faith, is untrue. A finding that the allegations are unfounded does not indicate that the complaint was improper or knowingly false; rather, it is an indication that the investigation did not find sufficient facts upon which to base a finding of culpability or responsibility.
- **Unfounded (“Bad Faith”)** It is more than likely than not that the allegation is untrue. In addition, it is more likely than not that the allegation was made in “bad faith,” that is, as stated in Section 6 above, a fabricated accusation of sexual misconduct or knowingly provided false information during an investigation.

Knowingly providing false information during a University investigation is an especially serious violation of the University’s Harassment Policy and student and employee disciplinary policy. Persons found to have engaged in such activity may face disciplinary action, including expulsion or termination.

At the conclusion of the investigation or hearing, the complainant and the respondent will be notified at the same time in writing by the Title IX Coordinator of the outcome, as appropriate, pending options for resolution. At the same time, the Title IX Coordinator will report the outcome to University offices as appropriate (e.g., Campus Safety, Housing, Athletics, etc.). ▀

OPTIONS FOR RESOLUTION

When an alleged violation of the Harassment Policy is reported, the University’s response is based on several factors, including the severity of the conduct and any prior policy violations by the respondent.

Options for resolution are as follows:

A. INFORMAL RESOLUTION

Limestone University encourages informal resolution options when both parties agree in writing to an informal resolution and desire to resolve the situation 24 hours cooperatively and informally or when the behavior alleged does not rise to the level of violation of University policy as determined by the Title IX Coordinator in consultation with the Co-Coordinator and deputies investigating the case, but nonetheless is adversely affecting the workplace or educational environment. Informal resolution may include an inquiry into the facts, but typically does not rise to the level of an investigation. The complainant must be notified of the right to end the informal process at any time or to begin the formal stage of the complaint process.

Mediation and informal resolution shall not be used in cases involving allegations of rape or sexual assault or to resolve rape or sexual assault complaints. Informal resolutions often have sanctions worked out by the parties who, then, hold themselves accountable. Informal resolution includes but is not limited to options such as separation of the parties, referral of one or both of the parties to counseling, mediation, or targeted educational and training programs.



Situations that are resolved through informal resolution are usually subject to follow-up after a period of time to assure that resolution has been implemented effectively. Steps taken by the Office of the Title IX Coordinator to help the parties achieve informal resolution will be documented and the records maintained in accordance with the University's document retention policies. Appeals are typically not made in informal resolutions. Should the parties disagree about findings or sanctions, the case should move from an informal to a formal resolution.

B. FORMAL RESOLUTION

Reports of harassment or sexual misconduct may require a formal investigation as determined by the Title IX Coordinator in consultation with the Co-Coordinator and the deputies investigating the case. Formal resolutions involve cases where two or more parties are in disagreement about responsibility or sanction, or cases that involve severe violations such as rape or sexual assault. A special subcategory of formal resolutions involve cases where the complainant(s) may not wish to pursue the complaint for any reason. The University reserves the right to bring the case against the respondent(s) if, in the University's view, the respondent(s) poses a threat to the campus community. The Coordinator will consult with investigators and relevant parties, including but not limited to the following: Campus Safety, Counselors, Campus Ministry, and the Crisis Response Team. Persons found to have violated policy will be subject to disciplinary action up to and including termination of employment or separation (expulsion) from the University.

Student organizations found to have violated policy will be subject to discipline up to and including being banned from campus. Resolutions may also include, but are not limited to, options such as separation of the parties, referral of the parties to counseling programs, or targeted educational and training programs. In addition, the University may recommend steps to address the effects of the conduct on victims and others, including academic support resources, housing assistance, change in work situation, leave of absence, training, or other services. All investigations shall be conducted as expeditiously as possible, and the University will strive to complete them as soon as possible after the Office of the Title IX Coordinator's receipt of the complaint. Upon conclusion of the investigation, the Title IX Coordinator and Co-Coordinator in consultation with the investigators and other relevant parties (e.g. Human Resources, the Sib Collins Counseling Center, etc.) will determine based on sufficiency of evidence whether or not a case may be concluded with or without a hearing. In cases where the respondent accepts responsibility for the action, that is, admits to performing the violation(s) he/she has been charged with, the case will not go to a hearing but proceed to final disposition.

The Title IX Coordinator will provide findings of the investigation to the complainant and the respondent at the same time as well as to the Chair of the Judicial Hearing Board or the Executive Vice President, in cases where an administrative hearing is held. ■

HEARINGS & PROCEDURES

When a student or employee alleges sexual misconduct by another student or employee or third party, the complainant and the respondent will be entitled to prompt resolution of the complaint, confidentiality to the extent allowed by the circumstances, the right to present witnesses and evidence, the right to notice of the decision and any sanctions imposed, and the right to appeal. Character witnesses are not permitted. The hearing will be an administrative hearing before an administrative body that includes the Chair of the Judicial Board, who will serve as the Hearing Coordinator. In addition to the Judicial Board Chair, administrative hearing boards will consist of two faculty or staff members of the Judicial Board selected by the Chair. In case the Chair of the Judicial Board is unavailable, the Chair will select one of the faculty or staff Judicial Board members to serve as Hearing Coordinator. Administrative hearings will be scheduled at the earliest opportunity. While scheduling, the Title IX officers will try to observe the convenience of all parties; however, the University reserves the right to set the schedule as needed. All hearings will either be recorded by a transcriptionist or taped. Both the complainant and the respondent will be afforded the opportunity to have an advisor present.

The advisor cannot question witnesses or speak on the parties' behalf. The advisor is intended as a support person and may not interrupt the proceedings. (For full details regarding the role of the advisor, see Section 7 above.) Any party bringing an advisor to a proceeding must notify the Office of the Title IX Coordinator in writing at least two business days prior to the scheduled proceeding. A student or employee who is unable to attend a scheduled hearing due to illness or other emergency must notify the Hearing Coordinator at least 24 hours in advance of the scheduled hearing.

The Hearing Coordinator will determine if the excuse is valid. The student or the employee may appeal the decision of the Hearing Coordinator to the Executive Vice President. At the hearing, the Hearing Coordinator will introduce the members of the hearing board, the complainant(s), and the respondent(s). Then the Chair introduces the case and the charges are read into the record. The respondent will then have the opportunity to enter a plea on the charges brought against him/her. The respondent has the right to remain silent without any assumptions being made about responsibility. If the respondent remains silent, the Hearing Coordinator will enter a "not responsible" plea into the record.



If the respondent pleads “responsible,” the Administrative Hearing Board will proceed with consideration of sanctions. Both the respondent and the complainant will be given an opportunity to present mitigating, aggravating or extenuating circumstances related to the incident underlying the disciplinary charge. The Administrative Hearing Board will be given the opportunity to ask questions pertinent to the issue of sanctions of the complainant, witnesses, and the respondent, as well as to consider any reports, memoranda, medical records, or other documents provided by the Office of the Title IX Coordinator, the complainant, the respondent, or a witness. The Board will also be able to question the Title IX investigators privately or on camera prior to the hearing for clarification regarding the documents presented. The Administrative Hearing Board will then meet in private to determine the sanction to be imposed. If the respondent pleads “not responsible,” the Administrative Hearing Board will receive testimony, documents and other information determined within the discretion of the Board to be pertinent and credible. Questioning about the complainant’s sexual history with anyone other than the alleged perpetrator is not permitted.

In addition, the fact that a current or previous consensual dating or sexual relationship between the two parties existed does not itself imply consent or preclude findings regarding sexual violence. Medical and counseling records are privileged and confidential documents that students or employees are not required to disclose. The complainant and respondent will each be provided an opportunity to present witness testimony and other evidence. The complainant and the respondent are prohibited from personally cross-examining each other. Members of the Board may ask questions of the complainant, any witnesses, and the respondent. If the complainant or respondent wishes to question a witness during the hearing, the question must be submitted in writing to the Hearing Board. Written questions may be submitted either prior to, or during, the hearing. The Board shall have sole discretion to decide whether to ask a question of the respondent, complainant, or witness. The respondent, the complainant, and witnesses have the right to decline to respond to specific questions. Both the respondent and the complainant shall have the right to be present during the entire hearing. The complainant may also elect to provide his/her statement from a private area via communication media. In such cases, the complainant may have only his/her advisor present.

The Hearing Board may require the presence also of a campus safety officer. Should either the complainant nor respondent be present and no excuse provided prior to the hearing as stipulated above, the hearing may go forward if the Hearing Coordinator in consultation with the Title IX Co-Coordinator, Hearing Board members, and case investigators deemed there is sufficient evidence to proceed and deem it in the best interests of the University. At the conclusion of the presentation of proof, the Hearing Board will deliberate in private and render a decision regarding the violation of policy charged based on a preponderance of the evidence presented.

Neither the complainant nor the respondent nor any witnesses or advisors may be present during the Hearing Board’s deliberations. If the respondent is found responsible, the Board may designate appropriate protective measures and disciplinary sanctions will be assigned. In fashioning an appropriate sanction, the Hearing Board may consider all relevant factors, including, but not limited to, the nature and severity of the misconduct and the prior disciplinary history of the respondent/employee. If the employee/ respondent is found responsible, the Hearing Board in consultation with the Vice President to whom the employee reports will set the sanction. The respondent and the complainant will be notified by the Title IX Coordinator at the same time and in writing of the outcome of the proceeding; appeal procedures; any change to the result before it becomes final; and when the result becomes final. A record of the hearing outcome and sanction(s) imposed will be placed in the employee’s human resources file. ■



PREVENTIVE MEASURES & SANCTIONS

Upon a finding of culpability, in addition to sanctions, the Judicial Hearing Board may direct the respondent to stay away from the complainant student or employee; prohibit the respondent from attending school for a period of time or require that he or she transfer to another class (if available) or another residence hall; require the respondent to undergo training or counseling; refer the respondent to the appropriate Vice President for disciplinary action, which may include the initiation of termination proceedings; refer the respondent, if a faculty member, to the Vice President for Academic Affairs for initiation of termination proceedings; or other disciplinary, protective and remedial measures.

Following a final determination of sexual harassment, sexual misconduct, rape, acquaintance rape, domestic/dating violence (sometimes referred to also as Intimate Partner Violence or IPV), sexual assault or stalking, involving a student or student organization, the University may impose the following sanctions and protective measures:

- **Restriction** A restriction upon a student's or organization's privileges for a period of time may be imposed. This restriction may include, for example, denial of the right to represent the University in any way, participation in University sponsored travel, denial of the use of facilities, enjoyment of privileges, or participation in extracurricular activities or restriction of organization privileges.
- **Counseling Referral** The student is requested to visit the university counseling center for an initial evaluation and follow through on any prescribed treatment program.
- **No-Contact and/or No Trespass Order** Directing the respondent to stay away from the complainant student or employee or requiring that he or she transfer to another class (if available) or not come within 500 feet (or other appropriate distance) of the complainant while on Campus property, including being prohibited from being on any university owned or leased properties. In cases of Intimate Partner Violence (IPV) on Limestone University campus, no

contact orders should be custom crafted to suit each individual situation so as to create no additional danger to the complainant. If a no-contact order is not issued, the complainant must be made aware of the reasons for it not be issued. In IPV cases, no-contact orders may need to be mutual. If the respondent cannot contact the complainant, it may be necessary for the complainant to adhere to the same regulation.

- **Housing Probation** Continued residence on campus or student housing may be conditioned upon adherence to this policy as well as institutional housing policies. Any resident placed on housing probation will be notified in writing of the terms and length of the probation. Probation may include restrictions upon the activities of the student, including any other appropriate special condition(s).
- **Permanent Removal from University Housing** A resident suspended from housing may not reside, visit, or make any use whatsoever of a housing facility or participate in any housing activity during the period for which the sanction is in effect. A suspended resident shall be required to forfeit housing fees (including any unused portion thereof and the Housing Deposit). A suspended resident must vacate the housing unit. Housing suspension shall remain a part of the student resident's disciplinary record.
- **Probation** Continued enrollment of a student or recognition of a student organization on probation may be dependent upon adherence to the Code of Student Conduct. Any student or organization placed on probation will be notified of such in writing and will also be notified of the terms and length of the probation. Probation may include restrictions upon the extracurricular activities or any other appropriate special

conditions. Any conduct in violation of the code of student conduct while on probationary status may result in the imposition of a more serious disciplinary sanction.

- **Suspension** If a student is suspended, he or she is deprived of student status and is separated from the University for a stated period of time with conditions of readmission stated in the notice of suspension. The suspension shall appear on the student's disciplinary record regardless of whether or not such student is successfully readmitted. If an organization is suspended, for a designated period of time, it cannot engage in any organizational activities and will not be recognized as a University organization or activity.
- **Expulsion** Expulsion entails a permanent separation from the institution. The imposition of this sanction is a permanent bar to the student's readmission or participation in any student organization or function at the institution. Any student or organization receiving a penalty of expulsion shall be restricted from the campus of Limestone University during the period of expulsion unless on official business with the University verified in writing by the Executive Vice President.

Termination Termination refers to the immediate discharge of an employee from his/her position(s) at the University and an ending of all employment with the school. Terminated employees are informed of their discharge in writing by the Human Resource Office with other information relevant to the discharge regarding such matters as medical/insurance coverage, vacation time, sick time, etc.

Any **Alternative Sanction** deemed necessary and appropriate to address the misconduct at issue. ■

FAILURE TO APPEAR/WAIVER

Failure to appear before a hearing body is considered a waiver of the right to a hearing and the right to appeal. This can be mitigated through evidence of illness or emergency. ▀

NOTIFICATION OF HEARING DECISION

A decision will, when possible, be rendered within 72 hours after the conclusion of the hearing. The respondent and complainant will sign a notice of receipt of the hearing body's final decision acknowledging receipt of the results of a hearing. The respondent and complainant will also receive a letter from the Title IX Coordinator detailing the sanction imposed and protective measures implemented, if applicable. All final decisions, whether for informal or formal resolutions, shall be communicated in confidence by the Title IX Coordinator with those offices who have a need to know the resolution (e.g., Athletics, Counseling, Human Resources, Campus Safety, Student Services, etc.) upon the final decision, pending the appeal process. ▀

APPEAL PROCESS

The accused student, the victim, the Dean of Student Life or a Judicial Board member(s) official has the right to appeal a disciplinary action resulting in Suspension or Expulsion for any of the following reasons:

- Irregularity in the proceedings is a specified procedural error or error in interpretation of University conduct procedures may have substantially affected the hearing such the accused was denied a fair hearing or the error prevented the hearing officer or board from making a fair decision.
- Penalty inconsistent with the nature of the offense. The sanction appears to be significantly incongruent with the violation, given either the student's prior record or the usual action for the offense.
- New or unconsidered evidence, new significant or relevant information regarding the case becomes available that could not have been discovered at the time of the hearing. Information is not considered new if the student did not attend the original hearing or voluntarily withheld information during the original hearing.
- Disciplinary action resulting in Suspension or Expulsion from an Administrative Hearing or Judicial Board is postponed until the student has had the opportunity to exercise his/her right to appeal. However, in cases where a student is deemed a threat and/or danger to self, others, and/or property, the Provost or Dean of Student Life may, upon finding that a danger exists, impose a penalty that is effective immediately, with the right to appeal to take place after the imposition of the penalty.

The written appeal should include a statement for the grounds and the rationale for claiming that an appeal is warranted. Failure on the student's part to attend a hearing will not be grounds for an appeal. The appeal process involves an Appeals Committee, consisting of a faculty member, a staff member and a student. In Title IX cases, the student will be replaced by either a staff or faculty alternative. Written requests for this appeal by the accused, the victim, or Dean of Student Life must be submitted to the Appeals Committee at appealscommittee@limestone.edu within 3 working days after the student signs the notice of the Hearing Board 'Written Report' decision.

The appeal shall include the reasons for the appeal. The Appeals Committee will review the written appeal, collect additional information, if appropriate, and render their decision within 7 working days of

receipt of the appeal. The Appeals Committee will notify the hearing officer and the Office of Student Life within 3 working days of receipt of an appeal.

Failure to submit a written appeal within 3 working days of a decision by any hearing body or failure to appear before a hearing body is considered to be a waiver of the right of appeal. Working days do not include weekends, holidays, or other times when the University is closed. ▀

NON-RETALIATION

Limestone University prohibits retaliation by any person or group or third party against anyone for inquiring about suspected breaches of the University's policy, registering a complaint pursuant to its policies, assisting another in making a complaint, or participating in an investigation under its policies. **Retaliation may be any behavior, attitude, or conduct which is believed to be the result of filing a complaint and adversely affects an individual's employment or creates an intimidating, hostile, or offensive environment. Others protected by this policy include, but are not limited to:**

- A person who assists someone with a report of sexual harassment.
- A person involved in the resolution of a sexual harassment report.
- A person who participates in any manner in an investigation.

A complaint of retaliation will be treated as a separate incident and investigated as such and should be reported to Title IX Coordinator or a Title IX Deputy Coordinator so further action can be taken. Students found to have engaged in retaliation will be reported to the Office of Student Services for disciplinary action. Employees found to have engaged in retaliation will be reported to the appropriate Vice President for disciplinary action. Both student and employee will have the right to appeal according to the regulations outlined in Section 10. ▀

PREGNANT & PARENTING STUDENTS

Title IX provides for equal educational opportunities for pregnant and parenting students including birth or adopting parents. It prohibits educational institutions from discriminating against students based on pregnancy, childbirth, adoption, emergency care, breastfeeding, false pregnancy, termination of pregnancy, or recovery from any of these conditions. It also prohibits schools from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex.

This policy applies to all aspects of Limestone University, its students and employees. Limestone University will make reasonable accommodations to meet student needs related to pregnancy and parenting, in particular any conditions that constitute a medical necessity as determined by an appropriate health care provider. Students who may need such accommodations should contact the Office of Accessibility Services for assistance.

The university allows a pregnant student leave of absence for as long as it is deemed medically necessary. At the conclusion of her leave, the student is allowed to resume the academic and extracurricular status she held when the leave began. Pregnant students may also continue to participate in classes and extracurricular activities with reasonable adjustments (e.g., larger desks, elevator access, frequent bathroom breaks) made at the student's request.

Absences due to pregnancy, childbirth, and breastfeeding are excused, and the student is allowed to submit course work missed due to pregnancy and childbirth without penalty as long as the absences are deemed medically necessary.

Pregnant and parenting students who find that staff or instructors are not complying with this policy should report the matter to the Office of Academic Affairs or to the Title IX Coordinator or one of the Deputy Coordinators. Title IX also protects pregnant and parenting students from harassment because of pregnancy, pregnancy-related issues, childbirth, and breastfeeding. A pregnant or parenting student who finds him or herself the subject of harassment should report the incident to the Title IX Coordinator or to any of the Deputy Coordinators. The harassment of pregnant students will be subject to the same processes of investigation, hearing and appeals as the other forms of sexual harassment identified in this document. ■

TRANSGENDER STUDENTS

It is the policy of Limestone University to comply with Title IX in all programs and activities, including the prohibitions against sexual harassment, sexual violence, and discrimination on the basis of sex, as well as the prohibition against retaliation for any person asserting claims under Title IX.

Limestone University recognizes that, under Title IX, the University has a responsibility to provide a safe and nondiscriminatory environment for all students, including those who are transgender, that is, for those whose gender identity or expression differs from the sex they were assigned at birth. This includes students whose self-identification or expression may challenge traditional notions of "male "or "female."

Harassment that targets a student based on gender expression, gender identity, transgender status, or gender transition is harassment based on sex. If any such harassment occurs at Limestone University, whether on the main campus or one of its sites in South Carolina or in its online environment, the school will take prompt action, as outlined in its Title IX policy, to investigate each case and to provide an appropriate remedy. The University will also include education regarding transgender persons, gender identity, and gender transition as part of its education regarding all aspects of Title IX and VAWA.

University Records and Documents, including FERPA, Limestone University seeks to protect the privacy of all its students, including its transgender students, in accordance with FERPA regulations regarding privacy and confidentiality.

- The University maintains records according to the legal status of a student in terms of name and gender marker. It will modify (as it does for any Limestone student) its records as a student, parent of minor student, or authorized representative provides documentation of legal changes according to appropriate state processes. Students, parents of minor students, or authorized representatives may apply to the Registrar's Office to update records.
- At the time of admission, Limestone University collects information regarding legal name, preferred prefix of address, preferred name, gender marker, and gender identity. This information is kept confidential per FERPA regulations for personally identifiable information. Students have the option to self-identify at any time for updating records with the Admission's or Registrar's Office, based on acceptance status.

- Under FERPA, a school must consider the request of an eligible student or parent to amend information in the student's record that may be deemed by the student or parent to be inaccurate, misleading, or in violation of a student's privacy rights. The University will amend records in light of this regulation. In cases where the University does not amend such records, it will provide the person(s) making the request with the reason(s) for its decision in writing and will inform the person(s) of their right to a hearing in accordance with FERPA regulations.
- The University allows a student to designate a preferred first name to be used on campus records, including, but not limited to, campus ID cards, course and grade rosters, advisor lists, directory listings, unofficial transcripts, and team or activity rosters. Legal names will be used on official transcripts and graduation documents.
- The University encourages the practice of using the student's preferred pronoun on all occasions consistent with the student's gender identity, whether "he," "she," or as otherwise designated.
- In accord with FERPA regulations, the University designates birth name or sex assigned at birth as personally identifiable information (PII).
- In accord with FERPA regulations, the University does not designate a student's sex, gender marker, or gender identity as directory information. ▀

FACILITIES & UNIVERSITY HOUSING

Limestone University offers sex-segregated facilities, including but not limited to, student housing, restrooms, locker rooms, and shower facilities. In accord with Title IX, the University permits transgender students who participate in activities using sex-segregated facilities to access the facility and activity consistent with their gender identity.

- **Housing** The University recognizes and respects the gender identity of each student. Every attempt will be made to give transgender students safe housing assignments. While the University will not force any student to reside with another, it will seek to have gender-inclusive housing whenever possible. Campus housing policies on bathrooms and showers allow students access to the facilities consistent with their gender identity.
- **Athletics and Intramural Sports** Students participating in athletics or in intramural sports, as well as those in physical education courses, may participate in accordance with their gender identity, including the use of restrooms and locker rooms. Limestone University Athletics adheres to the NCAA transgender policy as set forth in NCAA bylaws and regulations.
- **Health and Counseling Services** Limestone will provide in confidence to self-identifying students appropriate medical and psychological care or access to such care through local physicians or therapists, including access to hormones for persons going through transition. ▀

PROHIBITED CONDUCT DEFINITIONS

1. Consent

Consent is defined as freely and affirmatively communicated willingness to participate in particular sexual activity or behavior, expressed either by words or clear, unambiguous actions. It is the responsibility of the person who wants to engage in the sexual activity to insure that he or she has the consent of the other to engage in the activity. Lack of protest or resistance does not indicate consent, nor does silence mean consent. Moreover, the existence of a dating relationship between the persons involved or the fact of a past or current sexual relationship should never provide the basis for an assumption of consent. Use of alcohol or other drugs is not a defense to a violation of this policy. Consent must be present throughout the sexual activity; at any time, a participant may communicate that he or she no longer consents to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

The following persons are unable to give consent:

- (a.) Persons who are asleep or unconscious;
- (b.) Persons who are incapacitated due to the influence of drugs, alcohol, or medication;
- (c.) Persons who are unable to communicate consent due to a mental or physical condition; and
- (d.) Persons who have not reached the legal age of consent.

The sexual orientation and/or gender identity of individuals engaging in sexual activity is not relevant to allegations under this policy.

2. Force

Force is defined as the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that

overcomes resistance or produces consent.

NOTE: There is no requirement that a person resist an unwanted sexual advance or request, but resistance is a clear demonstration of non-consent. Sexual activity that is forced is by definition non-consensual, but non-consensual sexual activity is not by definition forced.

3. Harassment

Harassment is defined as any conduct directed toward an individual or group based on one or more of the following: discrimination based on race, gender, religion, disability, age, genetic information, or ethnic background. Limestone's definition extends to conduct of a sexual nature including sexual harassment, sexual violence, and gender-based bullying.

4. Incapacity

Incapacity means inability to make rational, reasonable decisions due to lacking the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of a sexual interaction). This policy covers persons whose incapacity results from disability, sleep, involuntary physical restraint, or due to medication or drugs. Possession, use and/or distribution of any of the following substances is prohibited, and administering one or more drugs to another student is a violation of this policy: rohypnol, ketamine, gamma hydroxybutyric acid (GHB), burundanga, clonazepam, Klonopin, alprazolam, Xanax, tranquilizers, analgesics, and stimulants.

5. Non-Consensual Sexual Contact

Non-consensual sexual contact involves any intentional sexual touching, however slight, with any object by a person and upon a person that is done without consent and/or by force, including fondling. **Fondling** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

6. Rape

Rape is defined as “penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.” (Source: FBI)

7. Retaliatory Harassment

Retaliatory harassment is any adverse employment or education action taken against a person because of the person’s participation in a complaint or investigation of discrimination or sexual misconduct.

8. Sexual Assault

Sexual assault is a non-consensual act involving psychological manipulation, physical force, or coercion. It includes a continuum of conduct from forcible rape to nonphysical forms of pressure that compel an individual or individuals to engage in sexual activity against their will.

Examples of sexual assault under this policy include, but are not limited to, the following behaviors when consent is not present:

- (a.) Sexual intercourse (vaginal or anal) acts must be committed without the victim’s consent either by force, threat of force or violence, intimidation or through the use of the victim’s mental or physical helplessness of which the accused was aware or should have been aware.
- (b.) Oral sex
- (c.) Rape or attempted rape
- (d.) Penetration of an orifice (anal, vaginal, oral) with the penis, finger, or other object
- (e.) Unwanted touching of a sexual nature
- (f.) Use of coercion, manipulation, or force to make someone engage in sexual touching, including breast, chest and buttocks
- (g.) Sexual activity with a person who is unable to provide consent due to the influence of drugs, alcohol, or other mental or physical condition (e.g., asleep or unconscious).

These acts may be committed without the victim’s consent either by force, threat of force or

violence, intimidation or through the use of the victim’s mental or physical helplessness of which the accused was aware or should have been aware. *Any incident meeting the definition of sexual assault is a crime for the purposes of Clery ACT reporting.*

9. Sexual Coercion

Sexual coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes it clear that he/she does not want sex, wants to stop, or does not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

10. Sexual Discrimination

Sex Discrimination can occur when conduct is directed at a specific individual or a group of identifiable individuals that adversely affects the education or employment of the individual or group because of sex.

Behaviors that may constitute sex discrimination include, but are not limited to:

- Exclusion from educational resources or activities because of one’s gender.
- Subjection to jokes or derogatory comments about one’s gender.
- Being held to different standards or requirements on the basis of one’s gender. Sexual exploitation involves taking non-consensual sexual advantage of another person.

Examples include, but are not limited to, the following behaviors:

- (a.) Invasion of sexual privacy, which may include but not limited to: electronically recording, photographing, or transmitting intimate or sexual utterances, sounds, or images without the knowledge and consent

- of all parties involved.
- (b.) Voyeurism (spying on others who are in intimate or sexual situations)
- (c.) Distributing intimate or sexual information about another person without that person's consent
- (d.) Prostituting another student
- (e.) Knowingly transmitting an STD/STI or HIV to another student
- (f.) Exposing one's genitals in non-consensual circumstances Sexual harassment is a form of discrimination that includes verbal, written, or physical behavior of a sexual nature, directed at a person, or against a particular group, because of that person's or group's sex, sexual orientation, or sexual identity, or based on gender stereotypes, when that behavior is unwelcome.

11. Sexual Harassment

Sexual harassment is a form of sex discrimination that can occur when there are:

- (a.) Unwelcome sexual advances.
- (b.) Request for sexual favors, whether or not accompanied by promises or threats relating to the employment or academic relationship, or that in any way influence any academic or personnel decision regarding a person's academic standing, employment, evaluation, wages, advancement, assigned duties, shifts or any other condition of employment, career or academic development.
- (c.) Any verbal or physical conduct of a sexual nature that threatens or implies, either explicitly or implicitly, that an employee's or student's submission to or rejection of sexual advances will in any way influence any personnel or academic decision regarding his or her academic standing, employment, evaluation, wages, advancement, assigned duties, shifts or any other condition of employment, career or academic development.
- (d.) Any verbal or physical conduct that has the purpose or effect of substantially interfering with an employee's ability to do his or her job or a student's academic standing,

- performance or development.
- (e.) Any verbal or physical conduct that has the purpose or effect of creating an intimidating, hostile or offensive working or educational environment.
- (f.) Certain conduct in the workplace or educational environment, whether physical or verbal, committed by supervisors, non-supervisory personnel, or faculty, including but not limited to references to an individual's body; use of sexually degrading words to describe an individual; offensive comments; off-color language or jokes; innuendoes; and sexually suggestive objects or behavior, books, magazines, photographs, cartoons or pictures.

Examples of sexual harassment include:

- (a.) Pressuring a student or employee to engage in sexual behavior in order to receive an educational or employment benefit.
- (b.) Making a real or perceived threat that rejecting sexual behavior will carry a negative consequence for the student.
- (c.) Demanding a sexual favor in exchange for employment, academic or any other benefit (quid pro quo sexual harassment).
- (d.) Conduct has the purpose or effect of threatening an individual's employment, interfering with an individual's work or academic performance, or creating an intimidating, hostile, offensive working or educational environment (hostile environment harassment sexual harassment).

This policy prohibits the following sexually harassing behavior:

- (a.) Harassing behavior has the purpose or effect of substantially interfering with the student's work or educational performance by creating an intimidating, hostile, or demeaning environment for employment, education, on and off-campus living, or participation in a University activity.

Examples of this type of sexual harassment can include:

- (a.) Persistent unwelcomed efforts to develop a romantic or sexual relationship
- (b.) Unwelcome commentary about an individual's body or sexual activities.
- (c.) Unwanted sexual attention
- (d.) Repeated and unwelcome sexually-oriented teasing, joking, or flirting
- (e.) Verbal abuse of a sexual nature.

A hostile environment includes any situation in which there is harassing conduct that is sufficiently severe, pervasive and objectively offensive so that it alters the conditions of employment or limits, interferes with or denies educational benefits or opportunities, from both a subjective (the alleged complainant's) and an objective (a reasonable person's) viewpoint.

Comments or communications could be verbal, written, or electronic. Behavior does not need to be directed at or to a specific student, but rather may be generalized unwelcomed and unnecessary comments based on sex or gender stereotypes.

Determination of whether alleged conduct constitutes sexual harassment requires consideration of all the circumstances, including the context in which the alleged incidents occurred.

12. Sexual Intimidation

Sexual intimidation involves:

- (a.) Threatening another person sexually
- (b.) Stalking
- (c.) Cyber-stalking
- (d.) Engaging in indecent exposure, stalking refers to engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (1.) fear for his or her safety or the safety of others
- (2.) suffer substantial emotional distress.
Any incident meeting the definition of

stalking is a crime for the purposes of Clery ACT reporting.

13. Sexual Misconduct

Sexual misconduct is a broad term encompassing any unwelcome behavior of a sexual nature that is committed without consent or by force, intimidation, coercion, or manipulation. The term includes sexual assault, sexual harassment, sexual exploitation, and sexual intimidation as those behaviors are described in this section.

Sexual misconduct can be committed by men or women, and it can occur between people of the same sex or different sexes. Under sexual misconduct, this policy also includes the crime categories of **Dating Violence**, **Domestic Violence**, and **Stalking** in accordance with section 40002(a) of the **Violence Against Women Act of 1994** as follows (See also Appendix I for SC legal code definitions):

A. Dating Violence

Dating violence refers to violence committed:

- (a.) By a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (1.) the length of the relationship
- (2.) the type of relationship
- (3.) the frequency of interaction between the persons involved in the relationship.

Any incident meeting the definition of domestic violence or dating violence is a crime for the purposes of Clery ACT reporting.

B. Domestic Violence

Domestic violence refers to any pattern of abusive behavior that is used by an intimate partner to gain or maintain power and control

over the other intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence a person.

This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure or wound someone. **They may be carried out:**

- (a.) By a current or former spouse or intimate partner of the victim.
- (b.) By a person with whom the victim shares a child in common.
- (c.) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
- (d.) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- (e.) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

C. Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable to:

- (a.) Fear for the person's safety or the safety of others.
- (b.) Suffer substantial emotional distress.
- (c.) For the purpose 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. **Reasonable Person** means a reasonable person under similar circumstances and with similar identities to the victim.

- (d.) Report the location as where a perpetrator engaged in the stalking course of conduct or where a victim first became aware of the stalking.
- (e.) Report any additional behaviors that meet the above definition of stalking if they occur or continue to occur after an official intervention has been put in place, including, but not limited to, an institutional disciplinary action or the issuance of a no contact order, restraining order or any warning by the institution or a court. ■

ADDITIONAL DEFINITIONS

1. Advisor

Advisor means any individual who provides the accuser or accused support, guidance, or advice.

2. Awareness Programs

Awareness Programs mean community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

3. Bystander Intervention

Bystander Intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

4. Complainant(s)

Student(s) or employee(s) of Limestone University who alleges that she or he has been

subjected to sexual misconduct. May be referred to in some university policies as the “victim.” A third-party complainant is a person who brings a complaint on behalf of another member(s) of the campus community who has allegedly been the subject of sexual misconduct.

5. Complaint

A Complaint is a description of facts that allege violation of the University’s policy against discrimination or sexual misconduct. The Title IX Coordinator may request that a complaint be made in writing.

6. Gender Identity

Gender Identity refers to an individual’s internal sense of gender. A person’s gender identity may be different from or the same as the person’s sex assigned at birth. Sex assigned at birth refers to the sex designation recorded on an infant’s birth certificate should such a record be provided at birth.

7. Gender Transition

Gender Transition refers to the process in which transgender individuals begin asserting the sex that corresponds to their gender identity instead of the sex they were assigned at birth. During gender transition, individuals begin to live and identify as the sex consistent with their gender identity and may dress differently, adopt a new name, and use pronouns consistent with their gender identity. Transgender individuals may undergo gender transition at any stage of their lives, and gender transition can happen swiftly or over a long duration of time.

8. Inquiry

An Inquiry is a request from a member of the University community for information about the policy or the procedures for resolving a situation that involves discrimination or sexual misconduct. An inquiry may also refer to an informal notification that discrimination or sexual misconduct may have occurred and/or request for information about where or how to bring a complaint.

9. Investigation

An Investigation is a fact-finding inquiry under the direction of the Title IX Coordinator that attempts to determine whether behavior in violation of policy prohibiting sexual misconduct occurred, and to make recommendations for resolution of the harassing conditions.

10. Ongoing Prevention & Awareness Campaigns

Ongoing Prevention and Awareness Campaigns mean programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution and including information described in paragraph (J)(1)(I)(A) through (F) of this section.

11. Primary Prevention Programs

Primary Prevention Programs means programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

12. Proceeding

Proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

13. Respondent(s)

A Respondent(s) is a person or persons who are members of the campus community who allegedly harassed another person or persons. May be referred to in some university policies

as “accused.” Respondents may be individuals, groups, programs, academic or administrative units, or the institution.

14. Result

Result means any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution.

15. Risk Reduction

Risk Reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

16. Transgender

Transgender describes those individuals whose gender identity is different from the sex they were assigned at birth. A transgender male is someone

who identifies as male but was assigned the sex of female at birth; a transgender female is someone who identifies as female but was assigned the sex of male at birth. Included under the transgender designation are also persons who identify as genderqueer, that is, persons who do not subscribe to conventional gender distinctions or identify as other non-binary gender identities.

17. Witnesses

Witnesses means persons who have information about the alleged sexual misconduct that will tend to prove, disprove, or otherwise illuminate an investigation of a complaint. ■

SEX OFFENDER REGISTRY

The **Campus Sex Crimes Prevention Act Section 1601 of Public Law 106-386**, is a federal law that provides tracking of convicted sex offenders enrolled at or employed by institutions of higher education. The intent is to extend the protection of the sex offender’s registries and Megan’s Law to University campuses. It also amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to require institutions of higher education to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. ■

South Carolina Electronic Sex Offender Registry

<http://scor.sled.sc.gov/conditionsofuse.aspx>

Megan’s Law

<http://www.meganslaw.com>

Limestone University Sexual Assault Policy

<https://handbook.limestone.edu>



OTHER SEX CRIMES

Sex crimes are not limited to rape and sexual assault. Other types of offensive and unacceptable behavior are crimes and should be dealt with accordingly. Exhibitionists, voyeurs, and persons who make obscene or harassing phone calls could be subject to criminal charges. While such persons often do not carry out physical attacks, you have no assurance that they will not. Don't take chances. Report all incidents to the Department of Campus Safety. ■

MISSING PERSONS

Most missing person reports in the campus environment can result from a student changing their normal routine and failing to inform roommates or friends of this change. Reports of missing persons should be made to the Department of Campus Safety if the person missing is not found within a reasonable time or immediately if there is information that the person could be at personal risk. Do not wait 24 hours. All reports made to the Limestone University Department of Campus Safety of missing persons are followed up with an ongoing investigation. Any University official having knowledge that a student is believed to be missing must report this to the University's Department of Campus Safety. Missing persons are reported to NCIC (National Crime Information Center) if the person is not found within a reasonable time (less than 8 hours) the Gaffney City Police Department is also notified at this time. If the person is under the age of 18 and not emancipated the parents of the student will be notified within 24 hours once the student is determined to be missing.

Campus Safety Officers have been trained in how to investigate missing person complaints and have a full understanding of the requirements of the University policy in regard to this type of investigation. ■

DAILY CRIME LOG

The Office of Campus Safety provides a daily log of all criminal reports and other incidents for public inspection, and is available in the Department of Campus Safety located at 606 East O'Neal Street, Gaffney, South Carolina 29340. The information provided is from all initial incident reports of criminal activity and other incidents reported to Campus Safety. [The Daily Security and Fire Log](#)

includes:

- The nature, date, time and general location of each crime.
- The disposition of the complaint, if known.
- Medical calls for assistance.
- Other major calls for assistance requiring Campus Safety presence.
- Fires and fire alarm activation with location and cause Limestone Campus Safety complies with federal law that prohibits the disclosure of the names of victims when publishing the daily crime log. ▪

HOUSING POLICY

No student shall set or cause to be set any unauthorized fire in or on campus property. A student may be subject to expulsion from campus housing. In addition, there may be an investigation by local arson officials and if the offense is determined to be in violation of a federal, state or local law, the student could be subject to civil or criminal prosecution. No student shall intentionally cause a false fire alarm. If the offense is determined to be in violation of a federal, state or local law, the student could be subject to civil or criminal prosecution. Students may be held responsible for inadvertently causing a false fire alarm.

No student shall tamper with fire safety equipment (e.g., fire extinguishers, hoses, sprinkler systems, etc.). A student who tampers in any way with any type of fire safety equipment will be subject to a fine. This includes tampering with or damaging smoke detectors within campus housing or hallways. Should a smoke detector within a housing assignment malfunction, the problem should be immediately reported to Limestone University

Campus Safety. All persons must vacate campus housing when an alarm sounds. Regularly unannounced fire drills are required by state fire regulations and all persons in campus housing must participate in the drills when they occur. When a smoke alarm sounds in an individual room, the resident should notify Campus Safety immediately (even in the case of false or accidental alarms). Campus Safety can then reset the system and/or arrange for any repairs to be made.

Failure to vacate a residence hall room or apartment in the event of a fire alarm or drill will result in a fine. Subsequent offenses will result in additional fines. Students may not block the fire exits of any campus building for any reason. No student shall possess or use fireworks on campus property. Fireworks are defined as any substance prepared for the purpose of producing a visible or audible effect by combustion, explosion or detonation. Any alleged violation of campus fire hazard regulations may also be adjudicated as a violation of the Student Conduct Code policy on Fire Safety. ▪

EVACUATION PROCEDURES

All building evacuations will occur when an alarm sounds continuously and/or upon notification by emergency personnel. Be aware of people with disabilities in your area who might require assistance in an emergency evacuation. Be prepared to render assistance if necessary.

NOTE: It is suggested that people with disabilities prepare for emergencies by learning the locations of exit corridors and by informing co-workers, professors, and/or classmates of best methods of assistance during an emergency. Do not use elevators during an emergency evacuation. Emergency response personnel may use an elevator for evacuation after review of the circumstances. When the building evacuation alarm is sounded or when told to leave by a designated emergency official, walk quickly to the nearest marked exit and ask others to do the same.

Once outside, move to an Emergency Assembly Point at least 300 feet from the building. Remain at the Emergency Assembly Point until a

headcount is taken and further instructions are provided by emergency personnel or University Campus Safety personnel. Do not return to an evacuated building until advised by the Fire Department or Campus Safety. ■



SAFETY ESCORTS

Limestone University Department of Campus Campus Safety provides safety escorts to students, faculty, staff, and visitors. This service is offered anytime, but used mostly at night.

Anyone needing to go from their vehicle to the dorm, from a building to their dorm or from their office or class to their vehicle can contact the Department of Campus Safety at 864.488.8344 and an officer will respond to safely escort any member of the Limestone community to their destination. **If you are coming onto campus in your car and would like to have a safety escort, please obey the following procedures:**

- Call Campus Safety when you get to your parking spot, request a safety escort and notify them of your location and destination.
- Keep your vehicle running.
- Keep your lights on so that Campus Safety can identify which car is yours.
- When Campus Safety gets to where you are parked, turn off your lights, turn off your car, and follow the instructions of the officer.
- Make sure you lock your car. ■

CLERY CRIME DEFINITIONS

1. Aggravated Assault

Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

2. Assault

Assault is an unlawful attack by one person upon another.

3. Arson

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

4. Burglary

Burglary is the unlawful entry of a structure to commit a felony or a theft.

5. Homicide

Homicide is the unwillful killing of one human being by another.

6. Drug Abuse Violations

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

7. Hate Crime

Hate Crime is a criminal offense committed against a person, property, or society which is motivated, in whole or in part, by the offender's bias against a race, religion, disability, sexual

orientation, or ethnicity/ national origin; also known as a bias crime.

7. Liquor Laws

Liquor Laws are violations of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

8. Motor Vehicle Theft

Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.

9. Robbery

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

10. Sex Offenses

Sex Offenses are offenses against chastity, common decency, morals, and the like.

11. Weapons (Carrying, Possessing, Etc.)

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

See Limestone University Weapons Policy for additional information regarding weapons on campus property. ▀

DR. NATHAN B. COPELAND SELECTED AS LIMESTONE UNIVERSITY'S 24TH PRESIDENT

Dr. Nathan B. Copeland began serving as the 24th President of Limestone University in May of 2024.

Limestone is an accredited, independent, non-denominational Christian university with its residential campus located in Gaffney, South Carolina. Founded on liberal arts principles in 1845, Limestone offers associate, undergraduate, and master's degree programs on-campus and through its innovative online program that reaches across the globe.

Dr. Copeland was selected as the President of Limestone by a vote of the Board of Trustees in April of 2024, and he took office a month later. He had previously served, since 2021, as the Vice President of Advancement and Enrollment at Spring Hill College in Mobile, Alabama.

"It is a great honor to serve as the President of Limestone University, and I am tremendously humbled for this opportunity," Dr. Copeland said. "To the students, faculty, staff, alumni, and local community, I am grateful for the trust that has been given to me to lead our institution. Limestone is clearly a special institution on the brink of what can and will be a healthy and vibrant future."

Dr. Copeland received his Bachelor of Business Administration and Master of Business Administration from Harding University and his Doctor of Education degree from the University of Alabama.

He arrived at Spring Hill College after serving in various roles in the private sector including the Principal and Founder of The Alabama Group, a small business development company.

Dr. Copeland's academic career began at Harding University in Searcy, Arkansas, where he was the Assistant to the President as well as the

Founding Director of the Center for Professional Excellence in the University's Paul R. Carter College of Business. He also taught undergraduate and graduate courses in the Carter College of Business on leadership, business communications, promotional strategies, and entrepreneurial studies.

Along with his wife, Erin, he has four children, including daughter Kate and sons Colin, William, and Grant. ■



REPORTED INCIDENTS - MAIN CAMPUS

Criminal Offenses	2023					2022					2021				
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL
	Student Housing	Total On Campus				Student Housing	Total On Campus				Student Housing	Total On Campus			
Murder/ and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Rape	0	0	0	0	0	3	0	0	0	3	2	2	0	0	4
Robbery	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	0	1	2	0	0	0	2	2	4	0	0	6
Motor Vehicle Theft	0	3	0	0	3	0	1	0	0	1	0	1	0	0	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA)

Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0

ARRESTS

Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Criminal Hate Offenses	2023					2022					2021				
	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL	On-Campus Property		Non-Campus Building or Property	Public Property	TOTAL
	Student Housing	Total On Campus				Student Housing	Total On Campus				Student Housing	Total On Campus			
Murder/ and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Property Damage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

REFERRED FOR DISCIPLINARY ACTION

Liquor Law Violations	47	0	0	0	47	38	1	0	0	39	0	0	0	0	45
Drug Abuse Violations	20	0	0	0	20	8	0	0	0	8	0	0	0	0	35
Illegal Weapons Possession	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0



FIRE SAFETY REGULATIONS

The **Higher Education Opportunity Act (HEOA)** requires all institutions of higher education that maintain on-campus housing to publish an annual Fire Safety Report. This report contains the information required by the HEOA for Limestone University including fire safety practices and statistics of a residential fire log.

Alarm tests and evacuations of residential facilities are performed bi-annually. ▀

CAMPUS HOUSING/BUILDING EVACUATIONS

In the event of a fire, the university expects all campus community members to evacuate through the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the Department of Campus Safety. Students and staff should proceed to the buildings designated assembly point. Fire extinguisher training and fire safety tips are provided to all Residence Life & Housing staff members. ▀

RESIDENTIAL LIFE HEALTH & SAFETY STANDARDS

The Residence Life & Housing staff performs Residence Hall Health & Safety inspections every fall and spring semester. These inspections are designed to find and eliminate safety violations. The inspections include, but are not limited to, a visual examination of electrical cords, sprinkler heads, smoke detectors, fire extinguishers, and other life safety systems. ■



STUDENT HOUSING FACILITIES FIRE STATISTICS

Calendar Years 2021, 2022, 2023

NAME - ADDRESSES	TOTAL FIRES			DATE/ TIME	LOCATION	CAUSE	#OF INJURIES	#OF DEATHS	VALUE OF PROPERTY
	2023	2022	2021						
Agape House - 101 Lansdale Drive	0	0	0	NA	NA	NA	NA	NA	NA
Ball Hall - 1115 College Drive #301	0	0	0	NA	NA	NA	NA	NA	NA
Brown Hall - 125 Church Street	0	0	0	NA	NA	NA	NA	NA	NA
Cedars Apartments - 550 East O'Neal Street	0	0	0	NA	NA	NA	NA	NA	NA
Ebert Hall - 404 Church Street	0	0	0	NA	NA	NA	NA	NA	N/A
Ford Hall - 202 Church Street	0	0	0	NA	NA	NA	NA	NA	NA
Fort Hall - 245 Quarry Drive	0	0	0	NA	NA	NA	NA	NA	N/A
Fort House - 505 Overbrook Drive	0	0	0	NA	NA	NA	NA	NA	NA
Greer Hall - 435 Quarry Drive	0	0	0	NA	NA	NA	NA	NA	NA
Griffith Apartments - 1113 College Drive	0	0	0	NA	NA	NA	NA	NA	NA
Landon House - 103 Lansdell Drive	0	0	0	NA	NA	NA	NA	NA	NA
Smith House - 113 Escambia Road	NA	0	0	NA	NA	NA	NA	NA	NA
Walton Ridge Apartments - 552 East O'Neal Street	0	0	0	NA	NA	NA	NA	NA	NA

CONCLUSION



Limestone University Department of Campus Safety practices a proactive approach toward crime prevention. We encourage individuals to take initial responsibility for their own property and security, as well as looking out for one another. The University continues to develop new plans and ideas to maintain a safe and secure environment.

Through a cooperative relationship with local law enforcement agencies and community leaders, Limestone University has effectively contributed toward a community wide effort to combat criminal activity. This results in a safer and more secure environment to study, work, and live.

The Department of Campus Safety hopes this report demonstrates that Limestone University is a place where students, their families, and our staff can be confident of their safety. Campus Safety invites questions or comments about this report or any programs or services we offer. ■





LIMESTONE
UNIVERSITY
CAMPUS SAFETY

"The student is the most important person on this campus. Without them there would be no institution. They are not to be hurried away so we can do our own thing. They are not an interruption to our work, but the purpose of it."

Limestone University Campus Safety

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www.limestone.edu/Security