UNIVERSITY OF SOUTH ALABAMA

2024 ANNUAL SECURITY & FIRE SAFETY REPORT

FOR THE 2023 CALENDAR YEAR

Message from the University of South Alabama's Police Department

Dear Members of the University Community,

On behalf of the University of South Alabama Police Department (USAPD), we appreciate your interest in our 2024 Annual Security Report (ASR). This report is published annually in accordance with the *Jeanne Clery Disclosure of Campus Security Policy* and *Campus Crime Statistics Act*, commonly known as the Clery Act. It contains vital information regarding safety and security at the University of South Alabama (USA), including crime statistics for the previous three calendar years, details about on-campus fires, and data on disciplinary violations.

At South, the safety and well-being of all community members is a top priority. We cannot fulfill our mission to be the Flagship of the Gulf Coast if our students, faculty, and staff feel unsafe. With more than 14,000 students, over 10,000 employees, and thousands of visitors, the USAPD plays a crucial role in maintaining a safe campus. We rely on our sworn officers, exceptional support staff, and partnerships with the campus community and local law enforcement to foster a secure, inclusive, and welcoming environment we all enjoy.

We strongly encourage you to review the ASR, as understanding these statistics and security policies is essential for protecting yourself and contributing to the safety of our campus community.

While no campus community is immune from crime, the USAPD is committed to minimizing crime and addressing potential hazards. We continuously collaborate with other campus departments and local law enforcement agencies to fulfill our mission to create a safe learning environment. Ensuring the safety of our university community is a collective responsibility. We invite you to actively participate by embracing our motto: **"If You See Something, ~~Say~~ DO Something."**

Should you require assistance from USAPD at any time, please do not hesitate to contact us directly at (251) 460-6312. We encourage everyone to save this number in your contacts, keep your USA Alert (PAWS) information up to date, and download our LiveSafe app at: https://www.southalabama.edu/departments/studentaffairs/livesafe.html

Our team is available 24/7 and is always here to support you.

Stay Safe,

Darren J. Baxley
Chief of Police
University of South Alabama Police Department

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The Annual Security and Fire Safety Report

The University of South Alabama Police Department and Clery Compliance Manager have been designated as the responsible department and staff member, respectively, for compiling and publishing the University of South Alabama's Annual Security and Fire Safety Report.

This report is intended to serve as USA's Annual Security and Fire Safety Report as required by *the Higher Education Opportunity Act and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* to be published by October 1 of each year. The purpose of this report is to provide information about security on campus and includes the following: campus and community crime statistics, fire statistics and safety information, policy information, safety tips, resource phone numbers, and a brief overview of the many services USA provides. A map of USA's Main Campus, as well as other University locations, can be found on the University's website at:

https://www.southalabama.edu/maps/campusmap.pdf

It is the responsibility of USAPD to acquire, compile, and assess data for the Annual Security and Fire Safety Report. Information in this report is compiled from reports provided on an ongoing basis by the community and by Campus Security Authorities (CSAs) including, but not limited to, the Office of Student Conduct, the Department of Safety and Environmental Compliance, the Dean of Students Office, the Department of Housing & Residence Life, the Title IX Office, the Department of Athletics, the University Counseling and Wellness Center, the Baldwin County Campus and USA Health.

On an annual basis, written requests for statistics are sent to local law enforcement agencies. Statistics are compiled from law enforcement agencies in jurisdictions in which the University owns, leases, and/or controls property, on property adjacent to the Main Campus, and "non-campus" property, including USA Health University Hospital and Children & Women's Hospital. USA Health Providence Hospital, which was acquired in October of 2023, is included in the Main Campus statistics due to it being contiguous with the Main Campus.

Statistics from the University community, including USAPD, are combined with statistics from local law enforcement, including, but not limited to, Mobile County Sheriff's Office, Mobile Police Department, Semmes Police Department, Fairhope Police Department, Spanish Fort Police Department, Foley Police Department and Daphne Police Department.

Information on the University of South Alabama Baldwin County Campus was obtained from the security office at that location and combined with information from the Fairhope Police Department.

Statistics from USA Health University Hospital, USA Health Children's & Women's Hospital, USA Health Mitchell Cancer Institute, USA Health Strada Patient Care Center, USA Health Providence Hospital and other USA Health related operations on or near those sites are obtained from local law enforcement agencies and combined with statistics from USAPD and USA Health Security Department.

USAPD submits the annual crime statistics published in this report to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Each year, an email notification is sent to all enrolled students and employees that provides a direct link to access the Annual Security and Fire Safety Report online and a brief summary of its contents. A link is also available at the bottom of each page of the University's website titled *Annual Security Report*. Copies of this report may also be obtained at the University of South Alabama Police Department, located at Beta Gamma Commons Bldg., 290 Jaguar Blvd., or by calling (251) 460-6312.

University of South Alabama Police Department

The University of South Alabama Police Department consists of sworn law enforcement officers and is accredited through the International Association of Campus Law Enforcement Administrators (IACLEA).

USAPD exists to meet the unique law enforcement needs of the University community. Therefore, it engages in community-oriented policing that actively encourages input from the community and utilizes innovative crime interdiction, prevention, and public education methods to foster a safe environment on campus.

All officers from USAPD have completed an Alabama Post certified academy and undergo semiannual firearms training. Additionally, officers are required to complete a minimum of 12 hours of continuing education training each year. Officers are sworn state law enforcement officers and are empowered by legislation (Alabama Code § 16-55-10) to enforce all state and local laws, and may make arrests for any offense occurring, or having probable cause to believe occurred, within their presence or anywhere within the State of Alabama. Their primary responsibility is the enforcement of law on property that is owned, leased, or otherwise controlled by the institution; however, their authority extends to any place in the State of Alabama. University Police also have concurrent jurisdiction with Mobile Police and the Fairhope Police. All law enforcement matters are handled within USAPD, including initial complaint taking, criminal investigations, and arrests.

USAPD is directed by the Chief of Police, a Major, a Captain, and Investigative and Special Operations sergeants. The Department is made up of 28 sworn police officers and a full-time support staff of nine civilian employees. It operates 24/365 and provides full police services to the University community—primarily the Main Campus, USA Health University Hospital, USA Health Children's & Women's Hospital, USA Health Mitchell Cancer Institute, USA Health Strada Patient Care Center, USA Health Providence Hospital and other USA Health related operations on or near those sites.

USAPD patrols the Main Campus and bordering streets, which include University Blvd., Old Shell Rd., and Hillcrest Rd.

Working Relationships

University police officers work closely with local, state, and federal law enforcement agencies, including the Mobile Police Department, the Mobile County Sheriff's Office, the Fairhope Police Department, the Alabama Law Enforcement Agency (ALEA), the Alabama State Bureau of Investigations, and the Federal Bureau of Investigations (FBI), sharing relevant information and providing mutual assistance as needed. Officers of USAPD and Mobile Police Department communicate regularly on the scene of incidents that occur around the campus. Law enforcement officers from other local agencies are contracted by USAPD to provide supplemental service and coverage for all USA Health locations and for special events throughout the institution.

There is a Memorandum of Understanding with the Mobile Police Department to share real-time and archival data on calls for service and crime data for all university properties within the City of Mobile. USAPD provides sworn law enforcement officers to the main campus and each of the three hospital locations. However, Mobile Police serves as the primary first-responder for the other satellite locations within the City of Mobile. USAPD retains the responsibility and authority to conduct all investigations for all crimes that occur on University-owned, leased or controlled property.

There is a Memorandum of Understanding with the Fairhope Police Department for routine response to calls for service on the USA Baldwin County Campus in Fairhope and other USA Fairhope Properties in the jurisdiction of the Fairhope Police Department, for USAPD does not have sworn law enforcement officers assigned to those

locations. Fairhope Police Department is the closest and primary responding agency for all USA property located within their jurisdiction, and they have agreed to notify USAPD of any crimes that have been reported on those USA properties. If the reported crime is of a serious nature such as a robbery, aggravated assault, sexual assault, burglary, arson, or any other serious or continuing threat to those locations, Fairhope Police Department has agreed to notify USAPD in a timely manner so that those events may be assessed under applicable Clery Act or Title IX regulations.

USAPD has direct radio communication with local emergency response agencies. USAPD utilizes various law enforcement databases and systems for accessing criminal history data, nationwide police records, and driver/vehicle identification information, as well as other local, state, and federal law enforcement information. USAPD participates in the FBI's National Incident Based Reporting System (NIBRS) and routinely submits all crime reports through ALEA's Criminal Justice Information Services Division.

Student Affairs maintains contact with recognized Greek organizations through the efforts of the Fraternity and Sorority Life staff. USAPD also patrols and responds to calls for service at all University-recognized Greek houses located on the Main Campus and immediately adjacent to the Main Campus.

The University of South Alabama has Registered Student Organizations that have non-campus locations. USAPD does not actively monitor criminal activity engaged in by students at these locations or other off-campus locations. However, crime statistics are requested from local law enforcement agencies having police jurisdiction over non-campus locations of officially recognized student organizations to be included in the University's Annual Security Report and that will provide local agencies with assistance upon request.

At the discretion of USAPD, it may provide the Dean of Students with information regarding off-campus criminal activity of students of which it has been apprised if such activity is deemed to potentially impact the health and safety of the campus community and/or the reputation of the University.

Procedures for Reporting Crimes

Reporting Criminal Incidents & Public Safety Concerns On-Campus

- Community members, students, faculty, staff, and guests are encouraged to accurately and promptly report all crimes, emergencies, and public safety concerns to USAPD.
- Crimes should be reported to USAPD for the purpose of assessing crimes for potentially distributing Timely Warning notices, Emergency Notifications and for disclosure in the annual crime statistics.
- Furthermore, USAPD encourages accurate and prompt reporting of all crimes to USAPD and the appropriate police agencies or the USA Health Security Department, when the victim of a crime elects to, or is unable to, make such a report.
- Persons wishing to report a crime or other emergency incident(s) occurring on any University property may do so in person or by telephone.
- For walk-in reports: USAPD is staffed 24 hours a day, seven days a week. Walk-in reports may be made at USAPD located at: 290 Jaguar Blvd., Mobile, AL 36688.
- For telephone reports: USAPD may be contacted 24/7 by dialing: (251) 460-6312.
- All calls for service are logged in USAPD's computer-aided dispatch (CAD) system, while official police reports are filed in the Department's records management system (RMS) as required. Each call is assessed and responded to appropriately based on the expressed need or services requested.

- Criminal and administrative incidents will result in a formal report being generated by USAPD. All reports are reviewed by a supervisor and referred to investigations and/or other appropriate University officials, for example, the Title IX Coordinator or the Office of Student Conduct.
- Daily summary reports are forwarded to all senior University administration and other departments as necessary, including the Dean of Students. All criminal cases involving students and employees are referred to the Office of Student Conduct, the Human Resources Department, and/or the District Attorney's Office as appropriate. Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to other departments as necessary.
- If assistance is required from the Mobile Police Department, the Mobile Fire-Rescue Department or any other public safety agencies, USAPD will contact the appropriate unit.
- If a sexual assault or rape should occur, staff on the scene, including USAPD, will offer the victim a variety of services. The University of South Alabama has a Sexual Assault Response/Resource Team that has trained members who are available to assist a victim.

USAPD may also be contacted via text or phone utilizing the free LiveSafe smartphone safety app. Utilizing LiveSafe to contact USAPD also provides device location information to assist with providing timely assistance. Please use the following link to find out more about the LiveSafe app:
https://www.southalabama.edu/departments/studentaffairs/livesafe.html

The Chief of Police may be contacted during normal business hours at (251) 460-6312, or police@southalabama.edu.

If you are unable to remember USAPD's phone number, you may also dial 911; however, these calls are processed through the Mobile County 911 Communications Center. Be prepared to confirm your location. All members of the campus community are urged to program USAPD or USA Health's Security Department phone number in their cell phone or utilize the LiveSafe app to facilitate prompt reporting.

Reporting Criminal Incidents & Public Safety Concerns for USA Health

USAPD provides police and other support services to the University's hospitals and medical clinics and has a full time supervisor assigned to oversee police services on USA Health property. Each hospital also employs and/or contracts non-sworn security guards to provide daily security services and respond to calls for service. The Mobile Police Department also provides response to calls for service to all USA Health locations within the Mobile Police jurisdiction when a sworn University police officer is not available. They also provide backing services upon request.

The USA Health Children's and Women's Hospital Security Department also manages security for USA Health Mitchell Cancer Institute and USA Health Strada Patient Care Center located on the hospital's campus. For persons wishing to report crimes or other emergency incidents for these locations, please refer to the following contact list:

USA Health	Contact Number
USA Health University Hospital Security	(251) 471-7195
USA Health Children's & Women's Hospital Security	(251) 415-1135
USA Health Providence Hospital	(251) 633-1000

For more information on USA Health, please visit: https://www.usahealthsystem.com/

Reporting Criminal Incidents & Public Safety Concerns for USA Baldwin County Campus and other USA Fairhope Properties

The University of South Alabama Baldwin County (USABC) Campus is dispersed across several sites within proximity in downtown Fairhope, Alabama. The administration building and the Classroom Complex are located at 111 Saint James Street, and the Nursing Complex is located at 161 North Section Street, Suite C.

The USABC security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at USABC. Security officers are unarmed and have citizen arrest powers, as provided by state law. Criminal incidents are referred to the Fairhope Police Department, which has jurisdiction on the campus. There is a Memorandum of Understanding with the Fairhope Police Department for routine response to calls for service on the USA Baldwin County Campus in Fairhope and other USA Fairhope Properties in the jurisdiction of the Fairhope Police Department. Fairhope Police Department is the closest and primary responding agency for all USA property located within its jurisdiction, and it has agreed to notify USAPD of any crimes that have been reported on those USA properties. If the reported crime is of a serious nature such as a robbery, aggravated assault, sexual assault, burglary, arson, or any other serious or continuing threat to those locations, Fairhope Police Department has agreed to notify USAPD in a timely manner so that those events may be assessed under applicable Clery Act or Title IX regulations. The USABC Security Office at Fairhope also maintains a highly professional working relationship with the Fairhope Police Department.

All crime victims and witnesses are strongly encouraged to immediately report any crime to the campus security office, Fairhope Police Department or USAPD. USABC Security Department, or USAPD on the USA Main Campus, can assist members of the campus community in filing a police report with the appropriate police agency. Prompt reporting will ensure that the campus is apprised of safety issues as mandated and that accurate crime statistics are included in the Annual Security Report. Should a situation arise, that would necessitate a Timely Warning or Emergency Notification to the USABC campus, and the USABC Administration and Security Offices are closed, contact USAPD at the Main Campus to commence the process. Please see the contact information listed below:

Office/Officer	Office Address	Contact Number	Email
USABC Security Office & Security Officer	111 St. James Street Fairhope, AL 36532	(251) 928-8133 or (251) 472-7474	
University of South Alabama Police Department	290 Jaguar Blvd Mobile, AL 36688	(251) 460-6312	police@southalabama.edu
Fairhope Police Department	107 North Section Street Fairhope, AL 36532	(251) 928-2385 Or 911	N/A

Reporting Criminal Incidents to a Campus Professional or Pastoral Counselor

Under Federal guidelines, campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such, are not considered to be CSAs and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of practice, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis to USAPD. Nevertheless, crimes exclusively reported to a Pastoral or Professional Counselor are exempt from Timely Warning notices.

Listed below are campus counselors:

Title	Address	Contact Number
Director of Counseling & Wellness	300 Student Center Circle Mobile, AL 36688	(251) 460-7051
Associate Director of Counseling & Wellness	300 Student Center Circle Mobile, AL 36688	(251) 460-7051
Campus Employee Assistance Counselors	650 Clinic Drive, Suite 2200, Mobile, AL 36688	(251) 461-1346
USA Health Employee Assistance Counselors	1700 Center Street, CWEB II, Mobile, AL 36604	(251) 410-7664
USA Health Manager of Spiritual Care	2451 University Hospital Drive, 5th Floor, Room 550, Mobile, AL 36617	(251) 445-9015

Reporting Criminal Incidents to Campus Security Authorities

You may report crimes to other University officials who have been designated as CSAs. Generally, any professional student affairs and housing staff member, any member of the campus and/or hospital security, faculty advisor to student groups, and/or the athletic director and head coaches can receive a report for inclusion in the annual crime statistics and for the purpose of issuing a Timely Warning. These additional CSAs may also encourage and assist the victim in filing a report with USAPD.

If you are the victim of a crime and you wish for your identity to remain confidential and desire no formal investigation, you must inform the CSA to whom you are reporting the event of your wishes. If confidentiality has been requested, the listed University official receiving a crime report will gather sufficient information to allow the University to implement proper crime alerts, if warranted, and so the information may be included in the statistical records maintained by USAPD.

The following additional CSAs have been designated by the institution as the preferred receivers of reports:

Title	Address	Contact Number	Email
Vice President of Student Affairs and Dean of Students	350 Student Center Circle, Room 245, Mobile, AL 36688	(251) 460-6172	studentaffairs@southalabama.edu
Assistant Director of Student Conduct	350 Student Center Circle, Room 252, Mobile, AL 36688	(251) 461-1893	studentconduct@southalabama.edu
Title IX Coordinator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1538	titleIX@southalabama.edu
Director of the University Leadership Center	5930 South Drive, Mobile AL 36688	(251) 460-6895	jvalrie@southalabama.edu
Associate Vice President of Auxiliary Services	251 Delta Loop, Room 110, Mobile, AL 36688	(251) 460-6522	chriscleveland@southalabama.edu
Director of Housing	251 Delta Loop, Room 100, Mobile, AL 36688	(251) 460-7577	housing@southalabama.edu
USABC Campus Security Officer	111 St. James Street Fairhope, AL	(251) 928-8133 or (251) 472-7474	
For Academic Affairs:			
Professor for the Department of Health, Kinesiology, and Sport and Deputy Title IX Coordinator	75 South University Boulevard, Room 1006, Mobile AL 36688	(251) 461-1611	sholden@southalabama.edu
For College of Nursing Students:			
Assistant Professor, Director of Special Project & Evaluation, and Deputy Title IX Coordinator	5721 USA Drive North, Room 4083, Mobile, AL 36688	(251) 445-9437	rgraves@southalabama.edu
For College of Medicine Faculty & Staff:			
Vice President for Medical Affairs and Dean of the College of Medicine:	5795 USA Drive North, CSAB 170, Mobile, AL 36688	(251) 341-3030	jmarymont@southalabama.edu
For College of Medicine and USA Health Faculty & Staff Physicians:			
Assistant Vice President for Medical Affairs and Diversity & Inclusion and Deputy Title IX Coordinator	5851 USA Drive North, MSB 1164, Mobile, AL 36688	(251) 341-4073	rftrimm@southalabama.edu
For Staff, Administrators, Coaches, Resident Physicians, Patients, Visitors, and Post Docs:			
Human Resources and EEO Investigator and Deputy Title IX Coordinator for Administrators, Non-Faculty Employees, Contractors, and Third Parties	650 Clinic Drive, Suite 2200, Mobile, AL 36688	(251) 460-7892	ybetler@southalabama.edu
Senior Associate Athletic Director and Title IX Coordinator for Athletics	591 Joseph E. Gottfried Drive, Room 153, Mobile, AL 36688	(251) 445-9551	jfrisbey@southalabama.edu

Reporting Criminal Incidents & Public Safety Concerns Off-Campus

Students residing off-campus should report incidents of crime to law enforcement agencies with jurisdiction for the location where the crime was committed. Upon request, USAPD will assist students in notifying the appropriate law enforcement agency. Other agencies may be contacted at the following telephone numbers:

Contact	Contact Number
Emergency for Mobile & Baldwin County Areas	911
Mobile Police Department	(251) 208-7211
Mobile County Sheriff's Office	(251) 574-2423
Fairhope Police Department	(251) 928-2385
Baldwin County Sheriff's Office	(251) 937-0202
Alabama State Troopers	(251) 660-2300
Federal Bureau of Investigation	(251) 438-3674

Voluntary Confidential Reporting

USAPD encourages anyone who is a victim or witness to a crime to promptly report the incident. Because police reports are public records under Alabama state law, USAPD cannot hold a report of crime in confidence; however, if you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you can still provide a report anonymously by:

- Calling TIPS line at (251) 460-6667.
- Calling the Ethics and Compliance Hotline at (844) 666-3599
- Texting the Text-A-Tip line at (251) 219-0219.
- Visiting SouthAlabama.edu/Hotline
- Completing the Silent Witness form online at:
  https://www.southalabama.edu/departments/police/silentwitnessprogram.html
  LiveSafe smartphone safety app:
  https://www.southalabama.edu/departments/studentaffairs/livesafe.html
- Contacting a CSA.

The purpose of an anonymous report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents on or near campus, determine where there is a pattern of crime, and alert the campus community to potential dangers. Reports filed in this manner are conducted and disclosed in the annual crime statistics for the institution.

Recording Crime Statistics and Crime Definitions

Daily Crime and Fire Log

The Daily Crime and Fire Log is required by federal law and records criminal incidents and alleged criminal incidents that occur anywhere in the patrol jurisdiction of USAPD, on or off University property, that are reported to USAPD. The log discloses specific information about criminal incidents and fires that are reported in our On-Campus Residential Facilities. The Daily Crime and Fire Log does not disclose crime or fire statistics. It is designed to disclose crime information on a timelier basis than the annual statistical disclosures.
Crimes are typically recorded in the order in which they are reported. New incidents are entered into the log within two business days of being reported to USAPD.

Only criminal incidents that generate a case number are listed in the log; therefore, this log is not indicative of all calls for service in which no case number is generated. Case numbers shown on the log will not always be in sequential order based on several factors, such as the fact that case numbers are assigned for various other noncriminal incidents, including fires in non-residential facilities (except arson), which are not required by law to be included in the log. Also, crime statistics will not match those shown in the Annual Security and Fire Safety Report because the crime log is based on Alabama state law; whereas, the Annual Report is compiled using Federal Uniformed Crime Reporting definitions with data from various sources, including CSAs.

The University does not disclose Personally Identifiable Information (PII) nor specific room numbers within the Daily Crime Log for the purpose of maintaining some level of confidentiality for victims and other parties.

Printed copies of the Daily Crime and Fire Log are available for viewing during normal business hours in the front lobby of the University of South Alabama Police Department located at 290 Jaguar Blvd, Mobile, AL 36688. The most recent 60 days of reports are included, and any portion of the log older than 60 days will be made available upon request within two business days of the request.

The University of South Alabama is committed to providing the members of the campus community and visitors with a safe and secure environment to live, learn, work, and play. However, no university or police agency can prevent every crime. It is only through an ongoing cooperative effort between the institution and the university community that a reasonably safe environment can be achieved.

Definition of Crime Categories

According to the Clery Act, the University must disclose crime statistics for the following categories of criminal offenses.

Primary Crimes (Criminal Offenses)

Murder and Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: the killing of another person through gross negligence.

Sexual Assault (Sex Offenses): An offense that meets the definition of rape, fondling, incest, or statutory rape.

- **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.

- **Fondling:** the touching of the private 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.
- **Incest:** non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** non-forcible sexual intercourse with a person who is under the statutory age of consent. If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.

Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Listed statistics include all attempted as well as completed acts.

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

Aggravated Assault: the unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

This type of assault usually is accompanied using a weapon or by means likely to produce death or great bodily harm. A weapon is a commonly known weapon (a gun, knife, club, etc.) or any other item which although not usually thought of as a weapon, becomes one in the commission of a crime.

It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: the unlawful entry of a structure to commit a felony or a theft. This does not include thefts from automobiles.

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle, including cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including "joyriding." Under Clery, motor vehicles include ATVs, golf carts, and motorized wheelchairs.

Arson: the 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.

Violence Against Women Act (VAWA) Offenses
Domestic Violence: A felony or misdemeanor crime of violence committed by (1) a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; (2) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (3) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or is receiving grant monies; or (4) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with the consideration of statements of the alleged complainant or alleged perpetrator, the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved

in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking: engaging in a *course of conduct* directed at a specific person that would cause a *reasonable person* to fear for his or her safety or the safety of others or suffer *substantial emotional distress*.

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

Violence Against Women Act (VAWA) Offenses According to Alabama State Law
The Clery Act mandates that the University discloses the definitions of these Clery countable crimes as well as the State of Alabama law definition.

Domestic Violence: A person commits the crime of Domestic Violence when any of the listed laws below are violated; AND the victim is a current/former spouse, parent, child, any person with whom the defendant has a child in common, present/former household member, or a person who has/had a dating or engagement relationship with the defendant.

The following list of laws are applicable for Domestic Violence (the state code and classification are listed in parenthesis):

- Assault in the 1st or 2nd Degree (Felony – Ala. Code § 13A-6-20 and -21)
- Aggravated/Non-Aggravated Stalking (Felony – Ala. Code § 13A-6-90 and -91)
- Electronic Stalking 1st Degree (Felony – Ala. Code § 13A-6-95)
- Electronic Stalking 2nd Degree (Misdemeanor – Ala. Code § 13A-6-96
- Intimidating a Witness (Felony – Ala. Code § 13A-10- 123)
- Burglary in the 2nd or 3rd Degree (Felony – Ala. Code § 13A7-6 and-7)
- Criminal Mischief 1st Degree (Felony – Ala. Code § 13A-7-21)
- Assault in the 3rd Degree (Misdemeanor – Ala. Code § 13A-6-22)
- Menacing (Misdemeanor – Ala. Code § 13A-6-23)
- Reckless Endangerment (Misdemeanor – Ala. Code § 13A-6-24)
- Criminal Coercion (Misdemeanor – Ala. Code § 13A-6-25)
- Harassment/Harassing Communication (Misdemeanor – Ala. Code § 13A-11-8)
- Criminal Surveillance (Misdemeanor – Ala. Code § 13A- 11-32)
- Criminal Trespass in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-4)
- Criminal Mischief in the 2nd or 3rd Degree (Misdemeanor – Ala. Code § 13A-7-22 and -23)
- Arson in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-43)

Dating Violence: The Alabama Criminal Code includes the crime of dating violence in the domestic violence statutes.

Stalking: A person who intentionally and repeatedly follows or harasses another person, and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm, is guilty of the crime of stalking in the first degree.

A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct, is guilty of the crime of stalking in the second degree. Stalking can occur between persons of the same or opposite sex.

Hate Crime Offenses: a criminal offense committed against a person or property that is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, gender identity, or ethnicity/national origin.

For the purposes of the Clery Act, the following crimes would be classified as Hate Crimes if the offender was motivated by their own bias:

- Murder/Non-negligent Manslaughter
- Sex Offenses (rape, fondling, incest, statutory rape)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-theft
- Simple Assault
- Intimidation
- Destruction, Damage, or Vandalism of Property

Arrests and Referrals for Disciplinary Action Offenses

The Clery Act also mandates that the University disclose statistics for certain violations of liquor, drug, and weapons laws that result in arrests or persons being referred for disciplinary action. Definitions of these law violations are as followed:

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

Drug Abuse: the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drugs or narcotic substance.

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

Clery Geography

The Clery Act requires crimes to be reported by geographic categories. These categories are as follows:

On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; or that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as food or other retail vendors).

On-Campus Student Housing: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. On-Campus Student Housing is a subcategory of the On-Campus category.

Non-Campus: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

The Non-Campus category includes USA Health Hospitals, USA Health Mitchell Cancer Institute, USA Health Strada Patient Care Center, and all other associated medical clinics except for the clinics located at the Main Campus.

Public Property: All public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfares, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution’s educational purpose.

This includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

For the definition to apply, the property must be (1) public property (i.e., publicly owned); (2) within or adjacent to campus; and (3) accessible from campus. The Public Property category for the University encompasses the streets of Old Shell Rd. and University Blvd., which surround the main campus.

Data for this category includes reported crimes from the Mobile Police Department in addition to USAPD. Public Property for the USABC Campus would include any streets immediately adjacent to the campus locations. Data for this category includes reported crimes to the Fairhope Police Department.

USA Main Campus Crime Statistic

Clery Crime	On-Campus			On-Campus Student Housing			Non-Campus			Public Property		
	Year 2021	Year 2022	Year 2023	Year 2021	Year 2022	Year 2023	Year 2021	Year 2022	Year 2023	Year 2021	Year 2022	Year 2023
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0	0	1[1]	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	2	0	0	1	1	2	0	0	0	0
Aggravated Assault	5	8	2	0	5	1	3	2	5	0	0	0
Burglary	6	10[2]	3	1	9	2	0	3	0	0	0	0
Motor Vehicle Theft	0	2	3	0	0	1	2	3	1	0	0	0
Arson	2	2	4	0	1	1	0	0	0	0	0	0
Sexual Assault (Sex Offenses)												
Rape	6	4	5	5	4	4	4	0	0	0	0	0
Fondling	4	4	2	1	2	1	5	0	2	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses												
Domestic Violence	15	17	17	9	11	9	16	16	11	1	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	11	2	1	6	0	0	3	3	2	0	0	0
Arrests & Referrals for Disciplinary Action												
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	63	16[3]	1	56	16	1	0	0	0	0	0	0
Drug Law Arrests	3	5	4	0	0	3	0	3	0	3	6	0
Drug Law Disciplinary Referrals	20	1	8	9	1	7	0	0	0	0	0	0
Weapons Law Arrests	4	3	0	2	0	0	1	0	0	1	1	0
Weapons Law Disciplinary Referrals	0	1	0	0	0	0	0	0	0	0	0	0

Hate Crimes
There were no reported Hate Crimes in 2021, 2022, 2023

Unfounded Crimes
There were 6 unfounded crimes in 2021, 1 unfounded crime in 2022 and 0 unfounded crimes in 2023.

[1]Murder
This incident occurred at USA Health University Hospital parking lot and was the result of gang-related violence in an adjacent city. The victim was shot when two families of the victim and suspect arrived on scene and got into a physical altercation.

[2]Burglary
The increase in offenses is likely from an influx of students within the University's on-campus housing facilities in 2022—given that 9 of the 10 crimes occurred within the residential facilities. In 2020 and 2021, there was a reduced number of students within University on-campus housing as a result of Covid-19.

[3]Liquor Law
In 2021, there were several parties with minors in constructive possession of alcohol, dramatically increasing the number of offenses. In 2022, however, there were not any of these instances, causing a dramatic decrease in offenses. There were only 1 countable offense for 2023.

USA Baldwin County – Fairhope Campus Crime Statistics for 2020, 2021, 2022 and 2023

Clery Crime	On-Campus			Public Property		
	Year 2021	Year 2022	Year 2023	Year 2021	Year 2022	Year 2023
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Sexual Assault (Sex Offenses)						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
VAWA Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Arrests & Referrals for Disciplinary Action						
Liquor Law Arrests	0	0	0	0	0	0
Liquor Law Referrals for Disciplinary Action	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0
Drug Law Referrals for Disciplinary Action	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0
Weapons Law Referrals for Disciplinary Action	0	0	0	0	0	0

Hate Crimes
There were no reported Hate Crimes in 2021, 2022, or 2023.

Unfounded Crimes
There were no unfounded Crimes in 2021, 2022, or 2023.

Crime Prevention and Safety Awareness

The University of South Alabama encourages students, faculty, and staff to be responsible for their own security, as well as the safety of others.

The University actively promotes campus security by providing services to prevent criminal activities, enhance personal safety, and protect property. Additionally, USAPD strives to increase campus safety by offering educational programs and disseminating information relevant to personal safety.

Public Safety Educational Programs

USAPD participates in all new student orientation sessions. During orientation, the students have an opportunity to learn about personal safety and how to contact USAPD through presentations and Q&A sessions. Officers also provide information to students at the vendor fair regarding services offered by USAPD. All new employees are given a copy of a presentation provided by the USAPD about safety and are also provided information regarding the ASFR and where to access it.

USAPD and the Office of Safety and Environmental Compliance offer ongoing crime prevention and safety awareness programming throughout the year. A common theme of the awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

The University of South Alabama has a comprehensive Sexual Misconduct Policy and Complaint Resolution Procedures that apply to all students, faculty, staff, and visitors to campus.

The University offers sexual assault awareness and prevention programming through various offices on campus. The University Counseling and Wellness Center, Student Health Center, USAPD, and Title IX office all offer sexual assault education and information programs to University students and employees upon request. Additionally, the University of South Alabama has instituted an online training module from United Educators that is required for all incoming students on preventing sexual misconduct. The University community collaborates to conduct ongoing training programs, academic classes, awareness events, and outreach programs, including peer-facilitated programs such as Bro Code, Girl's Night Out, and Cracking the Code. Information on specific education programs and training is available from the Title IX Coordinator and is published on the Title IX website or the web address:
https://www.southalabama.edu/departments/studentaffairs/titlenine/
Education materials and information regarding upcoming workshops and training can be requested via email at titleix@southalabama.edu.

Additional Public Safety Programs

LiveSafe Personal Security App: The University of South Alabama and its Police Department have partnered with LiveSafe to provide a proactive personal safety service that will help protect students, faculty, and staff with just the touch of a button on all supported iPhone and Android

devices. More information can be found at: https://www.southalabama.edu/departments/studentaffairs/livesafe.html.

Operation ID: A program that encourages students to mark their personal property, usually by engraving, and to record serial numbers to deter theft and assist with returning recovered property. More information is provided below in "Property Protection."

Check Your Ride: An opportunity offered by the University of South Alabama Police Department prior to school breaks, in which officers assist and teach students how to perform basic vehicle maintenance with the aim of increasing the safety of students traveling on the road.

Sexual Assault Awareness: Includes various programs throughout the year geared towards educating men and women about sexual assault prevention.

Bystander Awareness: Includes programs such as the Bro Code, Cracking the Code, and Girls Night Out that train bystanders on safe and positive options a bystander can take when he or she witnesses potential domestic violence, dating violence, sexual assault, and/or stalking.

Threat Assessment/Active Shooter Training: Curriculum intended to train employees and students on how to respond in the unfortunate event of a shooter on the University campus.

Workplace Violence: An educational program that identifies problems and characteristics associated with workplace violence.

Peer Education: The Sexual Assault and Violence Educators offer ongoing prevention presentations and events to the University community on sexual assault, bystander intervention, domestic violence, and personal safety.

Online Module: All incoming students, including professional and graduate students, are now required to take an online training called "Lasting Choices: Preventing Sexual Assault" through United Educators when they arrive on campus.

At-Risk Programming: Each semester, at-risk groups such as student athletes, student fraternity and sorority members, minority student organizations, etc. are educated on personal safety and campus resources.

USAPD is eager to engage the University community in interactive and educational programming. For more information about any of the programs listed above, or to request additional courses, please contact USAPD at (251) 460-6312 or by email at: police@southalabama.edu.

Campus Escort Service

Although there is currently no formal escort service available on the Main Campus, University officers will assist individuals with safely getting to their on-campus destination, to their vehicle, or the JagTran shuttle stop upon request. To request assistance, call USAPD at (251) 460-6312 or contact them via the free LiveSafe safety app. Depending on other calls for service, there could

be a wait before the officer arrives. For more information on the daily services provided by the JagTran shuttle, please visit the following link: (Limited shuttle service is normally provided at least through 8:00 p.m. each weekday that classes are in session):
https://www.southalabama.edu/departments/jagtran/

Property Protection

USAPD offers a number of services to help minimize property loss through theft, including the following:

- Bicycle and Personal Electric Transportation Device Registration at USAPD: https://www.southalabama.edu/departments/police/bicycleregistrationform.html
- Operation ID - Download a form to record the serial numbers of your valuable property Set up an appointment for engraving serial numbers on your property by calling USAPD at (251) 460-6312 https://www.southalabama.edu/departments/police/operationidentification.html
- Campus Watch Campaign – A campaign that encourages members of the campus community to look out for others and report any suspicious activities.
- An extensive camera and license plate recognition (LPR) system on campus.

Campus Security and Access

Campus Overview

The University of South Alabama has a student population of almost 13,500. The main campus is located on University Blvd. in the western portion of the city of Mobile and currently houses approximately 2,500 students in its on-campus residential facilities.

Founded by an act of the Alabama Legislature in 1963, the University is located on over 1,200 acres. More detailed information on the exciting history of the University of South Alabama is available on the University's website at: https://www.southalabama.edu/aboutusa/

Facility Security

During business hours, the University's academic and administrative buildings are open to students, parents, employees, contractors, guests, and invitees. Academic buildings are open during the day and evening hours when classes are in session. During non-business hours, access to academic and administrative buildings and their internal compartments are by key or the campus access control system with varied levels of access. Access is approved by the Department or Division Head in accordance with the University's policies.

Some facilities may have additional hours which may vary at different times of the year. Examples are the Recreation Center, University libraries, and the Mitchell Center. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility. Emergencies or other considerations may necessitate changes or alterations to any posted schedules.

Academic and administrative buildings do not have a University Police Department officer assigned to them. However, USAPD patrols the Main Campus where academic and administrative buildings are located on a regular basis.

For information about access to a specific building during non-business hours, see the department head or contact USAPD at (251) 460-6312.

Maintenance of University Facilities

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. USAPD regularly patrols the campus community and reports malfunctioning lights and other unsafe physical conditions to Facilities Management for correction.

USAPD, along with the Division of Student Affairs, Housing, Student Government Association (SGA), Facilities, and Engineering Department conduct an annual lighting and safety survey where, after dark, the group surveys lighting in dark areas or areas of concern on the campus to implement more light for the safety of students.

Members of the University Community are encouraged to report any facility or maintenance issues to USAPD (251) 460-6312 or the Facilities Management Department (251) 460-7655.

USA Housing and Facility Security

The Department of Housing oversees the residence halls and Greek Housing. Residence Life Coordinators, Graduate Community Directors, and Resident Assistants concentrate on promoting community; developing relationships; helping to establish and maintain a healthy residential environment conducive to academic and personal growth; assisting in the disciplinary procedure as necessary; implementing University and Housing policies; and assisting with individual student needs. Access to the residence halls is restricted to residents, their approved guests, and other approved members of the University community. All visitors must be escorted by their host while in the buildings. Residents and guests must be able to provide identification if asked by a University official, including but not limited to, the Resident Assistant (RA). It is up to each resident to take a responsible role in maintaining building security. If you see anyone tampering with doors, please contact the RA, Community Office, or USAPD immediately. Propping doors or modifying door closers or hardware is prohibited. Students are always advised to secure their rooms. Due to the different designs of the campus residential facilities, there are some differences in how and when the buildings are secured.

Epsilon 1 & 2

Access to rooms in Epsilon 1 and 2 is through interior hallways. All exterior front, back, and side doors remain locked 24 hours a day, with the exception of special events, and require a programmed card to access them. Exterior side doors and interior hallway doors are also locked 24 hours a day, with the exception of special events, and are accessible by card swipe. Card access issues should be directed to Housing Facilities at (251) 460-7655.

Stokes Hall, Azalea Hall, & Camellia Hall

Access to rooms in Stokes, Azalea, and Camellia Hall is through interior hallways. All interior wing doors and exterior front, back, and side doors remain locked 24 hours a day, with the exception of special events, and require a programmed card to access them. Side doors are accessible by card swipe. Card access issues should be directed to Housing Facilities at (251) 460-7655.

Greek Houses

Greek Houses have several entrances and exits that are always locked and require a key or security code to access with the exception of special events.

All Other Residence Halls

All other residence halls are designed with individual exterior entrances to each room/suite. Individual entrances to each room/suite are locked and require a key. Students are responsible for securing their individual rooms.

Residence Facility:	Phone Number:
Azalea Hall & Delta 3	(251) 460-7926
Beta and Gamma	(251) 460-6465
Camellia Hall & Delta 5	(251) 460-7943
Epsilon 1-2 & Delta 6	(251) 460-7870
USA Central House on Stadium Community	(251) 341-4663
Stokes Hall, Fraternity and Sorority Housing & Delta 4	(251) 460-7921 8am-5pm, M-F only. Contact RA directly after hours.

Timely Warnings and Emergency Notifications

Timely Warnings

A Timely Warning is narrowly focused and will be issued for any Clery Act crimes that have already occurred on Clery Act geography but are considered by the institution to represent a serious or continuing threat to students and employees. Clery Act geography includes the Main Campus, adjacent public property, non-campus properties (e.g., USA Health hospitals and clinics), and the USA Baldwin County Campus (USABC) in Fairhope. A Timely Warning will be issued as soon as the pertinent information is available although there is no prescribed minimum time.

Updates or additional information provided to the University community about any incident resulting in a Timely Warning will normally be distributed via email, text, recorded message, the University website, or other official social media channels. The University has designated email as the primary means of campus-wide communication.

Timely Warnings are typically distributed for the following Clery Act crimes: arson, criminal homicide, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by USAPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other campus community members, and a Timely Warning would not be distributed. Timely Warnings may also be posted for non-Clery Act crime classifications as deemed necessary.

Timely Warnings may be issued by USAPD, the Department of Safety & Environmental Compliance, or the Office of Marketing and Communications. The purpose of these notifications is to warn or inform the campus community about immediate or ongoing threats or crimes so that appropriate actions or precautions can be taken. Information disseminated may include the nature of the event/crime, known information about any suspects, the continuing danger, if any, and other information that would promote safety and aid in prevention of a similar crime. As conditions change or new information becomes available, notifications may be updated or canceled. Any information that may identify victim(s) is considered confidential and will not be disseminated.

Although Timely Warning Notices apply to all Clery geographies, including non-campus locations, a notice may only need to be distributed to the affected Clery geography. These decisions are made on a case-by-case basis.

Emergency Notifications

An "Emergency Notification" will be issued if a significant emergency or dangerous situation is confirmed to be occurring on-campus that involves an immediate threat to the health or safety of students or employees. An Emergency Notification is only required on the Main Campus or the Baldwin County Campus in Fairhope and may initially be distributed to a specific segment or segments of the campus community or only contain limited information depending on what is known or reported to the institution at the time. Additional notifications will be made as more information becomes known.

Emergency Notifications may be issued by USAPD, the Department of Safety & Environmental Compliance, or the Office of Marketing and Communications. The purpose of these warnings is to warn or inform the campus community about immediate or ongoing threats or crimes to the Main Campus or the Baldwin County Campus in Fairhope. This allows the community to take appropriate actions or precautions. Emergency Notifications are not limited to crimes and can include any event or condition that poses an immediate or ongoing threat. Information disseminated may include the nature of the event/crime, known information about any suspects, ongoing danger, if any, and other information that would promote safety and aid in prevention of a similar crime. As conditions change or new information becomes available, warnings may be updated or canceled. Any information that may identify victim(s) is considered confidential and will not be disseminated.

Emergency Notifications may be disseminated by any or all of the following methods:

- **JagAlert Outdoor Warning System**. In addition to a siren/PA signal, the University's system can broadcast pre-recorded messages or live messages via USAPD's dispatch system (Main Campus only).
- **Everbridge Mass Notification System.** This system provides simultaneous outbound messaging services such as phone, SMS, text, and email communications. Members of the University community are automatically signed up for the system through their PAWS accounts.
- **Global Email**. The University has designated email as the primary means of campus-wide communication.

- **Emergency & Weather Hotline (251) 460-6999**. This recorded telephone line provides official information bulletins regarding campus emergencies, severe weather, and campus closures.
- Information can also be accessed at: https://www.southalabama.edu/alert/.
- **Social Media**. The University's social media accounts include Facebook, Instagram, and Twitter and can be found at the following links:
  https://www.facebook.com/theuniversityofsouthalabama/
  https://www.instagram.com/uofsouthalabama/
  https://twitter.com/uofsouthalabama
- **University's Home Page** – Emergency messages and information may be posted on the top of the University's home page of its website at: https://www.southalabama.edu/.
- The larger community can get access to emergency information via the University's website, social media pages, or the Mobile County EMA.

Emergency Evacuation Procedures and Policies

Response Procedures for An Emergency and/or Evacuation

In making determinations about whether an emergency exists and/or sending emergency notifications, the University's Chief of Police, or his/her designee, may consult with members of the Department of Safety and Environmental Compliance, the President's Council, the Emergency Response and Recovery Team, Office of Marketing & Communications, CSAs, local emergency response agencies—including the Fairhope Police Department which provides primary law enforcement coverage for the USA Baldwin County Campus—and any other individuals relevant to the situation.

Upon confirmation of a significant emergency or dangerous situation on the University's Main Campus posing an immediate threat to the health or safety of the University community, the University will initiate the emergency notification process without delay. Although USAPD is primarily responsible for confirming that there is a significant emergency or dangerous situation and issuing a warning, the Office of Marketing & Communications and Office of Safety/Environmental Compliance also have access to the emergency notification systems. These three departments have the authority to determine the appropriate segment or segments of the campus community that will receive the alerts, to determine the content of the alert, and to initiate the notification system.

USAPD and the Safety and Environmental Compliance office have the authority to order evacuations. Evacuation of all or part of the campus grounds will be announced through the USA mass notification system by USAPD or other University officials, including USA Health, based on the magnitude of the event. All persons are to immediately and orderly evacuate the site in question and relocate to another area or off campus as directed.

Usually, the Chief of Police, or his designee, will determine the content of the notification and initiate the notification system, considering the safety of the campus community without delay, unless issuing a notification will, in the judgment of responsible authorities or first responders, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Based on the circumstances of the threat, USAPD will determine the appropriate segment(s) of the community to receive the notification. For instance, a fire in the Recreational Center might begin with just an evacuation of the Recreational Center but might later be expanded to include Epsilon 1 & 2 along with Delta 6 if the fire is not quickly brought under control.

The University provides communications to the University community regarding procedures for authorized closings and receiving emergency alerts. Additional information about these can be found at Emergency Information at USA: https://www.southalabama.edu/alert/

The University's Chief of Police, or his/her designee, in consultation with the Department of Safety & Environmental Compliance and the Office of Marketing & Communications, will determine if emergency information needs to be disseminated to the larger community via local media outlets or otherwise. In the case of the USA Baldwin County Campus in Fairhope, Global USA as well as the Fairhope Police Department will also be included in the determination.

University of South Alabama Emergency Response and Recovery Plan Manuals are posted in each campus building, generally by the elevators or the front entrance. Basic information about the emergency response and evacuation procedures for the University is published each year as part of the Annual Security and Fire Safety Reports.

Emergency Response and Recovery Plan

The University of South Alabama has adopted the Emergency Response and Recovery Plan designed by the University Safety and Environmental Compliance Committee to provide a guide for potential emergency responses, evacuation procedures, recovery actions, and mitigation programs. This includes information about the University's emergency alert and notification procedures as well. The primary objective is to protect students, employees, visitors, and the University's properties from a spectrum of possible emergencies and disasters. The plan does not cover every potential disaster/emergency, but rather those that are of a major concern on a typical university campus in a coastal location. Responses may vary from the plan as conditions and circumstances warrant. University hospitals have individual emergency/disaster plans specific to their facilities. The University's Emergency Response and Recovery Plan is published annually for the University's Main Campus and can be accessed at this link.
https://www.southalabama.edu/departments/environmental/resources/emergency-response.pdf

Methods for Testing Emergency Response and Evacuation Procedures

The campus siren/broadcast system is tested monthly in conjunction with the University's Everbridge Mass Notification System. The system is also tested on an annual basis as part of the

University's Disaster Drill. Procedures for conducting evacuation drills are outlined in the Fire Report and Emergency Response and Recovery Plan Manuals and posted in each campus building generally, by the elevators or the front entrance. Annually, the University conducts exercises and appropriate follow-through activities designed to assess, evaluate, and improve campus emergency response and evacuation procedures. These exercises are announced and communicated to the University community through the University's Everbridge Mass Notification System. These notifications also include information about the University's Emergency Response and Recovery Plan.

Emergency Response and Evacuation Procedures Test

The University's Department of Safety and Environmental Compliance conducted two tabletop exercises to test the University's Emergency Response and Recovery Plan. Each exercise included an emergency scenario that affected the entire campus for the respective campus on which the exercise was being conducted.

The University of South Alabama conducted a Main Campus Announced 2023 Drill Test on November 16, 2023, that involved a Mass Casualty Incident at Hancock Whitney Stadium Drill Scenario – Aramark catering kitchen gas explosion in the Hancock Whitney Stadium Press Building on a game day afternoon at 1:00 pm. Approximately 75+ were injured during the explosion, with several trapped in the facility. Game day communication systems inoperable based on the location of the event included Stadium Command Center operations. Teams, officials, and game day personnel were on the field. All gates were open and staffed by Swetmans' security and law enforcement officers. It was estimated 15,000 were already in attendance, with many in the stands, and another 2,500 waiting in concession lines.

The University of South Alabama Baldwin County Campus Announced 2023 Drill Scenario:

The annual Life Safety Fire and Emergency Evacuation Drill for the Baldwin County Campus was held October 10, 2023, at approximately 6:25 - 7:30 pm under the supervision of Ralph McDonald and the USA Fire Marshal. The nature of the test was a fire scenario in the break room / kitchen area located on the far east side of the classroom building. The test was unannounced, with around 50 students present on campus at the time. In addition, the Fairhope Volunteer Fire Department participated in the fire drill /evacuation exercise, contributing 20-25 volunteer firefighters and three apparatus.

Tips for Being Prepared in an Emergency

To prepare for the possibility of a campus emergency, each member of the campus community should develop a personal emergency response plan.

Some basic steps that you can take to improve your safety on campus are:

- Be aware of your environment.
- List USAPD's phone number in your cell phone: (251) 460-6312.

- Report concerning or suspicious behavior to USAPD.
- Stay informed by reading campus emails, text messages, and watching local media.
- Follow directions from campus authorities.
- Learn at least two ways to exit every building that you use.
- Determine where you are going to go in the event of severe weather.
- Have basic emergency supplies in your vehicle and residence such as flashlights.
- Lock your room and car.

Notification of Missing Students

Missing Student Policy

If a member of the University community has reason to believe that a student is missing, he or she should immediately call USAPD at (251) 460-6312. USAPD will initiate an investigation, collect all pertinent information regarding the missing person, and maintain all necessary data for the University. If the student reported missing is also an on-campus resident in USA Housing or the Central House on Stadium, personnel from those areas may assist by:

- Conducting a health and safety check of the student's room/apartment.
- Attempting to contact the student via cell phone, email, or other means available.
- Seeking out and identifying another person(s) who may be familiar with the missing student's whereabouts.

In accordance with the Higher Education Opportunity Act of 2008 for "on-campus residential students", the University has implemented the following "Missing Student" notification policies and procedures.

The University requests that students who reside in on-campus housing (including Central House) identify, confidentially, an individual they desire to be contacted if said student is determined to be missing. This confidential contact information is kept separate from any other emergency contact information and is accessible only by authorized campus officials and law enforcement during a missing person's investigation. You can register your contact information by going online to your student account on the PAWS system at: https://www.southalabama.edu/paws/.

After investigating a missing person’s report, should USAPD determine that a resident student appears to be missing, within 24 hours of that determination, USAPD will notify the student's designated "missing student" contact(s) and the Mobile Police Department of the ongoing investigation. If the missing student is under the age of 19 and is not an emancipated individual, USAPD will also notify the student's parent or legal guardian immediately after determining that the student has been missing for 24 hours. If circumstances dictate, USAPD may also enter a Missing Person's report into NCIC.

The Title IX Office

Title IX prohibits sex discrimination in educational institutions that receive federal funding. Discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual coercion, stalking and domestic/intimate partner violence. While it is often thought of as a law that applies only to athletics programs, Title IX is much broader than Athletics and applies to all programs at the university. The University of South Alabama prohibits sex or gender-based harassment, discrimination or retaliation.
The Title IX Office is dedicated to supporting the university's commitment to creating an environment where students, faculty, staff and visitors are free from discrimination, sexual harassment, and sexual violence. We provide leadership and support regarding Title IX regulations and the implementation of prevention programming that addresses sex discrimination and sexual violence. The Title IX Office takes all allegations of sexual misconduct seriously. We will promptly respond and thoroughly investigate and resolve all complaints of sexual misconduct in accordance with the university's Sexual Misconduct Policy. We are committed to supporting all members of the university community by providing fair and equitable services and resources.

The Title IX Office is located at 6001 USA South Drive, Suite 50, Mobile AL 36688.

Title IX Officers

Title	Address	Contact Number	Email
Title IX Coordinator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 460-7280	titleix@southalabama.edu
Title IX Investigator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 460-7280	titleix@southalabama.edu
Title IX Specialist	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1892	juliakristman@southalabama.edu

Violence Against Women’s Act (VAWA): Violence, Prevention, and Response

National studies have shown that approximately 26% of all female undergraduate students and 6.8% of male undergraduate students will be victims of sexual assault (including attempted sexual assault) while at college. These studies also found that most campus sexual assaults occurred when women were incapacitated, usually by alcohol, and that the majority of sexual assaults are committed by someone known to the victim.

The University strictly prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking as part of the University’s commitment to establishing an environment free from sexual

misconduct. The University is committed to establishing and maintaining an environment where individuals are free from sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation (collectively "sexual misconduct").

The University of South Alabama has a comprehensive Sexual Misconduct Policy and Complaint Resolution Procedures that apply to all students, faculty, staff, and visitors to campus.

The University considers sexual misconduct to be a serious offense because it undermines the atmosphere of trust and respect that is essential to a healthy University community. Consequently, it is the goal of the University to prevent sexual misconduct from occurring and to provide a response that will limit the potential emotional damage to the victim.

Awareness and Prevention Programming

The University offers sexual assault awareness and prevention programming through various offices on campus. Programs to prevent dating violence, domestic violence, sexual assault, and stalking are comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. They are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome. They also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees. Ongoing programs are conducted regularly throughout the Fall and Spring when classes are in session and students are on campus, with several programs occurring each month. Primary programs are completed within 30 days of a student’s arrival on campus.

The University Counseling and Wellness Center, Student Health Center, University Police Department, and Title IX Office all offer sexual assault education and information programs to University students and employees upon request.

The University of South Alabama has instituted an online training module from United Educators called "Lasting Choices: Preventing Sexual Assault” that is required for all incoming students, including professional and graduate students, on preventing sexual misconduct.

The University of South Alabama has instituted online training modules from United Educators called “Prevent Discrimination and Harassment Together” and “Prevent Sexual Violence Together.” These modules provide primary prevention and ongoing prevention to all employees.

The University community collaborates with the Sexual Assault and Violence Educators to conduct ongoing prevention presentations, trainings, academic classes, awareness events, and outreach programs to the University community on sexual assault, bystander intervention, domestic violence, and personal safety. Outreach programs include peer-facilitated programs such as Bro Code, Girl's Night Out, and

Cracking the Code. The programs train bystanders on safe and positive options a bystander can take when he or she witnesses potential domestic violence, dating violence, sexual assault, and/or stalking. Additionally, they cover a wide range of topics, including consent, sexual assault, and body positivity.
Information on specific education programs and training is available from the Title IX Coordinator and is published on the Title IX website at:

- https://www.southalabama.edu/departments/studentaffairs/titlenine/index.html.
- Education materials and information regarding upcoming workshops and training can be requested via email at titleix@southalabama.edu.

Understanding Sexual Assault, Domestic and Dating Violence, Stalking, Consent, and Incapacitation

Although the State of Alabama has enumerated numerous sexual offenses, the offenses that are most relevant to the typical university student experience are sexual assault, domestic violence, dating violence, and stalking. Complete definitions of these offenses, including jurisdictional definitions, are as follows:
Sexual Assault (Sex Offenses): An offense that meets the definition of rape, fondling, incest, or statutory rape.

- **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.
- **Fondling:** the touching of the private 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.
- **Incest:** non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** non-forcible sexual intercourse with a person who is under the statutory age of consent. If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.

Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

Domestic Violence:
Under Clery, Domestic Violence is a felony or misdemeanor crime of violence committed by (1) a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; (2) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (3) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or is receiving grant monies; or (4) any other person against an adult or youth victim

who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
Under the State of Alabama, a person commits the crime of Domestic Violence when any of the listed laws below are violated; AND the victim is a current/former spouse, parent, child, any person with whom the defendant has a child in common, present/former household member, or a person who has/had a dating or engagement relationship with the defendant.

The following list of laws are applicable for Domestic Violence (the state code and classification are listed in parenthesis):

- Assault in the 1st or 2nd Degree (Felony – Ala. Code § 13A-6-20 and 13A-6 -21)
- Aggravated/Non-Aggravated Stalking (Felony – Ala. Code § 13A-6-90 and 13A-6 -91)
- Electronic Stalking 1st Degree (Felony – Ala. Code § 13A-6-95)
- Electronic Stalking 2nd Degree (Misdemeanor – Ala. Code § 13A-6-96
- Intimidating a Witness (Felony – Ala. Code § 13A-10- 123)
- Burglary in the 2nd or 3rd Degree (Felony – Ala. Code § 13A-7-6 and 13A-7-7)
- Criminal Mischief 1st Degree (Felony – Ala. Code § 13A-7-21)
- Assault in the 3rd Degree (Misdemeanor – Ala. Code § 13A-6-22)
- Menacing (Misdemeanor – Ala. Code § 13A-6-23)
- Reckless Endangerment (Misdemeanor – Ala. Code § 13A-6-24)
- Criminal Coercion (Misdemeanor – Ala. Code § 13A-6-25)
- Harassment/Harassing Communication (Misdemeanor – Ala. Code § 13A-11-8)
- Criminal Surveillance (Misdemeanor – Ala. Code § 13A- 11-32)
- Criminal Trespass in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-4)
- Criminal Mischief in the 2nd or 3rd Degree (Misdemeanor – Ala. Code § 13A-7-22 and 13A-7-23)
- Arson in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-43)

The severity of the violation is determined by which of the listed state laws is involved.

Dating Violence:
Under Clery, Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with the consideration of statements of the alleged complainant or alleged perpetrator, the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. The Alabama domestic violence laws include dating violence.

Stalking:
Under Clery, Stalking is engaging in a *course of conduct* directed at a specific person that would cause a *reasonable person* to fear for his or her safety or the safety of others or suffer *substantial emotional distress*.

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

Under the State of Alabama, a person who intentionally and repeatedly follows or harasses another person, and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm, is guilty of the crime of stalking in the first degree.

A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct, is guilty of the crime of stalking in the second degree.

Stalking can occur between persons of the opposite sex or the same sex.

The State of Alabama Criminal Code also defines Electronic Stalking. Electronic Stalking occurs when a person, without the consent of the owner or except as otherwise authorized by law, places any electronic tracking device on the property of another person, with or without the intent to surveil or for any other unlawful purpose. Alabama law prohibits electronic stalking pursuant to Alabama Code §13A-6-95 through § 13A-6-96, inclusive.

Consent and Incapacitation:
The University of South Alabama's definition of consent includes conduct that a reasonable person would understand to indicate agreement to the sexual conduct at issue. Consent must be informed, freely given, and mutually understood. Lack of consent is a critical factor in determining whether sexual violence has occurred.

Under Alabama state law, lack of consent results from forcible compulsion, incapacity to consent, or in the case of sexual abuse, any circumstances in which the victim does not

expressly or impliedly acquiesce in the actor's conduct* (*Sexual abuse is defined in Alabama Code Section 13A-6-66 and 67).

Alabama state law further defines Forcible Compulsion and Incapacity to Consent as follows:

- Forcible Compulsion: physical force was used to overcome resistance, or the victim was placed in fear of immediate death or serious injury.
- Incapacity to Consent: this means that the victim is one of the following:
    - Physically helpless, generally unconscious, or unable to communicate.
    - Mentally defective - namely, the person suffers from a mental defect or disease.
    - Less than 16 years old.
    - Mentally incapacitated: the person lacks the ability to understand the fact, nature, or extent of a sexual situation due to a narcotic or intoxicating substance which was administered without his/her consent (covers Date Rape Drugs).

In addition to Alabama law, the following are essential to understanding what constitutes effective consent:

- If coercion, intimidation, threats, and/or physical force are used, there is no consent.
- If a person is incapacitated by alcohol or drugs such that the person cannot understand the facts, nature, or extent of the sexual situation, there is no consent even if the person self-administered the alcohol or drugs.
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Consent can be withdrawn by verbal or physical conduct that a reasonable person would understand to indicate a desire to stop or not engage in the sexual conduct at issue.
- While consent can be withdrawn, a withdrawal of consent operates going forward. It does not change the consensual nature of the sexual activity that has already occurred.
- Being in a romantic relationship with someone does not imply consent to any form of sexual activity.
- Consent to engage in sexual intercourse, sodomy, sexual acts, or sexual contact may be communicated by words or actions. The existence of a current or previous marital, dating, social, or sexual relationship with the defendant is not sufficient to constitute consent. Evidence that the victim suggested, requested, or otherwise communicated to the defendant that the defendant used a condom or other birth control device or sexually transmitted disease protection, without additional evidence of consent, is not sufficient to constitute consent.

Risk Reduction Tips

Risk reduction is an important strategy for our entire community. However, if you are sexually assaulted, it's not your fault. The following list includes some risk reduction tips:

- Use the campus transit services.
- Avoid being in classrooms or office buildings alone at night.

- Report any suspicious person or activity to USAPD immediately, regardless of the time.
- Know who is at your door before opening it.
- Preplan all routes, regardless if you are walking, running, or driving.
- Vary your routine. Do not walk the same route night after night.
- When engaging in sexual activity, all parties must actively consent.
- Walk with confidence. Keep your head up and pay attention to your surroundings.
- Remember to bring your cell phone and keep your cell phone charged.
- Always lock the doors in your car, room, apartment, or house.
- Go out as a group; leave as a group.
- Maintain control of the evening by driving or having your own means of transportation.
- Give someone (roommate, close friend, parents) information about your plans for the evening.
- Pay attention to your surroundings and others' nonverbal cues and behavior.
- Communicate your limits and boundaries clearly.
- If you drink, drink responsibly and do not get intoxicated. Alcohol is the most common intoxicant involved in sexual assaults.
- Only drink sealed beverages that you can open yourself.
- Do not share drinks; don't drink from a punch bowl or common container.
- Do not leave your drink unattended.
- Do not drink anything that has an unusual taste or odor.
- Do not mix any type of drug with alcohol.

Safe and Positive Options for Bystander Intervention

Bystander intervention is 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, sexual assault, or stalking. Bystander interventions include 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 acting to intervene.

The following list includes some safe and positive options for bystander intervention:

- Be aware of your surroundings and notice potential problems.
- Get help if you see something.
- Approach people who are exhibiting behaviors that are characteristic of a potential sexual assault/rape perpetrator in groups.
- Cut off reinforcement of support of demeaning acts.
- Stop victim blaming and making excuses for why it was ok for it to happen.
- Shut down conversations around you where this kind of talk is taking place and being accepted.
- Talk to your friends openly and honestly about sexual assault.
- Have conversations with friends about respecting both parties’ right to say yes and what no means.

- Be clear with other people that getting consent is a must and not optional (regardless of the relationship status, such as long-term or one-night stand).
- Be blunt and direct when approaching an individual in question; do not assume that they understand what you mean. Connect the dots!
- Help someone who is intoxicated get to a safe place with friends rather than allow them to leave alone.
- Get people to feel empathetic regarding this issue by asking, “Do you have a sister?” “Do you have a mom?” “How would you feel?”

If You are the Victim of Domestic or Dating Violence, Stalking, or Sexual Assault, Take the Following Steps

- Ensure your safety as soon as possible. If needed, relocate to a safer location.
- Consider reaching out to a trusted friend or family member for additional support.
- Get Medical Attention.
    - A medical forensic exam includes a physical exam, evaluation for risk of sexually transmitted infections (STIs) and pregnancy, and prophylactic treatment, as indicated.
    - If even you have a sexual assault evidence collection kit performed, filing a formal police report is optional. You are not automatically filing a police report, nor are you making a commitment to file charges or to testify in court. If victims do not opt for forensic evidence collection, health care providers can still provide needed medical care.. USA Health Freestanding Emergency Department has a trained forensic nurse and will perform an anonymous sexual assault evidence collection kit if you are not certain you want to pursue criminal charges at the time of occurrence.
    - If it has been less than 5 days since you were assaulted, seek care at the USA Health Freestanding Emergency Department. Services are available 24/7. 181 Hillcrest Road Mobile, Alabama 36608 (251) 341-3800
- In the future if you decide to file a police report, consider preserving physical evidence.
- To the extent possible, avoid changing your clothes (including any undergarments), removing feminine hygiene products (such as pads or tampons), showering, brushing your teeth, drinking liquids, or eating food, as these steps may remove potential evidence.
- Even if you have already removed clothes, showered, etc., evidence may still be present and you can still choose to have a sexual assault evidence collection kit performed during your health exam.
    - If it is necessary to change clothes, put all clothing that was worn at the time of the incident in a paper bag, **not** a plastic one.
    - The police will collect the clothes you were wearing for evidence. Either the hospital or the Student Health Center will provide a change of clothing for you.

    - Save any letters, notes, emails, phone calls, videos, photos, texts, social media postings, computer screenshots, voicemails, or any other forms of evidence that would be helpful
- Call the 251-473-RAPE(7273) or visit https://www.lifelinesmobile.org/rape-crisis-center/
    - A certified victim's advocate is available 24 hours a day, seven days a week to aid in recovery.
- For domestic violence: 251-342-8994 (Penelope House 24-hour hotline)
- Talk with a counselor who will help explain options, give information, and provide emotional support.
- Explore legal avenues for criminal/or civil action including Title IX, the University student disciplinary system, and University Grievance Procedures. You may email titleix@southalabama.edu to connect with the Title IX Coordinator.
- Call the police.
    - If the assault occurred off-campus, dial 911
    - If the assault occurred on-campus, dial (251) 460-6312
    - At your request, USAPD will assist you in contacting the appropriate law enforcement agency.
    - If you prefer not to call the police but you want to make it known that a sexual assault occurred, you can also contact other campus officials. The following University officials are best equipped to assist you:

Official	Contact
Vice President for Student Affairs & Dean of Students	(251) 460-7172 or studentaffairs@southalabama.edu
Title IX Coordinator	(251) 460-7280 or titleIX@southalabama.edu
Director of Housing	(251) 341-4663 or housing@southalabama.edu
USA Health Children's & Women's Hospital Emergency Room	(251) 415-1620
University Counseling and Wellness Center	(251) 460-7051
Victim's Advocate Program	(251) 460-7151

Upon request, these officials will assist you in filing campus judicial charges and/or notifying USAPD.

Making a Report of Sexual Misconduct

- Sexual misconduct is an umbrella term that includes sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation.
- Employees, students, and non-employee members of the University community who wish to report sexual misconduct should file a complaint with the Title IX Coordinator, a Deputy Title IX Coordinator, and/or USAPD.
- At the time of filing a formal complaint, the potential complainant must be participating in, or attempting to participate in, a University program or activity.

- In addition to making a report under the University's Sexual Misconduct Policy, any person may make a report of sexual misconduct to the U.S. Department of Education's Office for Civil Rights.
- The University encourages any person who believes he or she is the victim of a crime to make a report to law enforcement. If requested, for crimes occurring off-campus, the University will assist an individual in notifying the appropriate law enforcement authorities. If a person believes he or she is in imminent danger, the person should dial 911. Unless there is a health or safety emergency, an articulable threat to members of the University community, or state law requiring reporting (such as in the case of child abuse), the University will not contact outside law enforcement without an individual's permission.
- In the event the complainant requests an investigation and wishes to make a formal complaint under the Complaint Resolution Procedures of the University's Sexual Misconduct Policy, the Title IX Coordinator will appoint an investigator and the report will be investigated and resolved in accordance with the Complaint Resolution Procedures outlined in the Sexual Misconduct Policy.
- If the complainant wishes to pursue a formal complaint under the Complaint Resolution Procedures of the University's Sexual Misconduct Policy, the complainant must reduce the complaint to writing or describe the complaint so that the Title IX Coordinator or designee can document it in writing.
- The written complaint will be provided to the appropriate investigator and shall include the following:
    - The name of the complainant,
    - The name of the respondent,
    - The details of the alleged sexual misconduct,
    - The names of any persons believed by the complainant to have relevant information,
    - Any other information the alleged complainant believes is pertinent to the alleged sexual misconduct.

Victim Accommodations & Interim Measures

Interim measures are temporary measures to ensure equal and continuing access to University programs and activities and to ensure the safety of the University community.

After receiving a report, during any investigation under the Complaint Resolution Procedures, the Title IX Coordinator or his/her designee will impose any interim measures necessary to protect the involved parties from further sexual misconduct, to separate the parties, to protect witnesses, and/or to support the parties' pending resolution.

These interim protective measures may include, but are not limited to, the following: provision of counseling or support services; reasonable changes in academic, housing, transportation, and working situation; and/or the entry of a mutual “no contact” order or similar order to ensure separation of the parties. USAPD has the authority to serve these orders of “no contact” that are issued by the University. Either the alleged complainant or the alleged respondent may request interim measures by contacting the Title IX Coordinator or his/her designee. The University will make reasonable and appropriate efforts to preserve the privacy of the parties involved while recognizing that absolute confidentiality is not possible. Any person who believes interim measures are being violated should report the alleged violation in the same manner for reporting sexual misconduct.

In cases where there is reasonable cause to believe that the respondent poses a continuing threat to the complainant or others, the University may issue a full or partial suspension, on an interim basis, until the matter is resolved through the Complaint Resolution Procedures.

If the University determines that sexual misconduct has occurred, the University will take prompt and effective remedial action to prevent the recurrence of the sexual misconduct, eliminate any hostile environment, and address the effects of the misconduct on the complainant and others, if applicable.

Retaliation

The University is firmly committed to a policy that encourages timely disclosure of sexual misconduct. Retaliation against any person who reports or assists in making a report of sexual misconduct or who participates in the investigation and resolution of a complaint in any way would be a violation of the University’s No Retaliation Policy. Complaints of retaliation may be subject to the same grievance procedures as complaints of sexual misconduct.

Retaliation consists of materially adverse action(s) taken against a person because the person made a good faith report of sexual misconduct or such as by serving as a witness or support person. Retaliation includes any materially adverse action by an individual or group that would discourage a reasonable person from participating in such a protected activity. Examples of materially adverse actions include, but are not limited to, termination of employment, demotion, denial of promotion, reduction in pay, or being “written up” because a report of sexual misconduct was made; sending threatening text messages or social media messages to someone because of a report of sexual misconduct or because of a statement as a witness; causing physical harm to personal belongings because of a report of sexual misconduct or because of a statement as a witness; suspension from activity or limiting involvement because of a report of sexual misconduct; publication of knowingly false information about a person because of a report of sexual misconduct; and/or any other forms or means of discrimination because the person reported sexual misconduct or served as a witness or support person.

Limited Amnesty

The University aims to reduce barriers to seeking medical assistance and to encourage students and student organizations to make responsible decisions in potentially serious or life-threatening situations. Except for the stipulations listed in the University Office of Student Conduct Medical Assistance Policy, students that abide by the policy and its protocols will be granted an exemption from disciplinary proceedings.

The University's commitment to amnesty in these situations does not prevent action by local police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

Confidentiality

The University will make all reasonable and appropriate efforts to preserve the privacy of the parties involved while recognizing that absolute confidentiality is not possible. The University cannot guarantee complete confidentiality due to state and federal laws governing the reporting of certain types of misconduct as well as the necessity for information to be disclosed to the respondent and others involved in the investigation.

What to Expect if You File a Campus Sexual Assault Report with USAPD

When you notify the University of South Alabama Police Department of a campus sexual assault, the following will occur:

- An officer can transport the victim to the hospital, or the victim can choose to go to a hospital by themselves or with a friend.
- A police officer will assist you with obtaining emergency medical treatment, ensure your safety, and collect some initial information, such as a description of the suspect, the location and time of the assault, and the nature of your injuries.
- The case will be assigned to the University of South Alabama Police Department's Criminal Investigation Division. All investigators of this division have been trained in the investigation of sexual offenses and the crimes' impact on the victim. These investigators will approach each case in a sensitive manner.
- USAPD will contact a campus victim's advocate to provide emotional support.
- You can request a medical examination to ensure that you have suffered no physical injury and you can ask that evidence be collected.
- With your consent, you will be interviewed for further details regarding the assault.
- A report of the incident will be sent to the Title IX Coordinator. You can choose whether or not to participate in the Title IX process if a case is opened.

When you report a campus sexual assault, you are <u>not</u> making a commitment to file charges or to testify in court. By reporting the matter to USAPD as soon as possible you help protect yourself and others from further victimization, help apprehend the assailant, and preserve your options regarding university disciplinary action and civil or criminal prosecution.

Victim Assistance Pledge

The University provides a victim advocate who responds to all campus sexual assaults. The University of South Alabama Police Department makes the following pledge to anyone who feels they are a victim of sexual assault on campus:

- We will meet with you privately, at a place of your choice, to take a complaint report.
- We will treat you and your case with courtesy, sensitivity, dignity, understanding, and professionalism.
- If you feel more comfortable talking with a female or male officer, we will do our best to accommodate your request.
- We will assist you in arranging hospital treatment or other medical needs.
- We will assist you in privately contacting counseling, safety advising, or other available resources.
- We will fully investigate your case and help you achieve the best possible outcome. This may involve the arrest and full prosecution of the suspect responsible. You will be kept up to date on the progress of the investigation and/or prosecution.
- We will continue to be available for you, to answer your questions, explain the system, your options, and the processes involved, and be a listening ear if you need one.
- We will consider your case seriously, regardless of your gender or the gender of the suspect.

Judicial Options for Sexual Misconduct

Sexual Assault, Domestic and Dating Violence, and Stalking victims have three judicial options from which to choose: filing criminal charges, filing a civil suit for monetary damages, and filing campus judicial charges.

Victims are not limited to just one of these options but can choose any combination, including filing all three types of charges. In most instances, the wishes of the victim will determine the pursuit of criminal and/or disciplinary proceedings.

Criminal Process

If a victim, including victims of Sexual Assault, Domestic and Dating Violence, and Stalking, indicates a desire to pursue criminal charges, USAPD will submit cases to the local District Attorney's office for review and consideration for presentation to Criminal Court and/or Grand Jury. The District Attorney's office has a victim's advocate available who is trained in assisting the victim with the legal processes, and who can assist the victim in obtaining restraining orders, orders of protection, or a no-contact order.

Protection from Abuse Orders

To apply for a Protection from Abuse Order (PFA) you must file a petition, which can be obtained from the circuit clerk in your county, usually located at the county courthouse.

Ex Parte Order of Protection

Any person who has obtained an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order or a no contact order from a criminal, civil, or tribal court, should provide such information to USAPD and the Title IX Coordinator so that reasonable and legal action can be taken to implement the order with respect to those persons and areas the University controls.

USAPD also has the authority to serve an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order or a no contact order from a criminal, civil, or tribal court, as well as one that is issued by the University.

USAPD shall enforce any violation of an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order, or a no contact order under the jurisdiction granted to them in Alabama Code Section 16-55-10.

Civil Process

Victims of Sexual Assault, Domestic or Dating Violence, and Stalking may also choose a remedy through a filing with a civil court, in addition to or in lieu of criminal charges as provided by law. They may exercise his/her option regardless of whether they file criminal or campus judicial charges. Exercising this option requires the victim to retain an attorney at their own expense. The burden of proof in civil cases is the preponderance of the evidence.

University Disciplinary Process

Engaging in “Sexual Misconduct" is a violation of the Student, Faculty, and Staff Codes of Conduct.

With the exception of those employees who are identified as Confidential Resources, all University employees have a duty to report sexual misconduct that they observe or otherwise learn about. While University employees are required to report sexual misconduct, the University takes reports of sexual misconduct from any interested person seriously.

The University will promptly and thoroughly investigate and resolve all formal complaints of misconduct in accordance with the University’s Sexual Misconduct Policy and the Complaint Resolution Procedures. If the complainant requests that the report not be investigated and/or is unwilling to be a complainant under the Complaint Resolution Procedures, the University will take all reasonable steps to address the report consistent with the request.

Complete policies and procedures regarding the University discipline process, Complainant, Victim and Respondent rights, and accommodations and sanctions, can be accessed online at:

- https://www.southalabama.edu/departments/studentaffairs/lowdown/
- https://www.southalabama.edu/departments/compliance/policylibrary/policy.html?doc=4E370511-C617-4CB8-AD1A-70B1F9E4C094

Jurisdiction

In accordance with the University's Sexual Misconduct Policy, jurisdiction over students begins when a student registers for classes or participates in orientation, whichever occurs sooner. The University's jurisdiction over students covers conduct when a student is enrolled in classes and during regular academic breaks, as well as when the student is not enrolled in classes for a particular term but nonetheless maintains a continuing relationship with the University. The University's jurisdiction remains in effect until a student's degree has been officially conferred by the University or other separation from the University occurs.

In accordance with the University's Sexual Misconduct Policy, University jurisdiction applies to conduct that occurs (1) on University premises, (2) during or at an official University program or activity (regardless of location), or (3) off University premises when such conduct could interfere with or limit a person's ability to participate in or benefit from the University's educational programs and activities if (a) the University exercises substantial control over both the alleged perpetrator and the context in which the conduct occurred or (b) the conduct occurred in any building owned or controlled by a student organization that is officially recognized by the University. However, University jurisdiction does not apply to students, faculty, or staff participating in Study Abroad program activities that are facilitated outside of the United States.

Reports of sexual misconduct occurring during study abroad activities outside of the United States should be reported to the Office of International Education so that appropriate procedures can be enacted, and resources can be made available.

At any time during the investigatory process, if the University determines that the conduct alleged in the formal complaint, if assumed true, does not constitute sexual harassment; did not occur in the University's education program or activity; or, did not occur against a person in the United States, the University must dismiss the complaint under the formal resolution process. However, the University maintains the discretion to address any reported conduct under another policy, such as the student code of conduct.

Complainant and Respondent Rights in the University Disciplinary Process

The University of South Alabama recognizes the following rights of each sexual misconduct Complainant and Respondent involving allegations of sexual misconduct:

- The right to a prompt, fair, and impartial process from the initial investigation through to the resolution. This includes the equal opportunity to present information and equivalent procedural safeguards.
- The right of both parties to a written notice in the event of any delays and the reason for the delay.
- The right of both parties to be kept apprised of the progress of the investigation and anticipated time of resolution.
- The right of both parties to an equal opportunity to comment on the information developed during the investigation.
- The right of both parties to an equal opportunity to meet with the investigator and to be present and testify at any hearing. However, if the Complainant/ Respondent fails to appear at the hearing, the hearing may be held in his/her/their absence.
- The right of both parties to an impartial process without conflicts of interest that could call into question the integrity of the process.
- The right of both parties to present evidence by witnesses together with inculpatory and exculpatory evidence.
- The right to question all witnesses at the disciplinary hearing.
- The right of both parties to equal information about the investigation and resolution process
- The University will share information about a report or formal complaint, and information received during any investigation, only with those who have a need to know and those whose participation is necessary to ensure a full and fair investigation and resolution.
- The right of the respondent to be presumed not responsible for the conduct, pending the outcome of the process.
- The right to appeal.
- Complainants have the right to have irrelevant sexual history excluded from consideration during the complaint/grievance procedure.
- Complainant has the right to immunity from University discipline charges stemming from the use of a narcotic or intoxicating substance administered with or without consent at the time of the assault.
- The right to have protective orders enforced, and the right to receive information from the University about obtaining a protective /restraining order.
- The right to a written explanation of complainant rights and options and contact information for local resources and support organizations.
- The right to receive simultaneous written notice of the outcome of any University disciplinary proceeding alleging sexual misconduct, the institution's appeal procedures, any change to the results before the results become final, and when the results (which include the imposed sanctions) become final, as well as the rationale for the results and the sanctions.

- The right to an advisor of his or her choice for the purpose of conducting cross examination during the hearing. An advisor does not have to be, but may be, an attorney. A support person may also serve as an advisor, either by choice of the party or by designation of the University. If you do not have an advisor, the University will provide one free of charge.
- The right to have a support person accompany him or her during any campus conduct proceeding.
- Support persons must abide by the rules of strict confidentiality required of all participants.
- Support persons will not be permitted to attend, present information, argue, or actively participate in the proceedings unless the support person has also been designated as a party's advisor.
- The University's Advocate Program offers trained Support Advocates who are available to serve as support persons.
- The Complainant, Respondent, and other appropriate individuals are given timely and equal access to information used during the formal disciplinary meetings and hearings.
- The information obtained during the process of a disciplinary proceeding will be maintained/managed in a confidential manner consistent with requirements of FERPA and other applicable laws and regulations.

Evaluation of Report

Reports of sexual misconduct received by the University will be evaluated by the Title IX Coordinator or his/her designee to determine whether the conduct complained of, if true, could constitute a violation of the University's Sexual Misconduct Policy.

If the conduct, as alleged, does not constitute a violation of the policy, the Title IX Coordinator or his/her designee may refer the report to be addressed under any other applicable University policy through the Office of Student Conduct. However, the report will not be further addressed under the University's Sexual Misconduct Policy or its Complaint Resolution Procedures.

If the Title IX Coordinator or his/her designee determines that the conduct alleged, if true, could constitute a violation of the University's Sexual Misconduct Policy, the Title IX Coordinator or his/her designee will attempt to make contact with the potential complainant. If the reporting party is not also the potential complainant, the reporting party may have no further involvement in the process.

Standard of Review

The standard of review used in all disciplinary proceedings related to sexual misconduct is a standard of clear and convincing evidence.

Rules of Evidence

Formal rules of evidence do not apply in any of the formal resolution processes specified below. Nonetheless, information presented that is irrelevant or whose prejudicial effect substantially outweighs its probative value may be excluded from consideration. A complainant's irrelevant sexual history will be excluded from consideration.

Contact with The Parties

After an evaluation of the reported misconduct, the Title IX Coordinator or his/her designee will contact the potential complainant. The Title IX Coordinator or his/her designee will advise the potential complainant of his or her options under the policy and otherwise. The Title IX Coordinator or his/her designee will give the potential complainant a written document that outlines these options and provides contact information for local resources and support organizations.

The Title IX Coordinator or his/her designee will also contact the potential respondent of the conduct reported and advise the potential respondent of the process and options.

Once a formal complaint is received by the investigator, the investigator will promptly notify the respondent and provide the respondent with the opportunity to review a copy of the written formal complaint. Additionally, the investigator will provide written notice to the parties that contains: notice of the grievance process, including formal and informal process; notice of the specific allegations; a statement that the respondent is presumed not responsible; notice that each party may have an advisor; notice that each party may inspect and review evidence; and, notice of any provisions in the University's code of conduct that prohibits knowingly making false statements or knowingly submitting false information.

With the written consent of both parties, and in consultation with the Title IX Coordinator, the investigator will determine whether the formal complaint will be resolved through an informal process or formal process. The investigator will then notify the parties of the process to be used.

Formal Complaint Resolution

Formal resolution is a process by which a formal determination is made as to whether sexual misconduct occurred. If a finding is made that sexual misconduct occurred, a formal resolution will also result in a decision regarding disciplinary action to be taken against the respondent, as well as remedial measures that may be necessary to remedy the effect of the sexual misconduct on the complainant.

Formal resolution involves an in-depth investigation and determination of facts. The formal resolution process varies depending on whether the alleged respondent is a student, faculty member, or non-faculty employee/other member of the University Community. However, below is an outline of the proceedings as they apply to the formal resolution process regardless

of the respondent. For more specific information, please review the University's Sexual Misconduct and Complaint Resolution Policy at:
https://www.southalabama.edu/smcr

All proceedings will include a prompt, fair, and impartial process from the initial investigation to the final result and will be conducted by trained officials who receive annual training on issues related to sexual misconduct (such as Dating and Domestic Violence, Stalking, and Sexual Assault), including, but not limited to: how to conduct an investigation, hearings that protect the safety of victims, promotes accountability, appeals, and information resolution, how to serve impartially, how to avoid prejudgment of the facts at issue, conflicts of interest and bias, relevant evidence, proper techniques for questioning witnesses, and basic procedural rules for a proceeding.

Proceedings will be completed within a reasonably prompt timeframe. However, the time that it takes to complete the process will be affected by circumstances such as the unavailability of parties or witnesses, scheduling conflicts, intervening breaks, prior attempts at informal resolution, the complexity of a case, and the need to avoid interference with a pending law enforcement investigation. In the event of any delays, which may only be for a good cause, the University will provide written notice to the parties and the reason for the delay. The parties will receive written notification if extenuating circumstances are anticipated to result in lengthy delays.

Once the complaint is identified for formal investigation, the investigator will conduct an investigation to gather information and statements from witnesses and other sources for eventual review and consideration at a hearing.

The University will send the evidence to the respondent and the Respondent's advisor in electronic form and give them at least (10) business days to submit a written response, which the investigator must consider before finalizing the investigation.

At the conclusion of the investigation, the respondent may accept responsibility for the sexual misconduct and waive the right to a hearing at which time appropriate discipline will be determined and simultaneous written notification of the same will be provided to the parties. Either party who disagrees with the discipline imposed has the right to appeal.

In the event the respondent does not accept responsibility at the conclusion of the investigation, the case shall proceed to a hearing.

Both the complainant and respondent may request a prehearing conference at which time the hearing process will be explained, any questions about the process will be answered, options for participation in the hearing will be discussed, and possible hearing dates coordinated.

Both parties will receive timely written notice at least ten (10) business days prior to the hearing, at which both may be present.

Prior to the hearing, the investigator shall transmit the investigative report and any appended information to the administrator for review. The complainant and respondent are expected to provide all relevant information and/or materials to the investigator during the investigation and are expected to immediately deliver any relevant information discovered after the investigation to the investigator for delivery to the receiving parties.

The investigation must result in an investigation report that fairly summarizes the investigation that must be completed at least ten (10) business days prior to the hearing and sent to each party and his or her advisor.

At the close of the hearing, deliberations will take place and the standard of "clear and convincing" shall be applied to determine what conduct occurred and whether such conduct constitutes sexual misconduct.

Upon conclusion of deliberations, a written decision of finding(s) determined by majority will be issued. Written notification of the decision, which will include permissible grounds for appeal, will be simultaneously provided to both parties.

All decisions that are not timely appealed become final.

Right to Appeal

Both the complainant and respondent have the right to appeal the written determination on the grounds set forth in the University's Sexual Misconduct Policy.

In order to appeal, the aggrieved party must timely submit a written statement of appeal within five (5) business days of being notified of the outcome of the hearing. The written statement must include the grounds for appeal and describe the basis for the appeal in detail.

Upon receiving a valid appeal, a copy of the written statement of appeal will be provided to the other party. Thereafter, the party so notified will have five (5) days to submit a written response to the appeal.

A simultaneous written notification of the outcome of the appeal and the rationale for the result shall be delivered to the parties within ten (10) business days after the deadline for submission of any written response to the appeal.

The written determination becomes final upon the earlier of when: (i) the parties are notified of the determination of the appeal; or (ii) the time to file an appeal has passed with neither party appealing.

Informal Resolution

Informal resolution is a process by which the investigator attempts to resolve a formal complaint to the mutual satisfaction of both the complainant and respondent. Informal resolution may include, but is not limited to, mediation, agreed to separation of the parties, referral of the parties to their respective counseling programs, agreed to educational or training programs for one or more of the parties, the agreement of a party to apologize for their conduct, and other agreed to remedial measures, which may include forms of discipline.

Both parties must agree in writing to use informal resolution. If either party does not wish to use informal resolution, formal resolution will be used. Both parties have the right to end informal resolution at any time prior to agreement or resolution and insist upon formal resolution. Informal resolution will not be utilized in any case in which an employee is accused of sexually harassing a student.

If the parties reach an agreement on an informal resolution, the investigator will consult with the Title IX Coordinator and other appropriate University administrators (including the Title IX Deputy Coordinator) or his/her designee if any student is a party). This group will review the resolution and may reject it, approve it, or require modifications prior to approval. In the event the resolution is approved, the investigator will prepare a written memorandum setting forth the terms of the resolution. The investigator will present the written memorandum to the parties for their review and signature. The investigator will then provide the parties with simultaneous written notification that the case has been resolved pursuant to informal resolution. If any students are parties, the Student Conduct Administrator shall also be notified. Because it is collaborative and must be agreed to by both parties, there is no right to appeal the terms of an informal resolution.

Sanctions Under the University Disciplinary Procedures

Disciplinary sanctions may range from remedial education and training to removal from the University community (i.e., dismissal or termination of employment), or any combination of the same. More specifically, possible sanctions for a student or employee found responsible for violating the University's sexual misconduct policies include, but are not limited to the following:

- Written reprimand.
- Conduct probation.
- Community service.
- Financial penalty (fine).
- Residence hall room transfer.
- Eviction from University housing.
- Suspension and/or expulsion.
- Suspension from job without pay.
- Termination.

Any person (not just the victim) can request disciplinary charges be brought against a person for allegedly committing sexual misconduct; however, the decision to pursue disciplinary charges is made by the designated administrator. Generally, in serious incidents, or when facts are under dispute, a formal hearing will be held to determine if the respondent is responsible or not responsible.

Existing Resources for Victims of Sexual Misconduct (Title IX & VAWA Violations)

The Title IX Coordinator, his/her designee, and/or USAPD will provide the complainant with a packet containing written notices that outline the victim's rights and options, as well as provides contact information for resources and support organizations within the institution and the larger community. Additional information on victim's rights and options can be found at www.southalabama.edu/smcr.

The following sections provide information on confidential, off-campus, and on-campus resources for victims.

Confidential Resources

The University has designated a limited number of employees as confidential resources who do not have a duty to report sexual misconduct to the Title IX Coordinator and who will not disclose personal identifying information provided to them in their professional capacities unless a specific law requires them to do so (such as laws requiring the reporting of child abuse). However, confidential resources have received training about the University's Sexual Misconduct Policy and may, if they deem it appropriate, encourage patients and clients to report sexual misconduct to the University and/or law enforcement on a voluntary basis.

Confidential Resource	Address	Contact
Professional Counselors at The University Counseling and Wellness Center	300 Student Center Circle Mobile, Alabama 36688-0001	(251) 460-7051
Medical Providers at the Student Health Center	5870 Alumni Circle Mobile, Alabama 36688-0002	(251) 460-7151
Medical Providers at USA Health Children's and Women's Hospital	1700 Center Street Mobile, Alabama 36604	(251) 415-1000
Medical Providers at USA Health University Hospital	2451 University Hospital Drive Mobile, Alabama 36617	(251) 471-7000
Trained Advocates with the University's Advocate Program		**(**251) 753-5440 **(24 hours)**
Employee Assistance Counselors (non-USA Health employees only)	650 Clinic Drive, Room 2200. Mobile, AL 36688	(251) 461-1346
Employee Assistance Counselors (USA Health employees only)		(251) 410-7664 for EAP or (251) 445-9015 for spiritual care support

Off-Campus Resources for Victims of Sexual Misconduct

Off-Campus Resources	Address	Contact
Lifelines Counseling Services Rape Crisis*	705 Oak Circle Drive, N. Mobile, Alabama 36609	(251) 473-7273 or (800) 718-7273 (24 hours)
Penelope House*	Confidential location	(251) 342-8994
Springhill Medical Center	3719 Dauphin Street Mobile, Alabama 36608	(251) 344-9630
USA Health Children's and Women's Hospital Emergency Room	1700 Center Street Mobile, Alabama 36604	(251) 415-1620
USA Health Children's and Women's Hospital Evaluation Center	1700 Center Street Mobile, Alabama 36604	(251) 415-1144
Infirmary Health	5 Mobile Infirmary Circle Mobile, Alabama 36607	(252) 435-2400
USA Health Providence Hospital	6801 Airport Boulevard Mobile, Alabama 36608	(251) 633-1000
Mobile Police Department	2460 Government Blvd. Mobile, Alabama 36606	(251) 434-7211 (Non-Emergency)
Fairhope Police Department	161 North Section St Fairhope, Alabama 36532	(251) 928-2385 (Non-Emergency)
District Attorney's Office	205 Government Street Mobile, Alabama 36644	(251) 690-8400
Alabama Crime Victims Compensation Commission		(800) 541-9388

*Please see below for more information on these resources.

Mobile Rape Crisis Center

The Rape Crisis Center is available to help local victims of sexual assault; whether they need help immediately after the incident or if they are still healing from long lasting emotional scars. It provides counseling, support groups, hospital and court presence, and advocacy to sexual assault victims and their families. Services can be accessed 24/7 by calling the Crisis Line- (251) 473-7273 (RAPE).

Penelope House

Penelope House is a local non-profit organization established to help victims of domestic violence regain social and economic independence. Penelope House provides transitional housing for battered women and children, counseling, and victim support groups in addition to court/victim advocates who can assist with obtaining protection orders, signing warrants, and other legal matters. Call their 24-hour crisis line: (251) 342-8994 for information and assistance.

On-Campus Resources for Victims of Sexual Misconduct

Off-Campus Resources	Address	Contact
University Police Department	290 Jaguar Blvd. Mobile, Alabama 36688	(251) 460-6312 (24 hours & 365 days a year)
Title IX Coordinator,	6001 USA South Drive Suite 50, Mobile, AL 36688	(251) 461-1538
Dean of Students,	350 Student Center Circle, Room 245, Mobile, AL 36688	(251) 460-6172 or studentaffairs@southalabama.edu
Counseling and Wellness Center*	300 Student Center Circle Mobile, Alabama 36688-0001	(251) 460-7051
University's Victim Advocate Program		(251) 753-5440 (24 hours)
Employee Assistance Counselors (non-USA Health employees only)	650 Clinic Drive, Room 2200. Mobile, AL 36688	(251) 461-1346
Employee Assistance Counselors (USA Health employees only)		(251) 410-7664 for EAP or (251) 445-9015 for spiritual care support
Student Health/SANE Services*	5870 USA South Drive Mobile, Alabama 36688	(251) 460-7151
Office of Immigration*	390 Student Center Circle, Suite 2200, Mobile, AL 36688	(251) 460-6050
Office of Financial Aid	390 Student Center Circle Mobile, Alabama 36688	(251) 460-6231

*Please see below for more information on these resources.

Title IX

Title IX of the Education Amendments of 1972, and its implementing regulations, prohibits discrimination based on sex in education programs or activities operated by educational institutions that are recipients of Federal financial assistance. Sexual misconduct of students, which includes acts of sexual violence and sexual harassment, are forms of sex discrimination prohibited by Title IX.

The Title IX Coordinator for the University of South Alabama is responsible for monitoring University policy in relation to Title IX; providing educational materials and training for the campus community; conducting and/or coordinating investigations of complaints received pursuant to Title IX; and ensuring a fair and neutral process for all parties involved. The coordinator will facilitate remedial action to eliminate a hostile environment, prevent its recurrence, and address its effects.

For more Title IX information, including Title IX coordinators, please visit:
https://www.southalabama.edu/departments/studentaffairs/titlenine/

Counseling Services

The University's Counseling and Wellness Center is a comprehensive mental health center providing a full range of services to meet the needs of students, faculty, and staff. The University Counseling and

Wellness Center is staffed by licensed professional counselors who provide high quality counseling, outreach and consultative services to the university community. The Center strives to facilitate the academic, emotional and social development of all USA students.

The counselors are qualified to assist individuals in solving situational problems or addressing barriers that get in the way of reaching their goals on campus. The following services are provided:

- Psychological counseling, group therapy, and crisis intervention
- Substance abuse education, assessment, and counseling
- Consultation on mental health issues
- Sexual assault counseling
- Training programs in communication, leadership, conflict resolution, and substance abuse prevention

Counseling services are available without cost to all enrolled USA students. Strict confidentiality of records and counseling relationships is always maintained. Appointments may be arranged by calling (251) 460-7051, or by visiting the Center at 300 Student Center Circle.

Campus Victim's Advocates

Victims of a sexual assault may choose to request an advocate from the Mobile Rape Crisis Center, a Campus Advocate, or to decline the services of an advocate altogether. The University has campus-specific advocates comprised of faculty, staff, and graduate students who have undergone basic crisis training with the Mobile Rape Crisis Center and an additional block of training covering University resources and policies. Campus Advocates will respond to meet with the victim within a timely manner of receiving a request for assistance and will provide emotional support, as well as appropriate information and referrals on court proceedings, disciplinary processes, alternative housing, academic arrangements, and medical procedures. Campus advocates can be requested by calling USA Police at (251) 460-6312, or the Student Health Center at (251) 460-7151.

Employee Assistance Programs

The University offers counseling services to all benefit-eligible employees. This program is designed to enhance employee and workplace effectiveness through prevention, identification, and resolution of personal and productivity issues. Services include assessment, counseling, educational programs, and referral. Services are confidential and offered at no cost to employees. For further information, non-USA Health employees should call the Employee Assistance Program (EAP) Counselor at (215) 461-1346. USA Health employees should contact (251) 410-7664 for EAP or (251) 445-9015 for spiritual care support.

Student Health Center

The mission of the Health Education and Promotion Office of the Student Health Center is to advance the health of students, faculty, staff, and public health initiatives. This is accomplished through prevention programs that strive to reduce the risk of illness and injury; enhance health as a strategy to support learning; and empower students to make healthy lifestyle choices.

Wellness programs covering a wide range of topics (including, but not limited to: STIs, sexual assault, dating violence, alcohol and drugs, tobacco, eating disorders, and nutrition) are available to the entire USA community including residence halls, fraternities and sororities, clubs, organizations, athletics, as well as academic instructors. To schedule a program, call the Health Education Specialist at (251) 460-6353. For more information, visit their website at:
https://www.southalabama.edu/departments/student health/eduwellness.html

The Student Health Center (SHC) is located at 5870 USA South Dr. near the Student Center. Student Health Services are available during each semester to all students actively enrolled in the University. It is staffed by physicians, nurse practitioners, physician assistants, registered nurses, and licensed practical nurses; all are dedicated to providing quality medical and educational services.

The Student Health Center is open Monday, Wednesday, and Friday from 8 a.m. to 5 p.m., and Tuesday/Thursday from 9 a.m. to 5 p.m. Walk-in visits are available for any acute or non-emergency visit by 4:30 each day. However, they prefer that you make an appointment for routine visits such as annual physicals, GYN examinations, prescription medication, maintenance, etc. To avoid unnecessary waits, you can make an appointment by calling (251) 460-7151.

Office of Immigration

The University's Office of Immigration is responsible for immigration compliance for foreign national students and employees associated with the University and USA Health. The Office of Immigration provides general advice; however, advice provided does not constitute legal advice. Foreign national members of the University are referred to an immigration attorney or the U.S. Department of Homeland Security for legal advice. For more information, please visit: https://www.southalabama.edu/immigration.

Legal Assistance

The University does not offer any on-campus legal assistance to students and employees. USAPD will submit cases involving sexual assault to the Mobile County or Baldwin County District Attorney's office. The District Attorney's office has a victim's advocate available who is trained in assisting the victim with the legal processes, and who can assist the victim in obtaining restraining orders, orders of protection, or a no contact order.

Sex Offender Registry

In accordance with the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. § 16921), information on registered adult sex offenders can be found at:
https://www.communitynotification.com/cap_main.php?office=54247
The website offers several search options. The counties and zip codes for the various campuses are as follows:

Campus	City	County	Zip Code
USA Main Campus	Mobile	Mobile	36688
USA Baldwin County – Fairhope Campus	Fairhope	Baldwin	36532

Questions regarding sex offenders identified on this website should be directed to the listed law enforcement agency or the Alabama Bureau of Investigation directly at (334) 353-1172.

At this time, the State of Alabama does not provide the University with a list of registered sex offenders who have indicated that they are enrolled, employed, or carrying out a vocation at the University.

The University of South Alabama does conduct thorough pre-employment background checks on all employees. Sex offenders are required to notify their neighbors when they move into an area. These notification cards are maintained by the Criminal Investigations Division of USAPD. If you desire to review these cards, please call 251-461-1405 to set up an appointment.

Alcohol and Drug Policies

The University of South Alabama recognizes that substance abuse is a major issue affecting all aspects of our society. The University views the abuse of alcohol and other drugs as harmful to the life, safety, and orderly progress of the academic community. Responsible conduct and accountability are expected from each individual on campus. The University of South Alabama prohibits the unlawful possession, use, sale, or distribution of illicit drugs and alcohol on University property or University sponsored events or trips.

Health Risks Associated with Alcohol Use

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of habitual alcohol intake is likely to produce withdrawal symptoms that can be life threatening and include severe anxiety, tremors, hallucinations, and convulsions. Long-term health risks of heavy drinking include hypertension, stroke, cirrhosis of the liver, heart problems, brain and nerve damage, and sexual dysfunction.

Pregnant women who drink alcohol may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates the children of alcoholic parents are at greater risk than other children of becoming alcoholics.

University Alcohol Policy

The sale, possession, distribution, or consumption of alcoholic beverages on the campuses of the University of South Alabama, including hospitals, is prohibited unless otherwise allowed herein. Additionally, public intoxication on the campuses of the University of South Alabama is prohibited, as well.

The sale, possession, distribution, or consumption of alcohol on the University's campuses are governed by the University's Drug and Alcohol Abuse Prevention Policy, the University's Alcohol Policy, and by Alabama state law.

The University may allow alcohol to be served at certain functions of student organizations and to other recognized organizations hosting functions in designated areas on campus. All requests for permission to serve alcohol at a function on campus must be submitted to the Vice President of Student Affairs (VPSA) at least 5 working days before the date of the event.

With University permission and in compliance with Alabama laws and regulations, alcohol may be sold at the locations/areas listed below:

- USA Mitchell Center
- MacQueen Alumni Center-In or Around the premises
- USA Baldwin County Campus - Fairhope
- Stanky Field and Clubhouse
- Faculty Club
- Hancock Whitney Stadium
- Other locations may be approved by the VPSA

Events should have a definite beginning and ending time. The serving of alcoholic beverages should be stopped at least thirty minutes before the ending time of the event. Advertising for events may not include any reference to alcohol including a reference to a function being BYOB (Bring your own bottle of alcohol) without prior approval of the VPSA, as well. Non-alcoholic beverages and food should be available in adequate quantities and throughout the event. Drinking "games," or any activities that encourage alcohol overindulgence or abuse, and keg beer, or any bulk containers, are prohibited.

No alcoholic beverages may be purchased through a student organization's treasury nor may the purchase of the same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the student organization. Similarly, no alcohol may be purchased with funds of a student organization which are in accounts of the University of South Alabama. Any monies used to pay for alcoholic beverages must be supplied by personal/ private sources. Lastly, a student organization may not co-sponsor or co-finance a function where alcohol is purchased by any of the host organizations; or co-sponsor or co-finance with an alcohol manufacturer and/or distributor, charitable organization, or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.

Alcoholic beverages must not be freely available (unrestricted access) and a designated server must be appointed to ensure that no alcoholic beverages are served to persons under the legal drinking age or to persons who appear to be intoxicated. Driver's licenses are to be checked by security personnel to verify that persons are of legal drinking age before those persons may receive and consume alcoholic beverages.

For more information regarding the University's policy on alcohol, please refer to the University's Alcohol Policy or the Drug and Alcohol Prevention Policy using the links below:

- https://www.southalabama.edu/departments/compliance/policylibrary/policy.html?doc=34EC6F0E-5148-4048-BC81-F00142A03D24
- https://www.southalabama.edu/departments/compliance/policylibrary/policy.html?doc=A4252A77-B168-4269-B494-41CB1FE9FFD9

Alabama Laws Pertaining to Alcohol

Like every other state, Alabama has numerous laws governing the possession, use, sale, manufacturing, and distribution of alcohol.

There are four primary types of alcohol laws that potentially have a significant impact on University students:

- **Public Intoxication:** It is unlawful to appear in public intoxicated to the degree that it
  - endangers the person, others, or property; or
  - annoys another person with offensive or boisterous conduct.
- **Driving Under the Influence:** It is illegal to drive or be in physical control of a vehicle if
  - the driver has a blood alcohol concentration (BAC) of .08 if 21 years of age or older or .02 if under the age of 21; or
  - the driver is incapable of driving safely because he or she is under the influence of alcohol, controlled substances, mental or physical faculty impairing substances, or any combination thereof.

  Persons under 21 found driving or in physical control of a vehicle with a BAC of .02 or greater shall lose their license.

- **Underage Alcohol Laws**: It is unlawful for someone under 21 to
    - purchase, consume, possess, or transport alcohol (with limited exceptions for working in an establishment serving alcohol);
    - attempt to purchase alcohol; or
    - use a false, forged, deceptive, or otherwise non-genuine driver's license to purchase alcohol.
- **House Party Laws**: The adult(s) in control of a residence hosting a party is accountable for
    - taking preventative measures to ensure that underage persons do not have access to alcohol and
    - closing the party if underage persons are found to be in possession of or consuming alcohol.

Health Risks Associated with Illegal Drug Use

The use of illegal drugs causes a number of health risks:

- Marijuana use increases the heart rate, impairs coordination, and reduces short-term memory. Use of marijuana during pregnancy may result in premature babies and low birth weights. Women may have irregular menstrual cycles, and both men and women may have a temporary loss of fertility.
- Cocaine use can ulcerate the mucous membrane of the nose if snorted and cause hepatitis or other infections if injected. Cocaine abuse may be associated with severe depression, anxiety, and/or psychotic episodes. Overdose deaths can occur when the drug is injected, smoked, or snorted. Deaths are a result of multiple seizures followed by respiratory/cardiac arrest.
- Amphetamine use may increase heart and breathing rates and blood pressure, cause blurred vision, dizziness, loss of coordination, and even physical collapse. An amphetamine injection creates sudden increases in blood pressure that cause death from stroke, very high fever, or heart failure.
- Hallucinogen use (LSD, mescaline, mushrooms) may cause organic brain damage, such as impaired memory and attention span, mental confusion, and difficulty with abstract thinking.
- Barbiturates use when in large doses (Amytal, Nembutal, Seconal) may cause slurred speech, staggering gait, poor judgment, and slow, uncertain reflexes. These effects make it dangerous to drive a car or operate machinery. Unconsciousness and death may also occur from large doses.

University Illegal Drug Policy

The possession, unlawful use, sale, manufacture, or distribution of any controlled substance or paraphernalia is illegal under both state and federal laws. Furthermore, the University has an extensive substance abuse policy that prohibits the possession, unlawful use, sale, manufacture, distribution, dispensation, or sale of illegal drugs or drug paraphernalia on University premises, while on University business, or in University vehicles, either during or after working hours. The policy further states that any of these activities off University premises that adversely affects an

employees' work performance, and/or his or her own or other's safety, is also prohibited and mandates that employees must inform the University within 5 days of an arrest or conviction under any criminal drug statute.

Enforcement/Sanctions of Alcohol and Drug Policies

University policy and state and federal laws are strictly enforced by the University of South Alabama Police Department. Violators are subject to University disciplinary action, criminal prosecution, fines, and imprisonment. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by the University. Disciplinary sanctions may include, but are not limited to, the following: written reprimand, conduct probation, residence hall room transfer, removal from University housing, fine, completion of substance abuse education, community service, suspension, and/or expulsion. Sanctions for University employees may include up to termination.

For more information regarding the University's policy on alcohol and drug use, associated health risks, and applicable laws, please refer to the University's Alcohol Policy and the University's Alcohol and Drug Abuse Prevention Policy:

https://www.southalabama.edu/departments/studentaffairs/resources/hrdrugpolicytextrev3-17-15.pdf

Additional information regarding alcohol and drugs applicable to staff and faculty, respectively, can be found in

- The Staff Employee Handbook- https://www.southalabama.edu/departments/financialaffairs/hr/staff-employee-handbook/
- The Faculty Handbook https://www.southalabama.edu/departments/financialaffairs/hr/staff-employee-handbook/

Programs

The University expresses its ongoing concern through an institution-wide commitment to appropriate education, training, and counseling services. Multiple departments across campus participate in National Collegiate Alcohol Awareness Week each year. The University offers a range of programs and services to help students, faculty, and staff cope with alcohol and drug related problems.

The Counseling and Wellness Center takes a primary role in planning and conducting alcohol and other drug prevention activities for students. Students are eligible for free substance abuse assessment and counseling services from the University Counseling and Wellness Center – Substance Abuse Program, (251) 460-7051.

Employees are eligible for free substance abuse assessment and counseling services from the University's Employee Assistance Program Counselors, (251) 461-1346 (Campus) or (251) 410-7664 (USA Health).

Services are provided confidentially to the extent allowed by relevant laws and ethical guidelines. When an employee or student requires treatment beyond what can be provided by the EAP Counselor or Substance Abuse Program staff, he/she will be referred to an outside provider.

Other programs include the Jag Student Support Network, a peer support program on campus that provides training and support to student advocates to help them become more knowledgeable about mental health and substance abuse issues and to learn how to reach out and support students in need. The Department of Athletics has a mandatory prevention program consisting of drug education, drug testing, counseling, and rehabilitation.

Firearms and Weapons Policies

Except as authorized by University policy and state law, weapons of any type are not permitted on University property. Weapons include, but are not limited to, bullets, ball bearing bullets, bullet balls, pellets, firearms, knives, paintball guns, air guns, water guns, hunting bows, archery bows, swords, martial arts weapons, and replicas of such weapons. In addition, fireworks and pyrotechnic devices and materials are prohibited on University property.

Law enforcement officers are armed for self-protection and the protection of others. University police officers are trained to use the force necessary to overcome resistance and maintain control when justified and as authorized by law.

The State of Alabama has enacted numerous laws regarding weapons for the public welfare. A person who has been convicted of committing or attempting to commit a crime of violence is not permitted to own or have in his or her possession, or under his or her control, a firearm. Drug addicts and habitual drunkards are also forbidden from the same. If a person desires to carry a pistol in his/her vehicle or concealed on his/her person, he/she must obtain a license from the local sheriff. Please note that a license to carry a concealed weapon does not negate University policies and that faculty, staff, and students may face disciplinary sanctions for violating the University Firearms Policy:

https://www.southalabama.edu/departments/compliance/policylibrary/policy.html?doc=CDC38A96-1D53-4B6F-B3CE-F4C678096276.

Fire Safety Report

The Higher Education Opportunity Act (Public Law 110) became law in August 2008 and requires all United States' academic institutions to produce an annual fire safety report outlining fire safety practices and standards and all fire statistics related to on-campus student housing. The following public disclosure report details all information required by this law, as it relates to the University of South Alabama, as outlined in the regulation.

Fire Log

The Fire Log is required by federal law and records any fires in the University's residential facilities. Residential fires are typically recorded in the order in which they are reported. Only actual fires are recorded; therefore, false alarms, malfunctions, or drills are not listed. Fires are entered into the log within two business days of being reported to USAPD.

Printed copies of the Fire Log are available for viewing during normal business hours in the front lobby of the University of South Alabama Police Department located on the USA's Main Campus, at 290 Jaguar Blvd, Mobile, AL 36688. The most recent 60 days of reports are included, and any portion of the log older than 60 days will be made available upon request within two business days of the request.

Fire Safety Education, Training, and Fire Drills

All on-campus residents (including those with special needs) are offered fire safety training at the beginning of each semester. These programs are designed to familiarize everyone with the fire safety system in each housing facility, train everyone on the procedures to be followed in case there is a fire, and distribute information on the University's fire safety policies. Training on fire and life safety is also offered to all Residence Assistants, Community Directors, and Residence Life Coordinators. In addition, a quality control program that covers emergency and evacuation procedures is reviewed regularly with the staff of each respective residence hall. Fire safety and education programs are conducted by the Department of Safety and Environmental Compliance, which is composed of multiple safety experts, including the University Fire Marshal, a Safety Training Specialist, and a Safety and Environmental Coordinator.

On-Campus Housing Fire Safety Equipment

At the University of South Alabama, all 33 of our on-campus residence halls are protected by fire detection and alarm systems that are centrally monitored 24 hours/day, seven days a week. The buildings are also equipped with lighting fixtures that incorporate backup batteries; upon loss of power, these systems automatically activate to assure adequate egress lighting in hallways and emergency exit stairwells. Thirty-three of our residence halls are fully equipped with sprinkler systems. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards. These tests may be announced or unannounced. However, they are typically announced to the campus community. A summary of the fire protection systems present in each residence hall is provided in Table 1 and Table 2.

Table 1: Fire Protection Systems in USA Main Campus Student Housing Facilities

Building Name	Onsite Fire Alarm Monitoring by USAPD	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans & Signs	Number of Fire Drills Each Calendar Year
Alpha Gamma Delta	Yes	Yes	Yes	Yes	Yes	1
Alpha Omicron Pi	Yes	Yes	Yes	Yes	Yes	1
Azalea Hall	Yes	Yes	Yes	Yes	Yes	1
Beta 1	Yes	No	Yes	Yes	Yes	1
Beta 2	Yes	No	Yes	Yes	Yes	1
Beta 3	Yes	No	Yes	Yes	Yes	1
Beta 4	Yes	No	Yes	Yes	Yes	1
Beta 5	Yes	No	Yes	Yes	Yes	1
Camellia Hall	Yes	Yes	Yes	Yes	Yes	1
Chi Omega	Yes	Yes	Yes	Yes	Yes	1
Delta 3	Yes	No	Yes	Yes	Yes	1
Delta 4	Yes	No	Yes	Yes	Yes	1
Delta 5	Yes	Yes	Yes	Yes	Yes	1
Delta 6	Yes	Yes	Yes	Yes	Yes	1
Epsilon 1	Yes	Yes	Yes	Yes	Yes	1
Epsilon 2	Yes	Yes	Yes	Yes	Yes	1
Gamma 0	Yes	No	Yes	Yes	Yes	1
Gamma 1	Yes	No	Yes	Yes	Yes	1
Gamma 2	Yes	No	Yes	Yes	Yes	1
Gamma 3	Yes	No	Yes	Yes	Yes	1
Gamma 4	Yes	No	Yes	Yes	Yes	1
Gamma 5	Yes	No	Yes	Yes	Yes	1
Gamma 6	Yes	No	Yes	Yes	Yes	1
Gamma 7	Yes	No	Yes	Yes	Yes	1
Gamma 8	Yes	No	Yes	Yes	Yes	1
Gamma 9	Yes	No	Yes	Yes	Yes	1
Kappa Alpha	Yes	Yes	Yes	Yes	Yes	1
Kappa Delta	Yes	Yes	Yes	Yes	Yes	1
Phi Mu	Yes	Yes	Yes	Yes	Yes	1
Pi Kappa Alpha	Yes	Yes	Yes	Yes	Yes	1
Pi Kappa Phi	Yes	Yes	Yes	Yes	Yes	1
Sigma Chi	Yes	Yes	Yes	Yes	Yes	1
Stokes Hall	Yes	Yes	Yes	Yes	Yes	1

Table 2: Fire Protection Systems in Central House on Stadium, a USA Main Campus Student Housing Facility

Building Number	Fire Alarm Monitoring	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans & Placards	Number of Evacuation (Fire) Drills Each Calendar Year
1	Yes	Yes	Yes	Yes	Yes	0
2	Yes	Yes	Yes	Yes	Yes	0
3	Yes	Yes	Yes	Yes	Yes	0
4	Yes	Yes	Yes	Yes	Yes	0
5	Yes	Yes	Yes	Yes	Yes	0
6	Yes	Yes	Yes	Yes	Yes	0
7	Yes	Yes	Yes	Yes	Yes	0
8	Yes	Yes	Yes	Yes	Yes	0
9	Yes	Yes	Yes	Yes	Yes	0
10	Yes	Yes	Yes	Yes	Yes	0
11	Yes	Yes	Yes	Yes	Yes	0
12	Yes	Yes	Yes	Yes	Yes	0
13	Yes	Yes	Yes	Yes	Yes	0
14	Yes	Yes	Yes	Yes	Yes	0
15	Yes	Yes	Yes	Yes	Yes	0
16	Yes	Yes	Yes	Yes	Yes	0
17	Yes	Yes	Yes	Yes	Yes	0
18	Yes	Yes	Yes	Yes	Yes	0
19	Yes	Yes	Yes	Yes	Yes	0
20	Yes	Yes	Yes	Yes	Yes	0

The Central House on Stadium Apartments is a privately owned and managed student housing facility.

Reporting Fires

The University of South Alabama Police Department monitors the status of all fire detection and fire suppression systems in residence halls. If a fire has occurred, it should be reported to the Communications Center of the University of South Alabama Police Department by calling (251) 460-6312 or by calling 911.

In the Event of a Fire/Fire Alarm

https://www.southalabama.edu/departments/housin g/community-standards.html

When a fire evacuation alarm is sounding, all occupants should:

- Shut down any experiments or procedures that should not be left unattended.
- Take or secure all valuables, wallets, purses, keys, etc.
- Evacuate the building immediately and in an orderly manner. The last occupant to leave a room should close the door leading to the corridor.

- Never use the elevators. In most University buildings, elevators are automatically recalled to the street floor or transfer level upon the activation of the buildings' fire alarm system.
- Proceed to the nearest and safest exit.
- If possible, assist non-ambulatory occupants to areas of refuge or to ground levels. All members of the University community are responsible, within the limits of their abilities, to assist those individuals, who may require assistance prior to, during, or after an emergency. Normally, assistance is in the form of notifying emergency workers of the location of these individuals or by providing guidance to safe areas.
- Remain at a safe location at least 500 feet away from the building until instructed to re-enter by the City of Mobile Fire Department, University Fire Marshal, or other University Officials.

The primary concern of Residence Life staff members in the event of a fire is to evacuate everyone from the building as quickly and safely as possible. The staff is trained to check each room for occupants if time and situation allows. To accomplish this, staff and occupants must be prepared in advance for a quick and orderly evacuation.

It is suggested that people with disabilities prepare for emergencies in advance by learning the locations of exit corridors, areas of refuge, and exit stairways; by planning an escape route; and by showing a classmate, Housing staff, or co-residents how to assist him/her in case of an emergency.

Anyone found causing a false fire alarm, tampering with fire safety equipment, or not properly evacuating during a fire alarm will face appropriate sanctions, including disciplinary sanctions and/or arrest.

The Office of Safety and Environmental Compliance maintains extensive information on evacuation and other fire safety procedures on its website at:
https://www.southalabama.edu/departments/environ mental/resourcelinks.html.

Each building is equipped with its own emergency response and evacuation procedures. There is an emergency evacuation map, complete with instructions, posted in each room to direct occupants to primary and secondary exits. Mandatory fire drills are conducted twice annually in all the occupied residence halls in coordination with the University of South Alabama's Office of Safety & Environmental Compliance. All other buildings (academic, student center, student recreation/are considered a Business occupancy) have fire drills scheduled annually.

Residential Guidelines

The Guide to Residential Student Living and University Fire Manual limit the types of electrical appliances allowed in residence halls, establishes expectations for compliance with drills and training, provides for periodic health and safety inspections of residence hall rooms, affirms limitations on materials that may be stored in resident rooms, prohibits open flames, limits the use of combustible decorations/furnishings, and defines the consequences if students violate University policies and programs.

Inspections

Student rooms, common areas, storage, and mechanical areas are subject to regular inspection by the University Fire Marshal's Office, the Office of Safety and Environmental Compliance, and Housing/Residence Life staff. In addition, resident room inspections are conducted at least once per semester by housing staff to identify any health or safety concerns. Violations of fire and life safety policies are subject to University judicial action and appropriate sanctions.

Room Furnishings/Decorations

Room furnishings/decorations and the decorating of public spaces is strictly controlled. There are additional limitations on the use of flammable and combustible materials for decorations in both residence hall rooms and common areas. Items that require an open flame, operate on fuel, or produce heat (such as Bunsen burners, lit candles, incense, and alcohol burners) are prohibited. Additional guidelines are as follows:

Cooking Appliances

Conventional cooking is limited to the following residence halls: Beta, Gamma 5-9, Delta 6, Epsilon 1 community kitchen, the Central House on Stadium apartments, and Greek chapter houses have kitchen facilities provided. All residents in suites without kitchens are permitted to use appliances without an open flame that have an automatic shutoff feature. Examples are pop-up toasters, rice steamers, crockpots, electric kettles, and coffee pots. Gas grills are prohibited. Failure to comply may result in a student being required to remove the item and being fined $50.00.

Other Appliances

Space heaters and halogen lamps are prohibited. Laptop/Notebook computers should not be left unattended when charging batteries; unplug when charging is complete.

Open Flames/Flammable Items

Candles, candle warmers, plug-ins, incense, lighter fluid, live-cut Christmas trees, or any other flammable materials are not permitted in the residence halls.

Smoking

University policy prohibits smoking and any tobacco products, including vaping, in all properties owned and operated by the University of South Alabama, including residence halls. All smoking devices are prohibited in the residence halls, surrounding walkways, grounds, and in the parking lots. Smoking is only allowed while inside a personal vehicle.

General Fire Prevention Related Policies and Programs

Safety and Environmental Compliance affirms that faculty, staff, and students must comply with University Health and Safety Policies and programs, attend required training, report any identified safety or health hazard, and know their roles in an emergency. The University of South Alabama's Fire and Life Safety Program establishes requirements for the performance of periodic fire safety inspections of all University buildings, including residence halls; provides for periodic training for employees and students on basic fire safety; affirms conditions that must be maintained in all University properties to comply with the International Fire Code; and establishes requirements for the permitting, approval, and inspection of hot work, use of open flames/burning, pyrotechnics and special effects, temporary facilities, tents, and stages.

Specific Fire Prevention Related Policies for Special Events

University Facilities Usage and Event Approval requires that an application must be submitted for certain types of events on campus and affirms that these events are subject to a review and approval process by the University Fire Marshal. The use of open flames and pyrotechnics, layout of assembly areas/events, and use of decorations are all evaluated during this review.

Requirements for temporary facilities, tents, and stages assure that tents, stages, and other temporary facilities comply with the International Fire Code, including the prohibition on the use of open flames near or under any tent.

Plans for Future Improvement

The University of South Alabama maintains a prioritized list of projects to upgrade older fire systems, enhance the capabilities of existing systems, or install new fire safety systems in existing buildings. Some of the current projects we are working on include:

- Upgrading the existing fire alarm communications systems,
- Implementing a new software program to record and track fire prevention inspections and building information, and
- Recent purchases of fire and life safety education videos that are accessible to the entire University community.

USA Main Campus Fire Statistics for Student Housing Facilities in 2023

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	0						
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	0						
Chi Omega	0						
Delta 3	0						
Delta 4	0						
Delta 5	0						
Delta 6	0						
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						

USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2023

Building Number	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	0						
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

USA Main Campus Fire Statistics for Student Housing Facilities in 2022

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	0						
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	0						
Chi Omega	0						
Delta 3	0						
Delta 4	0						
Delta 5	0						
Delta 6	0						
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						

USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2022

Building Number	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	0						
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

USA Main Campus Fire Statistics for Student Housing Facilities in 2021

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	1	1	12/01/21	Cooking	0	0	$0 - $99
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	0						
Chi Omega	0						
Delta 3	0						
Delta 4	0						
Delta 5	0						
Delta 6	0						
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						

USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2021

Building Number	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	0						
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

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For questions or comments, please contact us at:
(251) 460-6312 https://www.southalabama.edu/police
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