



D'YOUVILLE

ANNUAL SECURITY AND FIRE SAFETY REPORT

2019 - 2020

MISSION STATEMENT

D'Youville College is an independent institution of higher education that offers baccalaureate and graduate programs to students of all faiths, cultures, and backgrounds.

D'Youville College honors its Catholic heritage and the spirit of St. Marguerite D'Youville by providing academic, social, spiritual, and professional development in programs that emphasize leadership and service.

D'Youville teaches students to contribute to the world community by leading compassionate, productive, and responsible lives.



Message From President Lorrie A. Clemo, Ph.D.

Selecting a college or returning to school took on a whole new meaning and set of worries for students and their parents this year. Colleges had to balance the educational, social and emotional needs of their students along with health and safety of students, faculty and staff in the midst of the evolving Covid-19 pandemic.

At D'Youville, we made it our number one priority to ensure the health and safety of students, faculty, staff and visitors coming to campus during a global health crisis. Soon after the first case of coronavirus was diagnosed in the United States, D'Youville began enacting health and safety plans and providing regular updates to students, parents, faculty and staff. We instituted Covid-19 prevention measures and much more to keep our campus community safe. Throughout the pandemic, D'Youville has remained open, understanding that the university may be the best place for some students during these troubled times.

To best protect our students, we implemented a number of safety measures in response to Covid-19, that have made our campus safer now and will continue beyond the pandemic. These changes include a secure touchless package pick-up system, card swipe entrance to all campus facilities, take-out dining, and 24/7 mental health, tutoring and technology support.

In addition to protecting the health and safety of our campus community during the pandemic, D'Youville is dedicated to maintaining a campus environment that supports academic excellence, independent thought, and interpersonal collaboration. In partnership with faculty, staff, students, alumni, and visitors, we work to promote a safe, secure and inclusive campus community. The men and women of the Campus Safety Department as well as the Buffalo Police Department have always been committed to making the campus and surrounding community a safe and equitable place in which to live, work, study, visit, and play.

This year, I add many more people to the list of individuals who significantly contributed to making our campus safe and supporting educational excellence including the Covid-19 Advisory Working Group, our partners at SSC and Compass, staff of the Operations, Facilities, Purchasing, Human Resources, and Residence Life Offices. I thank each and every one of them for their tremendous good will, energy, effort and patience through this long and arduous year. We work among heroes! D'Youville has become a safer, more collaborative, inclusive and healthier community as a result of their collective efforts.

We hope you enjoy reviewing D'Youville's Annual Safety Report!



COVID-19 RESPONSE

In early spring semester 2020, the administration at D'Youville understood immediately that our students, staff, and their families throughout the country were experiencing significant concern regarding COVID-19, the health and wellness of their communities, and the return to on-campus college life. D'Youville is proud to say that we have remained ahead of the higher-education curve in our response efforts. We formed working groups and strategies early, dating back to the beginning of February, before many others were even considering the full impact of the pandemic. We were the first among our peers to move to remote learning, move labs online, train and equip faculty, and transition student services and activities to digital formats. We also continued to care for approximately 80 students in our residence halls throughout the completion of the spring 2020 semester, without incident. Our top priority—the health and safety of our campus community—guided every choice we made, while continuing the best-in-class education and student experiences D'Youville is known for. It has not been easy nor without bumps along the way; however, we commend the efforts that our faculty, staff, students, and D'Youville families have exerted over many months of uncertainty.

Restart D'Youville was our dynamic plan intended to communicate our process for returning to campus

safely while maintaining the flexibility necessary to adapt to the ever-changing COVID-19 situation and regulations. Our plan was based on an extensive list of questions from the Council for Independent Colleges and Universities (CICU) and was in alignment with state and health organizations' public health guidelines. We also consulted closely with the Erie County Commissioner of Health, local experts, our elected officials at all levels of government, and the Western New York Consortium of Higher Education.^A

Our return to campus was a synthesis of various hybrid, face-to-face, and online instructional modalities that were supported by a new paradigm of hygiene, cleaning, and disinfection protocols which were necessary to best support human health and safety. The policies and processes were crafted to respond directly to Governor Andrew Cuomo's New York Forward Checklist for Higher Education Institution Reopening Plans, including the key facets of (1) Reopening, (2) Monitoring, (3) Containment, and (4) Shutdown.^A These provisions did not only allow for best practices and compliance in our restart efforts, but they also provided an anticipatory design and clarity for responding to any potential future outbreak of COVID-19 in our Western New York Region.^A

D'Youville made several critical changes to our organizational processes in order to support our

community's capacity for social distancing. Among the many, the following strategies were the most noticeable and impactful efforts to promote social distancing on our campus:A

INSTRUCTIONAL DENSITY REDUCTION

D'Youville established a guideline for reduced density in classrooms, which was roughly three times the normal average and capable of allowing for 6' physical distancing. Additionally, roughly 40% of classes were offered online to allow for the closure of strategic classrooms in busy hallways to reduce traffic and bathroom congestion.A

STAFF & ADMINISTRATIVE DENSITY REDUCTION

D'Youville required that staff and administrative employees working in offices with multiple people develop plans for maintaining no less than 50% occupancy of their campus offices. Permitted employees rotated in one-week on-campus/work-from-home shifts, with special cleaning in between rotations. Student workers and faculty were required to work on campus in continuation of their normal workplace conditions. Any employee that was the single staff- or administrative-employee in their department or was provided with a single occupancy office was required to work on campus daily for their regular scheduled work hours.A

ELEVATOR CAPACITIES & DIRECTIONAL MOVABILITY

D'Youville posted signs to reduce elevator capacity, promote social distancing in confined elevator spaces, and direct the flow of traffic one-way in stairwells.A

TELECONFERENCING

D'Youville required that meetings continued to take place digitally to the fullest extent possible in order to reduce unnecessary instances of equipment sharing such as conference room tables and chairs.A

FACE COVERINGS

All D'Youville students, faculty, and staff were required to wear face coverings in accordance with D'Youville's Guidelines. All students and employees were provided with a washable/reusable face covering before rejoining the campus community. D'Youville maintained stock of replacement face coverings, as well as disposable face coverings to respond to special unanticipated issues or demands. All members of D'Youville's community were also encouraged to obtain their own face coverings to ensure that there would never be a situation where clean face coverings were inaccessible.

OTHER EQUIPMENT

The office of accessibility services ordered special transparent face coverings for faculty who teach individuals with hearing impairments who lip read in the classroom.

D'Youville's purchasing office worked with all directors of functional areas and chairs of academic programs to order the specific PPE (e.g., gloves, face shields, paper gowns, and thermometers) that was required in their specific areas of operation.

DISTRIBUTION

All students and employees living on campus received their PPE at their respective residence hall. All other employees obtained their PPE from their managers. Boxes with the appropriate number of PPE were delivered to each department.

For more information about D'Youville's response to COVID-19 and the health, safety, and security of our community, please visit www.dyc.edu and click the banner at the top of our homepage that reads "Learn about D'Youville's response to COVID-19 and follow our latest updates." From there, you will be able to access the complete Restart D'Youville plan, our FAQs for students, parents, and employees, a history of our response efforts, and the latest updates and announcements.

DAILY REQUIREMENTS

Until the pandemic runs its course, D'Youville has implemented the following daily requirements:

- **Face Coverings:** Wear a face covering that covers your nose and mouth at all times except when alone, with roommate(s), stationary and eating or drinking, or while delivering instruction.
- **Social Distance:** Maintain at least 6' of physical distance between people whenever possible.
- **Personal Hygiene:** Maintain a high level of personal hygiene. Wash your hands frequently and thoroughly with soap and water for at least 20 seconds and/or use hand sanitizer with at least 60% alcohol.
- **Remain Digital:** Limit all group gatherings and hold all meetings, social events, conferences, and special events in a virtual environment unless approved by a vice president.
- **"Whole Community" Approach:** Human health and safety is everyone's job now. All members of the D'Youville community are expected to use the cleaning supplies provided to them and distributed throughout campus in areas where you are utilizing shared furniture or equipment. Additionally, enforcement of social distancing is everyone's job. If a social distancing issue cannot be first resolved through a simple conversation, individuals are asked to report the issue to socialdistancing@dyc.edu. Social distancing complaints will be handled through normal judicial processes for students and disciplinary procedures through human resources for employees.
- **Health Screening:** Utilize the health screening process provided by D'Youville to respond to the daily health self-assessment questionnaire before coming to campus or leaving your residence hall room.

INTRODUCING
SAINT & MAGGIE
D'YOUVILLE'S COMMUNITY WATCHDOGS



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THE JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT OF 1990 EXPLAINED

The Clery Act is a federal statute codified at 20 U.S.C. § 1092 with implementing regulations in the U.S. Code of Federal Regulations at 34 C.F.R. 688.46. The law is named after Jeanne Clery, a 19-year-old Lehigh University student who was raped and murdered in her dormitory in 1986—a crime that may have been prevented had the institution been proactive and transparent in alerting the community of the types, frequencies, and locations of crime on campus.

Thus, the Clery Act requires all institutions of higher education that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

Compliance with the Clery Act includes publishing an Annual Security Report (ASR) that discloses crime statistics for the prior three years and distributing it to current and prospective students and employees.

The ASR requires institutions to provide the following:

- The authority and jurisdiction of campus safety officers and local police departments and descriptions of the protocols in place for maintaining a safe and secure campus, including the upkeep of the Daily Crime Log
- Policy statements on safety

and security measures, including protocols for issuing Timely Warnings and Emergency Notifications

- Policy statements explaining how Campus Security Authorities are identified and trained to take reports of criminal activity in a responsible and timely manner
- Descriptions of crime awareness and prevention programs; drug and alcohol abuse awareness and prevention programs; and sexual assault, dating violence, domestic violence, and stalking awareness and prevention programs
- Procedures for the fair and impartial investigation and prosecution of sex offenses—especially dating violence, domestic violence, sexual assault, and stalking—including a list of all possible disciplinary measures, protective measures for both complainant and respondent, and support resources and services for victims
- A Fire Safety Report containing statistics on the number, nature, locations, and times of fires on campus as maintained on the Fire Incident Log; fire safety systems, policies, and evacuation procedures; descriptions of fire education and prevention programs; and any improvements planned to improve fire safety in the future.

More information about the Clery Act is available at: <https://clerycenter.org/>



CLERY CAMPUS SECURITY COMPLIANCE COMMITTEE

D'Youville's Annual Security and Fire Safety Report is coordinated through the Division of Institutional Effectiveness and Planning by the Assistant Dean of Assessment who serves as the chair of the Clery Campus Security Compliance Committee (CCSCC).

The CCSCC is comprised of representatives from the D'Youville community from the following divisions:

Division of Academic Affairs

- Executive Assistant to the Vice President of Academic Affairs/Adjunct Professor, Cheryl Saramak

Division of Financial Affairs

- HR Generalist, Coordinator I, Monica Refermat
- Senior Human Resources Manager, Tammy Maston

Division of Information Technology

- IT Director, Joseph Gunnells
- IT Support Specialist/ASR Layout and Design, Adam Caple

Division of Institutional Advancement

- Associate Director of Digital Content, Carrie Brittin
- Director of Marketing and Communications, Jesse Stoddard
- Graphic Design Specialist, Shelby Braidich

Division of Institutional Effectiveness and Planning

- Assistant Dean of Assessment/Title IX Appeals Officer/ASR Editor-in-Chief, Salvatore D'Amato

Division of Student Affairs

- Assistant Director of Athletics/Dobson Field Coordinator/Women's Basketball Coach, Daniel Glover
- Associate Athletic Director for Compliance/Title IX Investigator, William Morris

- Chief Student Affairs Officer/Title IX Coordinator, Benjamin (B.G.) Grant
- Coordinator for Student Affairs, Julie Lewek
- Director of Student Development and Advocacy/Title IX Investigator, NiK Peavy
- Director of Student Engagement & Housing/Title IX Investigator, Amanda Idienumah
- Director of the Student Experience/Title IX Investigator, Erik Cederholm

Division of Operations

- Associate Vice President for Operations and Administration, Jason MacLeod
- Director of Campus Safety, Keith Bova
- Vice President for Operations, Nathan Marton

The CCSCC meets both in person and virtually throughout the year to orient new members; divide up responsibilities for reviewing and determining courses of action for continuously enhancing campus safety policies, procedures, and programs; and compose this ASR.

Each member of the CCSCC takes personal responsibility for ensuring that:

- D'Youville remains in compliance with The Clery Act and associated state and federal regulations
- Individuals in departments across campus work collaboratively to create, maintain, communicate, and gather evidence of policies, procedures, programs, and services

- Community members are aware of their surroundings and prepared to act responsibly to keep D'Youville a safe and secure campus on which we can learn, work, and play. D'Youville encourages all members of the community to read and use this ASR as a guide for safe practices both on and off campus. The ASR is available online at <http://www.dyc.edu/campus-life/support-services/campus-safety/policies-report.aspx>.

This ASR is distributed in a number of ways:

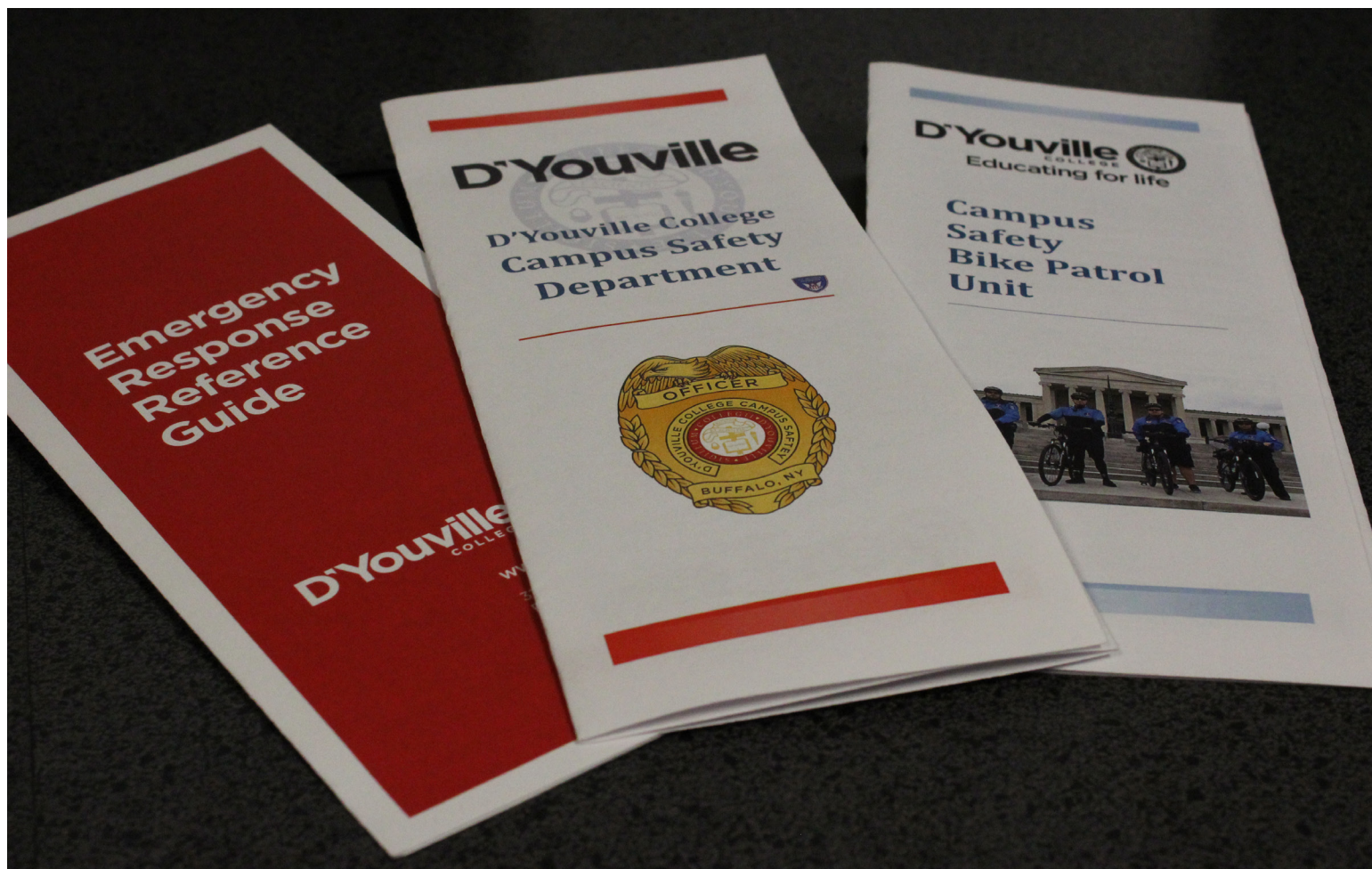
- The Director of Campus Safety and the Associate Vice President for Operations & Administration send out an email describing the ASR's purpose and content, including the link above, to all current members of the campus community.

- The offices of admissions and human resources provide the link to prospective students and employees as requested.

- Physical copies are kept in offices across campus including, but not limited to, admissions, campus safety, student affairs, and the President.

- The Board of Trustees receives and reviews the ASR.

- Physical copies are available upon request.



KEEPING THE CAMPUS SAFE

D'Youville maintains a safe and secure environment for all members of the campus community including students, staff administration, and visitors. The Campus Safety Department operates 24 hours a day, 7 days a week to protect the campus at all times. The professionally equipped and trained Campus Safety Department utilizes a variety of methods to keep the campus safe. Specifically:

- The department actively patrols its geographical area by means of vehicle patrols, International Police Mountain Bike Association (IPMBA) certified bike patrol units, and foot patrols. The patrol units physically monitor the campus inside and out and the surrounding patrol zone area.
- Campus Safety also utilizes closed circuit video surveillance (CCTV) monitoring with cameras that are strategically placed inside and outside of campus buildings, campus operated properties, and campus parking lots.
- Mindful of keeping everyone safe, the Campus Safety Department also maintains and monitors the emergency blue-light call boxes and red emergency phones located strategically across the campus.
- Making use of current technology, Campus Safety uses automation to keep all campus buildings secure by operating an electronic centralized access-control system for all swipe-controlled external and internal doors on campus.
- As a tangent, the required school IDA cards that operate with the access-control system are produced through the Campus Safety Department. A visit or call to Campus Safety is now a one-stop shop for all your ID and access control needs. The secure D'Youville ID cards issued by Campus Safety to all students, faculty, staff and contractors are the last piece of a multi-faceted solution to keep the campus safe.



KEEPING THE CAMPUS SAFE / METHODOLOGY

D'Youville utilizes the following procedures in the monitoring and servicing of campus facilities with regards to safety and security:

- 1.** Campus Security Officers and facilities' staff continuously monitor interior and exterior lighting to ensure that outages are identified and serviced in a timely manner using a work-ticket system.
- 2.** Campus Security Officers and facilities' staff inspect and test the blue-light emergency call boxes and red emergency phones every month, reporting any non-functioning phones to the Office of Information Services for repair using a work-ticket system.
- 3.** The offices of campus safety and facilities management complete a bi-annual review of campus property, landscaping, and vegetation, which is submitted to Facilities Services with recommendations for improving safety and security.
- 4.** Following a report of any safety or security incident on campus, the Director of Campus Safety completes a review of the location of the incident and determines if any action should be taken to improve or alter the physical space to enhance safety and security.

The recommendations for action are submitted to the Associate Vice President of Operations and Administration for consideration.

Incident reports are also formally published and shared with A members of President's Council to keep executive leadership abreast of situations that may affect the safety and security of the D'Youville community.



POLICY STATEMENT FOR SECURITY OF AND ACCESS TO CAMPUS RESIDENCE HALLS

The safety and security of our students' on-campus residences is of utmost importance. D'Youville's residence halls are locked and secured 24/7, and the entrances are monitored by staff from the Office of Student Affairs.

Only students with ID cards and their guests may enter the residence halls by using an access-controlled ID swipe-card system.

DESCRIPTION OF GENERAL SECURITY FOR BUILDINGS

D'Youville's Campus Safety Department monitors over 150 advanced digital video camera feeds that cover the entire campus. For effective communication, Campus Safety Officers are equipped with state-of-the-art law enforcement-caliber radios.

Most of D'Youville's buildings are accessible 24-hours a day using an access-controlled ID swipe-card system, although points of access may be limited to specific entryways during non-business hours and holidays to increase security.

DETAILED SECURITY FOR SPECIFIC BUILDINGS

D'Youville's Main Campus Core at 320 Porter Avenue, Buffalo, NY 14201 is open 24/7 and includes:

Bauer Family Academic Center (BFAC)

Dr. Pauline Alt Health Science Building (ALT)

D'Youville Academic Center (DAC)

Koessler Administration Building (KAB)

Madonna Hall (MAD)

The **School of Arts, Sciences, and Education Building (SASE)** at 605 Niagara Street, Buffalo, NY 14201 is open from 6:00 AM to 11:00 PM. Employees and students can access laboratories and study areas after-hours from designated doors with authorized ID verification.

The **D'Youville College Center (CC)** at 329 Porter Avenue, Buffalo, NY 14201 is open from 7:00 AM to 11:00 PM, with holiday hours from 9:00 AM to 10:00 PM.

Dobson Athletic Field (DOB) at 602 4th Street, Buffalo, NY 14201 is only open for sporting events, practices, and special events such as D'Youville's annual concert RedFest.



CAMPUS SAFETY STAFF

D'Youville's Campus Safety Department is staffed by Campus Safety Officers (CSO) who are highly trained security professionals licensed in the State of New York. D'Youville operates its Campus Safety Department as a professional hybrid model with the chief at the helm, who is employed directly by D'Youville as the Director of Campus Safety. His subordinate Supervisory Staff (Cpt, Lts., Sgts.) and Officer Corps Campus Safety Officers are contracted through Allied Universal Services (AUS), a leading provider of security and facility services in North America. Whether you simply need directions or a 'Safety Escort' to-or-from destinations in the campus area or to report suspicious activity, criminal behavior, an unfortunate accident, or an emergency situation—Campus Safety's friendly and professional officers are readily available in-person or by a quick phone call away.

The Director of Campus Safety is a law enforcement professional who in his previous career was a Federal Law Enforcement Officer who worked for the US Department of Justice and the Department of Homeland Security. Making use of his Law Enforcement skill sets, he possesses a broad knowledge of federal, state and international laws, with experience in intelligence gathering and analysis, investigative research, anti-terrorism methodology, law enforcement training, and supervisory leadership—all the skills necessary to successfully lead D'Youville's professional Campus Safety Department.

CAMPUS SAFETY RESPONSIBILITIES: POWERS OF ARREST/ENFORCEMENT

Campus Safety is tasked with enforcing D'Youville policies, as well as New York State (NYS) and local laws on campus property and within designated Clery geography. The department is considered to be a non-sworn law-enforcement security agency with limited and authorized NYS civilian arrest authority under NYS Criminal Procedure Law (CPL) sections §140.30, §140.35, §140.40, Sections §89N NYS General Business Law, and NYS CPL subdivision four of section §35.30.



CAMPUS SAFETY DEPARTMENT TRAINING

To maintain the sharpest and most compassionate officers on staff the Director provides the department's CSOs continual training on:

- Updated campus safety procedures
- Community policing
- Ongoing diversity and cultural sensitivity training provided through AUS Edge Training
- Professionalism
- Customer service
- Patrol techniques
- Defensive tactics, non-lethal defense (OC Spray Certification for Supervisory Officers)
- Handcuffing certification
- Basic first aid
- Cardiopulmonary resuscitation (CPR) & automated external defibrillator (AED)
- Narcan training
- Intruder/active-shooter response protocols.

Ongoing training is provided by multiple resources including NYS Division of Criminal Justice (NYDCJS) certified instructors, with invaluable networking connections provided by the Director. Instructors for training are arranged through various law enforcement agencies in the Western New York area as well as through training provided by AUS. Of note, D'Youville CSOs are also provided training in Title IX of the Education Amendments Act of 1972 — which prohibits any form of sex discrimination, including sexual harassment and assault — by NYS police.

CAMPUS SAFETY PROFESSIONALISM

Moreover, as an added benefit to D'Youville, many of D'Youville's Campus Safety Officers are designated Auxiliary Police Officers with different Western New York Police and Sheriff's Departments. The Director has sought out, hired and supported numerous Campus Safety Officers who are now or were NYS certified Peace Officers holding NYDCJS certificates.

The professionalism of the D'Youville Campus Safety Department cannot be understated as many of D'Youville's finest officers eventually go on to work for local law enforcement agencies and do very well in law enforcement careers based on the experiences and knowledge learned while serving on the D'Youville Campus Safety Department.



COLLECTING AND REPORTING CRIME STATISTICS

To prepare for the annual disclosure of crime statistics to the D'Youville community, the Director of Campus Safety obtains information from the following sources:

- D'Youville's Office of Campus Safety, including:
 - » Reports from Campus Security Authorities (CSA) having significant responsibility for student activities
 - » Proxy reports submitted by persons who have confidential knowledge
- Local law enforcement agencies, including
 - » Buffalo Police
 - » Erie County Sheriff
 - » New York State Police

Thus, the statistics in this ASR reflect all reported incidents occurring on both campus and non-campus properties, in campus residences, and on public property adjoining the campus for the three preceding calendar years, with terms defined by the FBI's National Incident-Based Reporting System and in accordance with guidelines from the FBI Uniform Crime Reporting Handbook or as provided, otherwise, by the Clery Act.

See page 82 for Geographic Definitions as defined by the Clery Act.A

To access D'Youville's crime statistics on the U.S. Department of Education Web Site, visit <http://Aope.ed.gov/security>. To obtain a copy of the crime statistics, contact the Director of Campus Safety at 716-829-7550. The Director of A Campus Safety and the Associate Vice President for Operations & Administration distribute this ASR to all enrolled students and current employees, and, when requested, to any interested parties, including individuals making inquiries about admission or employment. Additionally, the Director of Campus Safety provides, upon request, all campus crime statistics as reported to the United States Department of Education.



DAILY CRIME LOG

Campus Safety maintains the campus crime log for public viewing. The crime log includes the nature, date, time, and general location of reported crimes. D'Youville does not publish the names of victims of crimes or other identifiable information regarding victims in the Daily Crime Log.

If there is clear and convincing evidence that the release of such information may likely jeopardize an ongoing criminal investigation or the safety of individuals, cause a suspect to flee or evade detection, or result in the destruction of evidence, then such information may be withheld temporarily until the likelihood is no longer likely to occur.

A copy of the Daily Crime Log and other crime statistics may be requested from the Campus Safety Office at 716-829-7550.

POLICIES FOR REPORTING CRIMINAL OFFENSES

D'Youville encourages anyone who is a victim or witness of any incident or crime on or in proximity to campus to promptly and accurately report it to the Campus Safety Office and/or the Buffalo Police Department, even if the victim elects not to make a report or is unable to do so. Keeping D'Youville safe is everyone's responsibility and requires the active cooperation and participation of the entire community.



REPORTING CRIMINAL ACTIVITY AND OTHER EMERGENCIES

D'Youville has a policy that encourages people to report all crimes in an accurate and timely manner to the Campus Safety Department, as well as to the law enforcement agencies in our surrounding jurisdiction, including the Buffalo Police Department.

In a life-or-death situation, call 911 immediately from a mobile or landline phone. Then, if it is safe to do so, call the Campus Safety Office at 716-829-7777 (or Ext. 7777 from any campus phone).

The prompt reporting of a crime allows the Campus Safety Office to provide timely warnings to the community. Further, incidents that fall into one or more of the required classifications of the Clery Act will be disclosed as statistics in the next ASR.

An emergency is any situation that requires immediate assistance from the Campus Safety Department, the police department, the fire department, or an ambulatory center. These situations include

- A fire
- A crime, especially if in progress
- A car crash, especially if someone is injured
- A medical emergency, especially for symptoms that require immediate medical attention.

If you are not sure whether the situation is a true emergency, officials recommend calling for assistance and letting the call-taker determine whether emergency help is necessitated. When reporting a possible emergency, you should be

prepared to answer the call-taker's questions, which may include

- The location of the emergency
- The phone number from which you made the call
- The nature of the emergency
- Details about the emergency, such as descriptions of:
 - » The person(s) who may have committed a crime
 - » Any fire that may be burning
 - » The injuries or symptoms being experienced by a person in distress.
 - » The call-taker will send the right kind of help quickly.
 - » Be prepared to follow any instructions that the call-taker gives for the safety of yourself and others.

Reports may also be made in person at Campus Safety's Dispatch Center located in the lobby of the D'Youville Academic Center (DAC) building or at any of the security stations on campus. D'Youville also has emergency two-way blue-light call boxes installed across campus. By pressing the red button on a station, users can immediately contact and communicate directly with our Dispatch Center.

Victims of crimes may also file a criminal complaint with the Buffalo Police Department by phone at 716-851-4444 or in person at 695 Main Street, Buffalo, NY 14203.

The Campus Safety Department's staff and the Title IX Coordinator are available 24/7 to provide immediate response to emergencies and make arrangements for counseling and other support services and resources.

Non-emergencies may be reported to the Campus Safety Department at extension 7550 from a campus phone or 716-829-7550 from an outside line.



CAMPUS SECURITY AUTHORITIES

If you do not feel comfortable contacting the Campus Safety Department or the Buffalo Police Department directly about any incident of crime, sexual misconduct, or harassment; then we encourage you to make a report to one of D'Youville's Campus Security Authorities (CSAs).

CSAs are required to forward any report of a crime to the Campus Safety Department for further investigation and inclusion in annual statistics—even if the victim of a crime elects not to make a report or is otherwise unable to make a report.

CSAs include, but are not limited to, student affairs staff, residence life staff and assistants, faculty advisors of clubs and organizations, athletic directors and coaches, pastoral counselors when leading service trips, and other individuals with security responsibilities.



VOLUNTARY AND CONFIDENTIAL REPORTING OPTIONS

Occasionally, victims or observers of crimes may wish to report a crime with giving their names and/or without pursuing action through the criminal justice or D'Youville's disciplinary systems. In such cases, victims are encouraged to make confidential reports.

With permission from the victim or an observer of a crime, a D'Youville Campus Safety Officer can file a report on the details of the incident without revealing the identity of the reporter—except in the events of a sex offense or sexual harassment, which are mandated by law to be reported to the Title IX Coordinator so that victims can be offered support services and resources.

The purpose of a confidential report is to comply with the victim's wish to keep the matter confidential, while taking steps to ensure the future safety of others. With such information, Campus Safety can keep an accurate record of the number of incidents involving students, employees, and visitors; determine whether patterns of crime exist in regard to a particular location, method, or assailant; and alert the campus community of potential danger. Reports filed confidentially are counted and disclosed as statistics in the annual crime statistics for the institution.

As delineated in the Clery Act, pastoral and professional counselors who receive confidential reports

are not required to report those crimes to Campus Safety or local law enforcement for inclusion in the annual disclosure of crime statistics or for the purpose of a timely warning. These positions are defined as follows:

- Pastoral Counselor – a person who is associated with a religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.
- Professional Counselor – a person whose official responsibility includes providing mental health counseling to members of the institution's community and is functioning within the scope of their license or certification.

Pastoral counselors and professional counselors, if and when they deem it appropriate, are encouraged to inform the persons they are counseling of the procedures to report a crime to D'Youville's Campus Safety Department for inclusion in the annual disclosure of crime statistics.

MAINTAINING CONFIDENTIALITY

All public record-keeping does not include names or any other personally identifying information of impacted parties or respondents. Only the numbers of incidents are reported.

Accommodations and protective measures are also protected by confidentiality. No information regarding the reason for the request of these is given to members of the D'Youville community. The Title IX Coordinator provides training for faculty and staff providing information about requests for these measures. They understand that when a reasonable request is made by the Title IX Coordinator, they are to accommodate that request.



SEXUAL MISCONDUCT POLICY

D'Youville prohibits its employees (faculty, administration, and contracted employees), and undergraduate and graduate students from engaging in any form of sex discrimination, which includes sexual harassment and sexual assault/violence. This policy provides information regarding D'Youville's prevention and education efforts related to sexual harassment and sexual assault/violence (collectively referred to in this policy as "sexual misconduct"). Should D'Youville become aware of sexual misconduct impacting its employees, undergraduate students or graduate students, D'Youville is committed to promptly and effectively addressing the situation.

In furtherance of that commitment, this policy explains how D'Youville will proceed once it is made aware of possible sexual misconduct in keeping with our institutional values and to meet our legal obligations under Title IX, the Clery Act, the Violence Against Women Reauthorization Act of 2013, and other applicable laws. In all instances in which sexual misconduct is found to have occurred, D'Youville will take appropriate steps to end such conduct, prevent its recurrence and redress its effects.

VOLUNTARY AND CONFIDENTIAL REPORTING PROCEDURES

D'Youville does not regularly record and monitor criminal activity by students at non-campus locations. D'Youville neither owns nor controls any off-campus housing facilities for student organizations.

D'Youville, through the Campus Safety Department, requests reports and statistics about crimes occurring in the immediate surrounding area from the local police department. On occasion, the Campus Safety Department may respond to crimes in progress at non-campus locations to assist Buffalo Police, depending on the nature of the crime and the proximity to the campus. Crime reports and statistics for these locations are maintained by the local police department and may or may not be included in this ASR depending on the type and location of crime that took place. When a local law enforcement agency notifies the Campus Safety Department of criminal conduct by an affiliated group recognized by D'Youville, Campus Safety Officers may gather information and refer the incident to Student Affairs to open an investigation per D'Youville's Code of Conduct.

Please contact any of the following Campus Security Authorities and/or local law enforcement agencies for assistance reporting a crime, accessing support services, or seeking medical treatment:

In the Campus Safety Office: Call 716.829.7777 or Extension 7777 in an emergency situation.

Security Desk | 716.829.7550

Director of Campus Safety |
716.829.7551

In Local Law Enforcement: Call 911 in an emergency situation.

Buffalo Police Department |
716.851.4444

Buffalo Sex Offense Squad |
716.851.4494

Erie County Sheriff/
Department of Family Offenses |
716.858.6102

Erie County District Attorney/
Sexual Assault Bureau |
716.858.2525

In Student Affairs: 716.829.7812

Chief Student Affairs Officer/
Title IX Coordinator, Benjamin
Grant

Director of Student Development &
Advocacy, NiK Peavy

Director of Student Engagement &
Housing/Deputy Title IX Coordinator,
Amanda Idienumah

Director of the Student
Experience, Erik Cederholm

Coordinator of Student Affairs, Julie
Lewek

Coordinator Cultural Enrichment,
Rashon Thomas

*You may also contact any of
D'Youville's Resident Advisors.*

In the Student Success Center:

Director of Advising, Stephanie Atti | 716.829.8158

Academic Advisor, Aleya-Marie Intrabartolo | 716.829.7912

Academic Advisor, Shevonne Sikes-Ramadan | 716.829.8112

Director of Student Persistence, Ryan Miller | 716.829.7822

Academic Advisor/Transfer Services—Health Professions/Arts & Science, Carly Duszynski | 716.829.8109

Academic Advisor/Transfer Students—Nursing, Fatima Sharif | 716.829.7917

Academic Advisor for Transfer Services, Bailey Hornung | 716.829.7591

In the Athletics Department:

716.829.8304

Director of Athletics, Ona Halladay

Associate Athletics Director for Compliance, William Morris

Associate Athletics Director of Internal Affairs/Senior Woman

Administrator/Deputy Title IX Coordinator, Rebecca Capinera

Assistant Director of Athletics, Daniel Glover | 716.829.8301

You may also contact any of D'Youville's coaches.

In Human Resources:

Senior Human Resources Manager/Deputy Title IX Coordinator, Tammy Maston: 716-829-7810

In Academic Affairs:

Dean of the Patricia H. Garman School of Nursing, Christine Verni | 716.829.8447

Dean of the School of Arts, Sciences, & Education, Dr. Georita Frierson | 716.829.7731

Dean of the School of Health Professions, Dr. Lisa Rafalson | 716.829.8489A

Dean of the School of Pharmacy, Dr. Canio Marasco | 716.829.7846

You may also contact the chair or director of any department.

For confidential reporting:

Student Mental Health Counselor, Amy Hahn | 716.829.7815A

For non-emergency medical treatment:

Erie County Medical Center (ECMC) | 716.898.3000

Buffalo General Hospital | 716.859.5600

Buffalo Crisis Services | 716.834.3131

Pride Center of Western New York | 716.852.7743

For life-threatening conditions and other emergency medical services, call 911 or pick up a Red (interior) or Blue (exterior) emergency phone on campus.

POLICY STATEMENT FOR TIMELY WARNINGS

Per the Clery Act, D'Youville issues a Timely Warning to the college community:

1. Upon notification that a Clery Act crime has occurred and has been determined to pose a serious or continuing threat to students, employees, and/or visitors; and
2. The crime occurred in a Clery Act geographical designated area. This includes any area on campus, in or on non-campus buildings or property owned by D'Youville, or on public property that is within or immediately adjacent to the campus.

An official Timely Warning may be issued for the following Clery Act crimes:

- Murder and Non-negligent manslaughter
- Manslaughter by negligence
- Rape
- Fondling
- Incest
- Statutory Rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

Including hate crimes motivated by bias, which include all criminal offenses listed above and the following additional crimes:

- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction, Damage, or Vandalism of Property

And for the following VAWA offenses:

- Dating Violence, Domestic Violence, Stalking

(See page 77 for definitions of each of the crimes listed above.)

The decision to issue a Timely Warning is made by the director of campus safety in coordination with associate vice president of operations, who use D'Youville's *Timely Warning Determination Form* to inform decision-making. The form coincides with the Timely Warning Decision Chart. A copy of the form is saved in the Clery Campus Security Compliance Committee's Annual Security Report Folder, as well as uploaded and attached to the Campus Safety Official Incident Report.

Timely warnings are sent out through D'Youville's Emergency Notification System (ENS): Everbridge. The Everbridge system is a multi-nodal alert system that communicates with the entire campus community or selected parts of the community, as necessary.A

Timely warnings are also posted on the Campus Safety and/or Emergency Management webpage by Social Media staff. The D'Youville Campus Safety Department maintains close communication with the Buffalo Police Department to aid in the notification and communication of an event or situation that may necessitate the issuing of a Timely Warning. For incidents determined not to necessitate Timely Warnings, but still of great concern to the safety and security of the campus community, a Campus Safety Security Advisory message is issued. This advisory message is broadcast for any incident or crime that does not pose an immediate threat to the community and occurred off campus as defined by Clery Act Geography. Security advisories are generally sent out via email, but the Everbridge System may also be used, depending on the type and severity of the situation.



Policy Statement for Emergency Notifications

Per the Clery Act, D'Youville will issue an Emergency Notification to the college community when there is an event that is occurring or has occurred that imminently threatens the campus. An Emergency Notification will be initiated for any significant emergency or dangerous situation involving an immediate threat to the health and safety of students or employees. Emergency notifications are broader in focus and deal with significant emergency or dangerous situations as opposed to Timely Warnings which are narrower in focus and are only for Clery Act crimes. The entire campus or segmented populations may be alerted depending on the situation. An Emergency Notification will be issued immediately upon confirmation.

As described above, emergency notifications have a wide focus on any significant emergency or dangerous situation, which may also include Clery crimes as described above in D'Youville's Timely Warning Policy Statement. Examples of significant emergencies or dangerous situations include, but are not limited to: approaching severe weather, medical outbreak (meningitis, norovirus or other serious illness), earthquake, gas leak, terrorist incident, active shooter/armed person, bomb threat, civil unrest or rioting, explosion, chemical or hazardous waste spill or other.

To summarize D'Youville's Emergency Notification Policy, D'Youville utilizes the

following procedures to provide emergency notifications regarding events or incidents on or in the vicinity of the campus that may threaten the safety and security of the college community:

The Campus Safety Department has primary responsibility for managing the emergency notification procedure. Secondary responsibility is assigned to the Computer and Network Services Department in the Office of Information Services, which is overseen by the Chief Information Officer. Tertiary responsibility is assigned to the Marketing & Communications Department, specifically, the college's designated Public Information Officer (PIO).

All emergency notifications are sent out to the college community through the contracted Emergency Notification System: Everbridge, which is a opt-out emergency multi-nodal delivery system. The same emergency messages are posted on the college's website and social media accounts.

D'Youville has the ability to notify specific segments of the college through the Everbridge (i.e. Residence Halls only, or through GPS GEO fencing whereby affected locations can be selected using an Everbridge interactive topical map for segment selection). The director of campus safety and associate vice president of operations & administration will evaluate the specific emergency as quickly as possibleA

when determining who receives the notification. The process to determine which segment(s) will be notified and receive the emergency notification will be made from multiple sources of information provided by Campus Safety Officers, EMT, local law enforcement, and any other means available to the director of campus safety and associate vice president of operations & administration.

Once the emergency has been confirmed by the director of campus safety in conjunction with the associate vice president of operations & administration, an Emergency Notification will be sent out immediately, as per Federal law and The Clery Act, in the interest of protecting the safety of the college community. To expedite the process, pre-written emergency-message templates have been prepared and pre-approved by the President of D'Youville, the vice president of operations, and the associate vice president of operations & administration. Additional follow-up messages may then be prepared by the PIO, as necessary, as part of D'Youville's Emergency Management Team. These messages are also distributed through the Everbridge system.

The process for issuing an emergency message through the Everbridge Emergency Notification System will be made by the director of campus safety in coordination with associate vice president of operations & administration using D'Youville's Emergency Notification Decision Chart and the A Emergency Notification Decision Form. The form will be completed as soon as timeA

allows and will be saved as part of the year's Annual Security Report folder held by the Clery Campus Safety Compliance Committee as well as uploaded and attached to the Campus Safety Official Incident Report for the event.

The decision to issue an Emergency Notification will be made by the director of campus safety in coordination with associate vice president of operations & administration, who will immediately inform the vice president of operations and the President in cases where an Emergency Notification is being or has been sent out.

The Computer and Network Services Department in the Office of Information Services is responsible for sending out an email reminder within the first five days of each semester to all current faculty, staff, and students explaining the Everbridge Emergency Notification System and the process for registering to receive notifications.

In lieu of an Emergency Management Department, the vice president of operations chairs and oversees the Emergency Management Committee. The vice president of operations is ultimately responsible for communicating the location and contents of the college's Emergency Action Plan (EAP) to all faculty, staff, and students and for tasking the college's Fire Marshall to conduct at least one drill annually that tests the Everbridge system along with a simulated emergency drill that is outlined in the EAP, as required by The Clery Act.

To ensure the safety of the community, an Emergency Notification will be sent out without delay. The President and the vice president of operations have fully empowered the associate vice president of operations & administration and director of campus safety to immediately disseminate an Emergency Notification that is informative and concise. Updates may be sent out by the President, the Emergency Management Team, and the Public Information Officer; however, the initial Emergency Notification message will be immediate.

All emergency notifications will be initiated without delay unless the notification will, in the professional judgment of responsible officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

In the event that an Emergency Notification is initiated, D'Youville will notify the local community in the following ways:

- “DYCSAFE” keyword opt-in, community-outreach SMS notification
- Website and social media accounts will be updated.
- The Public Information Officer will communicate with a pre-determined list of community news organizations who will then release that information via their media outlets.



Policy Statement for Emergency Drills, Testing, and Evacuation Procedures

All campus personnel are expected to familiarize themselves with their own specific work locations and, working with the Director of Campus Safety and the Campus Safety Department, become comfortable with their own site-specific evacuation and emergency response needs. The Campus Safety Department performs multiple trainings throughout the year related to response actions for the general campus population as well as specifically to

resident assistants and students located in both residential facilities.A

Campus Life > Student Services > Campus Safety

CAMPUS SAFETY

D'Youville's Campus Safety Department is always available and staffed by officers who are highly trained and knowledgeable of the D'Youville campus and neighborhood.

D'Youville's Campus Safety Dispatch is located on the first floor of the D'Youville Academic Center (DAC).

The dispatch center is the link between Campus Safety, external emergency assistance agencies, the campus community, and the general public.

Campus safety officers patrol the entire D'Youville campus at all times, including buildings, parking lots, and perimeter streets. Officers also monitor digital video camera feeds that cover the entire campus, and are outfitted with law enforcement-caliber radios for effective communication.

Campus Safety encourages anyone who observes a crime or suspicious activity or needs to report an emergency to contact them. Call 716-829-7777 for emergencies or the general information line at

Contact Us

Campus Safety
Call: 716-829-7550
Email:
CampusSafety@dyc.edu

Emergency
Call: 716-829-7777

Non-Emergency
Call: 716-829-7550

SECURITY AWARENESS PROGRAMS

D'Youville's Office of Campus Safety offers comprehensive and ongoing security awareness programs to the campus community:

Active Shooter Introduction (Run, Hide, Fight) for Students

Topics covered:	Active shooter awareness and types of responses
Target audiences:	Students enrolled in various academic programs; students involved in leadership positions through Student Affairs
Facilitated by:	Director of Campus Safety, former law enforcement officer and professional
Time:	45 minutes
Frequency:	2-3 times per year
Intended outcomes:	Participants will be able to explain what to do in an active-shooter situation; Participants will be better prepared to react responsibly in an active-shooter situation
Form of delivery:	In-person
Methods of instruction:	Lecture; video, simulation
Assessment:	Verbal feedback using Q&A; Observations of participants' performance in simulation

Active Shooter Introduction (Run, Hide, Fight) for Employees

Topics covered:	Active shooter awareness and types of responses
Target audiences:	Newly hired employees—faculty and administrative staff
Facilitated by:	Director of Campus Safety, former law enforcement officer and professional
Time:	1 hour
Frequency:	8-10 times per year
Intended outcomes:	Participants will be able to explain what to do in an active-shooter situation; Participants will be better prepared to react responsibly in an active-shooter situation
Form of delivery:	In-person
Methods of instruction:	Lecture; video, simulation
Assessment:	Verbal feedback using Q&A; Observations of participants' performance in simulation

Active Shooter Preparedness Training and Tabletop Exercises Seminar

Topics covered:	Active shooter preparedness and types of responses
Target audiences:	Students, faculty, and administrative staff
Facilitated by:	Retired Chief of Canisius College Public Safety; Adjunct Professor for Central Police Services; Director of Campus Safety, former law enforcement officer and professional
Time:	2 hours
Frequency:	4-6 times per year

Intended outcomes:	Participants will be able to explain what to do in an active-shooter situation; Participants will be better prepared to react responsibly in an active-shooter situation
Form of delivery:	In-person
Methods of instruction:	Lecture; video; tabletop discussions; simulation
Assessment:	Verbal feedback using Q&A; Observations of participants' performance in simulation

Anti-Theft Bike Registration

Topics covered:	Bike safety and anti-theft measures; Bike registration process; Campus Safety Office services
Target audiences:	Members of the D'Youville community and surrounding neighborhood
Facilitated by:	Campus Safety Officers; Bike Patrol Officer certified by International Police Mountain Bike Association (IPMBA)
Time:	N/A
Frequency:	2 times per year (in fall and spring semesters)
Intended outcomes:	Participants will be able to register their bikes
Form of delivery:	In-person at advertised outdoor locations
Methods of instruction:	Discussions; Registration guidance
Assessment:	Verbal feedback using Q&A; Observations of participants' performance in simulation

Crime Prevention Tips & Security Messages

Topics covered:	Crime awareness and prevention; Situational awareness; Weather preparedness; Safety tips for various settings—offices, residences, vehicles, campus thoroughfares, etc.
Target audiences:	Students, faculty, and administrative staff
Facilitated by:	Director of Campus Safety, former law enforcement officer and professional
Time:	N/A
Frequency:	3 times per year
Intended outcomes:	Participants will be aware of crimes on campus; Participants will know tips for maintaining personal and communal safety and security
Form of delivery:	Email
Methods of instruction:	N/A
Assessment:	N/A

New Hire Orientations: What you need to know about campus securityA

Topics covered:	Campus Safety Office services; Crime prevention and security awareness tips; Reporting procedures; Active Shooter Training “Run, hide, fight”
Target audiences:	Newly hired employees—faculty and administrative
Facilitated by:A	Director of campus safetyA
Time:	1 hour
Frequency:	8-10 times per year
Intended outcomes:	Participants will be able to explain the functions and services provided by the Campus Safety Office; Participants will be better prepared to maintain a safe and secure campus; Participants will know how to report suspicious and behavior
Form of delivery:	In-person
Methods of instruction:	Lecture; video



CRIME PREVENTION TIPS FOR THE D'YOUVILLE COMMUNITY

D'Youville offers comprehensive and ongoing security awareness programs to the campus community:

- Campus Safety Department Safety & Security Outreach Information Presentations covering campus area safety and security awareness for orientations are offered 2-3 times per semester
- Active Shooter Introduction (Run, Hide Fights) presentation at orientations are offered 2-3 times per semester
- Campus Safety Department Safety & Security Outreach Information Presentations covering Campus area safety and Security awareness for onboarding new faculty and staff are offered 8-10 times per year
- Active Shooter Introduction (Run, Hide Fight) presentations for onboarding new faculty and staff are offered 8-10 times per year
- Campus Safety Department Safety & Security Outreach Marketplace Information & Demonstration for Undergraduate Open Houses are offered 2 times per year
- Campus Safety Department Safety & Security Outreach Marketplace Information & Demonstration for Graduate Open Houses are offered 2 per year
- Active Shooter Preparedness Training Seminar & Tabletop Exercises are offered 8-10 times per year
- Active Shooter or Critical Incident Tabletop Exercises are offered once per year

PERSONAL SAFETY

When traveling around campus:

- Trust your instincts. If you feel that something may be wrong, head directly to a well-traveled, well-lit area, such as an emergency phone, a security station, or your student residence or employee office.
- Use the buddy system. Avoid walking or jogging alone. Travel with a friend(s) or colleague(s), especially at night, and stick to well-lit areas.
- Stay on parts of the sidewalk that are farthest away from shrubs or other areas where people can hide.
- Walk at a steady pace—appear confident and purposeful.
- Make sure you have some type of deterrent device and know how to use it. Carry a whistle. Keys and pens can be used as defensive devices in an emergency.
- Carry a cellular phone and program the speed dial with emergency numbers.
- Stay alert and aware of your surroundings. Listen for footsteps and voices. The smell of cologne or cigarette smoke may indicate that someone is nearby.
- Know where the red and blue emergency phones are located; each connects directly to Campus Safety.
- Take advantage of the free and convenient 24-hour safety escort service to and from any place on campus property by calling 829-7550.
- Report any suspicious activity or persons to Campus Safety immediately.

PROTECTING YOUR PROPERTY

- Do not leave personal items unattended, including purses, wallets, money, jewelry, cash, checkbooks, credit cards, textbooks, backpacks, laptops, phones, and other electronic devices. Store such items out of sight, preferably in a locked drawer, cabinet or closet.
- Always keep purses and backpacks with you. And keep personal belongings in view while in class or the library.
- Purchase a small safe, trunk or filing cabinet to secure valuables.
- Engrave valuable items (such as computers, televisions, radios, stereos, answering machines, cameras, gaming systems, etc.) with an ID number and keep a record of those at home or another offsite location.
- When going out, take only the items you will need. Leave extra cash, credit cards, and jewelry safely stored at home or in your residence hall.
- Promptly report lost or stolen D'Youville ID cards to the Campus Safety Office and immediately obtain a replacement ID.



POLICY ON PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING / TITLE IX

Overview

D'Youville prohibits its employees and undergraduate and graduate students from engaging in any form of sex discrimination, which includes sexual harassment, sexual assault, dating violence, domestic violence, and stalking. This policy provides information regarding the Institution's prevention and education efforts related to sexual harassment and sexual assault/violence (collectively referred to in this policy as "sexual misconduct"). Should the Institution become aware of sexual misconduct impacting its employees, undergraduate students, or graduate students, the Institution is committed to promptly and effectively addressing the situation.

In furtherance of that commitment, this policy explains how the Institution will proceed once it is made aware of possible sexual misconduct in keeping with our institutional values and to meet our legal obligations under Title IX, the Clery Act, the Violence Against Women Reauthorization Act of 2013, and other applicable law. In all instances in which sexual misconduct is found to have occurred, the Institution will take appropriate steps to end such conduct, prevent its recurrence, and redress its effects.

Purpose/Scope

This policy applies to reports that an employee of D'Youville or an undergraduate or graduate student ("Impacted Party") is alleged to have

been subjected to sexual misconduct by another employee of D'Youville, a third party (such as a contracted service provider or vendor), or an undergraduate or graduate student ("Respondent") whenever the alleged sexual misconduct occurs:

- On campus, which includes the Main Campus, Dobson field, ECMC Chiropractic Clinic, and any other areas owned or leased by D'Youville; or
- Off campus, if:
 1. In connection with an Institution or Institution recognized program or activity; or
 2. In a manner that may pose an obvious and serious threat of harm to, or that may have the effect of creating a hostile educational or work environment for, any member(s) of the Institution community.

This policy applies regardless of the sexual orientation or gender identity of the Impacted Party or Respondent.

This policy and process adheres to the aforementioned laws and must be followed if either the impacted party and/or the respondent is a student.

If neither party is a student, other policies may apply and an alternate process under that policy may be followed.

Applicability

Administration, Faculty, Staff, and Students.

Definition of Title IX

Title IX of the Education Amendments of 1972 (Title IX) (20 U.S.C. § 1681 et seq.; 34 C.F.R. Part 106) (as amended) is a federal law that prohibits sex-based discrimination, including sexual harassment and sexual assault, in education programs that receive federal financial assistance.

Reporting Sexual Misconduct

The Institution strongly encourages the prompt reporting of sexual misconduct. The report may be made by:

1. A person covered by this policy who believes they experienced sexual misconduct; or
2. A person who has information that sexual misconduct may have been committed by a person covered by this policy.

Reports should be made to the Title IX Coordinator in writing via their Institution email or by mail, verbally in person or over the phone, or digitally through the official Institution reporting system, Maxient, located on the main Institution website and within SharePoint under HELP!

Any member of the D'Youville community who believes that they have been subjected to sexual misconduct is encouraged to report it and may request that an investigation be conducted. Unless an office has been designated as a confidential resource, as described below, students should assume that any other Institution office, official or employee (including Resident Advisors) to which a report is made will share that report with the Title IX Coordinator for review and handling

in accordance with this policy. In fact, certain Institution employees are required by law to do so.

The following Institution employees with knowledge of unreported sexual misconduct (or what could potentially be deemed sexual misconduct) are considered "responsible employees" who are required to report such alleged sexual misconduct to the Title IX Coordinator: (i) faculty advisors, which includes academic advisors and those that advise clubs and organizations; (ii) deans of schools and department chairs; (iii) athletic department staff and team coaches; (iv) all institution housing staff, (v) the president and president's council; and (vi) all administrators and support staff.

If an Impacted Party discloses an incident to a Institution employee who is responsible for responding to or reporting sexual misconduct but wishes to maintain confidentiality or does not consent to the Institution's request to initiate an investigation, the Title IX Coordinator must weigh the request against the Institution obligation to provide a safe, non-discriminatory environment for all members of our community. In general, the Institution will seek consent from the Impacted Party prior to investigating, and the Impacted Party may decline to consent to an investigation. That decision will be honored unless failure to act does not adequately mitigate the risk of harm to the impacted party or other members of the Institution community. Honoring the request may limit the Institution's ability to meaningfully investigate and pursue conduct action against a Respondent. If the Institution determines that an investigation is

required, the impacted party will be notified and receive immediate action as necessary for protection and assistance.

The Institution will determine whether to proceed with an investigation based on a review of the following factors:

1. The seriousness of the alleged sexual misconduct;
2. Whether the alleged sexual misconduct represents escalation in unlawful conduct on behalf of the Respondent from previously noted behavior;
3. The increased risk that the Respondent will commit additional acts of violence;
4. Whether the Respondent is alleged to have used a weapon or force;
5. The Impacted Party's age (and whether the Impacted Party is a minor);
6. Whether the Respondent has a history of violent behavior or is a repeat offender;
7. Whether there have been other sexual misconduct complaints about the same individual;
8. Whether the Institution possesses other means to obtain evidence such as security footage, and whether available information reveals a pattern of perpetration at a given location or by a particular group; and
9. The Respondent's rights to receive information about the allegations if the information is maintained by the school as an "education record" under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g; 34 C.F.R. Part 99.

Upon receiving a report of alleged sexual misconduct, the Title IX Coordinator will provide the Impacted

Party with information regarding the importance of preserving evidence and, where applicable, the importance of obtaining a sexual assault forensic examination as soon as possible.

The Institution will assist an Impacted Party with academic, housing, transportation, employment, and other reasonable and available accommodations regardless of reporting choices. The Institution also may take proactive steps, such as training or awareness efforts, to combat sexual violence in a general way that does not identify the Impacted Party or the disclosed situation.

Reports to Police/Criminal Investigation

In addition to seeking remedy through the Institution, the Impacted Party is also encouraged to report criminal concerns to the local law enforcement for the jurisdiction where the incident took place. Local law enforcement agencies do not necessarily notify the Institution when a crime has occurred in their jurisdiction, so the Institution will not have notice of an incident unless a report is also made. A criminal investigation is separate from a Institution process and will not be coordinated through the Institution.

Retaliation Prohibited

Retaliation in connection with any reports of possible sexual misconduct, whether against those who submit a report or otherwise participate in the investigative or disciplinary process (e.g. as a witness) is prohibited. Any retaliatory conduct should be immediately reported to

the Title IX Coordinator or designee. Should the Institution become aware of retaliation of any sort, immediate responsive action will be taken up to and including suspension, expulsion, or termination from employment.

Obligation to Report Crime and Disciplinary Statistics

A federal law called the Clery Act requires the Institution to record and report certain information about campus safety, including the number of incidents of certain crimes on or near campus, some of which constitute sexual misconduct under this Policy.

As described above, many Institution employees who receive reports of sexual misconduct are required to make a report to the Title IX Coordinator. In many cases, a notification must then be made about such incidents for statistical reporting purposes. These notifications may include the classification and location of the reported crime but do not identify the students involved. The Clery Act also requires the Institution to issue a “timely warning” when it receives a report of certain crimes that pose a serious or continuing threat to the D’Youville community.

Additionally, as a matter of policy, the Institution will annually release aggregate information concerning reported incidents of sexual misconduct and any resulting sanctions. Such reports do not contain information identifying individual students.

Further, the Family Educational Rights and Privacy Act (FERPA) allows Institution’s and universities

to share information with a student’s parents under certain circumstances, including when (a) there is a health or safety emergency, or (b) when the student is a dependent on either parent’s prior year federal income tax return. However, in general, the Institution will not share information about a report of domestic violence, dating violence, stalking, or sexual assault with parents without the permission of the Impacted Party.

Amnesty for Alcohol and/or Drug Use Violations

The health and safety of every student at the Institution is of utmost importance. The Institution recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence (including but not limited to domestic violence, dating violence, stalking, or sexual assault) occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The Institution strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to Institution officials. A student who is a bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to the Institution’s officials or law enforcement will not be subject to disciplinary action by the Institution for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

Confidentiality & Confidential Resources

The Institution will make reasonable and appropriate efforts to preserve an Impacted Party's and Respondent's privacy and to protect the confidentiality of information. Should an Impacted Party request confidentiality, the Title IX Coordinator will inform the Impacted Party that the ability to respond to the alleged sexual misconduct may be limited but that, where feasible, the Institution will take reasonable steps to prevent sexual misconduct and limit its effects.

The Title IX Coordinator will further inform the Impacted Party that it is not possible to provide confidentiality in all cases and that the Institution's decision to share information with others is subject to the balancing test described below. In summary, although the Institution's goal is to limit the number of individuals who may learn about an allegation of sexual misconduct or an investigation, the Institution cannot guarantee confidentiality in all matters.

Even Institution offices and employees who cannot guarantee confidentiality will maintain the Impacted Party's and Respondent's privacy to the greatest extent possible. The information provided to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution.

Confidential Resources

There are Confidential Resources at D'Youville. Discussing allegations of sexual misconduct with a Confidential

Resource will not result in a report to the Title IX Coordinator.

Confidential Resources are located in:

1. The Student Counseling Center
2. Student Health Services
3. Campus Ministry

Interim Accommodation and Safety Measures

When the Institution has notice of an allegation of sexual misconduct, a qualified Institution staff member (such as a vice president of the institution or the Title IX coordinator) may impose interim accommodations or safety measures, which will generally remain in effect throughout the duration of the investigation, any appeal process, and beyond should it be deemed necessary.

When a qualified Institution staff member imposes interim measures, a report of the actions taken should be made to the Title IX Coordinator as soon as possible. Any accommodations or safety measures provided to the Impacted Party will be kept confidential to the extent possible. Interim Measures may include:

1. Housing reassignments;
2. Course reassignments;
3. Alterations to Institution employment arrangements and/or changing work schedules;
4. Alterations of course schedules, assignments or tests;
5. No contact directives (such a directive serves as a notice to both parties that they must not have verbal, electronic, written, or third-party communication with one another);
6. Providing an escort for a party to

- ensure he/she can move safely on campus and/or between Institution programs and activities;
7. Limitation on extracurricular or athletic activities;
 8. Emergency removal or administrative leave from Institution community;
 9. Temporary suspension or revision of Institution policies or practices;
 10. Training; and/or
 11. Other appropriate actions as necessary to stop the sexual misconduct, prevent its recurrence, remedy its impact or improve Institution policies or practices.

Any time that the Institution has notice of an allegation of sexual misconduct and the Impacted Party or Respondent is a student, a no contact directive will be issued. As part of the no contact directive, the Institution may establish an appropriate schedule for each party to access Institution buildings and property at times when such buildings and property are not being accessed by the other party.

Emergency Removal

In some cases, the Institution may undertake an emergency removal of a student Respondent in order to protect the safety of Institution community, which may include contacting local law enforcement to address imminent safety concerns.

Emergency removal is not a substitute for reaching a determination as to a Respondent's responsibility for the sexual misconduct allegations; rather, emergency removal is for the purpose of addressing imminent threats posed to any person's physical health or safety, which may arise out of the

sexual misconduct allegations.

Prior to removing a student Respondent through the emergency removal process, the Institution will undertake an individualized safety and risk analysis. If the individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student, including the student Respondent, or other individual justifies removal, then a student Respondent will be removed. This is the case regardless of the severity of the allegations and regardless of whether a formal complaint was filed.

After determining a student Respondent is an immediate threat to the physical health or safety of an individual, the Title IX Coordinator will provide written notice of the emergency removal to both the Impacted Party and Respondent. This notice will contain: (1) the date the removal is set to begin, (2) the reason for the emergency removal, (3) the consequences of non-compliance, and (4) how to appeal the decision.

If a student Respondent disagrees with the decision to be removed from campus, the Respondent may appeal the decision. The Respondent must provide written notice of the intent to appeal, which shall include the substance of the appeal, to the Title IX Appellate Officer, within 10 days of receiving the notice of removal. The burden of proof is on the student Respondent to show that the removal decision was incorrect.

This section applies only to student Respondents. Employee Respondents are not subject to this section and may be placed on administrative

leave pursuant to the Institution's policies and/or collective bargaining agreement during the pendency of a Title IX grievance process.

Review of Interim Accommodations and Safety Measures

Both the Respondent and the Impacted Party may request prompt review, reasonable under the circumstances, of the need for and terms of any interim accommodation or safety measure, including potential modification, and shall be allowed to submit evidence in support of their request.

Potential Accommodations in the Event of No Investigation

Even if the Institution decides not to confront the Respondent because of the Impacted Party's request for confidentiality, the Institution may pursue other reasonable steps to limit the effects of the alleged sexual misconduct and prevent its recurrence as reasonable in light of the Impacted Party's request for confidentiality.

Further, if an Impacted Party decides not to report an allegation of sexual misconduct to the Institution but, instead, only discloses such allegation to a Confidential Resource, such Confidential Resource may request that interim accommodations or safety measures be imposed without disclosing any details to the Institution that the Impacted Party wishes to keep confidential. The extent to which the Institution is able to impose interim accommodations or safety measures may be limited by the amount and content of the information disclosed by the

Confidential Resource to the Institution.

Assistance in Obtaining an Order of Protection

All individuals have the right to seek an Order of Protection from local law enforcement. Upon request, D'Youville Campus Safety will aid in obtaining an Order of Protection from local law enforcement. If the Institution receives an Order of Protection or its equivalent that concerns the Impacted Party and/or Respondent, then a copy will be provided to the Impacted Party and/or Respondent. The Impacted Party and/or Respondent may then meet or speak with the Director of Campus Safety who can explain the order and answer questions about it, including information from the order about a party's responsibility to stay away from the other party (or other protected person), and explain the consequences for violating the order, including but not limited to arrest, additional conduct charges, and interim suspension. The protected individual may seek the assistance of Campus Safety in effecting an arrest when there is a violation of an Order of Protection through local police agencies.

Informal Resolution

Members of the D'Youville community have an option to resolve concerns of sexual misconduct informally, without a live hearing or formal investigation, with the assistance of a trained facilitator. The Title IX Coordinator will offer the informal resolution process to the parties only after a formal complaint is filed by a complainant.

The primary objective of informal resolution is to permit the parties to resolve the dispute on their own, quickly and confidentially. Both the Impacted Party and the Respondent must agree to informal resolution. At any stage during or upon the conclusion of the informal resolution process, either party may decide to proceed by formal process.

A written notice will be given to both parties before entering an informal resolution process, and both parties must consent to the process in writing. No party should feel intimidated, coerced or threatened to participate in an Informal Resolution Process, or to withdraw from an Informal Resolution Process.

If both parties consent to participate in the Informal Resolution process, the Institution will assign a facilitator who will act in an independent, impartial manner to facilitate a resolution between the parties. The facilitator will be trained on how to perform the role. The facilitator will also be screened to ensure that such person is free from conflicts of interest and bias.

Please note that, in cases involving allegations of Sexual Violence, informal resolution is not appropriate, even on a voluntary basis, and will not be used to resolve complaints. Further, informal resolution is not available if the Respondent in a sexual misconduct complaint is a faculty or staff member of the Institution and the complainant is a student.

Time Frame of Investigation, Hearing, and Sanctions

An investigation conducted

pursuant to this policy, the investigator's preparation of their initial report, presentation to the Title IX Coordinator, completion of a Live Hearing, and the imposition of sanctions should normally be completed within 60 calendar days after the Institution has notice of an allegation of sexual misconduct. The Title IX Coordinator may extend this time frame for good cause, including Institution breaks. If the time frame is extended, notice of the extension and the reasons for such extension will be provided to the Impacted Party and Respondent.

Impact of Criminal Investigation

Where the Impacted Party has also reported the sexual misconduct to local law enforcement, resulting in the commencement of a criminal investigation, the Institution will not wait for the conclusion of a criminal investigation or criminal proceeding to begin its own investigation. While the Institution may need to delay temporarily the fact-finding portion of its investigation under this policy while law enforcement is gathering evidence, the Institution will still take any necessary interim accommodation and safety measures, as described above. The Institution will promptly resume and complete its investigation once it learns that the local law enforcement has completed its evidence gathering stage of the criminal investigation. During any delay in the Institution's investigation process caused by a criminal investigation, the Institution will update the parties on the status of its investigation and inform the parties when the Institution resumes its investigation pursuant to this policy.

Details of the Title IX Process from Report through Investigation, Hearing, and Appeal

When the Institution receives notice of a sexual misconduct incident, the Title IX Coordinator ensures that the Impacted Party is given a resource guide outlining the Title IX Process and offers assistance in notifying local law enforcement and the local hospital. The Title IX Coordinator holds an initial meeting with the Impacted Party and gathers all known details and other information regarding the incident.

Based on the initial report and meeting with the Impacted Party, the Title IX Coordinator will decide on any applicable interim measures, as described above. After discussion with, and input from the Impacted Party, these measures will be put into place by the Title IX Coordinator.

A formal complaint is filed by either the Impacted Party or the Title IX Coordinator, which begins the Title IX process and transitions the Impacted Party to a Complainant. In order to qualify as a formal complaint, the document must contain the Complainant's physical or electronic signature, or otherwise indicate that the Complainant is the person filing the formal complaint. The formal complaint may be submitted to the Title IX Coordinator in person, by mail, or by e-mail.

The Title IX Coordinator will review the formal complaint filed by a Complainant to determine whether the alleged conduct:

- Would not constitute sexual harassment as defined in Section 106.30 of the U.S. Department of

Education's Title IX regulations, even if proved,

- Did not occur in the Institution's education program or activity (as defined in federal regulations), or
- Did not occur against a person in the United States.

In order to comply with Title IX regulations, the Title IX Coordinator must dismiss and discontinue the processing of any allegations that meet the above criteria for purposes of Title IX and related federal regulations. However, even if certain allegations are subject to dismissal for purposes of Title IX, the Institution may continue to process the allegations as potential violations of this policy, assuming that the allegations, if true, would constitute prohibited sexual misconduct.

Notice of any dismissal under this section will be in writing and issued to both the Complainant and Respondent, with information concerning the parties' rights to appeal.

Following the filing of a formal complaint, written notice will be provided to all known parties of the allegations in the complaint and directing them to the official sexual misconduct policy. The notice will also contain:

- The identities of the involved parties;
- The date, time, location and factual allegations concerning the alleged violation;
- The right to an advisor of their choice, who may be, but is not required to be, an attorney;
- Their right to inspect and review evidence in accordance with this policy;

- Notice that knowingly making false statements or knowingly submitting false information is prohibited under Institution policy; and
- That the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the process

The Title IX Coordinator will assign a Deputy Coordinator and a trained investigator to the complaint. This assignment will be determined by the case type and/or the schedule rotation of investigators. Once assigned, the Deputy Coordinator will schedule an initial meeting with the Complainant and the Respondent. In scheduling these meetings, the Deputy Coordinator will provide each party with written notice of the date, time, location, participants, and purpose of the meeting, with sufficient time for the party to prepare and participate. In these separate meetings, the Deputy Coordinator and investigator will:

1. Meet with the Complainant to confirm their receipt of the resource guide and direct them to the official misconduct policy;
2. Meet with the Respondent to offer the resource guide and direct them to the official misconduct policy;
3. Assign/remind all parties of any interim measures (i.e.: no contact order, altering housing/academics/campus work, counseling, etc.);
4. Provide advance notice for all upcoming meetings with the parties; and
5. Inform all parties that investigators will follow-up soon.

Upon completion of the initial meetings, the assigned investigators will review notes and all collected information with the Title IX Coordinator and recommend either an informal or formal Resolution to the complaint. The Title IX Coordinator will either approve or amend the recommendation based on the review and will notify the parties of the recommendation.

If informal resolution is recommended, the Complainant and Respondent will both receive written notice and must provide written consent for the informal resolution. Should consent be given by all parties, the informal resolution process will proceed as described above. At any stage during or upon the conclusion of the informal resolution process, either party may decide to proceed by formal process.

If formal resolution is recommended, further investigation will begin which may include meeting with witnesses and gathering other evidence. The Complainant and the Respondent will be given an equal opportunity to present information. This includes the opportunity to present fact or expert witnesses and other evidence that the party believes tends to prove or disprove the allegations. However, at all times, the burden of gathering evidence remains on the Institution. The investigators may decline to interview any witness or to gather information the investigator finds to be not relevant or otherwise excludable (e.g., sexual history of the complainant with a person other than the respondent, materials subject to a recognized privilege, medical records in the absence of a release by the subject of the records, etc.).

The investigators will determine the order and method of investigation. Advance notice will be given for all investigatory meetings, and such notice will include the date, time, location, participants, and purpose of the meeting.

No unauthorized audio or video recording of any kind is permitted during investigation meetings or interviews. If the investigator elects to audio and/or video record interviews, all involved parties involved in the meeting or interview will be made aware that audio and/or video recording is occurring.

The Complainant and Respondent have a right to be accompanied by an Advisor of their choice during the investigation, who may be an attorney. A student who does not identify an Advisor on their own will be provided a list of potential advisors by the Institution.

Both the Complainant and the Respondent will receive an equal opportunity to inspect and review all evidence gathered during the investigation directly related to the allegations gathered in the formal complaint and regardless of whether the information will be relied on in reaching a determination. The Complainant and Respondent, and each party's Advisor, if any, will be provided a copy (which may be sent in hard copy or electronic format or made available through an electronic file sharing platform) of the evidence, subject to redaction permitted and/or required by law. The parties will be given at least 10 days to submit a written response, which will be reviewed and considered by the investigators prior to completion of

their investigative report.

The assigned investigators will use the investigation, and the evidence and information they gather, to prepare a full written investigative report. The report will fairly summarize the relevant evidence. The investigator need not include information in the investigative report that the investigator determines not relevant or otherwise excludable. The investigator will submit the investigative report to the Title IX Coordinator.

The investigative report will then be provided to both the Complainant and Respondent, and each party's Advisor, if any, at least 10 days prior to the hearing held to determine whether there is responsibility for the allegations in the complaint. The report may be sent in hard copy or electronic format or made available through an electronic file sharing platform, and it is subject to redaction permitted and/or required by law.

Following completion of the investigation and investigative report, the Title IX Coordinator will schedule a live hearing.

The Title IX Coordinator will issue both the Complainant and Respondent three forms before the hearing:

1. Notice of Hearing, which will include the date, time, and location of the hearing, the names of the Hearing Panel members, and how to challenge participation by any Hearing Panel member for bias or conflict of interest. Bias or conflict of interest will be judged by an objective standard (whether a reasonable person would conclude

- the decision maker is biased).
2. Title IX Hearing Format Request.
 3. Notice of Student / Employee, Trustee, and Third Party Rights before a Title IX Hearing Panel.

When the Hearing Format Request and the Notice of Rights forms are signed and returned, both the Complainant and Respondent will receive copies of the signed forms with a list of witnesses and advisors who will participate in the hearing.

The Title IX Coordinator will form a Hearing Panel comprised of three members who are drawn from a pool of trained hearing officers. The assigned Chair of the Hearing Panel will be a Deputy Title IX Coordinator and will administer all outreach for the Hearing and will oversee the process during the Hearing.

Hearings are private. Observers or additional support personnel, other than the parties' advisors, are not allowed unless deemed necessary by the Title IX Coordinator for purposes such as accommodation of a disability. Cell phones and recording devices may not be used by the parties or their Advisors in the hearing room(s).

Hearings may be conducted with all parties physically present in the same location or, at the Title IX Coordinator's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling the Hearing Panel and the parties to simultaneously see and hear any party or witness providing information or answering questions. If either party so requests, the hearing will be conducted with the parties located in separate rooms

using technology as described in the preceding sentence.

The Complainant and the Respondent may each have present with them during the hearing an Advisor of their choice (at the party's expense, if the Advisor is a paid Advisor). If a party does not have an Advisor present at the hearing, the Institution will provide an Advisor of its choice for the limited purpose of conducting questioning on behalf of that party as provided below.

Except with respect to questioning as described below, the Advisor's role during the hearing is limited to consulting with their advisee, and the Advisor may not present evidence, address the Hearing Panel during the hearing, object to any aspect of the proceeding, or disrupt the hearing in any way, and any consultation with the advisee while the hearing is in progress must be done in a quiet nondisruptive manner or in writing. The Advisor may consult with the advisee verbally outside the hearing during breaks, when such breaks are granted by the Chair of the Hearing Panel. An Advisor's questioning of the other party and any witnesses must be conducted in a respectful, nonintimidating and non-abusive manner.

During the hearing, the Hearing Panel members will ask questions of the witnesses, and each party's Advisor will be permitted to ask questions during cross-examination of the other party and any witnesses. However, only relevant questions may be asked of a party or witness. Before a party or witness answers a question during cross examination or otherwise, the Chair of the Hearing Panel must first determine whether the question is relevant and explain

any decision to exclude a question as not relevant. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, other than questions and evidence about the Complainant's prior sexual behavior that (a) are offered to prove that someone other than the Respondent committed the alleged misconduct, or (b) concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Upon completion of the Hearing, the Hearing Panel will deliberate and reach a determination as to whether the Respondent is responsible or not responsible for the alleged violation(s). *The Hearing Panel will use "preponderance of the evidence" as the standard of proof to determine whether each alleged violation of the Policy occurred. "Preponderance of the evidence" means that the Hearing Panel must determine whether, based on the evidence presented, it is more likely than not that the Respondent engaged in the conduct charged.*

Each party may submit a written personal impact statement to the Title IX Coordinator for consideration by the Hearing Panel in determining an appropriate sanction if there is a finding of responsibility on one or more of the charges. The parties must submit their statements to the Title IX Coordinator prior to the hearing. The Title IX Coordinator will provide each of the parties an opportunity to review any statement submitted by the other party.

In determining the appropriate sanctions, the Hearing Panel consults with appropriate Institution officials and considers factors that may

include:

- *The nature and severity of, and circumstances surrounding, the violation(s);*
- *The Respondent's state of mind at the time of the violation(s) (intentional, knowing, bias-motivated, reckless, negligent, etc.);*
- *The Respondent's previous disciplinary history;*
- *The need for sanctions to bring an end to the conduct; and/or to prevent the future recurrence of similar conduct;*
- *The need to remedy the effects of the conduct on the Complainant and/or the community;*
- *The impact of potential sanctions on the Respondent;*
- *Sanctions imposed by the Institution in other matters involving comparable conduct; and*
- *Any other lawful factors deemed relevant by the Hearing Panel.*

Further, at this stage of the proceedings, the Hearing Panel may consider past findings of domestic violence, dating violence, stalking or sexual assault concerning the Respondent.

Possible sanctions include:

1. Termination from Institution employment
 - b. In the event the Respondent is a tenured faculty member, and the Hearing Panel determines that termination from employment is the appropriate sanction, a recommendation shall be made to D'Youville administration which may, in turn, commence dismissal proceedings in accordance with the applicable collective bargaining agreement

2. Expulsion
3. Ban from Institution premises and/or events
4. Suspension
5. Reprimand/warning
6. Mandatory leave of absence
7. Probation
8. Community service
9. Housing reassignment
10. Removal from student housing or otherwise restricting access to Institution facilities or activities
11. Transcript notation

The Hearing Panel will issue a written determination including the following information:

- A description of the complaint allegations that were adjudicated;
- A description of the procedural steps taken from the submission of the formal complaint through the determination, including notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the Institution's educational programs or activities will be provided to the Complainant; and
- The procedures and permissible bases for the Complainant and Respondent to appeal.

The Chair of the Hearing Panel will share the written determination with the Title IX Coordinator who will transmit, by Institution email, the decision to both the Complainant and the Respondent simultaneously. This decision letter will outline the full appeal process.

Both the Complainant and the Respondent have the right to appeal

a Hearing Panel decision. Should an appeal be filed, notice of this appeal will be shared with the non-appealing party by the Title IX Coordinator. Both parties will be given an opportunity to submit a written statement in support of, or challenging, the outcome of the hearing.

An appeal may be made only on justifiable grounds including:

1. A procedural error or omission occurred that significantly impacted the outcome of the Hearing or the sanction imposed;
2. New evidence, unknown or not reasonably available during the investigation or Hearing, that could substantially impact the original finding;
3. Review of whether bias or a conflict of interest was involved in the investigation and/or hearing such that it affected the outcome of the case and resulting sanctions.

The following outlines the appeal process for cases involving a Student-Respondent:

Appeal Due:

In writing, within 5 business days of the delivery of the written findings of the Title IX Hearing Panel. The appeal must be submitted to the Title IX Coordinator or designee.

Appeal Process:

1. The Title IX Appeal Panel will review the appeal and determine if one of the three ground(s) for appeal have been met.
2. The Title IX Appeal Panel will review the appeal and any response received from the non-appealing party based only upon the grounds identified and, if sufficient grounds for appeal exist, appropriate remedial action will be taken.
3. If no ground for appeal exists, the appeal will be denied. The decision of the Title IX Appeal Panel shall be final and not appealable.

Principles governing appeals:

1. Appeals are confined to a review of the written record on appeal, limited to evidence presented at the Hearing, and documentation pertinent to the grounds for appeal. The Title IX Appeal Panel shall not consider matters outside of the Hearing record in making a determination of an appeal.
2. Appeals granted based on new evidence will be remanded to the original Hearing Panel, who will then review the factual findings to determine if the new information changes the factual finding. If the Hearing Panel determines that the factual finding has changed, the new factual finding and sanctions will be returned to the Title IX Coordinator for delivery.
3. Sanctions imposed as a result of the Hearing are normally implemented immediately and remain in place throughout the appeal process.

All parties will be informed, at the same time, of the final decision of the

Title IX Appeal Panel, and rationale for the result, via email and by letter within five business days of receipt of the appeal from the Title IX Coordinator. The decision of the Title IX Appeal Panel is final and may not be appealed.

In cases where the Respondent is an Institution employee or third party,

if the Impacted Party is dissatisfied with final determinations made under this policy, whether it is the results of the hearing or the sanction determination, then the Impacted Party may file an appeal with the President of the Institution within 5 business days of the delivery of the written decision regarding responsibility and/or sanctions.

The appeal must be in writing and submitted through official Institution email. The grounds, appeal process, and general principles described above will be followed with respect to appeals to the President. The President's written decision regarding an appeal by the Impacted Party or non-union Employee-Respondent will be provided to the parties within 20 calendar days following the submission of the written appeal statement. The President's decision is final.

If the Respondent is a non-union Institution employee

and is dissatisfied with final determinations made under this policy, whether it is the results of the hearing or the sanction determination, then the Respondent may file an appeal with the President of the Institution within 5 business days of the delivery of the written findings of the Title IX Hearing Panel. The appeal must be in writing and submitted through official Institution email. The grounds,

appeal process, and general principles described above will be followed with respect to appeals to the President. The President's written decision regarding an appeal by the Impacted Party or non-union Employee-Respondent will be provided to the parties within 20 calendar days following the submission of the written appeal statement. The President's decision is final.

If the Respondent is an Institution employee represented by a union

and is dissatisfied with a determination made under this policy, then the Respondent may challenge such determination pursuant to the procedures set forth in the applicable collective bargaining agreement, subject to any and all terms, conditions, limitations, and restrictions provided in, and applicable to, those procedures.

In cases where the Respondent is an Institution employee who holds a position at the level of Vice President or higher, then the appropriate process for appeals will be determined by the President and/or the Chair of the Board of Trustees.

A third party-Respondent has no right to appeal under this policy.

Resources

Whether or not an Impacted Party chooses to make an official report of Prohibited Conduct, they are urged to seek appropriate help. There are numerous resources for those impacted by sexual misconduct. Specific resources, either on or off campus, for safety and law enforcement, medical treatment, legal evidence collection, and obtaining information, support and counseling

are listed below. Each resource can assist a person to access the full range of services available.

1. D'Youville Campus Safety and Law Enforcement
 - For emergency security and police services, call 911 or seek a Red (interior) or Blue (exterior) Emergency Phone on campus.
 - Buffalo Police Department | 716.851.4444
 - Buffalo Police Sex Offense Squad | 716.851.4494
 - D'Youville Campus Safety | 716.829.7551
 - Erie County Sheriff Department of Family Offenses | 716.858.6102
 - Erie County District Attorney/ CARR Unit | 716.858.2525

2. Medical Treatment
 - For life-threatening conditions and other emergency medical services, call 911 or seek a Red (interior) or Blue (exterior) Emergency Phone on campus. Individuals may also go to the nearest hospital emergency department.
 - Erie County Medical Center | 716.898.3000
 - Buffalo General Hospital | 716.859.5600
 - Crisis Services | 716.834.3131

3. On-Campus Resources
 - Benjamin Grant, Title IX Coordinator | 716.829.7812
 - D'Youville Student Counseling Center | 716.829.7819
 - Campus Ministry | 716.829.7672

An individual who has been sexually assaulted is encouraged to request collection of medical-legal evidence. Prompt collection of physical evidence is essential should a person

later decide to pursue criminal prosecution and/or a civil action.

Federal law provides free medical-legal exams to victims of sexual assault. For assistance in seeking such an exam, contact: Crisis Services: 716.834.3131

Whether one chooses to make an official report, an individual who has suffered an act of sexual misconduct or sexual assault is encouraged to obtain information, support and counseling. Counselors at a variety of agencies, both on and off campus, can help that person decide what steps to take, such as seeking medical attention, preserving evidence, obtaining counseling or reporting to authorities.

Information, support and advice are available for anyone in the D'Youville community who wishes to discuss issues related to sexual misconduct or sexual assault, whether sexual misconduct or sexual assault has actually occurred and whether the person seeking information has been assaulted, has been accused of sexual misconduct or sexual assault, or is a third party.

The degree to which confidentiality can be protected depends upon the professional role of the person being consulted and should be addressed with that person before specific facts are disclosed, if possible (as described earlier in the section titled Confidentiality & Confidential Resources).



Title IX Training

D'Youville prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking.

D'Youville is committed to providing a full range of campaigns, programs, and initiatives focusing on sexual misconduct/violence awareness, education, risk reduction, prevention, and safe intervention methods.

With the assistance of the Title IX Coordinator, Crisis Services Advocate, "It's On US" Task Force, NYS State Police Sexual Assault Victims Unit and other members of Student Life, education and prevention information is presented throughout the year.

The foundation for all of our programming and training is the "It's On US" initiative to stop sexual misconduct. Throughout the year, students, faculty, and staff are asked to take the pledge:

IT'S ON US D'YOUVILLEA

This pledge is a personal commitment to help keep women and men safe from sexual assault. It is a promise not to be a bystander to the problem but be part of the solution.

THE PLEDGE

To RECOGNIZE non-consensual sex is sexual assault.

To IDENTIFY situations in which sexual assault may occur.

To INTERVENE in situations where consent has not or cannot be given.

To CREATE an environment in which sexual assault is unacceptable and survivors are supported.

In addition to the pledge, D'Youville provided a number of educational programs that taught students, faculty and staff the following:

- Conduct which constitutes consent, dating violence, domestic violence, sexual assault and stalking under New York State Law (EIE) and college policy and procedures
- Role alcohol/drugs play in many instances of sexual violence
- Safe options for bystander intervention
- Tips on how to reduce risk
- Services both on and off campus that are available to individuals
- Differences between mandated reporters and confidential resources and identification of these persons
- Options for reporting sexual violence to the college or law enforcement (campus, city and/or state), that students can choose one, both or not report at all.
- The Student's Bill of Rights for both reporting individuals and accused students
- A description of the Title IX policy and procedures including the prohibition of all sexual violence and the college's response to and adjudication of such behavior.

All new students, student-leaders, athletes, resident advisors, orientation assistants, and new faculty/staff members received an in-person educational program which addressed these topics. New students, faculty, and staff received this information in their onboarding. Athletes received the information before their first competition. Student-leaders received it within the first few weeks of school during their leader trainings. RAs and OAs received it during their trainings before students arrived.

In addition, all new students were provided an online training (Campus Clarity: Think About It/Think About It - graduate). This online training program included definitions, risk-reduction strategies, bystander intervention techniques, and all information pertaining to NYS EIE Law.

ONGOING EDUCATION

Throughout the academic year a number of additional opportunities for education/training were offered.

The programs included but were not limited to, personal presentations by student life staff, the Title IX Coordinator and outside agencies (Equalogy, Crisis Services, NYS Police CSAVU). Brochures and flyers explaining affirmative consent, reporting options, safe bystander interventions and ways to protect each other from sexual misconduct are also handed out at information tables and hung on bulletin boards throughout the campus.

Other programs provided this past year focused on:

- Stalking, especially through social media - how to recognize it and how to handle it
- “What Were You Wearing” exhibit - attempting to dispel the myth that what someone wears is a factor in sexual assault.
- Equalogy - interactive theatre stressing that most sexual assaults are perpetrated by someone the victim knows
- “I Ask for Consent/Digital Consent” presentations and a flyer campaign educating those on consent whether in person or through some form of digital communication

THE STUDENT'S BILL OF RIGHTS

In accordance with the New York State “Enough is Enough” legislation, D’Youville has implemented the following Campus Sexual Assault Victim’s Bill of Rights that shall be afforded to all victims of reported campus-related sexual assaults.

1. Make a report to campus safety, local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process;
11. Exercise civil rights and practice of a religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

SAFE BYSTANDER INTERVENTIONS

C.A.R.E.A

CREATE A DISTRACTION.

Do what you can to interrupt the situation. A distraction can give the person at risk a chance to get to a safe place.

ASK DIRECTLY.

If you see someone who looks uncomfortable or is at risk, intervene and talk to the person who might be in trouble. If you feel safe, find a way to de-escalate the situation and separate all parties involved. Ask the person that you are worried about if he/she is ok. Ask the person if he/A she wants to leave. Make sure that he/she gets home safely.

REFER TO AN AUTHORITY. Keeping your friends safe doesn't have to fall entirely on you alone. Sometimes the safest way to intervene is to refer to a neutral party with the authority to change the situation, like a business owner, college official, resident advisor, campus safety officer or police officer.

ENLIST OTHERS.

Tell another person. It can be intimidating to approach a situation alone. Enlist another person to support you. There is safety in numbers.

These techniques are provided in all bystander intervention trainings, simulations, and brochures offered throughout the year.

RISK REDUCTION TECHNIQUES

HAVE A PLAN: Talk with your friends about your plans before you go out. Having a plan ahead of time helps friends look after one another.

GO OUT TOGETHER, COME HOME TOGETHER: Go out as a group and come home as a group; never separate and never leave your friend(s) behind or never send a friend home alone.

DIFFUSE SITUATIONS: If you see a friend coming on too strong to someone who may be too drunk to make a consensual decision or if your friend is too drunk to make a consensual decision interrupt, distract or redirect the situation.

TRUST YOUR INSTINCTS: If a situation or person doesn't seem "right" to you, trust your gut and remove yourself and your friend(s), if possible from the situation.

These techniques are provided in all bystander intervention trainings, simulations, brochures offered throughout the year.

TITLE IX TRAINING FOR THE D'YOUVILLE COMMUNITY

For Students:

Sexual Assault Prevention for College StudentsA

Topics covered: Title IX and Clery Act training that engages students in fostering healthy relationships and preparing them to recognize and respond to sexual assault and harassment when it occurs.A

Target audience: First year students, second year students, graduate studentsA

Who ran it and their credentials: Everfi: a digital learning platform recognized for its interactive presentation of curricula for K-12 schools, institutions of higher education, and the work environmentA

How long it took: 6-8 hoursA

How many times it ran per year and when: Will run spring semester for current students; assigned in the Fall after thatA

How it was run (in-person, online): OnlineA

Intended outcomes: To increase awareness and recognition of discrimination and harassment; To develop strategies for interceding and reporting discrimination and harassment on campus; To develop practices that promote inclusion, respect diversity, and strengthen communities.A

Teaching methods used (lecture, group discussion, video, simulation, smallA group problem-solving, etc.): Interactive web course; Videos; Case StudiesA

How are intended outcomes assessed:A Follow-Up survey through EverFi that is considered part of their courseA

For Student-Athletes:

D'Youville's student-athletes go through all the trainings that students receive in orientation, which include the topics of sexual assault, substance abuse, and diversity training. D'Youville's policies on Title IX and Harassment are stated in our Student-Athlete Handbook. Further, student-athletes receive additional training.

Title IX videoA(accessible on our Athletics Sharepoint)A

Topics Covered:A Definition of Title IX, reporting structure, confidential resources, mandated reporting, 60 Day Title IX process, consent

Target Audience:A Student-AthletesA

Who ran it and their credentials:A Benjamin Grant, Director of Student Affairs and Title IX CoordinatorA

How long it took:A 20 minutesA

How many times it ran per year and when:A Fall SemesterA

How it was run (in-person, online):A OnlineA

Intended Outcomes:A To increase awareness of D'Youville College stance

on Title IX, consent, resources, reporting process, and the 60 Day Title IX investigation process.

Teaching methods used: VideoA

How are intended outcomes assessed: Understanding and awareness of Title IX at D'Youville and beyond.A

Title IX Red SheetA

Target audience: Students in sports programsA

Topics covered: Title IX resources, reporting procedures, overview of hearing processA

Who ran it and their credentials: Associate Athletic Director for Internal Affairs, Senior Woman Administrator, and Title IX Deputy Coordinator, Rebecca Capinera.A

How long it took: 1 hourA

How many times per year: Once before start of fall semesterA

How was it run: Online (due to COVID-19 protocol)A

Intended outcomes: Increase awareness of Title IX resources, reporting procedures, and hearing processA

Teaching methods used: Handouts, discussionA

How are intended outcomes assessed: Real-time Q&AA

Sexual Assault Prevention for Student AthletesA

Topics Covered: Sexual Assault Prevention

Target Audience: Student-AthletesA

Who ran it and their credentials: Everfi: a digital learning platform recognized for its interactive presentation of curricula for K-12 schools, institutions of higher education, and the work environmentA

How long it took: 30 minutesA

How many times it ran per year and when: Once a year in August before start of fall semesterA

How it was run (in-person, online): OnlineA

Intended Outcomes: To increase awareness toward a positive student experience in a safe and healthy learning environment; To develop sexual assault prevention education through messaging that is tailored to diverse populations and delivered across the student lifecycle.A

Teaching methods used: Interactive web course, videosA

How are intended outcomes assessed: Sexual Assault Prevention for Student Athletes - Part Two (Post-Course Survey)A

For Employees:

Preventing Harassment and Discrimination: Supervisors with Title IX/Clery ModuleA

Topics covered: Building positive workplaces; Developing awareness and recognizing discrimination; Leading workplaces resistant to discrimination; Cultivating attitudes and identifying harassment; Leading workplaces resistant to harassment; Taking action against retaliation; Leading workplaces resistant to retaliation; Building supportive communities; Maintaining positive workplacesA

Target audience: All employeesA

Who ran it and they're credentials: Everfi: a digital learning platform recognized for its interactive presentation of curricula for K-12 schools, institutions of higher education, and the work environmentA

How long it took (30 minutes, 2 hours, etc.): 6-8 hoursA

How many times it ran per year and when: Fall semester for current employees; assigned to new employees during onboardingA

How it was run (in-person, online): OnlineA

Intended outcomes: To increase awareness and recognition of discrimination and harassment in the workplace; To develop strategies for interceding and reporting discrimination and harassment in the workplace; To develop practices that promote inclusion, respect diversity, and strengthen communities in the workplace.A

Teaching methods used (lecture, group discussion, video, simulation, smallA group problem-solving, etc.): Interactive web course; Videos; Case StudiesA

How are intended outcomes assessed: Reflections; Q&A based on case studies; Certificate awarded upon successful completion of the courseA

For Athletics Staff:

Title IX Video by Title IX Coordinator, Benjamin Grant, in staff meeting.A

Mandatory Title IX training through Everfi, as required of all D'Youville employeesA

Athletics OnboardingA

All staff review Athletics' policies on Title IX and Harassment that are stated in our Policies and Procedures Manual in our August Onboarding Program.A

Supplementary Sexual Assault Prevention TrainingA

Topics Covered:Asexual Assault PreventionA

Target Audience:Aathletics staffA

Who ran it and their credentials:Aeverfi: a digital learning platform recognized for its interactive presentation of curricula for K-12 schools, institutions of higher education, and the work environmentA

How long it took: 30 minutesA

How many times it ran per year and when: Once a year in August before the start of the fall semesterA

How it was run (in-person, online): OnlineA

Intended Outcomes: To increase awareness towards creating a positive student experience that is safe and positive; To develop sexual assault prevention education through messaging that is tailored to diverse populations and delivered across the department.A

Teaching methods used: Interactive web course, videosA

Assessment of intended outcomes: Department culture; feedback from student-athletes surveysA

FOR TITLE IX COORDINATOR, DEPUTY COORDINATORS, INVESTIGATORS, AND APPEALS OFFICER

Title IX Staff Training SeriesA

Topics covered: Trauma Informed InterviewingA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Senior Investigator Thomas Gibbons, NYS Police, Campus Sexual Assault Victims UnitA

How long it took (30 minutes, 2 hours, etc.): 3 hoursA

How many times it ran per year and when: Once a year, in AugustA

How it was run (in-person, online): OnlineA

Intended outcomes: To learn the ways trauma interacts with the brain and behaviors and how that can affect interviews with a victim of assaultA

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.):Aecture; Discussion; VideoA

How are intended outcomes assessed:An-class Q&AA

Title IX Staff Training Series

Topics covered: Effective Report Writing

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Senior Investigator Thomas Gibbons, NYS Police, Campus Sexual Assault Victims UnitA

How long it took (30 minutes, 2 hours, etc.): 1 hourA

How many times it ran per year and when: Once a year, in AugustA

How it was run (in-person, online): OnlineA

Intended outcomes: To utilize report writing techniques to support the prosecution of sexual assault cases.A

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&A

Title IX Staff Training Series

Topics covered: Disclosure TrainingA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Senior Investigator Thomas Gibbons, NYS Police, Campus Sexual Assault Victims UnitA

How long it took (30 minutes, 2 hours, etc.): 1 hourA

How many times it ran per year and when: Once a year, in AugustA

How it was run (in-person, online): OnlineA

Intended outcomes: To provide an overview of the Clery Act and to educate participants on dating/domestic violence, stalking, sexual assault, and where to report on campus.A

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&AA

Title IX Staff Training Series

Topics covered: Title IX Investigator Training – Part I, II, and IIIA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Judy Spain, J.D., CCEP, GICA Compliance Program Consultant.

How long it took (30 minutes, 2 hours, etc.): 4 hours and 30 minutesA

How many times it ran per year and when: Once a year, in AugustA

How it was run (in-person, online): OnlineA

Intended outcomes:

Part I – Defining important terms and understanding concepts such as jurisdictions; dismissal of complaints; standard of evidence; when to have an emergency removal; and detailing supportive measures.A

Part II – Defining an informal resolution, exploring the investigative process, and describing the role of the advisor.

Part III – Observing and examining the live hearing and appeals process.

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&AA

Title IX Staff Training SeriesA

Topics covered: Title IX Investigator Training – Part IVA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Judy Spain, J.D., CCEP, GICA Compliance Program ConsultantA

How long it took (30 minutes, 2 hours, etc.): 3 hoursA

How many times it ran per year and when: Once a year, in AugustA

How it was run (in-person, online): OnlineA

Intended outcomes: To review the investigation process in detail which includes discussing guidelines; necessary competencies for Title IX Investigators; different information types; evaluating data; and preparing conclusions.

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&AA

Title IX Staff Training Series

Title IX Investigator Hearing Panel TrainingA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Judy Spain, J.D., CCEP, GICA Compliance Program ConsultantA

How long it took (30 minutes, 2 hours, etc.): 3 hoursA

How many times it ran per year and when: Once a year, in AugustA

How it was run (in-person, online): OnlineA

Intended outcomes: To review the definitions, roles, and processes relevant to Title IX investigators. The primary objective of this training was to explore the live hearing and appeals process in depth, including protocols, procedures, protections, and general sequence of events.A

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&AA

Title IX Staff Training Series

Topics covered: Title IX Advisor TrainingA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Judy Spain, J.D., CCEP, GICA Compliance Program ConsultantA

How long it took (30 minutes, 2 hours, etc.): 2 hoursA

How many times it ran per year and when: Once a year, in SeptemberA

How it was run (in-person, online): OnlineA

Intended outcomes: To review the role of the Title IX Advisor in the Title IX Hearing process. This training consisted of a presentation, videos, along with opportunities to ask questions.

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&AA

Title IX Staff Training Series

Topics covered: Role of Decision-Maker TrainingA

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: Judy Spain, J.D., CCEP, GICA Compliance Program ConsultantA

How long it took (30 minutes, 2 hours, etc.): 1 hour, 30 minutes

How many times it ran per year and when: Once a year, in OctoberA

How it was run (in-person, online): OnlineA

Intended outcomes: To provide training on the role of the decision-maker and, more specifically, the role of a decision-maker making evidentiary rulings.

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Lecture; Discussion; VideoA

How are intended outcomes assessed: In-class Q&AA

Title IX Staff Training Series

Topics covered: ATIXA Interactive Mock HearingA

Target audience: Title IX staff members and advisors from many institutions

Who ran it and they're credentials: ATIXA (Association of Title IX Administrators)

How long it took (30 minutes, 2 hours, etc.): 7 hours

How many times it ran per year and when: Once a year, in OctoberA

How it was run (in-person, online): OnlineA

Intended outcomes: To go through the steps of what a Title IX hearing would look like in real time.A

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Simulation, small group solvingA

How are intended outcomes assessed: Role Playing, discussionA

How are intended outcomes assessed:An-class Q&AA

Title IX Staff Training Series

Topics covered: Title IX Process and Forms Overview

Target audience: Title IX staff members and advisorsA

Who ran it and they're credentials: BG Grant, Chief Student Affairs Officer and Title IX Coordinator

How long it took (30 minutes, 2 hours, etc.): 1 hour

How many times it ran per year and when: Once a year, in November How

it was run (in-person, online): In-person

Intended outcomes: Review the process for handling a Title IX case, the timeline of events, as well as what specific forms are used during the investigation and hearing specifically at D'Youville.

Teaching methods used (lecture, group discussion, video, simulation, small group problem-solving, etc.): Group discussion

How are intended outcomes assessed: In-class Q&A



Policy Statement on Drug, Alcohol, and Substance Abuse

D'Youville is committed to providing all students, faculty, administrators, and staff with a safe environment in which to study and work. Part of this commitment is that the college will be free from the presence and adverse effects of illegal drugs and unauthorized use of alcohol. This policy was developed to accomplish this objective and to comply with the college's legal obligation. The Higher Education Amendment of the Drug-Free Schools and Communities Act of 1989 requires that all institutions of higher education prevent the unlawful possession, use, and distribution of illicit drugs and alcohol by students and employees. Similarly, the Drug-Free Workplace Act of 1988 requires federal contractors and recipients of federal grants to maintain a drug-free environment.

The above laws require that D'Youville adopt and implement certain mandatory rules of conduct and strictly enforce these rules by disciplinary measures. Each student, faculty, administrator, and staff member is personally responsible to ensure their compliance with all rules, procedures, and other requirements that are mandated by the college. If any student, faculty, administrator, or staff member has a problem with drug or alcohol dependency that could lead to a violation of the Rules of Conduct and result in disciplinary action, he or she must do what is necessary to see that a violation does not occur. If professional treatment or other outside assistance is needed to help resolve the dependency

problem, it is the responsibility of the student, faculty, administrator, or staff member to obtain such assistance and work toward a successful resolution of the problem. The Counseling Center is available to provide information and confidential, professional referrals to students who conscientiously request such assistance. The Employee Assistance Program is available to members of the faculty, administration, and staff who require assistance. Inquiries will be kept confidential.



RULES OF CONDUCT AND DISCIPLINE FOR ALCOHOL AND DRUGS FOR STUDENTS

The following Rules of Conduct constitute conditions of enrollment with the college. All students agree to abide by the following rules, and any violations of these rules will be dealt with by whatever disciplinary measures the college deems appropriate:

1. The unlawful manufacturing, distributing, selling, intending to sell, dispensing, possessing, or using of a controlled substance or illegal drug on college property or as part of any college activity is prohibited.
2. Unlawful possession or consumption of beer, wine, liquor, or any other form of alcohol on college property or as part of any college activity is prohibited, unless in accordance with policies pertaining to events and residence facilities as stated below. (The rule applies to all students and includes any bottle, can, mug, or any other container used to transport alcohol.)
3. The use, possession, sale, or purchase of any type of unlawful drug is prohibited. Possession, consumption, or sale of drugs is a serious offense that is subject to severe penalties. Additional information related to federal penalties are delineated by the US Drug Enforcement Administration at <http://www.justice.gov/dea/index.htm> and information on services rendered through the New York State Office of Alcoholism and Substance Abuse Services (OASAS) can be found at <http://www.oasas.state.ny.us/index.cfm>.
4. Providing a controlled substance or illegal drug to another person is prohibited.
5. Misusing and/or sharing of prescription drugs and other products being used other than as intended is prohibited.
6. Possession of paraphernalia for illegal drug production or use is prohibited.
7. Public intoxication or drunk and disorderly conduct are prohibited.
8. Possession or consumption of alcohol by anyone under the age of 21 is prohibited.
9. Giving or selling alcoholic beverages to anyone under the age of 21 is prohibited.
10. Use of false identification to obtain alcoholic beverages is prohibited.
11. Giving or selling alcoholic beverages to anyone who is intoxicated is prohibited.
12. Driving under the influence of any substance while on campus is prohibited.
13. Violation of federal, state, and local ordinances with respect to possession, purchase, transport, and use of alcohol, controlled substances, or illegal drugs is prohibited.
14. The marketing of alcohol on college property is prohibited.
15. Regulations specifically concerning consumption of alcoholic beverages in residence facilities:
 - a. Residents under the age of 21:

- i. A Shall not possess, distribute, or consume alcoholic beverages. A
 - ii. A May not be in a room where alcohol is present with the exception of A their assigned room/apartment (only if room/apartment mate is of legal A drinking age). A
 - iii. A May not act as “host” in their room/apartment by providing alcohol or A access to alcohol for others. A
 - iv. A May not have visitors/guests bring alcohol into the residence halls. A
- b. Residents age 21 or older: A
- i. A May not be in possession of any liquor. Only beer, wine, wine coolers, and A champagne are allowed. A
 - ii. A May not carry/possess open containers in hallways, stairwells, elevators, A floor lounges, and other common areas, with the exception of the Game A Room in the apartments. A
 - iii. A May not have visitors/guests bring alcohol into the residence halls. A
- c. Marguerite residents have the following quantity limits on permitted alcohol A in a 24-hour period: A
- i. A One 6-pack of 12 oz. (72 oz. total) bottles/cans of beer per person of age A at any given time. No more than 12 bottles/cans in a room where A roommates are of legal drinking age, or A
 - ii. A One 750 milliliter container of wine per person of age at any given time. A No more than two 750 milliliter containers in a room where roommates A are of legal drinking age, or A
 - iii. A One 4-pack (48 oz.) of wine coolers per person of age at any given time. A No more than two 4-packs in a room where roommates are of legal A drinking age, or A
 - iv. A One liter of champagne per person of age at any given time. No more A than two 1-liter bottles in a room where roommates are of the legal A drinking age. A
- d. Resident students are permitted to have a maximum of six (6) people in a A room or ten (10) in an apartment at any given time, including themselves. A
- e. Resident students are responsible for the behavior of their guests and the A rules and regulations of the Alcohol and Drug Policy. Resident students are A responsible for any damage caused by their guests to their rooms and/or A residence facilities. Guests must follow the rules and regulations of the A Alcohol and Drug Policy. A

These rules are not exclusive, and the college will enforce any other common-sense rule or practice that is consistent with the policy expressed in this program. A

DISCIPLINARY SANCTIONS AND LEGAL PENALTIES FOR ALCOHOL AND DRUGS

D'Youville will impose disciplinary sanctions on students for violations of the Rules of Conduct established by this program. The college, in its sole discretion, will determine whether a violation has occurred and what the appropriate disciplinary measure will be. Disciplinary sanctions must list exact sanctions, including the following:

1. Mandated alcohol and/or drug education workshop
2. Mandated appointment with the college counselor for alcohol assessment/ participation in substance abuse group which may be held on or off campus. Students may be held responsible for any fees, charges and transportation associated with these programs.
3. Referral for clinical evaluation and treatment as indicated
4. Suspension from participating in college activities or functions
5. Suspension from classes
6. Suspension and/or removal from on-campus living
7. Disciplinary probation
8. Community service
9. Assignment of an independent drug or alcohol education project
10. College probation, suspension, or dismissal
11. Monetary fines
12. Referral to the proper legal authorities for possible prosecution
13. The college reserves the right of family notification in cases where it is deemed appropriate and beneficial to the student
14. Suspension of on-campus vehicle privileges
15. At the direction of the college, as an alternative to, or in addition to any disciplinary action taken, students may be referred for clinical evaluation and required to participate in and to satisfactorily complete an appropriate counseling or rehabilitation program.

Records of such discipline may be maintained in a student's record. Enforcement of these sanctions will be through the college's existing disciplinary procedures for students as appropriate.

In addition to the disciplinary sanctions that the college will impose on violators of its Rules of Conduct, students should also be aware of the applicable legal sanctions under state and federal law for the unlawful sale or possession or use of illicit drugs and alcohol. As a matter of policy, the college will cooperate fully with all law enforcement agencies in the investigation and prosecution of substance abuse and drug trafficking cases. Violations of these regulations will cause the student and/or employee to be subject to criminal prosecution, disciplinary action, or both.

Physical Effects of Drugs and Alcohol

All students are encouraged to learn more about the problems of drugs and alcohol including the serious threat these substances pose to health and safety, how to spot the signs of dependency and abuse, and ways of dealing with dependency and abuse. Hopefully, an awareness of these harmful side effects will discourage use of alcohol and drugs and will also help in identifying others who may be users in order that assistance can be offered and obtained.

Assistance to Students

Any student, or recovering student, who would like to discuss an alcohol or drug related problem may contact the Mental Health Counselor at 716.829.7815. Your discussion will be kept confidential. Referrals to outside agencies for professional treatment or outside assistance in coping with a dependency problem are available upon request.

Policy Regarding Alcohol at Campus Events

The following outlines the “policy”/procedures for the “serving” of alcohol at “controlled” events on the D’Youville campus. A “controlled” event is defined as one sponsored by a specific group for a predetermined amount of time with a predetermined amount of beer and/or wine.

Any approved events, on- or off-campus, involving the sale/use of alcoholic beverages must be registered with either the vice president of institutional advancement or the vice president of operations. The approved event must implement measures to ensure that alcoholic beverages are not accessible to:

- a. Those under 21.
 - b. Individuals who appear intoxicated.
 - c. Persons exhibiting inappropriate behavior.
 - d. Individuals outside the approved drinking area.
2. Non-alcoholic beverages, food and snack items of substance shall be readily available in sufficient quantities.
 3. Alcoholic beverages may not be used in any contests or games.
 4. Individuals may not “bring your own” alcohol to any on or off-campus event.
 5. Promotion and advertisement of any event must include the availability of alcohol-free beverages on an equal and comparable basis as the alcoholic beverages. Alcohol may not be used as the inducement for participation, or as the main focus of the event.
 6. Promotion of any event that is sponsored by or primarily targeting students and includes alcohol must indicate “cash bar only.”
 7. Individuals sponsoring the event are responsible for:
 - a. Knowing the liability of hosting events with alcohol.
 - b. Knowing college policies and familiarity with federal and state laws relating to the purchasing and/or serving of alcohol and for implementing the steps necessary to insure compliance with these regulations.
 - c. Notifying Campus Safety and appropriate college officials of problems that arise.

- d. Designating at least one person who will oversee the entire duration of the event while abstaining from alcohol.
8. Student group/club sponsored events must adhere to the following additional college regulations:
 - a. No open bars permitted. Cash bars only.
 - b. The contracted catering establishment must provide proofing bartender services. D'Youville students or club officers may not serve as proofing staff or bartenders.
 - c. Depending on the event, campus safety may be required for crowd control. The hosting organization will be responsible for contracting with campus safety and for payment of their services.
9. Sale or use of alcoholic beverages on campus or at off-campus college functions requires the formal approval and registration of the function with either the vice president of institutional advancement or the vice president of operations.
10. Sale or use of alcoholic beverages shall take place only in the area specified for approval by the vice president of institutional advancement or vice president of operations.
11. Student groups/clubs wishing to serve alcohol at an on-campus event may only do so through approved campus catering.
12. Student groups/clubs/organizations are allowed cash bars for consumption only at their events. This applies to both on and off-campus events.
13. Alcohol may only be sold at a fair, current market price, not at highly discounted rates.
14. Persons or groups receiving approval for sale/distribution of alcoholic beverages must complete the necessary paperwork. This paperwork is available from the vice president of institutional advancement and the vice president of operations. A New York State permit must also be obtained through Chartwells catering.
15. Alcoholic beverages may not be given and/or raffled as prizes, rewards or inducements.

Note: If alcohol is to be made available for purchase at any event, a temporary beer and wine permit must be issued through Chartwells catering by the New York State Liquor Authority. Applications for the permit require at least 15 business days for processing. There is a charge for this permit which must be paid by the club/organization sponsoring the event.

This policy is in furtherance of the college's policy to provide a campus and workplace free of illicit drugs and unauthorized alcohol. It is also designed to comply with applicable laws. This program may be changed or amended as the college deems appropriate or to comply with any changes in applicable laws.

ALCOHOL AND SUBSTANCE ABUSE AWARENESS TRAINING FOR THE D'YOUVILLE COMMUNITY

Topics covered: This course encourages students to reflect on their drinking/A drug use and encourages safe decision-making, making campuses safer for all.A

Target audience: First year studentsA

Who ran it and they're credentials: Everfi: a digital learning platform recognized for its interactive presentation of curricula for K-12 schools, institutions of higher education, and the work environmentA

How long it took (30 minutes, 2 hours, etc.): 6-8 hoursA

How many times it ran per year and when: Will run spring semester for current students; assigned in the Fall after thatA

How it was run (in-person, online): OnlineA

Intended outcomes: To increase awareness and recognition of effects of drug/A alcohol use; to inform students of campus policies around drug & alcohol useA

Teaching methods used (lecture, group discussion, video, simulation, smallA group problem-solving, etc.): Interactive web course; Videos; Case StudiesA

How are intended outcomes assessed:A Follow-Up survey through EverFi that is considered part of their courseA



Registered Sex Offender Statement

In accordance with the Campus Sex Crimes Prevention Act, individuals may search a registry of sex offenders living near or working on campus through the New York State Sex Offender Registry database at: <http://www.criminaljustice.ny.gov/nsor> or the Crime Victims Center at: <https://www.parentsformeganslaw.org/>.

Policy Statement on Missing Student Notification

The term “missing student” is defined as “any student who resides on campus and whose absence is unscheduled and has resulted in concern for his or her safety by peers and/or employees.”

All resident students are asked to register a confidential emergency contact person — who must be someone other than the students’ general emergency contact person — with the Office of Student Engagement and Residence Life. This contact would

be notified in the event that a student is missing or another sufficient emergency situation develops. This contact information will remain confidential and will only be accessible by authorized campus officials; the contact information may not be disclosed except to law enforcement personnel in the furtherance of a missing person investigation. If a resident student has not registered an emergency contact number, the local law enforcement authorities will serve as an emergency contact and will

be notified should a missing student situation occur. If a missing resident student is less than 18 years of age, and is not officially emancipated from their parents or guardians, the parents or guardians, by law, must be contacted within 24 hours of the determination that the resident student is missing.

In the event a resident student is believed to be missing for more than 24 hours, the following procedures should be followed:

1. File a report with Campus Safety by calling Extension 7550 from an on-campus phone or 716-829-7550 from an off-campus phone.
2. The Campus Safety Department will alert the Director of Campus Safety and the Chief Student Affairs Officer. Upon notification, they will begin an investigation, working with local law enforcement agencies as needed.
3. If the missing student report is suspicious in nature and involves an immediate threat or danger, or the student has been missing for 24 hours, Campus Safety will notify the Buffalo Police and other law enforcement agencies, either immediately or within 24 hours of the determination that the resident student is missing, depending on the circumstances. Campus Safety will conduct interviews with roommates, family members, and those who were last in contact with the missing individual immediately.
4. Emergency notifications to the campus community will be coordinated as necessary by the Director of Campus Safety and the Chief Student Affairs Officer.
5. Information will not be released to the public unless authorized by the Vice President of Student Life and Enrollment Management. All media requests will be directed to the Director of Marketing & Communications.

Campus Safety will act as the liaison office between the college and law enforcement, writing follow-up reports as needed and keeping college officials apprised of the ongoing investigation. Reports of a missing commuter student will be referred immediately to the Buffalo Police, and Campus Safety will assist in their investigation in any way possible.

CRIME DEFINITIONS

The following crimes and definitions are taken from the “Handbook for Campus Safety and Campus Safety Reporting, 2017 Edition.”^A

CLERY ACT CRIMES^A

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

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

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

CRIMINAL HOMICIDE: MURDER AND NON-NEGLIGENT MANSLAUGHTER: The willful (non-negligent) killing of one human being by another.

CRIMINAL HOMICIDE: MANSLAUGHTER BY NEGLIGENCE: The killing of another person through gross negligence.^A

MOTOR VEHICLE THEFT: The theft or attempted theft of a motor vehicle. (Motor vehicle theft includes all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joy riding.)^A

ROBBERY: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.^A

SEXUAL OFFENSES, INCLUDING VIOLENCE AGAINST WOMAN ACT (2013) CRIMES

DATING VIOLENCE (VAWA): 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 upon the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition:^A

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

DOMESTIC VIOLENCE (VAWA):^{AA} felony or misdemeanor crime of violence committed:^A

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

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

INCEST: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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. This offense includes the rape of both females and males.

SEXUAL ASSAULT (VAWA): Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

An offense that meets the definition

of rape, fondling, incest or statutory rape as used in the FBI's Uniform Reporting (UCR) program.

STALKING (VAWA): Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress.

For the purpose of this definition:

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

STATUTORY RAPE: Sexual intercourse or other sexual act with a person who is under the statutory age of consent, which in New York State is 17.

HATE CRIMES

A crime that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim and the victim's actual or perceived race, religion, gender, sexual orientation, ethnicity, national origin or disability.

NOTE: In addition to the crimes listed above, the following crimes qualify as Hate Crimes when motivated by bias:

DESTRUCTION/DAMAGE/A VANDALISM OF PROPERTY: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

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

LARCENY-THEFT: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition where a person does not have physical custody or possession, but is in a position to exercise domain or control over a thing.

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

CATEGORIES OF BIAS

DISABILITY: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

ETHNICITY: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

GENDER: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g. male or female.

GENDER IDENTITY: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

NATIONAL ORIGIN: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.A

RACE: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or AfricanA Americans, whites.A

RELIGION: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.A

SEXUAL ORIENTATION: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attachment to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual (straight) individuals.A



ALCOHOL, DRUGS AND WEAPONS VIOLATIONS

ALCOHOL LAW VIOLATIONS:

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

Those reportable statistics that occur within a college owned or controlled residence hall or apartment will appear in both “On Campus” and “Residence Hall” categories.

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

WEAPON LAW VIOLATIONS: 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.



GEOGRAPHIC DEFINITIONS

The following definitions are taken from the Handbook for Campus Safety and Campus Safety Reporting (Department of Education).^A

ON CAMPUS: Any building or property owned or controlled by an institution within the same reasonably contiguous geographical area and used by the institution in direct support of, or in a manner related to the institution's educational purposes including residence halls; and any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).^A

NON-CAMPUS: Any building or property owned or controlled by student organizations 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.^A

PUBLIC PROPERTY: Public property is defined as the area such as sidewalks or city streets that are within the same reasonable contiguous geographical area of the school; or is adjacent to a facility owned or controlled by the school, and the facility is used by the school in a manner related to the institution's educational purposes. The statistics do not include crimes which occur in privately owned homes or businesses within or adjacent to the campus boundaries.^A

RESIDENCE HALLS: 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.^A



THE JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT FOR D'YOUVILLE

CRIME CLASSIFICATIONS		ON-CAMPUS		NON-CAMPUS	PUBLIC PROPERTY	TOTAL
		On-Campus Student Housing	On-Campus Total			
CLERY CRIMES						
Murder/Non-Negligent Manslaughter	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Negligent Manslaughter	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Sex Offenses-Rape	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Sex Offenses-Fondling	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Sex Offenses-Incest	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Sex Offenses-Statutory Rape	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Robbery	2019	0	0	0	1	1
	2018	0	0	0	2	2
	2017	0	0	0	0	0
Aggravated Assault	2019	0	0	0	0	0
	2018	0	0	2	2	4
	2017	0	0	0	3	3
Burglary	2019	0	0	0	0	0
	2018	0	4	0	0	4
	2017	2	4	0	0	4
Motor Vehicle Theft	2019	0	0	0	1	1
	2018	0	1	0	0	1
	2017	0	0	0	0	0
Arson	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0

ALCOHOL, DRUGS, WEAPONS ARREST

Liquor Law Violation Arrest	2019	0	1	0	0	1
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Drug Law Violation Arrest	2019	0	0	0	0	0
	2018	0	3	2	0	5
	2017	0	0	0	0	0
Weapons Law Violation Arrest	2019	1	1	0	0	1
	2018	1	2	0	0	2
	2017	0	0	0	0	0

ALCOHOL, DRUGS, WEAPONS REFERRAL

Liquor Law Violation- Referred for Disciplinary Action	2019	21	22	0	0	22
	2018	13	13	0	0	13
	2017	82	87	0	0	87
Drug Law Violation- Referred for Disciplinary Action	2019	6	6	0	0	6
	2018	5	5	0	0	5
	2017	7	7	0	0	7
Weapons Law Violation- Referred for Disciplinary Action	2019	0	0	0	0	0
	2018	0	0	0	1	1
	2017	0	0	0	0	0

RELATIONSHIP VIOLENCE

Dating Violence	2019	0	0	0	0	0
	2018	0	0	0	0	0
	2017	0	0	0	0	0
Domestic Violence	2019	0	0	0	0	0
	2018	0	0	0	0	0

CRIME CLASSIFICATIONS	ON-CAMPUS		NON-CAMPUS	PUBLIC PROPERTY	TOTAL
	On-Campus Student Housing	On-Campus Total			
CLERY CRIMES					
Stalking	2017	0	0	0	0
	2019	0	0	0	0
	2018	0	2	0	2
	2017	0	0	0	0

HATE CRIMES/CLERY ACT CRIMES: *Murder/Non-Negligent Manslaughter, Rape, Fondling, Incest, Statutory Rape, Rob bery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson*
ADDITIONAL HATE CRIMES: *Larceny-Theft, Simple Assault, Intimidation, Destruction/Damage/Vandalism of Property*
HATE CRIME BIAS CATEGORIES: *Race, Gender, Gender identity, Religion, Sexual Orientation, Ethnicity, National Origin, Disability*

* Starting in 2018 per US Dept. of Education/Jeanne Clery Act, the reporting of Clery Hate Crime & Hate Crime Bias Cetgories can be reported in Narrative form. See below entries:

2019	None reported for this year.
2018	In 2018 there were 3 reported Hate Crimes for Intimidation, Ethnicity Bias, Clery Geography: On-Campus.
	In 2018 there was 2 reported Hate Crime for Intimidation, Race Bias, Clery Geography: Public Property
2017	In 2017 there was 1 reported Hate Crime for Intimidation, Race Bias, On-Campus.

UNFOUNDED CRIMES					
2019	n/a	n/a	n/a	n/a	0
2018	n/a	n/a	n/a	n/a	0
2017	n/a	n/a	n/a	n/a	0

2019-2020 D'YOUVILLE ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act requires all institutions of higher education that provide residential student housing to record and track all reports of fire, accidental and arson, in residence halls each year. D'Youville's Annual Fire Safety Report summarizes the college's fire-prevention policies and procedures and emergency evacuation and communication procedures. To obtain a printed copy of D'Youville's Annual Fire Safety Report, please contact Campus Safety at (716) 829-7550. Campus Safety Officers are on duty around the clock to respond to any emergency, including fires.A

Based on the previous' years fire inspections and the results of fire drills, D'Youville invested in repairing or replacing twenty-five fire doors in buildings across campus. D'Youville also installed new fire detection devices for the newly renovated Kavinoky Theatre.A

FIRE INSPECTIONS

Fire drills are held twice a semester in residence halls and once a semester in all other campus buildings. A New York State Fire Inspector performs an annual inspection of all rooms on campus, including the residence halls, and gives a report on any fire code deficiencies to the College's Fire Marshall. Once abated, the College receives a Certificate of Inspection which is kept on file in the Facilities Office.A

FIRE PROTECTION EQUIPMENT/A SYSTEMS

All D'Youville campus buildings are equipped with automatic fire detection and alarm systems that are constantly monitored by staff at the main Campus Safety desk in the D'Youville Academic Center on Fargo Avenue. Sprinkler systems are also located in all main campus buildings. The alarm system in each building is comprehensive with immediate notification to Campus Safety and the Buffalo Fire Department.A

Fire extinguishers are serviced annually by Davis-Ulmer Fire Protection which also provides the following services:

INSPECTION FREQUENCY REFERENCE CHART

Fire Protection System	Frequency	Code Ref.
FIRE ALARM SYSTEM	Semi-Annual	NFPA 72
DETECTOR SENSITIVITY	Call for Details	NFPA 72
CO2 SYSTEM	Semi-Annual	NFPA 12
HALON SYSTEM	Semi-Annual	NFPA 12A
CLEAN AGENT SYSTEMS	Semi-Annual	NFPA 2001
ROOM INTEGRITY TEST	As Recommended	NFPA 2001
Water Based – excerpts NFPA 25		Frequency
WATERFLOW ALARM DEVICE		Quarterly
VALVE SUPERVISION		Semi-Annual
ANTI-FREEZE SOLUTION		Annual
HYDRANTS (FLOW)		Annual
FIRE PUMP PERFORMANCE TEST		Annual
DRY/DELUGE/PREACTION TRIP		Annual
OBSTRUCTION INVESTIGATION		5 Years
SPRINKLERS-DRY PENDENT		Every 10 years
SPRINKLERS-FAST RESPONSE		20 yrs. then every 10 yrs.
SPRINKLERS-STANDARD RESPONSE		50 yrs. then every 10 yrs.

Tampering with, or purposely impeding or covering fire alarms and fire prevention, fire detection, and firefighting equipment is a violation of both the New York State Fire and Penal Code and is considered a conduct violation. Fire alarms and firefighting equipment including (but not limited to) fire extinguishers, fire

doors, heat and smoke detectors are for the protection of the community. Any tampering with or misuse of fire equipment is punishable by College and/or court action. Residents and/or their guests who tamper with or misuse firefighting or fire detection equipment in the residence halls will face disciplinary action.

PROCEDURES FOR STUDENTS AND EMPLOYEES IN THE EVENT OF A FIRE

An activated fire alarm signals potential danger, and all D'Youville students and personnel must evacuate buildings immediately upon hearing an alarm. In the event one discovers a fire, pull the nearest fire alarm and follow standard evacuation procedures:

- Evacuate all areas. Leave the building immediately using the nearest emergency exit.
 - Close doors and windows behind you.
 - Follow directional signs to fire exits.
 - Use stairs. Do not use elevators.
 - College employees: Identify any people with disabilities who need assistance and arrange for necessary aid in evacuation.
- Call Campus Safety at 716-829-7777 when it is safe to do so.
- Assemble in a designated area; if unsure where that area is, move away from the building by walking across the street or down the sidewalk to a safety area.
- Wait to re-enter the building until officials say that it is safe to do so.

Each D'Youville building has a prescribed evacuation plan with designated assembly points. For the residential facilities, the assembly areas for evacuation are as follows:

INDOORA		OUTDOORA
Marguerite Hall	College Center Gymnasium	KAB Front Lawn
Student Apartments	College Center Gymnasium	Parking Lot CA

RESIDENCE HALLS

D'Youville takes precautions to protect the health and safety of its student-residents. D'Youville's student housing consists of two residence halls: Marguerite Hall and the Student Apartments; no off-campus housing units are owned or controlled by the college.

Each room and apartment is fire resistant and equipped with an automatic door closer. Each building is equipped with the following fire safety precautions:

Residential Facility	Fire Alarm Monitoring by Campus Safety	Full Sprinkler System	Smoke, Heat, and Carbon Monoxide Detection	Fire Extinguisher Devices	Fire Drills Per Calendar Year
Marguerite Hall	Yes	Yes	Yes	Yes	4
Student Apartments	Yes	Yes	Yes	Yes	4

For everyone's safety, tampering with or covering fire-detection equipment is strictly prohibited. Residence halls' rooms are inspected for health and safety each semester. In order to maintain a safe environment for all of our campus residents, the following items are not permitted in the residence halls:

- Candles, incense, and fragrance burners
- Non-surge protected extension cords
- Outlet splitters and outlet adaptors (such as an octo-head)
- Halogen lamps
- Lanterns, oil lamps, and flammable liquids
- Space heaters
- Live holiday decorations (trees, garlands, wreaths) and string lights
- Any cooking item with an exposed heating coil (toasters, toaster ovens, hot plates, etc.)
- Any electrical item that is not UL-rated

Fire safety policies and procedures are published in the D'Youville Student Code of Conduct <http://www.dyc.edu/campus-life/support-services/docs/student-code-conduct.pdf> and resident advisors review those policies with the students living on the floor to which they are assigned.

POLICY STATEMENT ON SMOKING

In accordance with New York State's Smoke-Free Workplace law and recommendations from the federal level, D'Youville is committed to having a smoke-free and tobacco-free campus. In creating a healthy environment for all members of our community, smoking and tobacco use is prohibited at all times on campus, which includes inside all buildings, outside all buildings, residence halls, and grounds. This includes the use of any type of lighted pipe, cigar, cigarette (including electronic cigarettes), or any other smoking or vaping equipment, whether filled with tobacco or any other type of material. Safety personnel and other college employees will enforce the state laws and fines will be enacted for violators. Fines will be \$50 for the first offense. Additional violations will be subject to disciplinary action and/or additional fines.

FIRE SAFETY TIPS

- Do not panic.
- Do not assume an alarm is false or only a drill.
- Shut all doors and windows in the vicinity of the fire.
- If you encounter smoke, stay low to the floor or ground, and if possible cover your face with a wet cloth.
- When exiting a room or entering a stairwell, first feel the door and door handle. If they are hot do not open the door.
- If forced to stay in a room seal up any cracks around the door, call 911 or Campus Safety at extension 7777 (716-829-7777) and let them know of your location. Hang a sheet, towel, or article of clothing from a window to announce you are in the room.
- If you can exit the room, leave the building by the nearest safe stairwell. Do not use the elevators.
- Move away from the building to a safe area to allow for rescue and fire personnel to do their job.
- If you are unable to exit the building, go to the nearest exit stairwell or safe area and call 911 and 716-829-7777 to report your location.
- Never leave cooking unattended.
- Always know two or more ways out of your residence hall, classroom, or office building.



2019 FIRE REPORTING STATISTICS

RESIDENCE/ HOUSING FACILITY	RESIDENCE ADDRESS	TOTAL FIRES	DATE/ TIME OF INCIDENT	CAUSE OF FIRE	NUMBER OF INURIES	NUMBER DEATHS	VALUE PROPERTY DAMAGE
Marguerite Hall	505 Prospect Ave. Buffalo, NY 14201	0	0	0	0	0	\$0.00
Student Apartment Complex	222 Connecticut St. Buffalo, NY 14213	0	0	0	0	0	\$0.00

2018 FIRE REPORTING STATISTICS

RESIDENCE/ HOUSING FACILITY	RESIDENCE ADDRESS	TOTAL FIRES	DATE/ TIME OF INCIDENT	CAUSE OF FIRE	NUMBER OF INURIES	NUMBER DEATHS	VALUE PROPERTY DAMAGE
Marguerite Hall	505 Prospect Ave. Buffalo, NY 14201	0	0	0	0	0	\$0.00
Student Apartment Complex	222 Connecticut St. Buffalo, NY 14213	0	0	0	0	0	\$0.00

2017 FIRE REPORTING STATISTICS

RESIDENCE/ HOUSING FACILITY	RESIDENCE ADDRESS	TOTAL FIRES	DATE/ TIME OF INCIDENT	CAUSE OF FIRE	NUMBER OF INURIES	NUMBER DEATHS	VALUE PROPERTY DAMAGE
Marguerite Hall	505 Prospect Ave. Buffalo, NY 14201	0	0	0	0	0	\$0.00
Student Apartment Complex	222 Connecticut St. Buffalo, NY 14213	0	0	0	0	0	\$0.00

A Message From D'Youville Regarding Racial Injustice

This message was shared with the campus community on May 29, 2020.A

The racial climate in this nation has historically been and continues to be one that is not only unequal for people of color but, in many cases, dangerous. The term dangerous may in fact be an understatement as we consider the most recent death of George Floyd whose murder was broadcast across the internet. Acts like this are unfortunately not uncommon but the accessibility of social media offer the world insight into just how tragic our current society is.A

This message is not meant to overshadow the challenges that other marginalized groups regularly face or the struggles that you may experience in your personal life. It is, however, meant to unequivocally state that D'Youville does not stand for the inequality, mistreatment, and killings of people of color and today is elevating this issue as a top institutional priority because it is literally a matter of life and death. We believe, as we take on this conversation, that we will also address the discrimination of other marginalized communities.A

To our students and community members of color, we see you, we hear you, and we know that you are tired and angry. Please know that should you no longer have the strength to support yourself we are here to support you. The Division of Student Affairs, in partnership with the Division of Mission Integration and Office of Diversity and Inclusion,A

continue to be resources for you as you navigate your personal identity and look for resources and tools to help you advocate for yourself, for your peer group, and for others who may not look like you at all.A

In addition to the already existing efforts to ensure cultural competency across our campus, the Division of Student Affairs will be welcoming their new Director for Student Development & Advocacy in June who, in addition to their work within The Park Advocacy Center, will be implementing a task force that works closely with the Student Government Association to create tangible efforts to address racial inequalities within our community here in Western New York and also across our society as a whole. This task force will be comprised of faculty, staff, and students of varying backgrounds but let me be clear when I say that it is not the responsibility of students of color to educate others on how to treat them equally and that will not be the expectation of this task force.A

If you are interested in joining this task force and helping to direct efforts, please reach out to Benjamin Grant, Chief Student Affairs Officer, at grantb@dyc.edu to learn more.A

I appreciate the fact that a written message denouncing recent and historical events does not change what has happened and does not eliminate situations like the protestsA in Minneapolis, but I do hope that

it helps to relay that university leadership knows that black lives matter and is here to help navigate the future.A

We at D'Youville must never refuse to serve.A

Dr. Lorrie Clemo, President

Benjamin Grant, Chief Student Affairs OfficerA

Jeffrey Papia, Chief Mission OfficerA

Joggeshwar Das, Vice President for Institutional EffectivenessA

Dr. Mimi Steadman, Vice President for Academic AffairsA

Pamela Say, Vice President for Institutional AdvancementA

David Rhodes, Vice President for Enrollment ManagementA

Dr. Jeremiah Grabowski, Dean of Online LearningA

Nathan Marton, Vice President for OperationsA

Timothy Korn, Chief Financial OfficerA

Responding to Bias and Incident Reporting

Buffalo, New York – June 03, 2020 –

As we face the painful and difficult struggle ahead to address systemic bias and racism, many faces will emerge in our communities: Faces of those who are afraid; of those who are angry; of those who will lead; of those who disagree. We at D'Youville have said and will continue to uphold, we are **UNEQUIVOCALLY** opposed to bias within our community.A

D'Youville considers reports of bias to be very serious in nature. Systems and processes are in place to handle these incidents and D'Youville fully executes those processes. If you – as a student, employee, or community member – report an incident of suspected or known bias to someone at D'Youville, we will enact certain steps immediately.A

Each and every report of potential bias is reviewed by our Chief Student Affairs Officer AND a Bias Response Review Board comprised of faculty and staff. If in fact an incident is confirmed and violates code of conduct, the individual in question will face the full responsibility for consequences of such action. There are certain limitations legally to what D'Youville can or cannot do; and there are privacy laws regarding what we can and cannot share regarding reviews, discipline, and the ultimate consequences. D'Youville is bound to uphold student privacy rights and, as such, specific institutional responses and records are not made public. In some cases, individuals have been suspended from work and/ or school pending investigation.A

The best thing that you can do is to document and report incidents using the link below so that D’Youville may investigate and make appropriate decisions keeping in mind the safety and security of our entire campus population and the sanctity of our learning environment and the wonderfully diverse population we serve.A

Anybody with general questions about the D’Youville Code of Conduct and judicial processes and procedures can feel free to contact Benjamin Grant, Chief Student Affairs Officer, at grantb@dyc.edu.A

Should you wish to report a campus concern, including potential bias related incidents, please use the following link: https://cm.maxient.com/reportingform.php?ADYouvilleCollege&layout_id=0A

Dr. Lorrie Clemo, PresidentA

Benjamin Grant, Chief Student Affairs OfficerA

Jeffrey Papia, Chief Mission OfficerA

Joggeshwar Das, Vice President for Institutional EffectivenessA

Dr. Mimi Steadman, Vice President for Academic AffairsA

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Dr. Jeremiah Grabowski, Dean of Online LearningA

Nathan Marton, Vice President for OperationsA

Timothy Korn, Chief Financial OfficerA

D’Youville Announces Plan to Address Racial Justice

Buffalo, New York – June 11, 2020 –

D’Youville announced three initiatives today to elevate the issue of racial inequality and add support to racial justice as a strategic institutional priority this year.A

The initial plan focuses on awareness through art, accessibility through scholarships, and long-term, actionable efforts through a larger task force.

“It is imperative that every leader in our nation look at their privileged position as an opportunity to influence societal change,” says D’Youville President Lorrie Clemo, PhD. “It the duty and responsibility of leaders to provide space for efforts to flourish and to encourage the communities entrusted to them to both act and self-examine. No collection of human beings is perfect, nor is D’Youville. However, this effort is our means to say that from a leadership level, we will do what is necessary as an advocate and an ally to support systemic change.”A

AWARENESS THROUGH ARTA

From June 11 to 25, D’Youville will host internationally-known “graffiti superstar” and muralist Maxx Moses as an artist-in-residence.A

“Moses was thrilled to come to Buffalo to work with our black students and community members to create a mural for our city and community that embodies strength, determination, and struggle, combined with self-love, and enlaced with Moses’ bright African American

vision,” says Benjamin “BG” Grant, chief student affairs officer at D’Youville. The mural will be located on D’Youville’s College Center wall facing Porter Ave. to ensure impact on any person traveling down the heavily used city street.A

Moses, a New York native and SUNY Brockport graduate, has painted murals and exhibited his work in Dubai, Amsterdam, Antwerp, Paris, Osaka, New York, Philadelphia, San Francisco, and Los Angeles. He is an art educator, community organizer, and has been a featured speaker at TEDx events. “My work is transformational,” Moses says. “It is purposely designed to uplift, enlighten, and inspire the way people think and feel.”A

ACCESSIBILITY THROUGH SCHOLARSHIPS

“In response to recent national events, recognizing and challenging our nation’s long history of institutionalized racism, D’Youville has established the George Floyd Memorial Black Lives Matter Scholarships,” announced Pamela Say, vice president for institutional advancement. “D’Youville will award the scholarship to five black students each year, providing free room and board to ensure all of their personal needs are met, so their only focus will be on academic success.”A

Dr. Clemo hopes these scholarships will inspire other colleges to follow suit. “We aren’t the first to take on this type of initiative; but we do want to issue a strong challenge to every private university in this nation to create similar memorial scholarships to ensure that injustices against black Americans are never forgotten and toA

provide even more access to students of color at our institutions,” Clemo says.

A LONG-TERM, ACTIONABLE EFFORT

D’Youville has created a task force to address the concerns of the Black Lives Matter movement and create tangible efforts to address racial inequalities within the Western New York community and across society as a whole.

The task force is comprised of students, faculty, staff, and administration and is led by NiK Peavy, director for student development and advocacy at D’Youville. Peavy comes to D’Youville from the University of Missouri – Columbia, where they received a master’s degree in educational leadership and policy and analysis and served within the university’s LGBTQ Resource Center. Peavy also will lead efforts at The Park Advocacy Center, an inclusive, supportive space at D’Youville which provides personal support and connects students to on-campus and community resources for life challenges which may hinder their success, whether they be personal, social, or economic.A

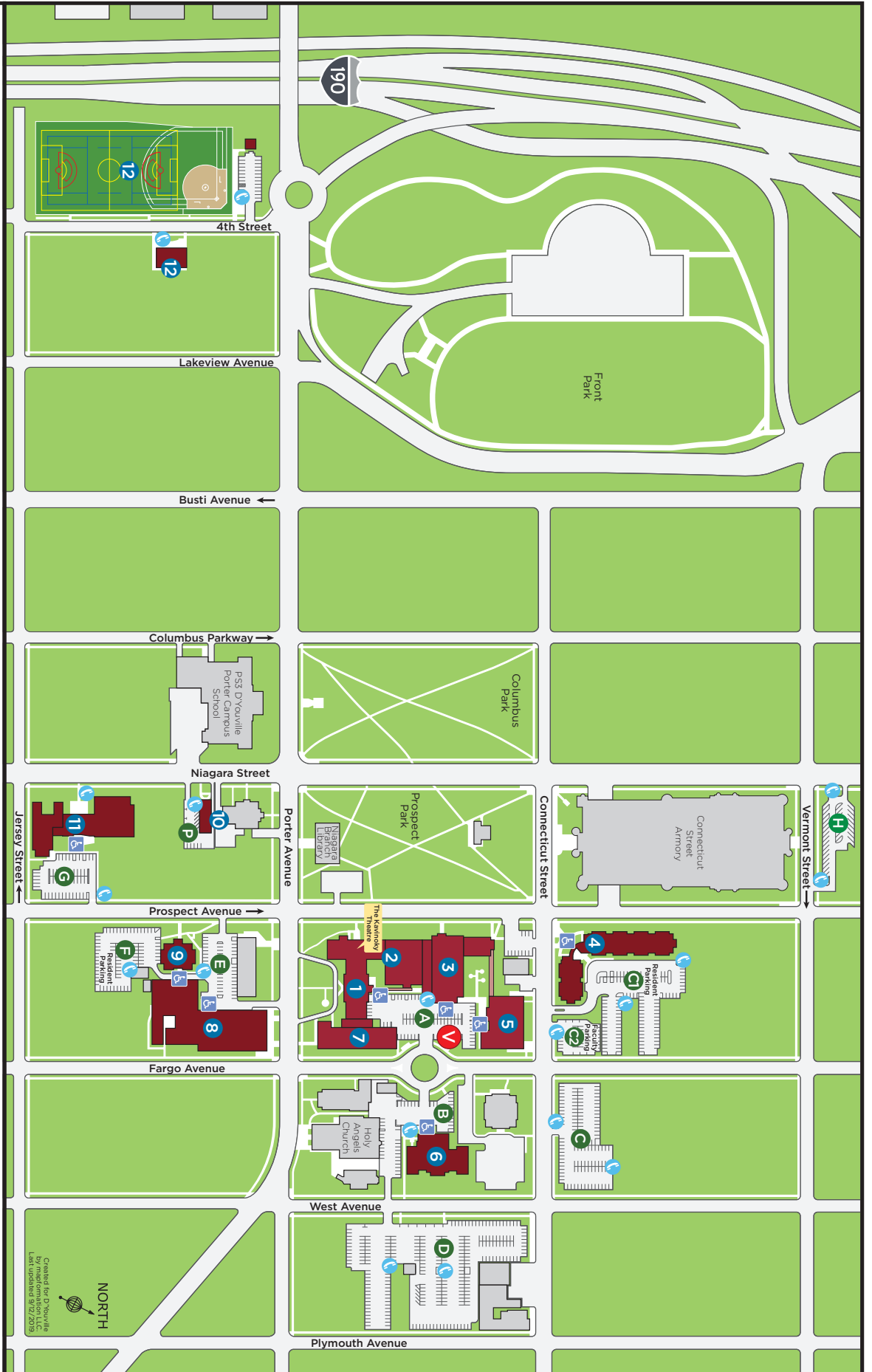
A precursor to the formation of the task force, D’Youville’s Student Government Association and Division of Student Affairs are hosting a series of “Campus Climate Conversations” to check in with students of color to gauge how they are navigating the national landscape, learn how D’Youville can best support them, and find out where needs have not been met and how the university might correct that. Hayley Thomas, coordinator for student engagement

and housing, will moderate the conversations. The university received a significant response to the invitation.A

Support and additional counseling services are in place to respond to the needs of students moving forward.A

“D’Youville remains committed to addressing issues of racial injustice, whether they be within our campus community or throughout Western New York and beyond,” Clemo says. “These initiatives add to the work and advocacy already directed by our student affairs office and Student Government Association to address issues of diversity and inclusion, such as our Pride mural, unveiled in 2019. We are listening to our students and know the work must continue.”





Campus Facilities

- 1 KAB - Koessler Administration Building
- 2 BFAC - Bauer Family Academic Center
- 3 ALT - Dr. Pauline M. Alt Building
- 4 APT - Student Apartment Complex
- 5 DAC - D'Youville Academic Center
- 6 LIB - Montante Family Library
- 7 MAD - Madonna Hall
- 8 CC - College Center & Gymnasium
- 9 MGT - Marguerite Hall
- 10 NIA - Niagara Street Complex
- 11 SASE - School of Arts, Sciences and Education
- 12 Athletic Fields and Field House

Visitor Lot

Parking Lot

Handicapped Entrance

Blue Emergency Phone

D'YOUVILLE

NORTH
 Created for D'Youville
 by the Office of
 Planning and
 Development
 Last updated 9/27/2019

LOCATION OF EMERGENCY PHONES

The 7777 system is D'Youville's dedicated emergency line.

RED EMERGENCY PHONES ARE LOCATED IN THE FOLLOWING BUILDINGS:A

DR. PAULINE M. ALT BUILDING (ALT)

- Lower level in Maggie's Café
- First-floor lobby
- Front and rear stairwells on floors 2, 3, 4, 5 and 6

BAUER FAMILY ACADEMIC CENTER (BFAC)

- Lobby

COLLEGE CENTER (CC)

- Lower level by the fitness center
- First-floor lobby
- First-floor pool
- Second-floor in the George O. Kuhrt Dining Hall

D'YOUVILLE ACADEMIC CENTER (DAC)

- Front and rear stairwells on floors LL, 1, 2, 3, 4, 5 & 6

DR. CHARLES AND MARY SCHWEITZER BAUER SCHOOL OF ARTS, SCIENCES AND EDUCATION BUILDING (SASE)

- All stairwells

BLUE EMERGENCY PHONES ARE LOCATED IN THE FOLLOWING PARKING AREAS:A

- A Lot
- B Lot
- C Lot
- C-1 Lot
- C-2 Lot
- D Lot
- E Lot
- F Lot
- G Lot
- H Lot
- Athletic Field House
- Niagara Street ComplexA

D'YOUVILLE

320 Porter Avenue | Buffalo, New York 14201

QUICK REFERENCE GUIDE

D'YOUVILLE EMERGENCY TELEPHONE NUMBERS

All Emergencies	911
Medical Emergencies	911
Police Emergencies - On Campus	(716) 829-7777
Police Emergencies - Off-Campus	911
Fire Emergencies - On-Campus	(716) 829-7777
Fire Emergencies - Off-Campus	911

OTHER CRIME REPORTING OPTIONS

Police Non-Emergency - On Campus	(716) 829-7550
Police Non-Emergency - Off-Campus	(716) 851-4444
Chief Student Affairs Officer/Title IX Coordinator	(716) 829-7812
Residence Life	(716) 829-7698
Office of Talent, Culture, and Human Resources	(716) 829-7810

ON-CAMPUS CONFIDENTIAL RESOURCES FOR HELP

Student Mental Health Counselor	(716) 829-7815
Crisis Services	(716) 834-3131
Student Health Services	(716) 829-8777
Campus Ministry	(716) 829-7583
Domestic Violence & Sexual Assault Advocate	(716) 381-0338

OTHER IMPORTANT NUMBERS

College Operator	(716) 829-8000
Student Safety Escort Service	(716) 829-7550

RELATED SAFETY WEBSITES

BUFFALO POLICE <https://www.bpdny.org/>

BUFFALO FIRE DEPARTMENT <https://www.buffalony.gov/197/Buffalo-Fire-Department>

FEDERAL EMERGENCY MANAGEMENT AGENCY <https://www.fema.gov/>

CRISIS SERVICES <http://crisisservices.org/>

US DEPARTMENT OF EDUCATION CAMPUS SAFETY AND SECURITY
<https://ope.ed.gov/campussafety/#/>