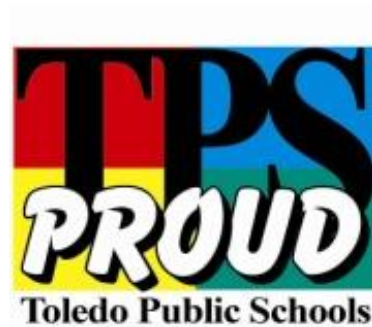


# Department of Public Safety

## 2018 Annual Security Report



# Toledo Public Schools

## Adult and Continuing Education



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# 2018 ANNUAL SECURITY REPORT

This report is filed as required by the federal "Crime Awareness and Campus Security Act." The purpose of this report is to provide our faculty, staff and students with campus safety information including crime statistics and procedures to follow to report a crime. The annual report is prepared by the Department of Public Safety. Any questions regarding this report should be directed to the Chief of Police at (419)671-8480.

This report focuses on School programs, properties and facilities owned or controlled by Toledo Public schools.

The School is proactive in its awareness of crime patterns in the surrounding communities, and works aggressively with local law enforcement in the investigation of crimes, and promotion of safety-awareness programs aimed at reducing incidents.

In 1991, the U.S. Congress passed the Student Right-To-Know and Campus Security Act, requiring schools to report the three previous years of statistics regarding crime on and around their campuses. In October 1998, President Clinton signed an amendment renaming the act the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery) and required that all crimes motivated by hate or bias be included in the statistics. More recently, Clery has been amended by the Violence Against Women Act Reauthorization of 2013, signed by President Obama, to include the categories of stalking, dating violence and domestic violence.

# PROCEDURES AND FACILITIES TO REPORT CRIMINAL ACTIONS OR OTHER EMERGENCIES

The Department of Public Safety is accessible 24 hours a day, seven days a week, including all holidays and is located in Devilbiss Building on Upton Ave.

Criminal activity or emergencies may be reported to the Department of Public Safety by dialing (419) 671-8480 from any non-campus phone, regardless of your campus.

In addition, any criminal activity or emergencies taking place near the Toledo-area Campus can be reported 24 hours a day, seven days a week by contacting the Toledo City Police Department at (419) 874-3551 just dial 911.

The Department of Public Safety strongly encourages the prompt and accurate reporting of all criminal activity to the Toledo Public Schools Public Safety Department or the appropriate law enforcement agency, if the activity is occurring off campus.

**Silent Witness reports** - Please note that victims and witnesses may report a crime on a voluntary and confidential basis by filing a Silent Witness report. Silent Witness allows for the anonymous submission of suspected criminal activity that occurs on Toledo Public Schools property.

**Victims of Crimes of Violence** – Toledo Public Schools will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

# CURRENT TPS POLICIES REGARDING CAMPUS LAW ENFORCEMENT/ SECURITY

The Department of Public Safety operates 24 hours, seven days each week. The staff includes full time Police Officers and full time Dispatchers. Police Officers are certified, trained and sworn through the Ohio Peace Officer Training Council with full law enforcement authority. Each officer receives specialized training (ASP Tactical Baton, Non-Violent Crisis Intervention (CPI), defensive tactics, and aerosols) to assist in completion of their duties and all officers are trained in CPR and First Aid. Additionally, Police Officers must qualify with their firearm annually.

Toledo Public Schools Public Safety Department Officers work closely with area police agencies to insure a safer and more secure atmosphere through the sharing of information and cooperative enforcement efforts. There is, in addition, a mutual aid agreement between Toledo Public Schools and other Lucas County police agencies to include Toledo Police Department.

Public Schools Public Safety Department police officers are responsible for taking and investigating reports for any criminal or traffic problem. The officers enforce criminal laws and School rules and regulations which include unauthorized use of alcohol, use of controlled substances, weapons violations and any other instances requiring police assistance. Violations of law are referred to the appropriate criminal court system.

Department of Public Safety personnel control campus traffic; patrol all campus parking areas, buildings and grounds; respond to reports of criminal and suspicious activity, emergency medical and fire situations; recover lost and found articles; provide assistance with vehicle jump-starts, lockouts and minor mechanical failures.

The Department of Public Safety also works closely with all local area fire and emergency personnel.

# CURRENT POLICIES

## REGARDING CAMPUS

### SECURITY AUTHORITIES (CSAs)

The Department of Public Safety strongly encourages the prompt and accurate reporting of all criminal activity to the Toledo Public Schools Public Safety Department or the appropriate law enforcement agency, if the activity is occurring off campus.

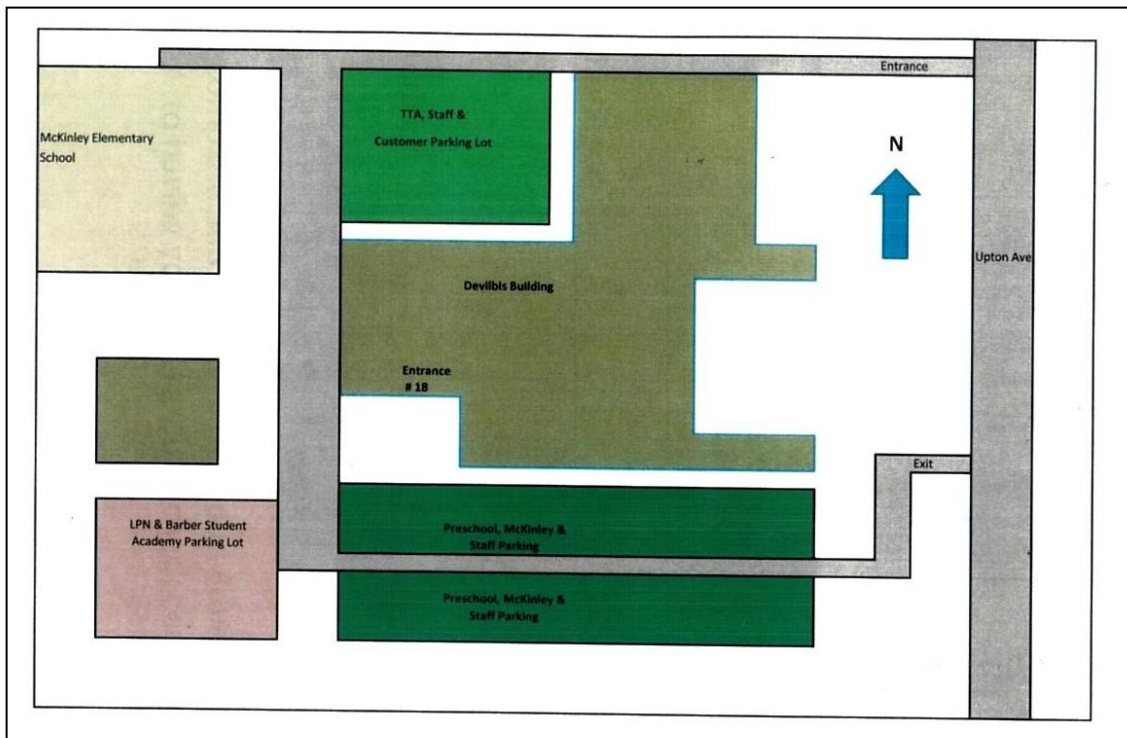
According to federal law, specifically The Student Right to Know and Campus Security Act of 1990 (re-named the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”)); the Department of Public Safety is required to report statistics concerning the occurrence of certain criminal offenses reported to the Department of Public Safety or any official of the institution who is defined as a Campus Security Authority (“CSA”).

The Clery Act defines a CSA as “an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student discipline, and campus judicial proceedings.” For example staff who oversee a student center, or student extra-curricular activities, have significant responsibility for student and campus activities. Similarly, a director of athletics, team coaches, or faculty advisor to a student group also has significant responsibility for student and campus activities. In general, CSAs are given training each year on how and what to report. Specifically, the following individuals serve as primary Campus Security Authorities.

- Department of Public Safety (police officers, dispatchers, sergeants, Chief)
- Director of Student Conduct and Student Life (Title IX Coordinator)
- Manager of Student Life (Deputy Title IX Coordinator)
- Athletic Director
- Director, Adult and Continuing Education
- Executive Director, Compensatory Services

The Clery Act requires that the crimes of murder/non-negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, hate crimes, drug violations and /or illegal weapons possessions be reported to the Department of Public Safety. Three new categories were added last year to reflect changes in federal legislation. They are domestic violence, dating violence and stalking. The School must disclose statistics annually for reported Clery crimes that occur: (1) on campus, (2) on public property within or immediately adjacent to the campus, and (3) in or on non-campus buildings or property that the institution owns or controls. These statistics are published each year in this Annual Security Report.

# JURISDICTION AND REPORTING AREAS -





# WORKPLACE SAFETY AND HEALTH SERVICES

Workplace Safety and Health Services conduct safety inspections to ensure safety equipment is functioning properly and promptly reports all hazards involving chemical waste and/or materials that could be a potential danger to the campus community. Additionally, this office evaluates, develops and coordinates safety and health practices and plans as required by federal, state and local regulations and established OSHA safety guidelines. Workplace Safety and Health concerns may be reported by calling (567) 661-7977.

# CUSTOMER SERVICE CENTER

Toledo public Schools have a Customer Service Center located in The Department of Public Safety. Students, Faculty, Staff, and visitors may visit this department for assistance related to key control, parking, IDs, and background checks/fingerprinting. For more information, including hours of operation, call (419)671-8480

# TECHNOLOGY/FACILITIES/

## MAINTENANCE

### **Technology**

Technology plays a major role in our protective services and allows constant monitoring of key areas of both campuses and our learning center, inside and outside. Overt video surveillance offers another tool in our proactive approach to providing the safest campus possible.

### **Facilities**

During business hours, the School will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours access to all Toledo Public Schools facilities is by key, if issued. In the case of periods of extended closing, Toledo Public Schools will admit only those with prior approval to all facilities.

### **Maintenance**

Toledo Public Schools is committed to maintaining a safe environment. A safe environment is one which is free from accidents, injuries and work-related illnesses. Everyone must work together to create and maintain a safe environment for all employees, students and visitors.

With several buildings located on two campuses and learning centers, continuous preventative maintenance regularly locates and repairs items that are broken or in need of safety checks. Instances can range from lights that are inoperable in a parking lot to overgrown shrubbery near a building entrance. Items in need of repair should immediately be reported to Maintenance & Operations by calling (419)671-8500.

# CRIME PREVENTION/CAMPUS SAFETY EDUCATION

The Toledo Public Schools Public Safety Department has employees to assist with and answer questions regarding crime prevention issues and safety initiatives. To inquire about such programs, contact the Chief of Police at (419)671-8480. The following programs are designed to inform students and employees about campus safety procedures and practices and include:

- **New Student Orientation** – Overview of the Department of Public Safety (offered prior to each semester)
- **New Employee Orientation** – Overview of the Department of Public Safety; Workplace Safety Training (offered each month or otherwise based on hiring)

Additional educational programming is offered throughout the year including but not limited to the following:

- **Alert, Lockdown, Inform, Counter, Evacuate (A.L.I.C.E.)**
  - o Offered annually at Professional Development Days (description below)

Additional training may also be requested by contacting the Chief of Police at (419)671-8480. As a reminder, if you require training in an area not mentioned, the Toledo Public Schools Public Safety Department can facilitate other training sessions with their own staff or by requesting outside assistance.

## **General Safety Tips**

The following guidance tips has been designed to inform the campus community about the prevention of crimes on campus

- Do not leave personal items unattended.
- Use the Buddy System when leaving classes late in the evening.
- Check the Lost and Found (Department of Public Safety) or site office periodically for lost items.
- Report all thefts immediately to the Toledo Public Schools Public Safety Department.

### **Wallet or purse stolen**

1. Call your bank or financial institution. Have your account numbers ready. Report the date and time you discovered your checks missing, as well as the number of the checks that were stolen.
2. File a report with your local police department. If the theft occurs while at Toledo Public Schools, contact the Toledo Public Schools Public Safety Department to file the report. You may be asked to provide copies of this report to merchants who have been paid by your stolen checks. Your bank may also require this report.
3. If your credit cards are also missing, you should immediately alert your credit card companies. Keep a list of your credit card account numbers in a safe place; you'll need the numbers to file reports.
4. Call the Secretary of State's Office. If your driver's license is missing, you must reapply for a new license.

### **Parking Lot Safety Tips**

1. Remember where you park your car
2. Lock your car
3. Roll up windows tightly before you leave your car
4. Don't leave packages in plain view in your car
5. Do not leave children unattended in your vehicle.
6. Keep purse/backpack closed and close to your body when walking in the parking lot.
7. Park in heavily traveled and well-lit areas
8. Keep keys in hand when returning to your car
9. Be conscious of your surroundings

# CAMPUS DRUG AND ALCOHOL ABUSE PREVENTION AND EDUCATION

The Drug-Free Schools and Communities Act amendments of 1989 (PL 101-226) require that as a condition of receiving funds, or any other form of financial assistance under any federal program, Toledo Public schools and sites must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. Toledo Public schools is unequivocally opposed to the misuse of lawful drugs, the possession and use of unlawful drugs and the abuse of alcohol. At a minimum, an institution of higher education must annually distribute the following in writing to all students and employees:

- A written statement about its standards of conduct that prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A written description of legal sanctions imposed under Federal, state, and local laws and ordinances for unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- A description of any drug or alcohol counseling, treatment, and rehabilitation/re-entry programs that are available to students and employees; and
- A statement that the institution of higher education will impose disciplinary sanctions on students and employees for violations of the institution's codes of conduct and a description of such sanctions.

## I. Standards of Conduct

Toledo Public Schools adopted a smoke-free and tobacco-free policy effective August 1, 2018 which prohibits the use of smoke and tobacco products on school property owned or controlled by the school. This policy applies to all campuses, employees, students, visitors, and contractors on its property or as part of any of its activities.

### **3358:11 – 4 – 22 Smoke-free and tobacco-free School policy**

<http://www.tps.org/discover-tps/board-of-education/meeting-information.html>

#### **A. Employees**

Toledo Public Schools is a drug free workplace. Accordingly, unlawful activities are prohibited, which include but are not limited to: the possession, use, manufacture, distribution, and/or dispensation of a controlled substance on school-owned or school-controlled property. If any employee of the school engages in any activities prohibited by this act, that employee will be subject to disciplinary action by the school, which may include termination of employment, and/or referral for prosecution. The school recognizes employee's rights to privacy and other constitutionally guaranteed rights. The Toledo Board of Education approved policy is available here:

### **3358:11 – 5- 12 Drug-free workplace and alcohol prevention policy**

<http://www.tps.org/discover-tps/board-of-education/meeting-information.html>

## **B. Students**

Toledo public Schools is a drug free institution. Students who unlawfully possess, use, manufacture, distribute, and/or dispenses a controlled substance on school-owned or school-controlled property will have appropriate sanctions imposed. This may include disciplinary or remedial action, expulsion and/or referral for prosecution under applicable local, state, or federal laws. The Toledo Board of Education approved policy is available here:

### **3358:11 – 3 – 01 Drug free school and alcohol prevention policy**

<http://www.tps.org/discover-tps/board-of-education/meeting-information.html>

The Student Code of Conduct is in the Toledo Public Schools and the Adult Education and continuous Learning Website. The Code, updated bi-annually, is available to all new and returning students electronically.

**3358:11 – 3 – 11 Student conduct policy and Student Code of Conduct Handbook** <http://www.tps.org/find-your-school/career-tech/adult-education.html>

## **II. Health Risks**

The below facts on drugs and alcohol were gathered from:

<https://www.drugabuse.gov/drugs-abuse>

### **A. Tobacco and Nicotine**

- Smokers are more likely than nonsmokers to contract heart disease
- 30% of cancer deaths are linked to smoking
- Chronic obstructive lung diseases, like emphysema and chronic bronchitis, are 10 times more likely to occur among smokers than among nonsmokers

### **B. Alcohol**

Researchers estimate that every year:

- 1,825 college students between the ages of 18 and 24 die from alcohol-related unintentional injuries, including motor-vehicle crashes
- 696,000 students between the ages of 18 and 24 are assaulted by another student who has been drinking
- Roughly 20 percent of college students meet the criteria for Alcohol Use Disorder
- About 1 in 4 college students report academic consequences from drinking, including missing class, falling behind in class, doing poorly on exams or papers, and receiving lower grades overall
- Long term or heavy drinking can cause stroke, high blood pressure, alcoholic hepatitis, cirrhosis, and can weaken your immune system

### **C. Cannabis (Marijuana)**

- Short-term effects: altered senses, changes in mood, impaired body movement, difficulty thinking or problem-solving, and impaired memory
- Physical effects include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite
- Long-term effects: lung damage, severe nausea, vomiting, and dehydration

#### **D. Inhalants**

- Products frequently used as inhalants include solvents, aerosols, gases and nitrites
- Short-term effects: slurred or distorted speech, a lack of coordination, euphoria, and dizziness
- Long-term effects: liver and kidney damage, hearing loss, delayed behavioral development, and brain damage due to cutting off oxygen flow to the brain
- With repeated usage, inhalants can cause hallucinations or delusions, making users feel less self-conscious and less in control

#### **E. Cocaine (Crack)**

- Physical effects of cocaine use include dilated pupils, nausea, raised body temperature and blood pressure, a faster heartbeat, tremors, and restlessness
- Short-term effects: extreme happiness and energy, mental alertness, hypersensitivity to sight, sound, and touch, irritability, and paranoia in the form of extreme and unreasonable distrust of others
- Long-term effects: loss of sense of smell, nosebleeds, problems swallowing, bowel decay from reduced blood flow, and a higher risk for contracting HIV, hepatitis C, and other blood borne diseases
- The use of cocaine can cause death by cardiac arrest or respiratory failure

#### **F. Stimulants (Amphetamines, Methamphetamines)**

- Short-term effects: increased wakefulness and physical activity, decreased appetite, faster breathing, a rapid or irregular heartbeat, and increased blood pressure and body temperature
- Long term-effects: extreme weight loss, severe dental problems, intense itching, anxiety, confusion, sleeping problems, and violent behavior
- Long-term use can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia

#### **G. Depressants (Barbiturates, Tranquilizers, Methaqualone)**

- Small amounts will produce calmness and relaxed muscles but larger doses cause slurred speech and altered perception, respiratory depression, coma, or death
- Combining depressants and alcohol can multiply the effects of both drugs, thereby multiplying the risks

#### **H. Hallucinogens (PCP, LSD, Mescaline, Peyote, Psilocybin)**

- Hallucinogens alter perception, thoughts, and feelings and can cause hallucinations
- Short-term effects: increased heart rate, nausea, intensified feelings and sensory experiences and changes in sense of time
- It is possible for users to also experience dry mouth, loss of appetite, sleep problems, uncoordinated movements, excessive sweating, and panic
- Long-term effects: speech problems, memory loss, anxiety, depression or suicidal thoughts, as well as persistent psychosis and flashbacks

#### **I. Narcotics (Heroin, Methadone, Codeine, Morphine, Opium)**

- Short-term effects: feeling a rush of euphoria followed by symptoms like dry mouth, warm flushing of the skin, nausea or vomiting, severe itching, and impaired mental functioning
- Long-term effects: insomnia, collapsed veins, constipation and stomach cramping, liver and kidney disease, lung complications, sexual dysfunction for men and irregular menstrual cycles for women

#### **J. Designer Drugs (MDMA, Ecstasy)**

- Many designer drugs are related to amphetamine and depressants and have mild stimulant and depressant properties. Use can produce severe neurochemical damage to the brain
- Designer drugs can cause nausea, muscle cramping, involuntary teeth clenching, blurred vision, chills, and sweating  
Narcotic analogs can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage

#### **K. Anabolic steroids**

- Short-term effects: feelings of extreme and unreasonably paranoia, jealousy and irritability, delusions, and impaired judgment
- Long-term effects: kidney problems or failure, liver damage, and stunted growth.
  - *Long-term use in men:* shrinking testicles, decreased sperm count, baldness, development of breasts, and increased risk for prostate cancer.
  - *Long-term use in women:* growth of facial hair, male-pattern baldness, changes in or stopping of the menstrual cycle, enlarged clitoris, or a deepened voice
- In some cases, anabolic steroids cause mood swings which can range from angry feelings to behaviors that may lead to violence

### **III. Drug and Alcohol Programs**

#### **A. Employees**

The School offers employee assistance services to regular full-time and part-time Employees, including Adjunct Faculty, and their eligible dependents through Human Resources, the School's Employee Assistance Program, administered by Unum. Services include, but are not limited to, child and elder care, financial counseling, assistance working through complex, sensitive issues such as; personal or work relationships, depression or grief, or issues surrounding substance abuse, legal consultation, and guidance for work-related conflicts.

For employees enrolled in the School's medical plan, treatment options, including prescription coverage, may be available.

#### **B. Students**

The School's Counseling Services provides free consultation, mental health assessment, counseling, crisis support, education, prevention, outreach, and linkage to community resources to Toledo Public Adult Education students. Assistance is offered to students experiencing personal, educational, interpersonal/relationship, family, social, or psychological difficulties. Counseling Services at the School are confidential as determined by Federal and State Laws, as well as professional codes of ethics.



If it is determined that a student's needs require resources or competencies beyond which Counseling Services can provide, staff will assist student(s) with locating appropriate on or off campus resources. The following resources represent some of the external partners that the counselor may use for referral purposes:

- 211 – Lucas, Wood Counties – Referral help for a variety of social services (mental health, drug/alcohol, homelessness, disabilities, employment, and more)
- Rescue Mental Health and Addiction Services – Lucas County – (419) 255-3125
- Arrowhead Behavioral Health – Northwest Ohio – (419) 891-9333
- Zepf Center – Lucas and Wood Counties – (419) 373-6560
- Alcoholics Anonymous – (419) 380-9862
- Narcotics Anonymous – (888) 667-0854

#### **IV. Legal Sanctions**

Specific Local, State, and Federal laws and sanctions are available below:

##### **Local**

**Toledo:** [http://library.amlegal.com/nxt/gateway.dll/Ohio/toledo/toledomunicipalcode?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:toledo\\_oh](http://library.amlegal.com/nxt/gateway.dll/Ohio/toledo/toledomunicipalcode?f=templates$fn=default.htm$3.0$vid=amlegal:toledo_oh)

##### **State**

Chapter 2925: Drug Offenses <http://codes.ohio.gov/orc/2925>

Chapter 3719: Controlled Substances <http://codes.ohio.gov/orc/3719>

Chapter 4301 Liquor Control Laws <http://codes.ohio.gov/orc/4301>

##### **Federal**

<https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

Legal sanctions that are in violation of local, state, or federal law can include probation, fines, driver's license suspension, participation in substance abuse programs, community service hours, ineligibility to possess a firearm, potential ineligibility to receive federal benefits such as student loans and grants, and/or incarceration. Please refer to the links provided above this section for any updates to this information. Any legislative updates or revisions to these statutory or regulatory legal sanctions are outside of the School's control.

##### **A. Underage consumption, purchasing or possession of alcohol**

The legal drinking age in Ohio for consumption of an alcoholic beverage is 21. Purchasing, possessing or consuming alcohol under the age of 21 is a first-degree misdemeanor. The maximum penalties associated with this offense are six months imprisonment or a \$1,000 fine or both. Any student under the age of 21, therefore, risks being imprisoned and fined when he/she decides to drink alcohol on or off campus.

**B. Providing alcohol to an underage person**

A person who furnishes alcohol to an underage person is guilty of a first-degree misdemeanor. The maximum penalties associated with this offense are six months imprisonment or \$1,000 fine or both. A social host, therefore, risks being fined and imprisoned when he/she furnishes alcohol to a person he/she knows or should know is not 21 years of age.

**C. Fake ID**

Possession or display of a fictitious operator's license is a first-degree misdemeanor. The offense includes mere possession of a fictitious license or display of someone else's valid operator's license. The maximum penalties for this offense are six months imprisonment or a \$1,000 fine or both. Moreover, if the fictitious operator's license is utilized to purchase alcohol or enter an establishment that serves alcohol, the minimum fine must be at least \$250 and the person displaying the fictitious operator's license may have his/her valid operator's license suspended for three years.

**D. Operating a Vehicle Under the Influence of Alcohol or Drugs (OVI)**

In Ohio, a person may not operate a motor vehicle if he/she is impaired by alcohol and/or drugs. The maximum penalty for operating a vehicle while under the influence is six months imprisonment (mandatory at least three days in jail) or a \$1,000 fine (a mandatory minimum fine of \$250) or both. In addition, the operator must forfeit his/her driving privileges for six months.

**E. Open container**

It is illegal to possess, in public, an open container of an alcoholic beverage. Conviction of this offense carries a maximum penalty of a \$100 fine. Consumption of alcohol in a motor vehicle is a fourth-degree misdemeanor with maximum penalties of 30 days imprisonment or a \$250 fine or both.

**F. Disorderly conduct**

Disorderly conduct while intoxicated is a minor misdemeanor and carries a maximum penalty of a \$100 fine. Disorderly conduct occurs when one recklessly causes inconvenience, annoyance or alarm to another due to offensive conduct.

**G. Federal and State Penalties for Sale and Possession of Illegal Drugs:**

The federal government decides if and how a drug should be controlled. Psychoactive (mind- altering) chemicals are categorized according to Schedule I-V. This schedule designates whether the drug can be prescribed by a physician and under what conditions. Factors considered in this categorization include a drug's known and potential medical value, its potential for physical or psychological dependence, and risk, if any, to public health. Penalties for the illegal sale or distribution of a drug are established using the designation of Schedule I-V. If you have knowledge of a drug-related felony you must report it to a law enforcement official.

- **Schedule I** drugs have a high potential for abuse with no medical use. Production of these drugs is controlled. Examples include heroin, methaqualone, all hallucinogens (phencyclidine analogs can be I or II), marijuana and hashish. Tetrahydrocannabinol (THC), depending on its form, can also be a Schedule II drug.
- **Schedule II** drugs have a high potential for abuse and have some medical uses with severe restrictions. Production of these drugs is controlled. Examples include opium, morphine, codeine, some other narcotics, barbiturates, cocaine, amphetamine/methamphetamine and phencyclidine (PCP).

Federal and State of Ohio penalties for selling Schedule I and II drugs vary with the quantity of the drug. Additionally, if death or serious injury is associated with the sale and/or if it is a second offense, penalties are more severe. When establishing penalties for sale of marijuana, hashish and hashish oil, the quantity and/or if it is a second offense are considered. The federal penalties for marijuana less than 50 kg mixture, hashish 10 kg or more, and hashish oil 1 kg or more are similar to those set for Schedule III drugs. Marijuana quantities above 50 kg mixture or 50 plants are penalized according to quantity, number of offenses, and/or if serious injury or death has occurred. These penalties are similar to those listed for Schedule I and II. The federal penalty for first offense sale of small amounts of Schedule I and II drugs is not less than five years/not more than 40 years; if death or serious injury, not less than 20 years or more than life; fine of not more than \$2 million individual/\$5 million other than individual.

- **Schedule III, IV, and V** drugs include those that most citizens would categorize as “prescription drugs.” Schedule III drugs have some potential for abuse, but less than Schedule I and II. The potential for abuse of Schedule IV drugs is less than Schedule III, and Schedule V is less than IV. All Schedule III-V drugs have accepted medical uses and production is not controlled. Examples of these drugs include anabolic steroids (Schedule III), some narcotics, some barbiturates and other depressants, which are not classified as Schedule I or II.

The federal penalty for first-offense sale of a Schedule III drug is “Not more than five years; fine of not more than \$25,000 individual/\$1 million not individual.” The federal penalty for first offense sale of Schedule IV drugs is “not more than three years.” The fine is the same as for Schedule III drugs. The federal penalty for first-offense sale of Schedule V drugs is “not more than one year, fine of not more than \$100,000 individual/\$250,000 not individual.”

Sale of some Schedule III drugs is a felony and has a state of Ohio penalty of “up to seven years; or a fine up to \$5,000; or both.” The state of Ohio penalty for sale of Schedule IV drugs is a felony and has a penalty of “up to four years; or a fine up to \$2,000, or both. Sale of Schedule V drugs in the state of Ohio is also a felony and has a state penalty of “up to two years, or a fine up to \$2,000, or both.”

## V. Discipline Sanctions

Toledo Public Schools prohibits:

- The unlawful possession, use, manufacture, distribution and/or dispensation of a controlled substance or possession of drug paraphernalia containing illegal drug residue on school-owned or school-controlled property by students and employees
- Smoking and the use of tobacco products are not permitted in any school building, school vehicle, bus, or on school grounds/property owned or controlled by the school.

When a student or employee is found responsible for violating the Drug-Free and Alcohol policies and/or the School's Smoke-Free and Tobacco-Free policy, any of the following sanctions may be imposed. When one or more of these policies has been violated, the student or employee may be subject to employee/student sanctions, legal sanctions, or both.

### A. Employee Sanctions

Pursuant to the Drug-Free Workplace Act of 1988, Toledo Public Schools is a drug free workplace. Accordingly, unlawful activities are prohibited, which include but are not limited to the possession, use, manufacture, distribution, and/ or dispensation of a controlled substance on school-owned or school-controlled property. If any employee of the school engages in any activities prohibited by this act, that employee will be subject to disciplinary action by the school, which may include termination of employment, and/or referral for prosecution.

### B. Student Sanctions

The School reserves the right to initiate disciplinary procedures using the Student Code of Conduct. The following sanctions may be imposed upon any student found to have violated the Student Code of Conduct:

- *Conversation* – A conversation with the student regarding the violation and steps to prevent a violation from occurring again.
- *Warning* – A notice in writing to the student that the student is violating or has violated institutional regulations.
- *Probation* – A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of progressively more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during or after the probationary period.
- *Loss of Privileges* – Denial of specified privileges for a designated period of time.
- *Restitution* – Compensations for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- *Discretionary Sanctions* – Work assignments, essays, service to the School, or other related discretionary assignments.

- *Program Suspension* – Separation of the student from the school for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
  - Following a suspension, students may request, in writing, re-admission to Toledo Public Schools Adult Education. The written request must be submitted to the Director of Adult Education and Student Life. To be eligible for re-admission, all sanctions and conditions related to the suspension must be completed. After the written request is received, a committee will review the request and meet with the student. As a condition of re-admission, a readmission plan may be made. The student will be notified of the decision in writing.
- *Expulsion* – Permanent separation of the student from the school.
- *Revocation of Admission and/or Degree* – Admission to or a certification awarded from the school may be revoked for fraud, misrepresentation, or other violations of school standards in obtaining the certification, or for other serious violations committed by a student prior to graduation.
- *Withholding Certification* – The school may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of all sanctions imposed, if any.

## **VI. Annual Notification of the DAAPP and Biennial Report**

### **A. Employee Notification**

Notification of the information contained in the DAAPP will be distributed on at least an annual basis to all employees of the school via email on or before March 1. The DAAPP will also be maintained in the e-Handbook and is readily available to all employees. The notification is also provided to all employees upon hire via the e-Handbook, new hire employment paperwork, and materials included in the Toledo Public School Adult Education New Employee Orientation.

### **B. Student Notification**

Notification of the information contained in the DAAPP will be distributed on at least an annual basis to all students of the school, taking one or more classes, via email by March 1. The notification is provided to students who enroll after the annual distribution, via the School's 14th day notification.

### **C. Biennial Report**

Toledo Public Schools conducts a biennial review of the DAAPP in all even years. The review is conducted to determine its effectiveness and implement changes to the program if they are needed and to ensure that the disciplinary sanctions are consistently enforced. The review is certified by the Board Representative and includes the results of the review, a description of the methods and analysis tools that were used to conduct the review, and a list of the responsible departments who conducted the review. Any interested party may request a hard copy of the Biennial Review by contacting the Vice President of Enrollment Management and Student Services.

## **VII. Biennial Review**

A Biennial Review is conducted with the intention of determining our DAAPP's effectiveness, ensuring disciplinary sanctions are consistently enforced, and recommending any necessary changes to be implemented. Toledo Public School's biennial review report is available to students, employees, and the general public via the institution's Consumer Information page. Any interested party may request a hard copy of the Biennial Review by contacting the Vice President of Enrollment Management and Student Services.

### **VIII. Oversight Responsibility**

The Toledo Board of Education shall have main oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, coordination of the annual notification to employees and students, and the biennial review. A DAAPP Oversight Committee has been established to assist with the aforementioned responsibilities.

# ANTI-DISCRIMINATION AND HARASSMENT

Toledo Public Schools commits to a policy of inclusiveness that strives to value and respect all people who bring talent, perspectives and different ways of accomplishing goals to our school regardless of all the different dimensions that individuals and groups encompass.

Toledo Public Schools is committed to developing initiatives that foster an environment of inclusion that integrates and celebrates diversity throughout the environment, where people can work and learn harmoniously and productively with others. Toledo Public Schools strongly opposes and will not tolerate harassment or discrimination on the basis of age, color, disability, national origin, race, religion, sex, sexual orientation, gender identity, military status, or veteran status. This prohibition extends to discrimination or harassment, based on the protected classes, including the creation of an intimidating, hostile or offensive working or learning environment. Sexual misconduct, sexual assault, dating violence, domestic violence and stalking are forms of prohibited sexual harassment.

Any person who believes he or she has been a victim of discrimination or harassment is strongly encouraged to pursue relief by reporting the discriminatory or harassing behavior to the appropriate individual(s).

Human Resources (419) 671-0173

The School's Anti-Discrimination and Harassment policy can be found at the following link: <http://www.tps.org/discover-tps/board-of-education/meeting-information.html>

# SEXUAL ASSAULT PREVENTION AND RESPONSE: TITLE IX/SEXUAL MISCONDUCT PROCEDURE

## A. Introduction

Toledo Public Schools (The School) is committed to providing safe and dignified learning environments that are free from sexual misconduct, sexual harassment, and sexual assault and its harmful effects. The school prohibits all forms of sexual harassment (including sexual violence) and sex-based discrimination in its operations as stated in School's Anti-discrimination and Harassment <http://www.tps.org/discover-tps/board-of-education/meeting-information.html> and further specified in this procedure.

The School strictly prohibits and will not tolerate harassment, discrimination, intimidation, or hostile/offensive working or learning environments (which includes educational programs and activities locally, or during school-sponsored events or travel away from the school). Any person, regardless of gender, can be a target of sexual misconduct.

The school seeks to educate students, faculty, and staff about these issues and provide a means of recourse for those who believe they have experienced such behavior. The school reserves the right to respond with whatever measures it deems appropriate to prevent sexual misconduct and preserve the safety and well-being of its students and employees.

## B. Scope

The school's prohibition against sexual misconduct encompasses a wide range of behaviors including, but not limited to, sexual harassment, sexual assault, domestic violence, dating violence, and stalking. In addition, the school prohibits any discrimination based on sex, including biological sex, pregnancy related conditions and failure to conform to gender/sex stereotypes. The policy applies to all students, employees, and third-party vendors on Toledo Public schools grounds to the extent that there is an allegation of harassment or discrimination made by them against school students or employees.

Such prohibition extends to off campus conduct or the online/virtual environment if the conduct is in connection with school operations or a School sponsored program and poses an obvious and serious threat of harm to students and employees, or may have the effect of creating a hostile work and/or educational environment.

## C. Definitions/Prohibited Conduct

1. **Sexual harassment** - Unwelcome sexual advance(s), request(s) for sexual favor(s), or other verbal or physical conduct of a sexual nature.
2. **Hostile environment caused by sexual harassment** - Unwelcome conduct of a sexual nature that creates an uncomfortable work or learning environment.
3. **Sex Offense**- Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. a.



4. **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.
  - b. **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 his/her temporary or permanent mental incapacity.
  - c. **Incest** - Nonforcible sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
  - d. **Statutory Rape** - Nonforcible sexual intercourse with a person who is under the statutory age of consent.

*Note: Sex Offenses are criminalized under Ohio Revised Code as follows – Rape (O.R.C. 2907.02); Sexual Battery (O.R.C. 2907.03); Gross Sexual Imposition (O.R.C. 2907.05); Sexual Imposition (O.R.C. 2907.06); Unlawful Sex with a Minor (O.R.C. 2907.04)*

4. **Domestic Violence** - A felony or misdemeanor crime of violence committed by:
  - a. A current or former spouse or intimate partner of the victim.
  - b. A person with whom the victim shares a child in common.
  - c. A person who is cohabitating with or who has cohabitated with the victim as a spouse or intimate partner.
  - d. A person similarly situated to a spouse of the victim.
  - e. 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.

*Note: Domestic Violence is an Ohio crime under Ohio Revised Code 2919.25*

5. **Dating Violence** - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with 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 purpose of this definition dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

*Note: Dating violence is criminalized under Ohio Revised Code as follows- Felonious Assault (O.R.C. 2903.11); Aggravated Assault (O.R.C. 2903.12); Assault (O.R.C. 2903.13); Negligent Assault (O.R.C. 2905.14); Kidnapping (O.R.C. 2905.01); Abduction (O.R.C. 2905.02); Unlawful Restraint (O.R.C. 2905.03); Disorderly Conduct (O.R.C. 2917.11)*

6. **Stalking** - 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, or 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. **“Substantial emotional distress”** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- c. **“Reasonable person”** means one under similar circumstances with



similar identities to the victim.

**7. Intimidation** – Conduct that threatens, intimidates, harasses, or endangers the health of a person, or causes reasonable apprehension of such harm or threat.

*Note: Stalking and intimidation are criminalized under Ohio Revised Code as follows- Aggravated Menacing (O.R.C. 2903.21); Menacing by Stalking (O.R.C. 2903.211); Menacing (O.R.C. 2903.22); Telecommunications Harassment (O.R.C. 2917.21)*

**8. Retaliation** – Action taken by a person against a person who has sought relief under this procedure. Examples include academic or employment reprisal against an individual who files a complaint or third-party report, or otherwise participates in the investigative and/or disciplinary process. The prohibition against retaliation extends to any person who opposes acts of harassment or discrimination or who testifies, assists, or participates in any manner in an investigation, proceeding, or hearing relative to harassment or discrimination.

- Any student or employee who is determined to have engaged in conduct in violation of retaliation will be subject to appropriate disciplinary action, up to and including suspension or expulsion (in the case of a student) or termination (in the case of an employee) in accordance with the Student Code of Conduct or applicable employee policies or handbooks.

**9. Consent** – Permissible sexual conduct requires consent. An individual cannot consent who is substantially impaired by any drug or intoxicant; or who has been compelled by force, threat of force, or deception; or if the accused substantially impairs the victim/survivor's judgment or control by administering any drug, intoxicant or controlled substance to the other person surreptitiously or by force, threat of force, or deception; or who is unaware that the act is being committed; or whose ability to consent is impaired because of a mental or physical condition; or who is coerced by supervisory or disciplinary authority. Consent may be drawn at any time. Prior sexual activity or relationship does not, in and of itself, constitute consent.

**10. Incapacitation** – a mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing consent. Such incapacitation may be caused by alcohol or other drug use, sleep or unconsciousness, or physical or mental impairment.

**11. Responsible Employee** – An employee of the school who has been appropriately trained and has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or other misconduct by students to the Title IX coordinator or other appropriate designee; or whom a student could reasonable believe has this authority or duty.

**12. Clery Act/Campus Security Authorities** – Campus Security Authorities are individuals identified on campus that are required to report certain criminal offenses (murder/non-negligent manslaughter, sex offenses- both forcible and non-forcible, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, hate crimes, drug violations, illegal weapons possession, domestic violence, dating violence and/or stalking) to the Department of Public safety when made aware. These statistics are published in the Toledo Public Schools Adult and Continuing Education Annual Security Report. The Clery Act defines a Campus Security Authority (CSA) as “an official of an institution who has significant responsibility for student and campus activities, including to but not limited to, student discipline, and campus judicial proceedings. Primary CSAs at Toledo Public Schools are defined as employees within the Toledo Public Schools Public Safety Department (police offices, dispatchers, Chief, etc.) Manager of Human Resources Information, Director of Adult Education, Executive Director of Compensatory Programs, Transformational Leaders, and Superintendent of Toledo Public

#### **D. Title IX Coordinator**

The School has a appropriately trained Title IX Coordinator and Deputy Title IX Coordinator who is responsible for the prompt, impartial and unbiased investigation of reports and allegations of sexual misconduct by students and employees. The Title IX Coordinator/ Deputy Title IX Coordinator is free from any conflict of interest and will conduct a fact-finding process and effectuate steps to reasonable end any sexual misconduct, discrimination, or violence in accordance with this procedure and the School's Anti-discrimination and Harassment Policy: 3358:11-4-17

#### **E. Employee Expectations**

Ohio law requires all employees with knowledge of a felony to report it to law enforcement. All school personnel shall report conduct prohibited by the school's Anti-Discrimination and Harassment Policy and this Title IX/Sexual Misconduct procedure to the Title IX Coordinator or other Responsible Employee.

#### **F. Assistance following an Incident of Sexual Misconduct**

The following resources are available to any victim of sexual misconduct that occurs both on- or off-campus.

**1. Immediate Danger** - In the event a student or employee is in immediate danger, call:

- 9-1-1, or
- Toledo Public Schools Public Safety Department: (419)671-8480
- Local police departments:
  - Toledo (non-emergency) 419-245-3246

**2. Medical treatment and Evidence Preservation** - students and employees seeking medical treatment should go to the nearest hospital. For the preservation of evidence in the event of a sexual assault, the following guidelines are recommended:

- Do not destroy the physical evidence that may be found in the vicinity of the crime. If the crime occurred in the victim's home, the victim should not clean until the police have had an opportunity to collect evidence.
- Tell someone all details remembered about the assault. Write down all details remembered as soon as possible.
- Do not bathe or douche. Do not urinate, if possible.
- Do not eat, drink liquids, smoke or brush teeth if oral contact took place.
- Keep the clothes worn during the offense. If clothes are changed, place clothes in a paper bag (evidence deteriorates in plastic).
- Get prompt medical attention at a local hospital.
- Crisis Management Resources.

**3. Employee Assistance Program (EAP)** - Services are available to all full-time employees and can be accessed through the intranet by going to "Human Resources" and then "Benefits," or by calling (419) 671-0161. The EAP provides:

- Confidential online resources
- Confidential online and in-person counseling sessions (related to life, family, and health crises involving stress and depression)

#### **4. Community Crisis Resources**

- Sexual Violence Program of the Cocoon- (419) 352-1545 (Wood County)
- YWCA H.O.P.E. Center- (866) 557-7273 (Lucas County)
- National Sexual Assault Hotline- (800) 656-HOPE (4763)

**5. Visa and Immigration Status** - To assist a student with visa and immigration status, please contact International Student Services at (567) 661-7510.

**6. Student Account** - For questions regarding your student account, which includes financial aid, please contact Adult Education Office (419)671-8700.

**7. Legal Assistance** - Legal Aid of Western Ohio, Inc. provides legal services to those recovering from domestic violence, sexual assault, and stalking. Legal Aid of Western Ohio, Inc. can be reached at (419) 724-0460 (Lucas County); (419) 425-5745 (Hancock County); toll-free at (888) 534-1432; or online at [www.legalaidline.org](http://www.legalaidline.org)

**8. Protection Orders** - Toledo Public Schools Public Safety Department, 911 (emergency) or ((419) 671-8480, Legal Aid of Western Ohio, (888) 534-1432 and the Title IX Coordinator are all available to assist students or employees in obtaining a school no contact order, court-issued restraining order or other lawful protection.

### **G. Reporting Sexual Misconduct**

Any person who believes they have been a victim of sexual misconduct is strongly encouraged to seek relief by reporting the complaint through any of the following reporting or alternative options. Third party witnesses are also strongly encouraged to utilize any of the following options. There are no time limitations in which a complaint can be filed. In response to a report of sexual misconduct, the school will make every effort to protect the privacy of all parties involved. Information relating to the report of sexual misconduct will be shared only as required by law or under Toledo public schools Board policy.

**1. School Complaint** - The School reserves the right to investigate circumstances that may involve sexual harassment or sexual misconduct in situations where no complaint; formal or informal, is filed.

Actions reported through the school complaint process will be reviewed to identify violations of Anti-discrimination and Harassment Policy and this associated sexual misconduct procedure as well as potential violations of other School policies and procedures (Student Code of Conduct, Workplace Violence, etc.). The School will not delay its investigation pending an outcome of any criminal investigation. Students and employees may initiate a school complaint with or without pursuing criminal charges. The reporting party/grievant may request that an investigation not be initiated; the school will strive to honor this request unless it is determined that the allegations may pose a possible threat to the safety of the school community.

All school proceedings are conducted in accordance with the requirements of Title IX, the Clery Act, the Violence Against Women act, Family Educational Rights and Privacy Act (FERPA), state and local law, and School policy. No information, including the identity of the parties will be released from such proceedings except as required or permitted by law or school board policy.

#### ***To Initiate a School Complaint:***

- a. Complete and submit an online Incident Reporting Form at <https://www.ohiohighered.org/students/complaints> (Available 24 hours a day).

OR

b. Report to a designated Responsible Employee: All Responsible Employees are identified Brown Sign Above office door.

**2. Criminal Complaint** - Actions reported in a criminal complaint process will be reviewed to identify violations of the Ohio Revised Code and follow the process of the applicable jurisdiction with regard to determination and investigation of criminal charges. The Title IX Coordinator reviews the public crime log from the Toledo Public Schools Public Safety Department on a regular basis for possible violations of Title IX. Note: reporting to law enforcement does not require that criminal charges be pursued.

In some circumstances there is a duty to report allegations of criminal conduct to law enforcement authorities. Section 2921.22 of the Ohio Revised Code requires any individual who knows that a felony has been or is being committed, to report it to law enforcement authorities. If the complaint contains sufficient detailed information about conduct that may constitute a crime, the matter will be reported to the Toledo Public Schools Public Safety Department.

***To Initiate a Criminal Complaint:***

- a. Call 9-1-1, OR
- b. Report to the Toledo Public Schools Public Safety Department
  - (419)671-8480

**Note:** *If incident did not occur on School-controlled property or at School-sponsored event, report to local law enforcement. If the grievant files a report with off-campus law enforcement and the incident creates an impact on school grounds, a School Complaint should be initiated.*

**3. Confidential alternatives to Criminal or School Complaint** - A confidential report will not result in a report to law enforcement or a school investigation.

- a. **Counseling Services** - Information can be shared confidentially with licensed counselors.
- b. **Employee Assistance Program (EAP)** - Information can be shared through the EAP by calling (419) 671-0161
- c. **Anonymous Reporting Witness Option** - Victims or witnesses can report non-criminal complaints (involving a violation of the School Title IX/Sexual Misconduct Procedures and Guidelines) confidentially (by not providing any identifying information) using the Incident Reporting Form at:  
<https://www.ohiohighered.org/students/complaints> Such reports can be helpful in initiating remedial measures for the campus community at-large even in the absence of an investigation. Additionally, if enough information is given to determine a crime has occurred, such crime(s) will be reported as an occurrence within the publically-distributed Annual Crime Statistics for the school.

## **H. Interim Measures**

Upon receipt of a report or complaint of sexual harassment or sexual misconduct, the School will provide interim support and reasonable protective measures to the involved parties to prevent further acts of misconduct, and to provide a safe educational and/or work environment, regardless as to whether the alleged sexual misconduct occurred on- or off-campus or regardless as to whether or not the allegations have been reported criminally. The School will determine the necessity and scope of any interim measures. Even when an involved party does not specifically request that protective action be taken, the School may choose to impose interim measures at its discretion to ensure the safety of any individual, the broader School

community, or the integrity of the process.

A student, faculty or staff member seeking such assistance or interim measures should contact the Title IX Coordinator, who will coordinate requests.

The school may impose any remedy that can be tailored to the involved parties to achieve goals of this policy, even if not listed here.

The range of interim measures may include:

1. **No Contact Order** – An involved party may request, or the school may impose, communication and contact restrictions to prevent further potentially harmful interaction. These communication and contact restrictions generally preclude any individual, telephone, electronic or third party communications. The school may also limit an individual access to certain School facilities or activities as part of the order.
2. **Academic and/or Employment Modifications** - An involved party may request an academic or employment accommodation after a report of sexual misconduct. An individual who requests assistance in changing their academic or employment situation after an incident of sexual misconduct will receive appropriate and reasonable available accommodations. These may include:
  - a. Academic accommodations, including a change in class schedule, taking an incomplete, an administrative drop from a course, attending a class via electronic, remote or other alternative means, providing an academic tutor, or extending deadlines for assignments;
  - b. Change in work assignment or schedule;
3. **Emotional Support** – The school will assist in providing referral to on- or off-campus agencies or providers. Such support is available to any member of the School community.
4. **Interim Separation/Administrative Leave** – When a report of sexual misconduct indicates that there may be an ongoing risk of harm to the safety or well-being of an individual or members of the campus community, the school may place an individual on interim suspension or impose leave for an employee. Pending resolution of the complaint, the individual may be denied access to campus. When interim suspension or leave is imposed, the school will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

## I. Confidentiality and Amnesty

1. **Confidentially** – The school will strive to protect a grievant's confidentiality if requested, however, the school cannot guarantee confidentiality. To the extent possible, information will be treated as confidential except when the information is necessary to conduct an appropriate investigation, to provide assistance and resources, to perform necessary school functions, or when the school is required to provide information under the law. Confidentiality may impact the school's ability to fully respond or in pursuing disciplinary action against the accused.
2. **Amnesty** – The Directors Office grants amnesty to students who may have violated alcohol and/or drug provisions of the school's student Code of Conduct at the same time of the incident when he or she became a victim of sexual assault. Therefore, no alcohol or drug charges are applied to a student who reports that he or she was under the influence of alcohol or drugs at the time of a sexual assault.

## **J. Assessment/Investigation**

1. The Title IX Coordinator will assess allegations to determine appropriate next steps. Possible outcomes may include informal resolution or full investigation into the claim. Informal resolutions are not an option in complaints regarding sexual violence.
2. Upon receipt of the complaint, before action is taken, the Title IX Coordinator will meet with the grievant prior to initiating an investigation to explain options and rights.
3. If an investigation is deemed appropriate, the Title IX Coordinator is responsible for the prompt and impartial investigation of allegations of sexual misconduct. The Title IX Coordinator identifies and addresses any patterns or systemic problems that are identified during the review of such complaints.
4. Upon a complaint being filed, the school will work to complete its investigation in a timely matter. The investigation and resolution (including appeal) of all complaints or reports will generally be completed within 60 days. In the event that the investigation is to exceed sixty (60) days, the investigator will contact the parties to inform them of the delay.
5. The following steps will normally be taken in an investigation:
  - a. Notice will be provided to the grievant and accused that an investigation is in progress.
  - b. Interim measures to prevent continued discrimination or harassment will be considered and implemented during the investigation period, as deemed appropriate.
  - c. Relevant witnesses, including grievant, accused, and all first-hand witnesses will be identified and separately interviewed. Timely notice will be provided to the parties involved of the interviews including the date, time, and location of the interview. The parties (grievant or accused) will have the opportunity to provide names of witnesses. No questioning regarding the grievant's prior sexual conduct with anyone other than the accused will be allowed.
  - d. Parties will be permitted to bring a support person, but the support person will not be able to participate directly in the investigation.
  - e. Parties will be permitted to present relevant evidence to the investigator. It is the expectation of the investigator that parties are truthful or forthright with providing information and will not withhold or omit information.
  - f. Confidentiality concerns and the School's prohibition on retaliation will be discussed with the grievant, accused, and all witnesses.
  - g. The grievant, the accused, and all witnesses will be asked to put their statements in writing.
6. For the purpose of review, evidence provided (i.e., copies of emails, social media printouts, audio recordings, video recordings, etc., if supplied) will remain with the working notes in the Title IX Coordinator's office. The documents will be in a secure location and will be maintained as required by the Records Retention Procedures.
7. The Title IX Coordinator is a neutral party who examines the facts as presented as a part of the investigatory process. No illegal bias will occur in the evaluation of information. All parties and witnesses are obligated to timely provide the investigator with all of the information and documentation available, to help the School in conducting the investigations. Failure to comply honestly when providing information or to omit information will be addressed through appropriate discipline.
8. Findings of fact will be made by the Title IX Coordinator. The Title IX Coordinator will complete a written report with a summary of the investigation and findings of fact based on the preponderance of the evidence. Specific recommendations may be provided as necessary. The summary of the findings will be provided to both parties.



## K. Adjudication

The written summary of factual findings by the Title IX Coordinator will be forwarded to the appropriate department for further adjudication based on the preponderance of the evidence.

1. For findings regarding an accused **student**, the Director's Office will review the Title IX Coordinator's findings and if a preponderance of evidence is found to support the Complaint, the findings will be adjudicated through the Student Code of Conduct. The accused, the victim, and any other appropriate officials will be provided equal and timely access to the information that will be used during the proceedings. Evidence will be provided in advance to the accused and the victim and procedures will be followed as outlined in the Student Code of Conduct handbook. Timely notice will be provided to involved parties of the proceedings including date, time, and location of the proceeding. During the proceedings, the accused, victim or other relevant parties maybe present and reasonable accommodations to protect the safety and/or confidentiality will be provided.
2. For findings regarding an accused **employee**, Human Resources or designee will review the Title IX Coordinator's findings and if a preponderance of evidence is found to support the Complaint, a pre-disciplinary meeting will be scheduled; where the accused and their supervisor (if applicable) will have the opportunity to provide any additional information. The accused, the victim, and any other appropriate officials will be provided equal and timely access to the information that will be used during the proceedings. Timely notice will be provided to involved parties of the proceedings including date, time, and location of the proceeding. During the proceedings, the accused, victim or other relevant parties maybe present and reasonable accommodations to protect the safety and/or confidentiality will be provided.
3. For findings regarding an accused **vendor, contractor, subcontractor**, or others doing business with the School, the Director will review in accordance with the third party contract and all applicable School policies and procedures to determine whether the conduct is actionable and/or an appropriate sanction is warranted. The accused, the victim, and any other appropriate officials will be provided equal and timely access to the information that will be used during the proceedings. Timely notice will be provided to involved parties of the proceedings including date, time, and location of the proceeding. During the proceedings, the accused, victim or other relevant parties maybe present and reasonable accommodations to protect the safety and/or confidentiality will be provided.

## L. Sanctions

1. **Student sanctions**- Sanctions for violations of the School's Anti-discrimination and Harassment Policy and the associated sexual misconduct procedure by a student will be imposed in accordance with the School's Student Code of Conduct. If during a student conduct hearing, the alleged student is found responsible, the extent of sanctions will be determined by the student Conduct Hearing Board.
2. **Employee Sanctions** - Sanctions for sexual misconduct by an employee will be imposed in accordance with the School's Standards of Conduct/Disciplinary Process policy and/or disciplinary provisions of the applicable collective bargaining agreement. Whether sanctions will be imposed, and to what extent, will be considered by Human Resources and the direct supervisor.
3. **Potential Types of sanctions** - Sanctions that could be imposed for a violation of the School's Anti-discrimination and Harassment Policy and this associated sexual misconduct procedure include, but are not limited to, probation, loss of privileges, written warning, suspension (employment or academic), and expulsion (academic) or termination (employment/third party contract).
4. **Remedies/accommodations** for the grievant may include, but are not limited to:
  - a. Ensuring the grievant and accused do not attend the same classes.
  - b. Moving the grievant or accused to another section/course.
  - c. Providing an escort for moving between classes/activities.
  - d. Counseling and/or medical services.
  - e. Academic support services, such as tutoring.
5. **Additional remedies** for the campus community to remedy the effects of sexual misconduct may include, but are not limited to:
  - a. Refer to counseling or other victim services to all students affected by sexual misconduct or violence.
  - b. Enhanced prevention-based programming.
  - c. Developing and distributing materials on sexual misconduct and violence.
  - d. Ensuring communication between Title IX Coordinator and campus police.
  - e. Conducting campus climate assessments to assess effectiveness of efforts.

## M. Notification

1. If, based on a preponderance of the evidence, it is found that a violation of the School's Anti-discrimination and Harassment Policy and this associated sexual misconduct procedure has occurred, the parties will be immediately and simultaneously notified of the finding in writing.
2. Notification of the determination can be expected within sixty (60) calendar days of the report. If circumstances require more time for completion of the investigation and review, the parties will be notified of the reason for the delay and advised of subsequent timeframes for completion of the investigation and review.



3. The simultaneous written notice to both parties of the outcome of the complaint will include a notice of and option to appeal.

## **O. Rights of All Parties**

1. The grievant and the accused shall be afforded, where applicable:
  - a. The right to impartial investigation and appropriate resolution of all credible complaints of sexual misconduct made in good faith to institutional administrators;
  - b. The right to be treated with respect by institutional officials;
  - c. The right of both accuser and accused to have the same opportunity to have an advisor (support person) present during the campus adjudication process;
  - d. The right to be informed by institutional officials of options to notify appropriate law enforcement authorities, including on-campus and local police, and the option to be assisted by campus authorities in notifying such authorities, if the student so chooses. This also includes the right not to report, if that is the desire;
  - e. The right not to be discouraged by institutional officials from reporting an assault to both on-campus and off-campus authorities;
  - f. The right to be provided, if requested, written notification as to the standard of evidence used during institutional conduct proceedings;
  - g. The right to timely notification, in writing, of the outcome of any administrative or student conduct board hearing decision and any sanction(s) that may be applied;
  - h. The right to be granted, if reasonable available, a change in academic arrangement, or other steps necessary to prevent unnecessary or unwanted contact;
  - i. The right to appeal the decision of a hearing or conference;
  - j. The right not to have any complaint of sexual assault mediated (as opposed to adjudicated);
  - k. The right to make a victim-impact statement at the campus conduct proceeding (following a finding of "responsible" for violation of the Policy) and to have that statement considered by the board in determining its sanction;
  - l. The right to a campus restraining order against another student who has engaged in or threatens to engage in stalking, threatening or harassing or other improper behavior;
  - m. The right to have complaints of sexual misconduct responded to expeditiously and with sensitivity by campus law enforcement;
  - n. The right to review all documentary evidence available regarding the complaint, at least 48 hours prior to the hearing;
  - o. The right to be informed of the names of all witnesses who will be called to give testimony, within 48 hours of the hearing, except in cases where a witness' identity will not be revealed to the accused student for compelling safety reasons (this does not include the name of the alleged victim/ complainant);
  - p. The right to preservation of confidentiality, to the extent possible and allowed by law;
  - q. The right to a hearing closed to the public;
  - r. The right to petition that any member of the conduct body be removed on the basis of demonstrated bias;
  - s. The right to bring a victim advocate or advisor to all phases of the investigation and disciplinary campus conduct proceeding;

- t. The right to give testimony in a campus hearing by means other than being in the same room with the accused student (closed circuit live audio/video is the recommended method);
- u. The right to be fully informed of campus conduct rules and procedures as well as the nature and extent of all alleged violations contained within the complaint;
- v. The right to have the institution compel the presence of student, faculty and staff witnesses, and the right to ask questions, directly or indirectly, of witnesses (including the accused), and the right to challenge documentary evidence;
- w. The right to be present for all testimony given and evidence presented before the conduct body;
- x. The right to have complaints heard by conduct officers who have received annual sexual misconduct adjudication training;
- y. The right to have a conduct panel comprised of representatives of both genders;
- z. The right to have institutional policies and procedures followed without material deviation;
- aa. The right to be informed in advance of any public release of information regarding the complaint;
- bb. The right not to have released to the public any personal information about the complainant, without his or her consent, consistent with legal requirements;
- cc. The right to report retaliation or harassment as a result of reporting acts of sexual misconduct.

## **P. Appeal Procedures**

1. **Students** (Grievant or Accused) - Any student who has reasonable basis as outlined in the Student Code of Conduct to appeal the determination, may exercise rights under the Student Code of Conduct.
2. **Employees** (Grievant or Accused)
  - a. Non-bargaining unit employees - Any employee grievant who has reasonable basis as outlined in the School's Employee Grievance policy to appeal the determination may exercise rights under the aforementioned policy.
  - b. Bargaining unit member employees - Any employee who has reasonable basis as outlined in the applicable collective bargaining agreement to file a grievance as to the determination may exercise rights in accordance with the applicable collective bargaining agreement.

## **Q. Prevention and Education**

The School provides educational programs to promote the awareness of sexual assault, domestic violence, and stalking, which include primary prevention and awareness programs for incoming students and new employees, as well as ongoing prevention and awareness programs for students and faculty. The programming will include information regarding the school's prohibition of those offenses, its current policy and procedures, a definition of offenses, and a definition of consent. Safe and positive options for bystander intervention will also be presented as well as recognition of signs of abusive behavior and steps to minimize individual risk. The school will continue its prevention and awareness campaign by offering ongoing programs to students, faculty and staff regarding the above mentioned information. Student ongoing education will be offered at various times throughout the fall and spring semesters. Faculty and staff ongoing education will be provided during professional development programming. Ongoing education will also focus on Title IX obligations including reporting responsibility and procedure.

# OFFENDER REGISTRY INFORMATION

Federal law requires convicted sex offenders to register for the purpose of community notification. In addition, these laws provide for the tracking of convicted sex offenders enrolled at or employed by institutions of higher education. The law requires sex offenders, already required to register in a specific state, to provide notice of each institution of higher education at which that person is employed or enrolled as a student. This registration is to be made available to law enforcement agencies with jurisdiction where the institution of higher education is located. Institutions of higher education are required to issue a statement advising the campus community where law enforcement agency information concerning registered sex offenders may be obtained. Information on registered sex offenders can be found at the links below.

- [Lucas County Sheriff Sex Offender Registration](#)

# TIMELY WARNING POLICY

The Timely Warning is designed to give students, faculty and staff timely notification of a crime that constitutes a danger to the School community. Such information is a valuable tool in heightening safety awareness and obtaining information which may lead to an arrest and conviction of a perpetrator. The School issues a Timely Warning when a crime is reported to the Department of Public Safety or adjoining law enforcement agency and it is determined that such offense represents a threat to the safety of the School community. A timely warning will be issued as soon as the pertinent information is available; however, the release is subject to the availability of facts concerning the incident. An alert is distributed by email and can also be found at the Toledo Public Schools Communication Department website. As the purpose of a Timely Warning is to alert the community of a crime or crimes that have occurred and offer the community advice and guidance on protecting itself, the School will withhold the names of victims as confidential when issuing the alert.

# EMERGENCY RESPONSE AND NOTIFICATION GUIDELINES

Toledo Public School's emergency communications will be utilized in response to a crucial incident or other emergency that may affect or has affected the health, safety or welfare of students, faculty, staff or campus visitors. Critical incidents require a timely and effective communications response and include situations that:

- Result or may result in death, injury, health or safety threats to our students, employees or the public
- Result or may result in significant damage to facilities
- Significantly disrupt operations

## **Emergency Notification**

An emergency notification is different than a timely warning or crime alert. Emergency notifications will be issued immediately upon confirmation that any significant emergency or dangerous situation exists that involves the immediate threat to the health or safety of students, employees, guests or visitors on campus.

An emergency notification will be issued via an Adult Education Remind Alert text message, telephone call, mass email, and post to Twitter. Emergency notifications are typically more immediate, shorter, and contain less information than timely warnings due to the fast evolving nature of emergency situations. Updates or follow-ups to emergency notifications will be given as necessary when information becomes available. In some situations, an emergency notification may also serve as a timely warning depending on the circumstances and the information available. See the emergency response procedures that follow regarding details about emergency notifications.

## **Emergency Response Procedure**

The following initial procedures are utilized when Toledo Public Schools Safety Department is notified about a potential life safety situation that affects any Toledo Public School's campus and/or its constituents off campus.

- The Toledo Public Schools police dispatcher receives notification of a potential life safety emergency.
- The dispatcher immediately sends police officers to verify the situation.
- The responding police officer(s) or other sworn personnel monitoring the situation shall determine a need for a notification to the campus community. A dispatcher may make a notification assessment prior to the arrival of sworn personnel if the situation dictates.
- The responding officers determine whether the situation requires consultation with other officials such as public health experts or other emergency services personnel.
- If the responding officers deem immediate notification should be disseminated to the campus community, a message is sent by one of the following means:
  - REMIND text message and voice telephone calls
  - Email to student, faculty, and staff

- Once the initial information has been shared with the campus community, updates will be provided by the dispatcher as necessary when information becomes available
- The Toledo Public School's police dispatcher will send an "All Clear" message when the situation is over.

The above procedures will be acted upon without delay when a life safety issue is reported. Police officers will be immediately dispatched to the scene of the life safety situation in order to verify the situation and gather further information. Sworn personnel from the Toledo Public Schools Safety Department (Police Officers, Sergeants, Lieutenants, or the Chief of Police) are responsible for initiating the notification to the campus community in a potential life safety situation. The content of follow up messages sent to the campus community will be determined by the Toledo Public Schools Safety Department in consultation with the Communications Department and other school officials as appropriate. Further, the Toledo Public Schools Safety Department is responsible for determining which component(s) of the campus community will be notified of the potential life safety .

Information will not be shared with the campus community when the Toledo Public Schools Safety Department determines that doing so would compromise the efforts of assisting those in peril.

Information will be shared with the Toledo Police Department, the Ohio State Highway Patrol, the Wood County Sheriff's Office, or the Hancock County Sheriff's Office when necessary so they may assist in handling the situation and share information with the wider community. These agencies receive notification via phone, police radio contact and the REMIND alert messaging system.

Additional means of providing on-going information concerning a potential life safety situation and its resolution may include:

- Blast emails to campus
- Text messages and phone calls sent via REMIND Alert
- The School's home page, Facebook, and Twitter feeds.
- Communication with Toledo Public police officers in patrol cars
- Communications will provide information to local media as it becomes available.

To better prepare the campus in the event of an emergency situation, Toledo Public Schools conducts unannounced tests of the emergency notification process on both campuses at least once during each academic year with the entire campus community. Toledo Public Schools Safety Department documents these tests and revises emergency plans as necessary based on the assessment and evaluation that occurs with each test.

## **Communication Resources**

**Indoor/Outdoor Emergency Broadcast System** - This system allows us to notify school personnel of a sudden emergency or incident that threatens life or safety while they are in transit throughout the campus.

**TPS Alert Management System (Mass Notification)** - This system is designed to keep our students, employees and visitors safe and informed. Program enrollees will automatically be able to receive notices by phone, e-mail and text message when the School or your individual campus is closed because of inclement weather or emergencies.

Students will be asked to enroll and keep their information up to date every time they register for classes. Employees will need to enroll and keep their information up to date. Visitors, community members and alumni can request to be added to the list as well. Employees and students can register, update or check current information in Ozone. To view your information:

1. Log in to your REMIND
2. Click "Update Adult Education"

You can update information anytime through this page. You can unsubscribe or re-subscribe at any time. Information provided will only be used for emergency alerts and will be kept confidential. Student records will not be updated with this information, so if you would like to update your official school records.

Toledo Public schools assumes no responsibility for delivery charges associated with receiving subscribed notifications.

# CAMPUS EVACUATION

## **Purpose**

In rare and extreme circumstances, an emergency may require the evacuation of the campus. The purpose of evacuation is to remove all persons not engaged in life safety duties as quickly as possible from an impending threat at the campus to protect lives. This is accomplished by directing vehicular and pedestrian traffic to predesignated egress routes according to their physical location on campus and proximity to the routes. Evacuation is distinguished from closure of the campus in that it requires prompt implementation with little or no advance notice.

## **Cooperation and Mutual Assistance**

Evacuation places an extraordinary demand on limited police resources under emergency conditions and requires extraordinary sacrifice, patience and cooperation on the part of the students, faculty, staff and visitors being evacuated. Individuals may need to assist others not able to care for themselves, personal property may need to be left behind, personal vehicles may be inaccessible, individuals and groups may become separated, and persons may be required to egress by routes not of their choosing. Persons evacuating by vehicle are encouraged to provide transportation to as many others as possible. Above all, persons will be called upon to remain calm under tumultuous conditions and to cooperate with and follow directions given by police and others assisting with traffic control.

## **The Campus Evacuation Plan**

The Toledo Public Schools Public Safety department has developed a comprehensive plan for the evacuation of the campus. This plan identifies critical traffic control intersections with preferred direction of egress toward primary evacuation routes and utilizes police and non-police traffic controllers as well as illuminated traffic control devices accordingly.

## **Primary Evacuation Routes**

An emergency of the magnitude and seriousness requiring the evacuation of the campus will likely and similarly affect surrounding communities. When the emergency is confined to the local community, evacuation to neighboring communities and routes leaving the immediate area are used. When an emergency is regional or larger scale, evacuation routes direct traffic to interstate highways for mass evacuation and relocation. A person evacuated from the campus may have few options regarding the direction of travel. A particularly difficult challenge is the fact that routes west, north and east of the campus are few in number, mostly two-lane, and are likely to be congested and gridlocked leaving the option of egress in those directions undesirable.

Therefore, Interstate I-475 located west of the Campus has been identified as the major traffic artery toward which evacuating traffic will be directed. From there, evacuees can be integrated into the larger regional evacuation plan if necessary.



# BUILDING EVACUATION

## **Purpose**

The purpose of evacuating a building is to remove persons from dangerous and life-threatening conditions presented by a fire, an explosion, a suspected explosive device, a hazardous material release, air contamination or other similar emergency. Usually, such conditions and the need to evacuate are readily apparent and occupants are expected to leave the building immediately. Activating the building fire alarm is the most expedient and safest method to facilitate the evacuation (whether or not the emergency involves fire).

In some situations, such as bomb threats, the presence of life-threatening conditions may be unknown or non-existent. In these cases, the responsibility for assessing available information and the decision of whether or not to evacuate rests with the police. When time and circumstances permit, this decision will be made after consultation with other School officials present.

## **Building Evacuation Procedure**

At the sound of a fire alarm, or other notification to evacuate, all persons are required to leave the building immediately. Unless conditions prevent it, the best evacuation route is the nearest stairway leading to the nearest exit. Elevators should not be used as they become inoperable during a loss of electrical power and can increase the risk of smoke inhalation during a fire. Firefighters routinely check stairways for persons needing assistance.

Actions will be taken to ensure persons remain at least two hundred feet from the building to be clear of any danger and to avoid impeding the movement of emergency responders and equipment. This distance may be increased by police, security or firefighters according to the circumstances of the emergency. Persons should not return to the building unless specific approval to do so has been given by police, security or firefighters.

Persons with disabilities are responsible for requesting assistance. In a classroom, the instructor should assist disabled persons in the classroom to evacuate. If this is not possible, the instructor should help the persons move to the nearest enclosed stairway and remain there with them while another advises emergency responders of their location.

# DEFINITIONS OF CLERY REPORTABLE CRIMES

**Murder & Non-negligent Manslaughter:**

The willful killing of one human being by another.

**Negligent Manslaughter:**

Killing of another person through gross negligence.

**Rape:**

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 consent of the victim. This definition includes any gender of victim or perpetrator.

**Fondling:**

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

**Robbery:**

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

**Aggravated Assault:**

Unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

**Burglary:**

The unlawful entry of a structure to commit a felony or a theft.

**Motor Vehicle Theft:**

The theft or attempted theft of a motor vehicle.

**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 or personal property of another.

**Hate Crime:**

Is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias.

# OTHER CLERY ACT REPORTABLE OFFENSES

**Liquor Law Violation:**

The violation of law or ordinances prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; and all attempts to commit any of the aforementioned activities. (Public drunkenness and driving under the influence are not included in this definition.)

**Drug Abuse Violations:**

Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine; marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine.)

**Weapons Law Violations:**

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as the manufacture, sale or possession of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; illegal aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

# Devilbiss Campus CRIME STATS

Crime Reported	Year	On-Campus	Non-Campus	Public Areas
<b>Murder / Non-Negligent Manslaughter</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Negligent Manslaughter</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Sex Offenses, Forcible</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Sex Offenses, Non-Forcible (incest and statutory rape only)</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Robbery</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Aggravated Assault</b>	2016	0	0	0
	2015	0	0	0
	2014	0	1	0
<b>Burglary</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Motor Vehicle Theft</b>	2016	0	0	0
	2015	0	0	0
	2014	1	0	0
<b>Arson</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Liquor Law Arrests</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Liquor Law Violations Referred for Disciplinary Action</b>	2016	0	0	0
	2015	2	0	0
	2014	0	0	0
<b>Drug Law Arrests</b>	2016	0	0	0
	2015	2	0	1
	2014	1	0	0
<b>Drug Law Violations Referred for Disciplinary Action</b>	2016	0	0	0
	2015	0	0	0
	2014	5	0	0
<b>Illegal Weapons Possession Arrests</b>	2016	0	0	0
	2015	0	0	1
	2014	0	0	0
<b>Illegal Weapons Possession Violations Referred for Disciplinary Action</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
<b>Domestic Violence</b>	2016	1	0	0
	2015	1	0	0
	2014	2	0	0
<b>Dating Violence</b>	2016	0	0	0
	2015	0	0	0
	2014	0	0	0
	2016	0	0	0

**Stalking**

2015					2014	2	0	0
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