



USF SARASOTA-MANATEE CAMPUS POLICE DEPARTMENT | [SARASOTAMANATEE.USF.EDU/CAMPUS-POLICE](https://sarasotamanatee.usf.edu/campus-police)

2020 | ANNUAL SECURITY REPORT



UNIVERSITY of
SOUTH FLORIDA
SARASOTA-MANATEE CAMPUS

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Chapter 1: Crime Prevention, Awareness, & Reporting

From the Chief of Police

The Campus Police Department is a certified Law Enforcement Agency regulated by the Florida Department of Law Enforcement and Florida State Statute. We provide a full complement of police services to the University of South Florida Sarasota-Manatee and New College of Florida as a shared service.

The Campus Police Department enjoys a strong relationship with campus officers, student government, and community law enforcement partners. Our officers are a visible presence on campus and provide a wide range of police services beyond those of traditional law enforcement agencies.

The goal of our department is to work with the community to provide a safe and secure environment that allows students to achieve their academic goals and enjoy the college experience. This means offering a variety of crime prevention efforts, ensuring vehicular and pedestrian traffic safety, assisting in special events coordination, and providing reliable, high-quality law enforcement service at all times. Please take a moment to review the resources available on our website (<https://www.sarasotamanatee.usf.edu/campus-life/health-and-safety/campus-safety/index.aspx>), including, but not limited to, our Annual Security Reports prepared in accordance with the Clery Act and the Violence Against Women Act; crime prevention programs; and more.

Safety is everyone's responsibility. We encourage you to contact Campus Police, whether it be to report a crime, request training, or make suggestions as to how we can work together to make our institution a safer place to work and learn. I encourage you to use this guide to keep you and the entire community safe. Welcome to USF Sarasota-Manatee.

Sincerely,

A handwritten signature in black ink that reads "Michael A. Kessie". The signature is written in a cursive, slightly slanted style.

Michael Kessie. Chief of Police

Campus Police Department

Chapter 1: Crime Prevention, Awareness, & Reporting

Introduction

Choosing a postsecondary institution is a major decision for students and their families. Along with academic, financial and geographic considerations, the issue of campus safety is a vital concern. In 1990, Congress enacted the Crime Awareness and Campus Security Act of 1990 (Title II of Public law 101-542), which amended the Higher Education Act of 1965 (HEA). This act required all postsecondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. This act was amended in 1992, 1998, and 2000. The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security, Policy, and Campus Crime Statistics Act in memory of a student who was slain in her dorm room in 1986. It is generally referred to as the Clery Act.

In 2008, the Higher Education Opportunity Act or HEOA (Public Law 110-35) reauthorized, amended, and expanded the Higher Education Act of 1965. HEOA amended the requirements of the Clery Act and created additional safety and security-related requirements for educational institutions such as ours.

In 1994, the Violence Against Women Act of 1994 (or VAWA) (Public Law 103-322) was the first major federal law to help government agencies and victim advocates work together to fight domestic violence, sexual assault, and other types of violence against women. The VAWA created new punishments for certain crimes and started programs to prevent violence and help victims. The reauthorization of the VAWA in 2013 amended the Clery Act to afford additional rights to campus victims of sexual assault, dating violence, domestic violence, and stalking. These amendments to the Clery Act went into effect July 1, 2015.

Compliance with these federal laws is not a once-a-year event. Many requirements must be satisfied before an institution can be considered in full compliance. Some requirements are ongoing, such as crime information collecting, campus alerts and crime log updating, while other requirements are less frequent, such as this report and the online survey our institution submits to the U.S. Department of Education by October 1st each year.

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Campus Law Enforcement

The University of South Florida Sarasota-Manatee Campus Police Department (CPD) is comprised of sworn law enforcement officers of the State of Florida who have the power to arrest on campus or within 1,000 feet of any property controlled by the university, in accordance with the laws of this state. USF Sarasota-Manatee employs Security Officers through the Campus Safety & Security (CSS) Department. Security Officers do not have any sworn law enforcement authority but do provide protective services to further the mission of providing care, welfare, safety, and security for all students, faculty, staff, visitors, and patients.

Our CPD has an excellent working relationship with all federal, state, and local law enforcement agencies, which ensures the delivery of professional police services. The department has combined with voluntary cooperation and operational mutual aid agreements with all Manatee and Sarasota county law enforcement agencies as well as all state university police departments. All agencies are available to assist upon request. The agencies include, but are not limited to, the following:

- Sarasota County Sheriff's Office
- Manatee County Sheriff's Office
- Florida Department of Law Enforcement
- Sarasota-Bradenton International Airport Police Authority
- City of Bradenton Police Department, and
- City of Sarasota Police Department.

These agreements request the voluntary assistance of others in matters of routine law enforcement that do or may cross jurisdictional lines, including but not limited to, the continuation of investigations, the development of intelligence, the collection of evidence of past, present, or future criminal activity, or apprehension of persons suspected of criminal activity.

Crime Statistics Preparation and Annual Reporting

Each institution within USF has a police department responsible for submitting semi-annual Uniform Crime Report (UCR) data to the Florida Department of Law Enforcement (FDLE) for locations under their jurisdiction. See APPENDIX A for a map of the CPD's jurisdiction for USF Sarasota-Manatee. The FDLE forwards this information to the Federal Bureau of Investigation (FBI) for publication in the FBI's UCR.

In addition to this reporting, each institution's police department, through their Clery Coordinator, reports a subset of these crimes as required under the Clery Act and VAWA. The institution's Clery Coordinator reports these Clery-VAWA crimes and incidents by October 1st

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each year to the U.S. Department of Education and they are included in this annual security report. Each institution's police department has a Clery Coordinator specially trained in classifying and compiling annual crime statistics under Clery and VAWA. Below is contact information for our Clery Coordinator:

Clery Coordinators receive reports of crimes and incidents from students, employees, the community, Campus Security Authorities (CSAs), and external law enforcement agencies.

Annual Crime Statistics Compilation

Clery Coordinators determine, on behalf of the institution, whether the information being reported to them constitutes a Clery-VAWA crime or incident. This determination is based on the information available to them at the time their determination is made; and the specialized training they have received for classifying Clery-VAWA crimes or incidents. When a Clery-VAWA crime or incident is reported as having occurred within our Clery Geography, then it is included in our annual crime statistics. While Clery Act does **not** require crimes to be reported anonymously, it prohibits personally identifiable information from being included in our institution's disclosure of crime statistics. Crime reports made to our Clery Coordinators or our CSAs may include personally identifiable information to aid in investigating the report. However, the Clery Coordinator omits this information from the annual security report and the web-based data collection. Likewise, the Clery Coordinator does not identify the victim or the person accused of committing the crime when disclosing the number of reported crimes as part of our annual crime statistics.

Daily Crime Log

CPD maintains a Daily Crime Log of all incidents reported to the police. This log provides the following information regarding criminal incidents and alleged criminal incidents reported to CPD:

- Date the crime was reported,
- Date and time the crime occurred,
- General location of the crime; and,
- Current disposition of the complaint, if known.

Crime log entries, additions to previous entries, or changes in the disposition of a complaint are recorded within two business days of the reporting of the information to CPD. The only exceptions to this rule are if disclosure on the log is 1) prohibited by law or 2) would jeopardize the confidentiality of the victim. A business day is Monday through Friday, except for days when the institution is closed (e.g. weekends, holidays, or during other campus closures).

The crime log for the most recent 60-day period is available for public inspection in the lobby of CPD free of charge during normal business hours. Anyone has access to our crime log,

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whether or not they are associated with USF Tampa, including the media. Any portion of the Daily Crime Log older than 60 days is also available for public inspection upon request. Logs are archived for seven years or as required under State of Florida law, whichever period is greater in accordance with USF Policy 5-012: Records Retention and Disposition, available online here: <https://usf.app.box.com/v/usfpolicy5-012>.

Clery-VAWA Crime or Incident

Clery-VAWA crimes and incidents are organized into three categories: criminal offenses; hate crimes; and arrests and disciplinary referrals for violations of weapons, drug, and liquor laws.

Criminal Offenses

We report the following criminal offenses as part of our annual crime statistics under the Clery Act and VAWA:

- Murder and Non-negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses (Rape, Fondling, Incest, or Statutory Rape)
- Dating Violence
- Domestic Violence
- Stalking
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

Hate Crimes

We report hate crimes for all of the above-listed criminal offenses as well as the following additional criminal offenses as part of our annual crime statistics under Clery and VAWA:

- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

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A **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. **Bias** is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin. Although there are many possible categories of bias, Clery and VAWA limit these categories for the purpose of annual crime statistics reporting to the following: race, gender, religion, sexual orientation, ethnicity, national origin, and disability.

Arrests and Disciplinary Referrals for Violations of Weapons, Drug, and Liquor Laws

We report the number of arrests and number of persons referred for disciplinary action for the below-listed violations of law as part of our annual crime statistics under the Clery Act and VAWA:

- Weapons Law Violations;
- Drug Abuse Law Violations; and
- Liquor Law Violations.

Definitions of these crimes and incidents under the Clery Act, VAWA, State of Florida law, and the FBI's UCR, are provided in APPENDIX B.

Clery Geography

Each institution within USF discloses statistics for reported Clery-VAWA crimes that occur in the following locations:

- **On-Campus**
- **On-Campus Residential** (a subset of On-Campus)
- **Non-Campus buildings or property** that our institution owns or controls
- **Public Property** within or immediately adjacent to the campus

The definitions for these geographic categories are *Clery Act*-specific and are the same for every institution within USF regardless of its physical size or configuration. These definitions are provided in APPENDIX B. A map of the Clery Geography for USF Sarasota-Manatee is provided in APPENDIX C.

Campus Security Authorities

"Campus Security Authority" is a Clery-specific term that encompasses four groups of individuals and organizations associated with our institution who must report Clery-VAWA crimes and incidents to our institution's Clery Coordinator. These groups of individuals and organizations include the following:

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- 1) *A campus police department or a campus security department of an institution, e.g., University Police.*
- 2) *Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department, e.g., an individual who is responsible for monitoring the entrance into institutional property. This includes individuals who provide security at a campus-parking kiosk, monitor access into a campus facility, or act as event security or escort students around campus after dark.*
- 3) *Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.*
- 4) *An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An "official" in this context is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.*

Examples of individuals who meet the criteria for being Campus Security Authorities include, but are not limited to, the following:

- A dean of students who oversees student housing, a student center, or student extracurricular activities.
- A director of athletics, a team coach, or a faculty advisor to a student group.
- A student resident advisor or assistant or a student who monitors access to dormitories.
- A coordinator of Greek affairs.

Examples of individuals who would **not** meet the criteria for being Campus Security Authorities include, but are not limited to, the following:

- A faculty member who does not have any responsibility for student and campus activity beyond the classroom.
- Clerical or cafeteria staff.

Exemption for Pastoral and Professional Counselors

There are two types of individuals who, although they have significant responsibility for student and campus activities, are not considered Campus Security Authorities under the Clery Act.

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- **Pastoral counselor:** A person, who is associated with a religious order or denomination, is recognized by the religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- **Professional counselor:** A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

The pastoral or professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. This is similar to the privilege provided under certain circumstances to doctors, counselors, and attorney when they may learn of crimes from patients or clients. This exemption is intended to protect the counselor-client role. However, even these legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime.

What Campus Security Authorities Do

The function of a Campus Security Authority (CSA) is to report to our institution's Clery Coordinator allegations of Clery-VAWA crimes and incidents on our Clery Geography that he or she concludes were made in good faith. Obviously, in the event of an emergency, Campus Security Authorities should contact **9-1-1** first.

What Campus Security Authorities Should NOT Do

CSAs are not responsible for determining authoritatively whether a crime took place — that is the function of law enforcement personnel. CSAs should not try to apprehend the alleged perpetrator of the crime. That, too, is the responsibility of law enforcement. It is also not a CSA's responsibility to try to convince a victim to contact law enforcement if the victim chooses not to do so.

CSAs play a vital role in the timely and accurate reporting of certain crimes and incidents for each separately accredited institution within USF. To access more information about what might make you a CSA, training resources, and more CSA-centric information, consult the following webpage dedicated to USF resources: usf.edu/police/your-safety/campus-security-authority.aspx

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Clery Crimes Reported <small>(includes attempts)</small>	Total Uniform Crimes Reported on the Campus <small>*Residential=non-campus student housing facility; *Campus=on-campus</small>						Non-Campus Buildings and Properties			On Public Property			Total Clery Crimes Reported			Unfounded* Crimes		
	2017		2018		2019		2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
	Residential	Campus	Residential	Campus	Residential	Campus												
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes
 2017: No Hate Crimes reported.
 2018: No Hate Crimes reported.
 2019: No Hate Crimes reported.

Number of Arrests or Referrals for Weapons, Drug Law, or Liquor Violations																		
Arrests and Referrals <small>(Listed by reporting category)</small>	On-Campus						Non-Campus Buildings and Properties			On Public Property			Total Arrests and Referrals Reported					
	2017		2018		2019		2017	2018	2019	2017	2018	2019	2017	2018	2019			
	Residential	Campus	Residential	Campus	Residential	Campus												
Weapons Law Violations																		
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations																		
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations																		
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*If a reported Clery Crime is investigated by law enforcement authorities and found to be false or baseless, the crime is “unfounded and is not included in our institution’s above crime statistics. Only **sworn commissioned law enforcement personnel** may “unfound” a crime pursuant to the U.S. Department of Education, Office of Postsecondary Education, **The Handbook for Campus Safety and Security Reporting**, 2016 Edition, Washington, DC, 2016, pgs. 3-51.

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How to Report Crimes or Other Emergencies on Campus

All members of the USF community are encouraged to promptly report known or suspected crimes to CPD or the external law enforcement agency with jurisdiction. Any emergency involving a threat to life or property should be immediately reported by calling **9-1-1**. All campus phones may be used to dial **9-1-1** at no charge. The caller should stay on the line until the dispatcher terminates the call. Do not hang up. The CPD responds to all emergencies involving our campus, regardless of whether the situation requires police, fire, or medical assistance.

In response to reports of criminal activity, potential emergencies, or dangerous situations on campus, CPD takes the required action by either dispatching an officer or asking the caller to report to CPD headquarters to file an incident report. Incidents should be reported even when the victim of a crime elects to or is unable (physically/mentally) to make such reports. CPD investigators investigate a report when deemed appropriate. Reporting incidents to CPD facilitates timely determination of the existence of a significant emergency or dangerous situation and assesses for timely warning notices to aid in the prevention of similar crimes. It also allows criminal offense information to be appropriately included in our annual disclosure of crime statistics.

All other police business (crimes not in progress, suspicious persons, questions, etc.) may be directed to CPD at [\(941\) 487-4210](tel:9414874210) or by visiting their main office located at 501 College Drive, Sarasota, FL 34243.

Mandatory Reporters of Clery-VAWA Crimes or Incidents

All members of USF are strongly encouraged to report crimes to the police. Certain USF employees are **required** to report Clery-VAWA crimes and incidents to their institution's Clery Coordinator because, under the Clery Act and VAWA, they are Campus Security Authorities (CSAs). Employees who are not sure whether or not they are a CSA should contact their institution's Clery Coordinator. Their contact information can be accessed online at the following address: usf.edu/police/your-safety/campus-security-authority.aspx.

In an emergency, CSAs should always call 9-1-1. In a non-emergency situation or once an emergency situation has been de-escalated, CSAs must report Clery-VAWA crimes or incidents which occur on our Clery Geography using the CSA report form available online at: usf.edu/police/documents/clery-reporting-form.pdf.

Reports of Clery crimes and incidents to the Clery Coordinator do not need to contain names of those involved; only a description of the situation and location of the incident. If you are unsure of which form to use or which Clery Coordinator to contact, just report it on the form you have. Our Clery Coordinators will sort it out. The important thing to remember is to report a Clery-VAWA crime or incident to the Clery Coordinator as soon as possible.

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AlertUSF

AlertUSF is the USF Emergency Notification System (ENS). It was established to notify our community in the event of a campus emergency. It allows USF students and employees to receive emergency updates via text messages. All official USF emergency notifications are sent out through AlertUSF. USF strongly recommends all USF students and employees subscribe to this important service.

To register for AlertUSF or to update your contact information, follow these instructions:

- 1) Login to the NetID Account Services website via <https://netid.usf.edu/una/> using your NetID.
- 2) Click Update Emergency Notification Settings
- 3) Follow instructions to opt in, provide mobile phone number, and select campus locations for alerts.
- 4) Click Submit.

USF Safe App & Tips

USF Safe is the official safety app for the University of South Florida. This free mobile safety app provides quick access to:

- Emergency Contacts (On and Off Campus)
- Numbers Customized for Each Campus
- Safety Resources in One Place
- Access to Existing Support Resources
- USF Bulletin Board for Ongoing Situations
- Interactive and Searchable Maps
- Location Sharing and Friend Walk
- Mobile Blue Light (Beacon)

Smartphone users who download the app can report tips to USF Police, make emergency phone calls, and other safety resources all in one place.

To report a crime tip, start by downloading the USF Safe app on your Apple or Android smart phone. Choose the campus in which you are on, and then click "Report a Tip." If you do not have an Android or Apple smart phone, you can text a TIP to the CPD. Simply draft a message and send to 67283. Please note standard text messaging rates apply based on your individual plan. For more information regarding the USF Safe App, please visit <https://www.usf.edu/administrative-services/university-police/your-safety/usf-safe-app.aspx>

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Protecting the Confidentiality of Victims

USF will protect the confidentiality of victims and other necessary parties, including how our institution will complete publicly available recordkeeping and, for the purposes of the Clery Act reporting and disclosure, without the inclusion of identifying information about the victim pursuant to the Clery Act under VAWA, and other applicable federal and State of Florida laws.

USF will maintain as confidential any accommodation or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of our institution to provide the accommodations or protective measures.

Prohibition on Retaliation

USF encourages an atmosphere of open dialogue and expression, including the promotion of good faith filing of a grievance, complaint, or report by employees and students of violations of law, rule, regulation, policy, or other misconduct.

In support of an environment of open communication within the USF community, USF will not tolerate retaliation retribution, or reprisals against an employee or student who submitted such a good faith filing. Employees and students who learn of retaliation should report it immediately. For more information, consult USF Policy 0-020: *Retaliation, Retribution or Reprisals Prohibited*, available online at <https://usf.app.box.com/v/usfpolicy0-020>.

What Happens to Employees or Students Who Violate Our Retaliation Policy?

Employees who engage in retaliation in violation of USF Policy 0-020 will be subject to disciplinary action up to dismissal from employment. Students who engage in retaliation in violation of USF Policy 0-020 will be referred to the Office of Student Rights and Responsibilities for potential adjudication under the Student Code of Conduct process.

How to Report Retaliation

An employee or student who believes retaliation may have been taken against them as a result of filing a grievance, complaint, or report of violations of law, rule, regulation, policy, or other misconduct, should immediately report the retaliation to their next level supervisor, if feasible. Otherwise, reports of retaliation should be made as shown in the chart below.

An appropriate, timely review and response will be provided to an employee or student who alleges retaliation, consistent with USF policy, rules, and regulations.

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Report Retaliation Based on the Type of Retaliation Being Experienced

Type of Retaliation:	Report to This Office:
Sexual Harassment or Discrimination	Office of Diversity, Inclusion & Equal Opportunity
Response to filing grievance	Division of Human Resources
Perpetrator is faculty or student	Office of the Provost
Other (or you're just not sure which unit)	University Audit & Compliance

¹ The term “accommodation” used within the context of the Clery Act and the VAWA (Clery/VAWA) is reasonably understood to mean temporary supportive services or interim measures for victims of sexual assault, dating violence, and stalking occurring within our Clery Geography. When this term is used within the context of the Americans with Disabilities Act (ADA), its meaning differs from the use of this term under Clery/VAWA. Under the ADA, this term refers to reasonable, permanent accommodations for those who have a qualifying disability under the ADA. For more information concerning ADA-related accommodations, contact Student Disability Services. More information concerning Clery/VAWA-related accommodations is provided in this report.

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Security of and Access to Campus Facilities

During the day and during evening hours when classes are in session, facilities within USF (excluding housing facilities) are generally open to the public – such as students, parents, employees, contractors, guests, and invitees. Outside of these hours, all facilities are generally locked and only those who require access are admitted. CPD provides regular patrol of university buildings as well as parking lots. In the case of periods of extended closing, the institution will admit only those with appropriate authority.

The institution monitors our buildings and grounds with a concern for the safety and security of all persons and property. Inspections are routinely conducted and repairs are promptly made to ensure that appropriate safety and security standards are maintained. CPD assist Facilities Management & Planning (FPM) personnel by reporting potential safety and security hazards, which include conducting campus lighting surveys and reporting outages. Students, faculty, and staff are also encouraged to call Facilities Management to report any safety or security hazards:

A representative of CSS is involved in the review of architectural plans for new facilities or major renovations to existing buildings. Specific recommendations are made to enhance the security of all facilities before contractors begin working. CSS also conducts physical security surveys of campus facilities that may be vulnerable to criminal intrusion. Specific recommendations are made regarding security hardware, alarms, or procedures that serve to reduce the opportunities for crime to occur in or around campus buildings.

An effective campus security system program depends upon resident cooperation, staff supervision, and CPD assistance. The best security system is one in which every member of the community takes personal responsibility for self-protection and the protection of his or her property.

Our security and law enforcement officers regularly patrol the campus and are readily available to assist on a 24-hour basis. These security measures and personnel are representative of our concern for the protection of your person and property. Maintenance personnel make security inspections and corrections as needed. Students are encouraged to call the Campus Safety & Security Office or CPD to promptly report security deficiencies. Remember, in an emergency, always call **9-1-1**.

Programs About Campus Security Procedures

CPD and Emergency Management provide programming and presentations regarding campus safety procedures. This training introduces members of the USF community to the various systems and practices our institutions put in place to enhance the safety and security of all community members.

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Emergency Protective Actions

The Emergency Protective Actions course provides an all-hazards overview of protection actions that students, staff, and faculty may take when faced with potentially hazardous situations. This class is available on-line via Canvas.

Active Threat

Active Threat prevention and response training provides valuable information about the characteristics, prevention tools, and response techniques that may be used before and during an active threat situation. This course is an interactive experience with emergency management and law enforcement officials.

Visit <https://www.usf.edu/administrative-services/emergency-management/training/> for more information.

Crime Prevention Programs for Students and Employees

Our institution offers a number of programs intended to reduce the potential for personal injury and loss of property. Presentations on safety are included in incoming students and residence hall students' orientation, and are held frequently during fall and spring semesters for the benefit of students, faculty, and staff.

USF encourages all students and employees to be involved in campus crime prevention. Information on safety and security concerns and precautions are provided to students and employees regularly through seminars, films, bulletins, crime alerts, posters, brochures, and other publications.

The CPD provides crime prevention programs each semester as resources allow (or upon request by the campus community) on the following topics:

- Rape Aggression Defense (RAD) [Self-Defense for Women]
- Personal Safety – Reducing Your Risks
- Drinking and Driving – DUI Information
- Drugs – Health Risks, Liabilities
- Burglary and Theft Prevention
- Operation ID – Engraving
- Bike Engraving and Theft Prevention
- Violence in the Workplace
- Active Threat

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For more information on these educations, prevention, and awareness programs, visit the CPD website at <https://www.sarasotamanatee.usf.edu/campus-life/health-and-safety/campus-safety/services.aspx>

The Center for Victim Advocacy and Violence Prevention offers training on a variety of topics, including:

- Interpersonal Violence, including relationship, domestic & dating violence.
- Sexual violence (including rape)
- Stalking/Harassment
- Stalking

For more information on these educations, prevention, and awareness programs, visit the Center for Victim Advocacy website at: <https://www.usf.edu/student-affairs/victim-advocacy/index.aspx>

Wellness USF offers a variety of education, prevention, and awareness programs, including:

- Awareness events and campaigns
- Workshops and presentations
- Consultations on safer sexual behavior and sexually transmitted infections
- Distribution of free condoms
- Social media blogs on wellness and safety

For more information on this education, prevention, and awareness programs, visit the Center for Student Well-Being website at <https://www.sarasotamanatee.usf.edu/campus-life/health-and-safety/counseling-and-wellness-center/staff.aspx>

Chapter 1: Crime Prevention Awareness, & Reporting

Alcohol and Illegal Drugs

Alcohol and Drug-Free Workplace Policy Statements

USF Alcohol Policy prohibits the unlawful manufacture, distribution, possession, use, or sale of alcohol on the property of, or in connection with, any of the activities of USF. Such prohibitions are at all times subject to the applicable alcoholic beverages' laws and ordinances of the State of Florida as well as those Manatee and Sarasota Counties.

USF Drug-Free Workplace Policy prohibits the unlawful manufacture, distribution, possession, use, or sale of controlled substances (“illegal drugs”) on the property of or in connection with any of the activities of USF. The term “drugs” includes, but is not limited to, any narcotic drug, central nervous system stimulant, hallucinogenic drug, barbiturate, or any other substance treated as such and defined by the law. Further, the unauthorized possession or use of a regulated or controlled substance, including prescription drugs and paraphernalia used for drugs, is a violation of the USF Drug-Free Workplace Policy as well as federal and state law.

Alcohol Standards of Conduct

The specific standards of conduct for the possession, use, and sale of alcoholic beverages by USF students, employees, and community members include, but are not limited to, the following:

- Do not violate the underage drinking laws of the State of Florida by:
 - Possessing or consuming alcoholic beverages if you are less than twenty-one (21) years-of-age.
 - Selling, furnishing, giving, serving, or producing alcoholic beverages to any person under twenty-one (21) years-of-age.
 - Misrepresenting or misstating your age or the age of any other person for the purpose of inducing any licensor or his agents or employees to sell, give, serve, or deliver any alcoholic beverage to a person under twenty-one (21) years-of-age.
- Do not sell, or intend to sell, alcohol without a proper license issued by the State of Florida Division of Alcoholic Beverages and Tobacco.
- Do not operate a motor vehicle under the influence of alcohol.
- Do not be intoxicated in public.
- Do not conduct an open house party or any other event at which minors may possess or consume alcohol.
- Do not attend class, an organizational meeting, or any other USF event that is specific for an educational gain while under the influence of alcohol.

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Sanctions for Violating Our Alcohol Policy

Any criminal violation of State of Florida alcohol laws may be cause for criminal prosecution. Criminal prosecution may include incarceration, criminal probation, fines, and court cost. The Manatee County or Sarasota County Clerk of the Circuit Court addresses all criminal prosecutions and sanctions.

Any employee or student determined to have violated USF policy or regulation with regard to the manufacture, distribution, possession, use, or sale of alcohol shall be subject to institutional disciplinary action for misconduct. Such violations of policy by any employee or student will be reason for evaluation or treatment for an alcohol use disorder or for institutional disciplinary action up to and including termination or expulsion in accordance with applicable collective bargaining agreements and policies and procedures or referral for prosecution consistent with local and state law.

Sanctions for Violating Our Drug-Free Workplace Policy

Any criminal violation of federal or State of Florida drug laws may be cause for criminal prosecution. Criminal prosecution may include incarceration, criminal probation, fines, and court cost. The Manatee County or Sarasota County Clerk of the Circuit Court addresses all criminal prosecutions and sanctions.

Any employee or student determined to have violated USF policy or regulation with regard to the unlawful manufacture, distribution, possession, use, or sale of controlled substances (“illegal drugs”) on the property of or in connection with any of the activities of USF shall be subject to institutional disciplinary action for misconduct. Such violations of policy by any employee or student will be reason for evaluation or treatment for a drug use disorder or for disciplinary action up to and including termination or expulsion in accordance with applicable collective bargaining agreements, policies, and procedures, or referral for prosecution consistent with local, state, and federal law.

In order to comply with federal law, USF employees convicted of violating any criminal drug statute occurring in the workplace must notify their dean, director, or supervisor no later than five (5) days after such conviction. The USF will discipline any employee who is convicted and/or require the employee’s satisfactory participation in a drug abuse assistance or rehabilitation program.

Alcohol and Drug-Free Workplace Policy Resources

Our alcohol and drug-free workplace policies, and the enforcement thereof, are codified in the below listed USF policies and regulations:

- USF 30-023 – Alcohol Policy:

<https://usf.app.box.com/v/usfpolicy30-023>

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- USF System 0-610 – Drug-Free Workplace Policy:
<https://usf.app.box.com/v/usfpolicy0-610>
- USF System Regulation 6.0021 – Student Code of Conduct:
<https://usf.app.box.com/v/usfregulation60021>

Illegal Drug or Alcohol Abuse Prevention Programs

USF is committed to the safety and well-being of the campus community. All institutions in USF have developed education, prevention, and treatment resources to support students and staff in making healthy and informed decisions related to alcohol and illegal drugs. Below is more information about the drug or alcohol abuse prevention and education programs available to USF students and employees:

Prevention and Education Programs for Students

As part of the university's alcohol education program, all incoming students are required to complete an online course called *AlcoholEdu for College*. This course uses science-based research to educate participants about alcohol and its effects. Whether students drink or not, the course will provide information to help them make informed decisions about alcohol as well as negotiate the drinking behavior of their peers.

Counseling for Students

The USF Counseling Center offers free assessment and treatment to currently registered students who may have alcohol or substance abuse problems. Students may be self-referred or referred by the Office of Student Conduct & Ethical Development or other campus departments. Students who need more assistance that is intensive will be referred to community providers. For more information about drug and alcohol counseling services for USF students, visit the Counseling Center in person or visit their website at <https://www.sarasotamanatee.usf.edu/campus-life/health-and-safety/counseling-and-wellness-center/>

Counseling for Employees

The Division of Human Resources (DHR) has collaborated with Magellan Health Services to provide all USF employees with an Employee Assistance Program (EAP). Magellan's EAP program offers confidential alcohol and substance abuse screening, assessment, and referral to all USF employees, in addition to other solution-focused help and resources for all types of life issues. The Magellan program is available for all USF employees free-of-charge, 24 hours a day, seven days a week online at MagellanHealth.com/member or by calling 1-800-327-8705.

The Magellan program includes a comprehensive online resource library of articles, screening and self-assessment tools, tip sheets, calculators, resource guides, on-demand learning, and

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personalized improvement plans. Employees and their families have up to three counseling sessions. If an employee needs additional assistance beyond the scope of what the Magellan program provides, the employee may be referred to other resources such as their health benefits or community resources like Alcoholics Anonymous. USF managers and supervisors can provide referrals for their employees through the Employee Assistance Program (EAP). An employee's use of EAP services is confidential. They cannot provide information back to USF about who uses the program.

For more information about the drug and alcohol abuse services and other services provided to USF employees through the EAP, visit the Division of Human Resources EAP web page at <https://www.usf.edu/hr/benefits/eap.aspx>.

Health Risks Associated with Alcohol Abuse and the Use of Illicit Drugs

The information below was extracted from the publication "*What Works: Workplaces Without Drugs*," U.S. Department of Labor, 1991. This information is also available online at <https://usfweb.usf.edu/human-resources/resources/showfile/1/38>.

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood of an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol severely alter a person's ability to learn and remember information. Very high doses, or low doses combined with other depressants of the central nervous system, can cause respiratory depression and death. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, may permanently damage vital organs such as the brain and liver. Mothers who drink while pregnant may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Anabolic Steroids

Anabolic steroids are powerful compounds closely related to the male sex hormone testosterone. Developed in the 1930s, steroids may be taken orally or injected. Current legitimate medical uses are limited to certain kinds of anemia, severe burns, and some types of breast cancer. When combined with a program of muscle-building exercise and diet, steroids may contribute to increases in body weight and muscular strength. Athletes have used steroids since the 1950s, hoping to enhance performance. Today, many young people use steroids to accelerate physical development. Steroid users may develop more than 70 side effects, ranging in severity from liver cancer and sterility to acne. Psychological effects

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include very aggressive behavior, known as “roid rage,” and depression, while some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years. Signs of steroid use include quick weight and muscle gains; behavioral changes, particularly increased aggressiveness and combativeness; jaundice; purple or red spots on the body; swelling of feet or lower legs; trembling; darkening of the skin; and persistent, unpleasant breath odor.

Cannabis

All forms of cannabis have negative physical and mental effects. Physical effects of cannabis include increase in heart rate, blood- shot eyes, dry mouth and throat, and hunger. Smoking marijuana is damaging to the lungs and respiratory system. The tar in marijuana smoke is carcinogenic. Use of cannabis may impair short-term memory and comprehension, alter sense of time, and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Knowledge retention may be lower when information is given while a person is “high.” Motivation and cognition are altered, making the acquisition of new information difficult. Marijuana can also produce paranoia and psychosis. Long-term users may develop psychological dependence. Marijuana smoke contains more cancer-causing agents than tobacco smoke.

Cocaine

Cocaine stimulates the central nervous system, and long-term use can lead to psychological dependence. Its immediate effects include dilated pupils, elevated blood pressure and body temperature, and increased heart rate. Chronic use can cause ulceration of the mucous membrane in the nose. Injecting cocaine with unsterile equipment can transmit AIDS, hepatitis, and other infections. Preparation of freebase, which involves the use of highly volatile solvents, can result in fire or explosion. Crack or freebase rock, a concentrated form of cocaine, is extremely potent. Its effects are felt within 10 seconds of administration. The drug produces the same physical effects as cocaine, as well as insomnia, loss of appetite, tactile hallucination, paranoia, and seizures. Cocaine use may lead to death through disruption of the brain’s control of the heart and respiration.

Depressants

The effects of depressants are similar to those of alcohol in many ways. Small amounts can produce calmness and relaxed muscles, but larger doses can cause slurred speech, staggering gait, and altered perception. Very large doses can cause respiratory depression, coma, and death. The combination of depressants and alcohol can increase the effects of the drugs and multiply the risks. The use of depressants can cause both physical and psychological dependence. Regular use may result in tolerance to the drug, leading the user to increase the quantity consumed. When regular users stop taking depressant drugs, they may develop withdrawal symptoms ranging from restlessness, insomnia, and anxiety, to convulsions and death.

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Babies born to women who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. These children often have birth defects and behavioral problems.

Designer Drugs

Illegal drugs are defined in terms of their chemical formulas. To circumvent these legal restrictions, underground chemists modify the molecular structure of certain illegal drugs to produce analogues known as “designer drugs.” These drugs can be several times stronger than the drugs they imitate. Many can cause severe neurochemical damage to the brain. The narcotic analogues can cause uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogues of amphetamines and methamphetamines cause nausea, blurred vision, chills, or perspiration and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause brain damage. The analogues of phencyclidine cause illusions, hallucinations, and impaired perception.

Hallucinogens

Phencyclidine (PCP) interrupts the function of the neocortex, the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries. PCP often causes distance and space estrangement, lack of muscular coordination, and dulled senses. Time and body movement are slowed, and speech is blocked and incoherent. Chronic users of PCP report memory and speech difficulties. Some of these effects may last a year following prolonged daily use. Mood disorders such as depression, anxiety, and violent behavior also occur. Long-term chronic users may become paranoid and violent and experience hallucinations. Large doses may produce convulsions, coma, or heart and lung failure.

Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. Physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. Sensations and feelings may change rapidly. It is common to have a bad psychological reaction to LSD, mescaline, and psilocybin. The user may experience panic, confusion, suspicion, and anxiety. Delayed effects, or flashbacks, can occur even after use has ceased.

Inhalants

A variety of psychoactive substances have been inhaled as gases or volatile liquids. Many popular commercial preparations such as paint thinners and cleaning fluids are mixtures of volatile substances, making it difficult to be specific about their various effects. Immediate negative effects of inhalants may include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays may also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrate cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage, weight loss, fatigue, electrolyte imbalance, and muscle weakness. Repeated

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sniffing of concentrated vapors over time can lead to permanent damage of the nervous system.

Narcotics

Narcotics initially produce a feeling of euphoria followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes, and itching. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma, and death. Tolerance to narcotics develops rapidly and dependence is likely, the use of unsterilized syringes may result in transmission of diseases such as AIDS, endocarditis, and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants.

Other Stimulants

Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. User may perspire and experience headaches, blurred vision, dizziness, sleepiness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. Users also report feeling restless, anxious, and moody. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions, and paranoia. These symptoms usually disappear when drug use ceases.

Chapter 1: Crime Prevention, Awareness, & Reporting

Information about Registered Sex Offenders

Under Florida Statutes, Section 1006.695, and in compliance with the Adam Walsh Child Protection and Safety Act of 2006, each institution within USF System is required to inform new students and employees at orientation and on its website of the existence of the Florida Department of Law Enforcement Sexual Predator and Sexual Offender Registry website and the toll-free phone number that gives access to sexual predator and sexual offender public information. This information is as follows:

Florida Department of Law Enforcement Florida Sexual Offenders and Predators

Website: <https://offender.fdle.state.fl.us/offender/sops/home.jsf>

Toll-free number: 1-888-357-7332

Local: 1-850-410-8572

Email: sexpred@fdle.state.fl.us

TTY/TTD users dial 711 to connect with the telecommunications relay service (TRS)

In compliance with this law, CPD provides this information to all new students and employees during orientation. Likewise, CPD maintains this information on their website: <https://www.usf.edu/administrative-services/university-police/your-safety/sexual-predators.aspx>

The Campus Sex Crimes Prevention Act also requires sexual predators and offenders to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student at that institution. CPD will notify the university community when a registered sexual predator or offender has registered as being on campus in accordance with Florida Statutes, Section 1005.10.

If you have any questions or concerns regarding these laws, please call CPD at (941) 487-4210.

Chapter 2: Timely Warnings

Our institution issues timely warnings for any *Clery Act* crime that occurs on our *Clery Geography* that is:

- Reported to Campus Security Authorities (CSAs) or local police agencies; **and**
- Considered by our institution to represent a serious or continuing threat to students and employees.

The intent of timely warnings is to enable members of the USF campus community to protect themselves. Timely warnings essentially are crime awareness and prevention bulletins to the USF community; thus, the warning will be issued as soon as possible even if the facts are not yet known.

Timely warnings are issued on a case-by-case basis at the discretion of the Chief of USF Police or designee in light of all facts surrounding a crime, including factors such as:

- The nature of the crime.
- The continuing danger to the campus community.
- The possible risk of compromising law enforcement efforts.

Campus Police Department (CPD) &/or Campus Safety & Security (CSS) decides the content of the timely warnings. These warnings include information that promotes safety and would aid in the prevention of similar crimes including, but not limited to, information about the crime that triggered the warning.

CPD/CSS issues timely warnings to our institution-issued email accounts. All enrolled USF students and employees are provided an active email account. CPD/CSS will also use these email accounts to issue updates to timely warnings.

Since our timely warnings are sent to institution-issued email accounts, it is imperative that all enrolled students and current employees have such an email account. For assistance with student and employee email accounts, please contact:

USF Sarasota-Manatee Information Technology

Help Desk: Help@usf.edu

Phone: (941) 359-4530

Web: <https://www.sarasotamanatee.usf.edu/academics/academic-resources/technology-services/computer-support.aspx>

For more information concerning timely warnings policies and procedures, please consult USF Emergency Management Policy 6-010, available at the Office of General Counsel's website: <https://usf.app.box.com/v/usfpolicy6-010>.

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The Family Educational Rights and Privacy Act (FERPA) and the Timely Warning Requirement

The Clery Act does not require confidential reporting of crimes. Although personally identifiable information is generally precluded from disclosure, such information may be released in an emergency situation.

The Family Educational Rights and Privacy Act (FERPA), which protects student education information from disclosure, does **not** preclude our institution's compliance with the timely warning provision of the Clery Act. FERPA recognizes that information can, in case of an emergency, be released without consent when needed to protect the health and safety of others. In addition, if institutions utilize information from the records of a campus law enforcement unit to issue a timely warning, FERPA is not implicated, as those records are not protected by FERPA.

For more information about FERPA and the timely warning requirement under the Clery Act, consult the U.S. Department of Education's May 1996 Dear Colleague Letter on Campus Security Issues, available online via the Department of Education's website: <http://www.fldoe.org/core/fileparse.php/7674/urlt/0064538-ferpa.pdf>

Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Policy Prohibitions and Definitions

The crimes of sexual assault, dating violence, domestic violence, and stalking are prohibited under USF Policy 0-004: <https://usf.app.box.com/v/usfpolicy0-004>. These crimes are prohibited in all academic, educational, extracurricular, athletic, and other programs of the USF, whether those programs take place in university facilities, at a class or training program sponsored by the university at another location, or elsewhere. Below are the definitions of these crimes and the term “consent” in the context of sexual activity as provided under Florida Statutes.

Sexual Assault is called “Sexual Battery” under Florida Statutes and is defined as follows:

The oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object without that person’s consent. Sexual battery does not include an act done for bona fide medical purpose.

Consent in the context of the above definition of sexual battery means intelligent, knowing, and voluntary consent and does not include coerced submission; it is not deemed or construed to mean the failure of the alleged victim to offer physical resistance to the offender. State of Florida statutes clarify that consent is NOT obtained in the following circumstances:

- 1) The victim is physically helpless to resist.
- 2) The offender coerces the victim to submit by threatening to use force or violence likely to cause serious personal injury on the victim, and the victim reasonably believes that the offender has the present ability to execute the threat.
- 3) The offender coerces the victim to submit by threatening to retaliate against the victim, or any other person, and the victim reasonably believes that the offender has the present ability to execute the threat in the future.
- 4) The offender, without the prior knowledge or consent of the victim, administers or has knowledge of someone else administering to the victim any narcotic, anesthetic, or other intoxicating substance that mentally or physically incapacitates the victim.
- 5) The victim is mentally defective, and the offender has reason to believe this or has actual knowledge of this fact.
- 6) The victim is physically incapacitated.
- 7) The offender is a law enforcement officer, correctional officer, or correctional probation officer or is an elected official or any other person in a position of control or authority in a probation, community control, controlled release, detention, custodial, or similar setting, and such officer, official, or person is acting in such a manner as to lead the victim to reasonably believe that the offender is in a position of control or authority as an agent or employee of the government.

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For more information about Florida sexual battery statutes, visit leg.state.fl.us/statutes (Chapter 794).

Domestic Violence is defined under Florida statutes as:

Any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kid- napping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. “Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regard- less of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

Dating Violence is defined under Florida Statutes as:

Violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:

- 1) A dating relationship must have existed within the past 6 months;
- 2) The nature of the relationship must have been characterized by expectation of affection or sexual involvement between the parties; and
- 3) The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship.

Stalking is defined under Florida Statutes as:

A person who willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person commits the offense of stalking.

In this context, the term “harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose. Likewise, the term “cyberstalk” means to engage in a course of conduct to communication, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

Prevention and Awareness Trainings and Campaigns

USF provides programs to prevent sexual assault, dating violence, domestic violence, and stalking to all incoming USF students and employees in accordance with the VAWA

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amendments to the Clery Act. Likewise, the USF provides ongoing prevention and awareness campaigns, workshops, and trainings for these same crimes to current USF students and employees.

For more information on Violence Prevention trainings, workshops, or campaigns for USF, including how to schedule these prevention programs for your group, please contact the Center for Victim Advocacy and Violence Prevention at va@usf.edu.

Sexual Assault Prevention for Undergraduates & Sexual Assault Prevention for Graduate Students

Sexual Assault Prevention for Undergraduates and Graduate Students by Everfi covers the importance of values, aspects of (un)healthy relationships, gender socialization, sexual assault, consent, bystander intervention, and on-going activism. The program satisfies the U.S. federal government mandate that all new students be given education and resources on violence prevention and response. It is disseminated to all new, incoming students each fall, spring, and summer semester.

Bystander Intervention Training

The USF Center for Victim Advocacy and Violence Prevention (CVAVP) provided an interactive Bystander Intervention Training program to USF-Tampa students throughout the year. The goal of the Bystander Intervention training program is to equip USF students with the tools and confidence to safely intervene to decrease instances of interpersonal violence on USF's campus. This program is offered monthly in an open format, as well as by request. It lasts approximately 1.5 hours and is facilitated by trained student facilitators.

'Got Consent?' Campaign

The 'Got Consent?' campaign is a marketing campaign aimed at increasing visibility on the necessary component of a sexual relationship: obtaining consent.

Relationship Violence Awareness Month – October

Relationship Violence Awareness month covered how to prevent violence, get connected to resources, and recognize warning signs of domestic and dating violence. Departments and organizations across campus worked on a collaborative committee, chaired by the Violence Prevention Specialist to host events and programs throughout the month.

Sexual Assault Awareness Month – April

Sexual Assault Awareness Month emphasized the importance of raising awareness about sexual violence and how to prevent it at the university all while supporting survivors of sexual assault. A Sexual Assault Awareness Month committee was developed and facilitated by the

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Violence Prevention Specialist to increase cross-campus collaboration and resource sharing. This month was primarily virtual due to the COVID19 pandemic.

Denim Day

This event shined a light on a young girl who was raped by her driving instructor in Italy and the Italian Supreme Court ruled it as consensual because her jeans were so tight she would have had to help him remove them. Participants wore denim on Denim Day to stand in solidarity with her and all survivors of sexual assault and to show that what we wear is not an invitation to sexual assault. While this event was used as a fundraising opportunity through faculty and staff, it is primarily used for awareness and survivor- support for students. Departments participated virtually across campus with the support of CVAVP.

Take Back the Night

Our institution hosted its annual Take Back the Night, a safe place for survivors and allies of gender-based violence to speak out about their experience and come together as a campus community. This event was hosted as a virtual platform for students due to the COVID19 pandemic.

USF Annual Title IX Conference

The USF Title IX Office hosts an annual Title IX conference. Staff from CVAVP presented on topics of gender-based violence. USF students and employees are encouraged to attend this annual conference and are provided free or significantly discounted registration. The conference is open to members of the USF community as well as national attendees. For information on the annual Title IX conference and other diversity, inclusion, and equal opportunity (DIEO) events, visit <https://www.usf.edu/title-ix/conference/index.aspx>.

Orientation

The Center for Victim Advocacy and Violence Prevention provides violence prevention education and resources at every first year, transfer, and international student orientation in differing formats. Orientation expo participation is also requested each semester.

Violence Prevention Trainer Program and Internship Program

CVAVP recruits undergraduate and graduate students yearly to volunteer as a violence prevention trainer. The goal of this peer-to-peer model program is to utilize students to teach their peers how to step in and intervene to prevent violence, recognize unhealthy and abusive characteristics in relationships, and how to ask for consent. CVAVP also recruits approximately 2-5 student interns each semester to contribute 10 hours a week towards violence prevention programming. This internship program, along with the Trainer program

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has ongoing professional development requirements, continuing education, outreach and facilitation requirements.

Red Flag Campaign

The Red Flag Campaign uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on college campuses. CVAVP hosted this campaign, which aims to reach students where they are through pop-up displays of red flags, informational tables, and workshops.

Additional Trainings Provided

The Center for Victim Advocacy and Violence Prevention delivers ongoing training sessions and educational programs to USF- Tampa students and employees. These sessions and programs include topics such as bystander intervention, consent, sexual violence, domestic violence, victimology, and crime prevention to students, staff, and faculty. Information on how to schedule these sessions and programs for your unit, group, or area is available on the Center for Victim Advocacy and Violence Prevention website: usf.edu/advocacy.

Key Topics Covered in Prevention and Awareness Trainings and Campaigns

The USF prevention and awareness trainings and campaign programs address the below listed key topics as required under the VAWA amendments to the Clery Act for our students and employees:

- 1) The USF policies prohibiting the crimes of sexual assault, dating violence, domestic violence, and stalking.
- 2) The definitions of consent (in reference to sexual activity), dating violence, domestic violence, sexual assault, and stalking per Florida statutes.
- 3) Safe and positive options for bystander intervention.
- 4) Information on risk reduction to recognize warning signs of abusive behavior and how to minimize risk for potentially violent situations.
- 5) Information on possible sanctions or protective measures USF may impose following a final determination of an institutional disciplinary procedure regarding sexual assault, dating violence, domestic violence, or stalking.
- 6) Procedures victims should follow if a sex offense, sexual assault, dating violence, domestic violence, or stalking has occurred.
- 7) Procedures for institutional disciplinary action in cases of alleged sexual assault, dating violence, domestic violence, or stalking.
- 8) Information about how the institution will protect the confidentiality of victims.
- 9) Written notification of students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims both on campus and in the community.

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- 10) Written notification of victims about options for, and available assistance in, changing academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to USFPD or local law enforcement.

More information on all these key topics is provided in this and subsequent sections of this report.

One Love Student Organization

Escalation Workshop: a powerful, film-based workshop that opens people's eyes to the warning signs of relationship abuse. The workshop consists of a film, Escalation, followed by a guided discussion led by a trained facilitator. The advisor of this student organization is the Violence Prevention Specialist.

Sex-Positive Consent Programs

- **Programs: Hungry for Consent, Coffee and Consent, Consent Concoctions, Consent with Benefits**

The overall goal of the sex-positive consent series is to equip students to demonstrate healthy, mutual consent in sexual and romantic relationships. These are offered throughout the year as pop-up events by request.

Survivor Love Letters

The goal of USF's Survivor Love Letters campaign is to create a survivor-supportive campus so that students feel comfortable preventing violence and seeking out resources.

For more information on our violence prevention education, work-shops, and trainings please visit usf.edu/advocacy or email va@usf.edu.

Warning Signs of Relationship Violence

- **Intensity: "Too much, too soon"**
 - Pushes for a quick relationship – wants to move in together or marry soon after meeting
 - "Sweeps you off your feet" – expensive gifts; constant messaging and calling; wants to be with you all the time
 - Uses conversation that is inappropriately intimate
- **Power and Control:**
 - Jealousy (It is not a sign of love but of possession)

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- Demands your undivided attention; even at inappropriate times
- Doesn't want you to spend time with your friends or family
- Invades your personal space – sits or stands uncomfortably close, touches you constantly or in ways that make you uncomfortable.
- Refuses to take responsibility for own behavior or mistakes – blames you and/or others when something goes wrong
- Wants to be in control and make all decisions
- **Sexual Entitlement:**
 - Sexualizes non-sexual situations and relationships, e.g., in the workplace
 - Makes inappropriate comments about people's bodies or sexuality
 - Pushes you to have sex when you don't want to; makes you feel guilty when you refuse sex
 - Wants you to have sex in a way that make you uncomfortable or is painful
 - "Playful" use of force during sex
 - Believes in male superiority over women; believes in rigid sex roles
- **Anger and Hostility:**
 - Becomes angry easily and quickly
 - Does not tolerate frustration or disappointment well
 - Teases animals, children, or other adults in a mean or physical way and doesn't stop when asked; may be cruel to animals
 - Yells, calls you names, or belittles you
 - Looks at you or acts in ways that intimidate you
 - Gets into physical fights with other people
 - Drives in a dangerously aggressive way

Risk Reduction Tips

- 1) Consent is necessary regardless of sex, gender identity, or sexual orientation of the parties involved.
- 2) Know your sexual intentions and limits. You have the right to say "No" to any unwanted sexual act. If you are uncertain about what you want, ask the other person to respect your need to wait until you are sure.
- 3) Listen carefully. Take the time to hear what the other person is saying. If you do not understand whether consent has been given, ask for clarification.
- 4) Believe in your gut feelings. If you feel uncomfortable or think you may be at risk, leave the situation immediately.
- 5) It is okay to "make a scene" if you feel threatened or unsafe. Being assertive and calling attention to what is happening is a highly successful self-defense technique. If

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you feel you are being pressured or coerced into sexual activity you do not want, state your feelings (“I don’t like that you are pressuring me”) and get out of the situation. Preventing rape is worth a few moments of social awkwardness or embarrassment.

- 6) Be aware that having sex with someone who is mentally or physically incapable of giving consent is rape (called “sexual battery” in Florida). Having sex with someone who is incapacitated, drugged, passed out, incapable of saying "No," or unaware of what is happening is rape.
- 7) Be especially careful under these circumstances:
 - a) In-group situations: Be prepared to resist pressure from friends to participate in violence against or violation of another person.
 - b) In situations involving the use of alcohol or drugs: Substances can interfere with your ability to assess situations, to communicate effectively, and to protect your- self.
- 8) Get involved and take action if you believe someone is at risk. If you see someone in trouble at a party, or a person forcing or pressuring another person, intervene. You may save some- one from being prosecuted for a crime.

Rights and Information for Victims/Survivors

Title IX Coordinator created a one-page, two-sided flyer to provide victims of sexual assault, dating violence, domestic violence, and stalking (the “VAWA Flyer”) with written information about the following:

- 1) The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.
- 2) The confidential resources available on campus and in the community including, but not limited to, The Center for Victim Advocacy, on-campus counseling services, The Crisis Center of Tampa Bay, and The Spring of Tampa Bay.
- 3) How and to who the alleged offense can be reported.
- 4) Options about the involvement of law enforcement and campus authorities, including the victims' options to
 - a) Notify law enforcement authorities, including on- campus and local police.
 - b) Be assisted by campus authorities in notifying law enforcement authorities, if the victim chooses; or
 - c) Decline to notify law enforcement authorities; or
 - d) Decline to notify University Title IX officials
- 5) The rights of victims and our institution’s responsibility for orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution.

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- 6) Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both within the USF System and in the community.
- 7) Options for, and available assistance in, changing academic, living, transportation, and work situations (“supportive measures”).
- 8) Students’ or employees’ rights and options in the event of these crimes.

When a student or employee reports to the institution that they have been a victim of sexual assault, dating violence, domestic violence, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee with the VAWA flyer and the Victim’s Guide, as a written explanation of the student’s or employee’s rights and options.

An example of the VAWA flyer used for our institution during this reporting period is provided in APPENDIX E. In addition, the Center for Victim Advocacy and Violence Prevention has developed a Guide for Victims of Sexual Assault & Harassment; Domestic, Relationship, & Dating Violence; and Stalking to provide more in-depth details about the above topics as well as those listed below. This guide is provided in its entirety in APPENDIX F.

Victim Resources: Confidential, Non-Confidential, On-Campus and Off-Campus

USF provides written communication to its students and employees about existing on-campus and off-campus counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services, both confidential and non-confidential, available for victims of sexual assault, sexual harassment, dating violence, domestic violence, and stalking, and other crimes via the following:

- Annual Security & Fire Safety Report
- VAWA Trainings (online and live) for students and employees
- VAWA Crimes Victim Flyer (see APPENDIX E)
- Victim’s Guide (see APPENDIX F)
- Employee Assistance Program

The above list is not exhaustive. For more information about the confidential and non-confidential resources located on campus and off campus for victims of sexual assault, dating violence, domestic violence, and stalking, contact the Center for Victim Advocacy by calling (941) 504-8599; for immediate after-hours support, call the Victim Helpline at (941) 504-8599;

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Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Our university has policies and procedures in place to investigate and take institutional disciplinary action against students, employees, vendors, visitors, and third parties found responsible for committing sexual assault, domestic violence, dating violence, or stalking within our Clery Geography. Our investigations and associated disciplinary actions occur independently of the criminal justice system and are aimed at ensuring the safety and security of the USF community and providing support to victims of these acts.

The Title IX Office is responsible for investigating allegations of sexual assault, domestic violence, dating violence, or stalking reported to them as having occurred within our Clery Geography. The results of Title IX investigations are provided to the USF Office responsible for performing an institutional disciplinary proceeding and/or taking appropriate institutional action depending on the identity of the accused individual (the “Respondent”) as follows as outlined in Policy O-004:

All investigations and disciplinary proceedings are conducted by trained investigators and adjudicators regardless of the status of those involved, in accordance with Title IX federal laws.

- When the Respondent is a USF **student**, Title IX investigatory results are forwarded to Office of Student Conduct and Ethical Development (SCED). This unit applies processes detailed in the Student Code of Conduct. If a formal charge is made, the case will be heard at a formal hearing by a trained hearing panel or an administrative conduct officer. More details about institutional proceedings, actions, and the associated appeals process under the Student Code of Conduct are provided in the SCED section below.
- When the Respondent is a USF **employee, vendor, visitor, or third party**, the Title IX Final Investigative Report is forwarded to the appropriate office for further disciplinary processing (most often HR/Academic Affairs). If the Respondent is found responsible, appropriate university offices can impose institutional disciplinary actions via processes detailed in USF policies and procedures.
- When the Respondent is **both an USF employee and a student, or their status as such is not clear**, the Title IX Office will determine their primary relationship with the University and process the case accordingly.

Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Our university has policies and procedures in place to investigate and take institutional disciplinary action against students, employees, vendors, visitors, and third parties found responsible for committing sexual assault, domestic violence, dating violence, or stalking within our Clery Geography. Our investigations and associated disciplinary actions occur independently of the criminal justice system and are aimed at ensuring the safety and security of the USF community and providing support to victims of these acts.

The USF Title IX Office is responsible for investigating allegations of sexual assault, domestic violence, dating violence, or stalking reported to them as having occurred within our Clery Geography. The results of their Title IX investigations are provided to the USF office responsible for disciplinary proceeding and taking appropriate institutional action depending on the affiliation with the university of the accused individual (the “Respondent”) as follows:

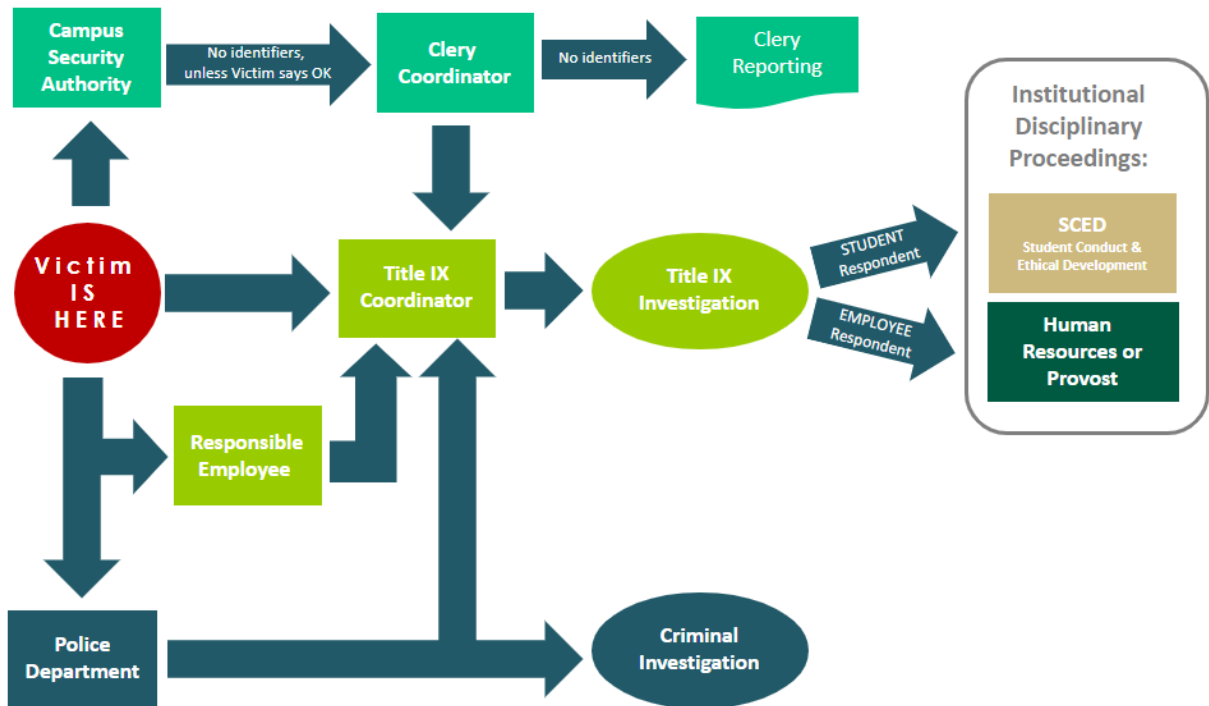
- When the Respondent is a **USF student**, Title IX investigatory results are forwarded to Student Conduct & Ethical Development (SCED). This unit applies processes detailed in the Student Code of Conduct. The case will be heard at a formal hearing by a trained hearing panel or an administrative conduct officer. More details about SCED’s institutional proceedings, actions, and associated appeals process under the Student Code of Conduct are provided in Chapter 5 of this report.
- When the Respondent is a **USF employee, vendor, visitor, or third party**, Title IX investigatory results are forwarded to the appropriate office for further disciplinary proceedings. For allegations that fall under federal Title IX jurisdiction a live hearing is conducted by trained hearing panel or hearing administrator to determine outcome and any disciplinary action. If the Respondent is found responsible disciplinary action may be imposed by the appropriate office (typically HR for employees and Academic Affairs for faculty).
- When the Respondent is **both a USF employee and a student, or their status as such is not clear**, the Title IX Office, SCED and HR work together to ensure the Title IX investigatory results are forwarded to the appropriate office.

For cases that fall under federal Title IX regulations, parties are required to have an advisor to conduct cross examination on their behalf during the live hearing. If the party does not have a chosen advisor at the time of the hearing one will be appointed by the university to conduct cross examination as outlined in Title IX federal regulations.

How the Title IX Office receives such reports, investigates them, and forwards their investigatory results to the appropriate office for institutional disciplinary proceedings is summarized in the chart below.

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Reporting, Investigating, and Institutional Disciplinary Proceedings for Allegations of Sexual Assault, Dating Violence, Domestic Violence, and Stalking involving Victims within USF's Clery Geography



Title IX Investigations

The following information summarizes the general procedures used by the Title IX Office to investigate allegations of sexual assault, domestic violence, dating violence, and stalking. More information on Title IX investigations is found in USF Policy 0-004, available online here: <https://usf.app.box.com/v/usfpolicy0-004>.

The Title IX Office is responsible for intake of reported allegations of sexual assault, domestic violence, dating violence, or stalking reported to them occurring within our Clery Geography.

Complainants and Respondents have the right to have one support person/advisor of their choice (barring no conflict of interest) accompany them to any meeting related to a report or investigation.

Complainants also have the legal right to file an external complaint with an applicable state or federal agency. The Title IX Office maintains all records pertaining to investigations conducted by the Title IX Office. The privacy of investigative records is governed by Title IX laws, Florida Statute 119, the Family Educational Rights and Privacy Act of 1974 (FERPA), and other applicable federal, state and University recordkeeping policies.

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Title IX Initial Assessment

The Title IX Office performs an initial assessment of reports of sexual assault, dating violence, domestic violence, and stalking via the following steps:

- a. Reviews reports made to its office to determine whether it has jurisdiction to investigate under Title IX regulations. If the complaint does not fall under the federal jurisdiction of Title IX the Title IX Coordinator must dismiss the complaint under Title IX. Title IX advises the reporting person and refers them to the appropriate office (if applicable).
- b. Contacts the Complainant (victim) to discuss interim remedial and protective measures, support resources, and resolution options.
- c. Invites the Complainant to attend an informational meeting “info session” to discuss their rights and options. Options may include informal resolution or formal resolution through alternative resolution or investigation.
- d. The Title IX Office reviews all resolution options available with the Complainant, including a formal investigation.
- e. If the Complainant does not respond to the Title IX Office's outreach, or responds and indicates a desire to not participate in the University's investigative process, or responds and requests that an investigation not be conducted, the IX Coordinator will make a determination to move forward or close the case, after assessing the potential safety risks to the community. The Complainant's request will be considered when weighing whether or not to open an investigation.

Title IX Investigation Process

The investigative process begins with a formal written complaint signed by the Complainant outlining the allegations and requesting the university investigate the allegations. The Title IX Coordinator reviews the allegations to determine if the alleged conduct if occurred as alleged falls under the Title IX regulations. If the allegations do not fall under the jurisdiction of Title IX per federal Title IX mandates, the Title IX Coordinator will dismiss the complaint and refer the complaint to the appropriate process (if applicable). The Complainant may request to appeal this decision to the Title IX Coordinator to dismiss a complaint under Title IX.

In cases where the Title IX Coordinator determines it is necessary to proceed with an investigation into reports received when the Complainant does not wish to proceed as a named party in the investigation, the Title IX Coordinator will sign the complaint and issue a formal Notice of Investigation outlining the allegations.

The Title IX Office may notify other individuals (including the Respondent) or offices within the University of the allegations in order to mitigate the impacts of any potentially discriminatory conduct (such as implementing interim measures).

Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

If, based on the allegations, the Title IX Office determines the alleged conduct may violate University policies or regulations, a Title IX investigation proceeds as follows.

- 1) The Title IX Office issues a formal Notice of Investigation (NOI) to both parties (the Respondent and Complainant) simultaneously. The NOI includes specifics relating to the allegations and any protective measures, if any, impacting both parties, such as a No Contact Order.
- 2) The Respondent is invited to attend an information session to review the university's Title IX investigative process, interim remedial and protective measures, support resources available to them, and their rights throughout the process.
- 3) Title IX Investigators conduct individual interviews with the Complainant, Respondent, witnesses, and collect all relevant evidence. The Complainant and Respondent are not permitted to participate in each other's interview process.
- 4) All interviews are recorded in written form. Each interviewee is provided with the opportunity to review their respective interview summaries with investigators to ensure accuracy and provide any additional information.
- 5) At the conclusion of a Title IX investigation, the Title IX Coordinator reviews the Final Investigative Report (FIR) to ensure compliance with Federal Law and associated guidance; and institutional policies and procedures.
- 6) Complainants and Respondents are given 10 days to view and provide comment on the FIR for the Title IX investigators to consider.
- 7) After the comment period, Title IX investigators finalize the FIR and provide it to the Title IX Coordinator for a final procedural review.
- 8) The Title IX Office forwards the Final Investigative Report to the appropriate office (SCED, HR, Provost) for institutional disciplinary proceedings.

Student Respondents

The Title IX Office refers Final Investigation Reports involving USF Student Respondents via conduct referral to Student Conduct & Ethical Development (SCED). This office is responsible for institutional disciplinary proceedings under the Student Code of Conduct. Details about the Student Code of Conduct and institutional disciplinary proceedings administered by SCED are provided in Chapter 5 of this report.

Employee Respondents

When the Title IX Office completes an investigation involving an employee Respondent, the Title IX Office prepares a Final Investigative Report with outcomes which is sent to the Respondent, Complainant, and appropriate office(s), most commonly to the Human Resource Office (for employees) or the Provost Office (for faculty) or other supervisor. In cases where there is a finding of responsibility, the appropriate offices will review and impose disciplinary action. Both the Respondent and the Complainant may appeal the finding in the Final Investigative Report. All appeals should be sent to the Title IX Coordinator (or as otherwise designated) within thirty-days of the date of receipt of the Title IX Final Investigative Report. The Title IX Coordinator will forward the appeal to the President's Office for Final

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Determination and will notify the Complainant and Respondent that the appeal has been filed and the outcome of that appeal.

Right to Appeal Title IX Investigative Report

Both the Respondent and the Complainant may appeal the finding in the Final Investigative Report. All appeals should be sent to the Title IX Coordinator (or as otherwise designated) within thirty (30) days of the date of receipt of the Title IX Final Investigative Report. The Title IX Coordinator will forward the appeal to the President's Office for Final Determination and will notify the Complainant and Respondent that the appeal has been filed and the outcome of that appeal.

Title IX Process Resources

For more information about Title IX and the Title IX investigatory process, consult the below resources. Contact information for the USF Title IX Coordinator and campus-specific contacts is provided in the Contact chapter of this report.

- USF Policy 0-004: Sexual Misconduct/Sexual Harassment (including Sexual Violence): <https://usf.app.box.com/v/usfpolicy0-004>
- USF Regulation 6.0021 (Student Code of Conduct): <https://usf.app.box.com/v/usfregulation60021>
- USF Policy 1-022: Consensual Relationships: <https://usf.app.box.com/v/usfpolicy1-022>
- How to Report a Title IX Incident: <https://www.usf.edu/title-ix/gethelp/file-a-report.aspx>
- USF Title IX website: <https://www.usf.edu/title-ix/>

Potential Student Sanctions

Sanctions may be imposed on USF students. See Chapter 5 for more information on student sanctions administered by SCED.

Potential Employee Sanctions

Sanctions may be imposed on USF employees found responsible for sexual assault, dating violence, domestic violence, or stalking via the Title IX investigatory process

The following USF regulations address disciplinary actions our institution may impose on employees found to have violated USF regulations and policies:

- **USF Regulation 10.212:** Discipline, Misconduct, and Incompetence (Staff) – available on the Office of the General Counsel's website at <https://usf.app.box.com/v/usfregulation10212>

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- **USF Regulation 10.112:** Discipline, Misconduct, and Incompetence (Faculty) – available on the Office of the General Counsel’s website at <https://usf.app.box.com/v/usfregulation10112>

Employee disciplinary actions are governed by Human Resources pursuant to HR Procedure – USF Progressive Steps for Disciplinary Action, available on the HR website

Potential sanctions for employees found responsible via our institutional processes and proceedings for engaging in sexual assault, dating violence, domestic violence, or stalking are limited to the following disciplinary actions:

- Suspension
- Dismissal

Confidentiality and Protective Measures

Protecting Confidentiality

The University protects the confidentiality of victims and other necessary parties in accordance with applicable federal and State of Florida laws. Our institution completes publicly available recordkeeping and, for purposes of Clery Act reporting and disclosure, any identifying information for a victim and witnesses are redacted from any public records request, per Florida statute. All criminal reports are redacted per Florida State Statute 119 and are reviewed by the USF Office of the General Counsel prior to release to any requesting party not involved in the report.

Range of Protective Measures

Depending on the specifics of the incident and the victim’s wishes, USF can implement protective measures and other accommodations to victims of sexual assault, dating violence, domestic violence, and stalking, regardless of whether the victim is a student or employee. The University maintains as confidential any such accommodations or protective measures provided to victims to the extent that maintaining confidentially does not impair our ability to provide these measures. This confidentiality is provided to the extent permissible under local, state, and federal law. It is important to understand that our institution makes such accommodations if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Protective Measures for Students

For student victims, complainants, or witnesses relating to an incident of sexual assault, dating violence, domestic violence, or stalking, the range of interim measures to stop, prevent, and remedy these types of sexual harassment may include, but is not limited to, the following:

- Academic accommodations
- On-campus housing accommodations

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- Referrals to resources
- No contact, non-retaliatory order or directive
- The University can act to remove a Respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. Emergency Removal is not considered a finding or sanction.

Any protective measures are made for student victims, complainants, or witnesses will be designed to minimize the burden on their educational program while also ensuring that the university is mindful of the Respondent's rights.

Protective Measures for Employees

For employee victims, complainants, or witnesses relating to an incident of sexual assault, dating violence, domestic violence, and stalking, the range of interim measures to stop, prevent, and remedy sexual harassment may include, but is not limited to, the following:

- Changing shift hours so they do not overlap with the other party.
- Issuing a no contact, non-retaliatory directive preventing communication and interaction between the Respondent and Complainant or Witnesses.
- Changing the work environment in some other manner so the Complainant and Respondent do not have any workplace interaction.
- The University can act to remove a Respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any individual justifies removal. Emergency Removal is not considered a finding or sanction.

Any protective measures made for employee victims, complainants, or witnesses will be designed to minimize the burden on their work setting while also ensuring that the university is mindful of the Respondent's rights.

Preventative Measures for the USF Community

In addition to the interim measures for students and employees outlined above, the Title IX office coordinates measures to address sexual assault, dating violence, domestic violence, and gender-based stalking across USF.

Such measures include ongoing education and prevention training, awareness training, and the detailed and mandatory "Responsible Employee" training for all employees designated as

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“Responsible Employees” under the [USF Policy 0-004: Sexual Misconduct/Sexual Harassment](#).

FERPA and Institutional Disciplinary Action

Our procedures for institutional disciplinary action under SCED, DIEO, or Title IX processes do not constitute a violation of the *Family Educational Rights and Privacy Act* (20 U.S.C. 1232g).

Chapter 5: Student Conduct & Ethical Development

SRR Proceedings and Actions

*Incidents involving **students** accused of violating institutional policies and regulations.*

Student Rights & Responsibilities (SRR) supports the mission, goals, values, and vision of USF by promoting a community that values individual responsibility and the adherence to community standards as embodied in the Student Code of Conduct. SRR implements and oversees the Student Code of Conduct and its associated processes and proceedings as codified in USF Regulation 6.0021, available online at <https://usf.app.box.com/v/usfregulation60021>.

Students or student organizations commissioning, aiding, abetting, attempting, or inciting any offense outlined in the Student Code of Conduct may be subject to SRR institutional disciplinary proceedings and actions via the Student Code of Conduct process. The steps, anticipated timelines, and the decision-making process for when a student is accused of sexual assault, dating violence, domestic violence, or stalking are the same as for any other offense that constitutes a violation of the Student Code of Conduct.

Initial Intake and Review

Upon receipt of referral of an alleged violation of the Student Code of Conduct, SRR commences an Initial Review. The purpose of an Initial Review is to determine whether relevant evidence exists and if there is a reasonable basis for believing the Student Code of Conduct was violated. This review involves the accused student (the “Respondent”), the individual bringing forth the allegation (the “Complainant”), and any applicable witnesses. The time to complete the Initial Review depends on the specific circumstances and the availability of parties involved in the matter.

Notification of Initial Review Results and Outcomes

At the conclusion of the Initial Review Process, the Initial Review Officer will either dismiss the referral or will issue a Charge Letter (for the purposes of the Student Code of Conduct, the Referred Student now becomes the Charged Student) and, in cases involving sexual assault, dating violence, domestic violence, or stalking, simultaneously sends a notice to the Complainant. Outcomes of the Charge Letter will include the recommended changes and sanctions and the choices available to the Charged Student, which are:

- **Accept Responsibility** – The Charged Student accepts responsibility for the formal charges of the Student Code of Conduct and agrees to complete the recommended sanction(s).
- **Request a Formal Hearing** – The Charged Student does not accept responsibility for the formal charges of the Student Code of Conduct and elects to have a formal hearing.

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If the Charged Student fails to respond to the Charge Letter within the allotted time, the charges and sanctions will become final and the Charged Student will be found responsible and may have a limited right to appeal.

Formal Hearing

The purpose of a formal hearing under the Student Code of Conduct is to determine whether a violation of the Student Code of Conduct occurred based on the preponderance of evidence standard. The Charged Student may elect to have one of the following formal hearing types:

- **Administrative Officer Hearing** – a hearing conducted by a full-time USF Employee who is also a trained University Conduct Board (UCB) member.
- **University Conduct Board Hearing** – a hearing conducted by a panel of USF students, faculty, or staff who are trained members of the UCB, where 50% of the hearing panel is comprised of students.

In cases involving sexual assault, dating violence, domestic violence, or stalking, the Complainant can request an Administrative Officer Hearing and that request will be honored over the Charged Student's request for a University Conduct Board Hearing. Hearings may result in charges being upheld or dismissed and sanctions that are more or less severe than the sanctions recommended by the Initial Review Officer.

Notification of Formal Hearing Results and Outcomes

The Charged Student and Complainant are simultaneously notified in writing of the outcome of the formal hearing within 10 days of the hearing; that is, unless there are extraordinary circumstances that delay such notice. The Hearing Outcome Letter indicates the finding rendered at the conclusion of the formal hearing, as well as the procedures for the Charged Student and Complainant to appeal the outcome of the formal hearing. The Hearing Outcome Letter includes the following information:

- The results of the hearing;
- The procedures for the Complainant and the Charged Student to appeal the hearing results;
- Any change to the results of the hearing; and,
- The date the results of the proceedings become final.

Right to Appeal

The Charged Student or Complainant may appeal in writing the outcome of a formal hearing within 5 days of the date of the Hearing Outcome Letter. The appeal must be written to the Dean of Students, or appropriate designee, at the member institution or separately accredited institution. The burden of proof rests with the Charged Student or the Complainant to show, by a preponderance of the evidence presented, that the grounds for an appeal have been

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met. The Dean of Students, or designee, may adopt, modify, or reject charges and/or sanctions from the Hearing Outcome Letter.

The record of the formal hearing may be considered on appeal as well as any new information from the Charged Student and/or Complainant that comes to the attention of the Dean of Students or designee. The Dean of Students, or designee, is authorized to contact any participants in the formal hearing for clarification or request additional information as necessary to render a decision.

Except as required to explain the basis of new information, the Dean of Students, or designee, shall limit the review to the verbatim record of the formal hearing and supporting documents for one or more of the following purposes:

- 1) To determine if there were **due process errors** involving the University's failure to provide the Charged Student or Student Organization with notice or an opportunity be heard.
- 2) To determine whether the **sanction(s) imposed was extraordinarily disproportionate** for the violation of the Student Code of Conduct, which the Charged Student or Student Organization was found to be responsible.
- 3) To consider **new information**, sufficient to alter a decision or other relevant facts not brought out in the formal hearing, because the person appealing at the time of the formal hearing did not know such information and/or facts. Outcomes of criminal or civil cases have no bearing in any aspect of the process, including the appeal.

When the appeal is submitted, the Charged Student or Complainant must state the reason(s) for the appeal and must supply the supporting facts and the recommended solution. This is not a rehearing of the conduct case. An appeal will not be accepted simply because a Student is dissatisfied with the decision from the formal hearing. Failure to describe the nature of the information in full detail and/or failure to list and explain at least one of the above-listed three bases of acceptable appeals will result in the denial of the appeal.

The Dean's **Decision on Appeal Letter** will be rendered within 10 days of receipt of the appeal, except in extraordinary cases as determined by the Dean of Students, or designee. The decision made by the Dean of Students, or designee, is to be rendered in the Dean's Decision on Appeal Letter and the decision of the Dean of Students, or designee, is considered the final University decision. If an appeal is not upheld, the initial decision will stand, and the matter shall be considered final and binding upon all involved.

SRR Process Resources

For more information about the Student Code of Conduct process, consult the following resources and offices:

- USF Regulation 6.0021 – USF Student Code of Conduct: <https://usf.app.box.com/v/usfregulation60021>

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- Student Conduct and Ethical Development (SCED):
 - Address: 4202 E. Fowler Ave., ALN 109, Tampa, FL 33620
 - Phone: (813) 974-9443
 - Fax: (813) 974-7383
 - Website: www.usf.edu/student-affairs/student-conduct-ethical-development/conduct/rights-responsibilities.aspx

Potential Student Sanctions

The Student Code of Conduct lists sanctions that may be imposed by our institution on a student or a student organization found to have violated USF regulations and policies. For a complete list of these sanctions, consult the Student Code of Conduct regulation (<https://usf.app.box.com/v/usfregulation60021>). Not all sanctions provided in the Student Code of Conduct are appropriate for all cases. For example, possible sanctions for students found responsible for sexual assault, dating violence, domestic violence, or stalking are not limited to, but more than likely include, the following:

- **Restriction** – Conditions imposed that would specifically dictate and limit future presence on campus and participation in University activities. The restrictions involved will be clearly identified and may include, but are not limited to, a University order forbidding the Charged Student from all contact with the Complainant. Restrictions may also apply to denial of operating a motorized vehicle (including golf carts) on campus, access and use of University services, and presence in certain buildings or locations on campus. These restrictions may include the inability to hold leadership positions, whether or not as a part of a University Organization.
- **Conduct Probation** – An official sanction that places the Student’s enrollment or Student Organization recognition dependent upon the maintenance of satisfactory citizenship during the period of probation. When conduct probation is imposed as a sanction, the Student or Student Organization should be advised of the consequences of violation of probation. Under conduct probation, a Student may continue to attend classes and a Student Organization may or may not be able to operate or remain active and with an opportunity to demonstrate a capability and a willingness to live in accordance with University rules. Any Student or Student Organization placed on conduct probation may be restricted from participating in certain University activities as specified by the Director of SRR, or designee, or as regulated by other University departments. For the duration of the conduct probation, the Student or Student Organization is not considered in “good disciplinary standing” with the University.
- **Deferred Suspension** – Suspension that will be imposed at a defined future date or time unless sanctions are completed as described by the hearing officer and there are no further policy violations.

Chapter 5: Student Conduct & Ethical Development

- **Suspension** – Termination of a Student’s privilege to attend the University for a specified period of time. This may include a restrictive order that would exclude the Student or Student Organization from campus. In cases where the Student or Student Organization resides on campus, the Student will be given reasonable time to vacate the residence halls (i.e. 24 to 48 hours). A transcript overlay will be placed on the academic transcript during the period of suspension. Further, while on suspension, a hold will be placed on a Student’s registration ability until all sanctions are complete. The record of suspension will be maintained in a permanent file in SRR.
- **Expulsion** – Permanent termination of a Student’s privilege to attend the University, without the possibility of re-admission. This may include a restrictive or no trespass order that would exclude the person from campus. In cases where the Student resides on campus, the Student will be given reasonable time to vacate the residence halls (i.e. 24 to 48 hours). A transcript overlay will be placed on a Student’s academic transcript. Further, a hold will be permanently placed on the Student’s ability to register for classes. The record of expulsion will be maintained in a permanent conduct file in SRR. In cases of Student Organizations, a sanction may be permanent and prevent the Student Organization from returning to campus.
- **Other Appropriate Sanctions** – such as mandated community service, educational program (payment of associated fees), and written assignments.

The above sanctioning guide is to give the range of sanctions that would "most likely be given" if a person was to be found responsible for a single instance of the violation. It is not a maximum and minimum guide. It is a guide based on recent cases from the past two years. It does not take into account multiple violations during a single incident.

Chapter 6: Emergency Notification Procedure

Our institution has procedures in place to immediately initiate Emergency Notifications to the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. "Confirmation" of a significant emergency or dangerous situation means that an institution official (or officials) has verified that a legitimate emergency or dangerous situation exists. Confirmation does not necessarily mean that all of the pertinent details are known or even available at the time. "Immediate threat" means an imminent or impending threat, such as a tornado warning. Other examples of significant emergencies or dangerous situations include, but are not limited to:

- Active Threat incidents
- Armed intruders
- Nearby severe chemical or hazardous waste releases.

Near-campus incidents that are confirmed to pose a significant emergency or dangerous situation to our campus community, such as those listed below, would also trigger our emergency notification procedures:

- A violent crime that constitutes an imminent threat to the campus community (including, but not limited to, homicide, sex offenses, robbery, aggravated assault, and aggravated battery); and
- Occurs within CPD jurisdiction, including the 1,000 ft. perimeter beyond our Clery-defined campus.

Our institution issues Emergency Notifications in accordance with the emergency response and evacuation procedures outlined in our Emergency Operations Plan (EOP). Each institution within USF has an EOP. Each EOP is written in accordance with the framework outlined in USF Policy 6-010: *Emergency Management*. This policy is available on the Office of the General Counsel's website at [policy-6-010.pdf \(usf.edu\)](https://www.usf.edu/offices-and-services/offices-of-the-general-counsel/policy-6-010.pdf).

Each institutions' EOP contains specific policies regarding emergency response and evacuation procedures, including procedures for immediate notification of their respective campus community via Emergency Notifications. These plans require emergency notifications to be issued for confirmed significant emergencies or dangerous situations which pose an immediate threat to the health or safety of students or employees, as long as doing so would not compromise efforts to assist a victim; contain the emergency; respond to the emergency; or otherwise mitigate the emergency. Our institution utilizes a multi-step process to confirm and issue emergency notifications to our community as follows:

- 1) Confirm there is a significant emergency or dangerous situation;
- 2) Determine the appropriate segment or segments of the campus community to receive an emergency notification;
- 3) Determine the content of an emergency notification; and

Chapter 6: Emergency Notification Procedure

- 4) Initiate our emergency notification system.

More information regarding the Emergency Notification System (ENS) can be found in USF Policy 6-010: *Emergency Management*. This policy is available on the Office of the General Counsel's website at [policy-6-010.pdf \(usf.edu\)](https://www.usf.edu/policy-6-010.pdf).

Confirming Significant Emergencies or Dangerous Situations

There are multiple methods for community members to report an incident to university public safety officials. However, confirming whether a significant emergency or dangerous situation exists is the responsibility of trained professionals in the following units: Campus Police Department (CPD), Campus Safety & Security (CSS), Emergency Management (EM), Environmental Health and Safety (EHS), Facilities Management & Planning (FPM). While multiple departments are identified, it is only necessary for one department to confirm the emergency or dangerous situation exists.

For campus law enforcement issues, the CPD is responsible for confirming whether a significant emergency or dangerous situation on campus exists based on information received by anonymous report; threat; or victim, witness, or officer observation.

For non-law enforcement situations, other departments may also confirm that a significant emergency exists. These departments are Campus Safety & Security (CSS), Emergency Management (EM), Environmental Health and Safety (EHS), and Facilities Management and Planning (FPM). Public safety officials, witness statements, alerts statements, or alerts received by federal, state, or local agencies base confirmation of whether a significant emergency exists in such situations on observation.

Determining Appropriate Segment(s) of the Campus Community to Notify

As soon as a significant emergency or dangerous situation has been confirmed, our institution will:

- 1) Take the safety and health of the campus community into account;
- 2) Determine what information to release about the situation; and
- 3) Begin the notification process.

Our institution would not immediately issue a notification for a confirmed significant emergency or dangerous situation if doing so would compromise efforts to:

- Assist a victim;
- Contain the emergency;
- Respond to the emergency; or
- Otherwise mitigate the emergency, e.g., not compromising efforts to mitigate an emergency might be agreeing to a request of local law enforcement or fire department officials.

Chapter 6: Emergency Notification Procedure

The campus community will be notified when there is at least the potential that a very large segment of the community will be affected by a situation, or when a situation threatens the operation of the campus as a whole. If an emergency affects only a segment of the campus community, a more limited warning may be issued. For example, in the case of a hazardous release, the university may only notify individuals in the building where this occurred. There will be a continuing assessment of the situation and additional warnings will be issued as appropriate based on the available information at the time the Emergency Notification is issued.

Determining the Content of Emergency Notifications

Our Emergency Notification procedures require emergency notifications issued by our institution to include information that will enable members of the campus community to take actions to protect themselves, including information about the following:

- Incident type;
- Incident location;
- Instructions on what actions to take; and
- Other safety information or tips, if necessary.

Initiating Emergency Notifications

Upon confirmation of a significant emergency or dangerous situation occurring on campus involving an imminent threat to the health or safety of the campus community, either CPD or Campus Safety & Security (CSS) will initiate an emergency notification. In the event CPD or CSS are not able to initiate an AlertUSF message, authorized users in Emergency Management (EM), or University Communications & Marketing may broadcast messages via AlertUSF. Initiating emergency notifications will occur as outlined in our institution's EOP.

When the emergency notification system is activated, multiple systems are activated simultaneously. In addition to text messages through AlertUSF, desktop computers in labs and class-rooms also receive notifications through our desktop alert system. In addition, there is a siren and loud speaker system that may also be used to reach those in open air spaces or within select buildings on campus. Our institution uses this spectrum of notification methods to reach large numbers of constituents as quickly and efficiently as possible. As outlined in the EOP, the following tools are used to facilitate incident communications:

- **Homepage** – Emergency messages will be broadcasted to the USF institution's homepage at the affected campus location(s). The website is the best place to receive the most thorough, accurate and up-to-date information during an emergency.
- **Text Message** – Faculty, staff, and students are encouraged to sign-up to receive alerts through text message at USF campuses. For more information, visit the USF Emergency Management homepage.

Chapter 6: Emergency Notification Procedure

- **Outdoor Notifications** – USF Sarasota-Manatee campus outdoor notifications provide tone, and loud voice messages audible to outdoor populations through speaker arrays.
- **Indoor Notifications** – USF Sarasota-Manatee campus outdoor notifications provide strobe, tone, and loud voice messages to indoor populations through the campus fire panel.
- **Desktop Alert** – Desktop Alerts will appear on desktop computers that are maintained by USF IT and activate when the messages are issued at the Sarasota-Manatee campus. If you encounter issues or do not receive Desktop Alerts on your USF desktop computer, contact IT at help@usf.edu.
- **AlertUSF Website** – This website provides information on active incidents or events that could impact USF. This web page maintains a chronological history of an event by displaying text alerts.
- **USF Safe (App)** – This app is a phone resource that provides safety information, preparedness education, crime prevention tips, and more from University of South Florida UPD.

Our emergency notification system has pre-scripted, pre-approved messages addressing a wide range of possible emergencies. These messages require only minor updates to address specifics of an incident in order to allow emergency notifications to be sent out without delay.

In most cases, the standard pre-scripted messages will be able to address emergencies from initial communication to “all-clear.” For situations that require unique messaging or communication over an extended period of time, the Media/Public Affairs Team or, if activated, the Joint Information Center (JIC), may assume the responsibility for sending out communications using the system. The main website for our institution will be utilized to provide situation updates and should be considered the best place for the campus community and general public to find the most thorough, accurate, and up-to-date information during an emergency.

Organizational Units Responsible for Emergency Notification Procedures

The chart on the next page also summarizes organizational units with designated individuals responsible for, or authorized to, determine the appropriate segments of the campus community to receive a notification; determine the content of the notification; and initiate the notification. This is indicated via the column headings “Determine Notification Segment,” “Determine Notification Content,” and “Initiate Notification,” respectively. Responsibility is determined based on the type of hazard (emergency or dangerous situation) facing our institution.

While multiple departments are identified on the chart, it is only necessary for one of these organizational units to initiate each identified step in the Emergency Notification process.

Chapter 6: Emergency Notification Procedure

Disseminating Emergency Information to the Larger Community

In the event of an emergency, the USF Sarasota-Manatee home page (<https://www.sarasotamanatee.usf.edu/>) will display emergency information. As updates are provided, the appropriate responding public safety authority posts new information. The USF website is the best place to receive the most thorough, accurate, and up-to-date information during an emergency. There may be situations or emergencies, which warrant communication outside our campus community. For example, our institution may use radio and/or TV alerts for the neighboring community.

Typically, when emergency messaging is pushed out by our institution, the local media immediately contacts our Media/Public Affairs team for comment. This team is responsible for developing messaging based on information provided by the incident commander or the Emergency Operations Center (EOC) and communicating with the media. Depending on the nature of the emergency, a press release may be sent out and a press conference may be scheduled. For situations spanning a longer period of time, the Media/Public Affairs team will provide the media with regular updates and be responsible for responding to all media inquiries. The Media/Public Affairs team is part of University Communications and Marketing and may pull resources from other groups within that department to assist during an emergency. Depending on the nature of the emergency, a JIC may be activated to provide the necessary communications resources for the event. If the JIC is activated, the Media/Public Affairs team will become part of it.

Responsible Organizational Unit	Determine Notification Segment	Determine Notification Content	Initiate Notification
Campus Police (CPD)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Campus Safety & Security (CSS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Emergency Management (EM)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Environment Health and Safety (EH&S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Information Technology (IT)		<input checked="" type="checkbox"/>	
Joint Information Center (JIC)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
University Communications and Marketing (UCM)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Executive Policy Group (EPG) / Regional Policy Group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Facilities Management & Planning (FPM)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

Chapter 7: Testing Emergency Notification, Response and Evacuation Procedures

Our institution has procedures in place to test our emergency notification, response, and evacuation procedures on at least an annual basis. Such tests may be announced or unannounced. These tests are regularly scheduled, contain drills, exercises, and follow-through activities. “Drills” are activities that test a single procedural operation, e.g., an evacuation drill. “Exercises” are tests involving coordination of efforts, e.g., a test of the coordination of first responders, including police, firefighters, and emergency medical technicians. “Follow-through activities” are designed to review the test, e.g., a survey or interview to obtain feedback from participants. Our tests are designed to assess and evaluate our emergency plans and capabilities.

More information regarding tests of our emergency evacuation procedures can be found in USF Policy 6-025: Fire and Emergency Evacuation Drills available via the Office of the General Counsel’s website at <https://usf.app.box.com/v/usfpolicy6-025>.

Emergency Notification System Tests

The university tests its Emergency Notification System at least once per semester on a scheduled basis to ensure all components are operational and that our policies and plans accurately dictate the procedures utilized. Tests of the Emergency Notification System are coordinated with Emergency Management, Campus Police, Campus Safety & Security, University Communications and Marketing, Information Technology, and appropriate university administration.

During these scheduled tests, CPD or USF Emergency Management activates all components of the **AlertUSF** system.

All tests of the Emergency Notification System are announced and are communicated to the university community through the MyUSF web portal (available to all students, faculty, and staff); the Inside USF faculty and staff newsletter; and the USF calendar (publicly available).

Emergency Response Procedures Tests

Our institution tests its emergency response procedures at least annually to ensure that our institution’s plans and procedures are viable and allow our institution and partner public safety officials an opportunity to practice responding to various emergencies and dangerous situations. These tests are coordinated by Emergency Management and key departments on campus responsible for responding to or facilitating response-and-recovery operations after an incident.

Chapter 7: Testing Emergency Notification, Response and Evacuation Procedures

Our emergency procedures tests are scheduled and contain drills and exercises. These tests follow the Homeland Security Exercise and Evaluation Program (HSEEP) guidelines.

More information about our emergency response procedures and their testing can be found on the Emergency Management website (<http://usf.edu/em>), within each USF institutions' EOP, and on *Emergency Situation Protective Action* cards within each classroom on our campus. A sample *Emergency Situation Protective Action* card is provided in APPENDIX G.

Emergency Evacuation Procedures Tests

In accordance with USF Policy 6-025: *Fire and Emergency Evacuation Drills*, USF has procedures in place to ensure the safe, timely, and orderly evacuation of building occupants during an actual fire or other building emergency. Per Florida Fire Prevention Code, Florida Statute 633.0215, and the referenced USF policy, our institution is required to test its evacuation procedures on an annual basis. However, in practice, our evacuation procedures are tested on a per semester basis for on-campus residential buildings and annually, at a minimum, for applicable non-residential buildings. Integral components of the USF policy and associated procedures include the following:

- Annual fire and emergency evacuation drills are required to be conducted for all USF high hazard buildings equipped with a required fire alarm system. A "high hazard building" designation is defined as one that: *contains combustible matter or flammable conditions dangerous to the safety of life or property; in which persons receive educational instruction; in which persons reside; excluding private dwellings; or, containing three or more levels.*
- All fire and emergency evacuation drills are announced in practice, excluding notification of vested parties required to coordinate drill activities, e.g., Residence Life Coordinators, Resident Assistants, Facility Managers, etc., are typically notified prior to a drill.
- All occupants must evacuate when alarms are sounded or when authorities initiate an evacuation order. Occupants with disabilities, who cannot independently evacuate, must evacuate to the nearest area of rescue/refuge, typically a stairwell landing.
- All occupants of high hazard buildings must participate in the fire drill.

USF Policy 6-025: *Fire and Emergency Evacuation Drills* requires a multi-disciplinary approach for the effective implementation and maintenance of emergency evacuation procedures for USF. The following organizational units are responsible for implementing and maintaining these procedures:

- Environmental Health and Safety (EH&S);
- Campus Safety & Security (CSS);

Chapter 7: Testing Emergency Notification, Response and Evacuation Procedures

- Facilities Management & Planning;

These units work together on the following:

- Policy maintenance, updates, and communication;
- Training (providing or receiving);
- Drill coordination activities;
- Drill evaluation; and
- Process improvement identification and implementation.

For more information about our emergency evacuation procedures, consult the Emergency Evacuation page of the EH&S website: <https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-drillprocedure.pdf>

Communicating Our Emergency Response and Evacuation Procedures

USF Environmental Health and Safety (EH&S) and Campus Safety & Security provide training to USF employees and students regarding our emergency response and evacuation procedures as part of orientation. Emergency response and evacuation information is included in the Student Handbook provided to each student at the initiation of each semester. EH&S offers fire safety training, including evacuation procedures training, based on USF Policy 6-025: *Fire and Emergency Evacuation Drills*, to USF staff employees on a biennial basis as well as per request to additional USF organizational units.

Documenting Tests of Our Emergency Notification, Response, and Evacuation Procedures

For each test of the emergency notification, response, and evacuation procedures conducted by our institution, the following is documented pursuant to Clery Act requirements:

- A description of the exercise (i.e., the test);
- The date the test was held;
- The time the test started and ended; and
- Whether the test was announced or unannounced.

Emergency Management (EM) is responsible for maintaining USF records of Emergency Notification System tests and Emergency Response Procedures tests. In addition to the Clery Act documentation requirements, EM also documents the status of the systems tested and any outstanding after-action items, respectively, for these tests.

Chapter 7: Testing Emergency Notification, Response and Evacuation Procedures

Environmental Health and Safety (EH&S) is responsible for maintaining USF records of tests of our Emergency Evacuation Procedures. In addition to the Clery Act documentation requirements, EH&S also maintains documentation of any outstanding after-action items from testing our emergency evacuation procedures. Per USF Policy, a Facility/Safety Liaison for each college or division is required to complete a Fire Exit Drill Evaluation form for test/drills conducted in their respective area(s). The executed form is subsequently filed in the applicable building records and a copy provided to EH&S. A copy of the **Fire Exit Drill Evaluation** form is located on the EH&S Fire Safety website at <https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-firedrillform.pdf>.

Chapter 8: Emergency Evacuation Procedures

Preparation is essential: Determine in advance the nearest exit from your work location and the route you shall follow to reach that exit in an emergency. Emergency evacuation signage is posted in buildings. Building occupants should become familiar with evacuation routes that do not require elevator access and assembly points outside of the building. Establish an alternate route to be used in the event your route is blocked or unsafe. Never assume that an alarm is a drill – treat all alarm activations as actual emergencies.

How to Evacuate During an Emergency

- 1) Exit the building as soon as possible via the nearest exit.
- 2) Do not use elevators to exit the building during an evacuation as they may become inoperable.
- 3) Walk, do not run. Do not push or crowd.
- 4) If unable to evacuate due to disability, shelter in the area of rescue/refuge, typically a stairwell landing, and wait for assistance from emergency responders.
- 5) Keep noise to a minimum so you can hear emergency instructions.
- 6) Use handrails in stairwells; stay to the right.
- 7) Follow instructions from emergency personnel.
- 8) Move quickly away from the building to your assembly point* unless otherwise instructed.
- 9) If possible, go to a grassy area and keep roadway and walkways clear for emergency vehicles.
- 10) Do not return until notified by emergency personnel that it is safe to do so.

**Assembly Points: Emergency assembly points are areas of campus that are uphill and upwind from the hazard, away from power lines, falling debris, and other hazards where persons can assemble to be accounted for, to be provided minor first aid, receive further instructions, and obtain information. This is the first place to go until other areas and buildings on campus can be evaluated for safety and possible occupancy.*

For more information on what to do during a building evacuation, visit the Environmental Health and Safety Emergency Evacuation Procedures website: <https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-drillprocedure.pdf>.

How to Shelter in Place

During certain emergencies – particularly chemical, biological or radioactive material releases – some weather emergencies, or the threat of imminent danger, you may be directed to “shelter in place” rather than evacuate the building.

Depending on the type of emergency, directions to shelter in place may be sent using a variety of communication tools, including: siren/loudspeaker system, AlertUSF, and/or digital screens.

Chapter 8: Emergency Evacuation Procedures

- 1) Stay inside the building or find a safe place.
- 2) If you are in a room with a door, make sure the door is closed.
- 3) In various campus buildings, doors may lock manually, remotely, or not at all. If applicable and time permits, lock doors.
- 4) If you are in a room with a window, make sure the window is closed and remain clear of the window.
- 5) Remain where you are until further direction from emergency personnel.

Always follow all directions provided by emergency response personnel.

Fire Alarm Procedures

The general USF System Fire and Emergency procedures are as follows:

- Immediately evacuate the building via the nearest exit when the fire alarm is activated.
- If unable to evacuate due to a disability, shelter in the area of rescue/refuge, typically a stairwell landing, and wait for assistance from drill volunteers or emergency responders.
- Instruct visitors and students to evacuate and assist them in locating the nearest exit.
- Do not use elevators to exit the building during an evacuation as they may become inoperable.
- Carry only those personal belongings that are within the immediate vicinity.
- Close doors to limit the potential spread of smoke and fire.
- Terminate all hazardous operations and power off equipment.
- Close all hazardous materials containers.
- Remain outside of the building until the building is released for re-entry.
- Do not restrict or impede the evacuation.
- Convene in the designated grassy gathering area and await instruction from emergency responders or drill volunteers. Avoid parking lots.
- Report the fire alarm deficiencies (e.g., trouble hearing the alarm) to facilities personnel for repair.
- Notify evacuation drill volunteers or emergency responders of persons sheltering in the areas of rescue/refuge.
- Never assume that an alarm is a “false alarm.” Treat all fire alarm activations as emergencies and evacuate the building or shelter in the area of rescue/refuge, if applicable.

Chapter 8: Emergency Evacuation Procedures

More information regarding fire and emergency evacuation procedures (e.g., USF System High Hazard Buildings and USF Fire Drill Relocation Areas) can be found on these USF Environmental Health and Safety websites:

Fire and Emergency Evacuation Procedures: <https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-drillprocedure.pdf>

Fire and Emergency Evacuation Drills and Procedures: <https://www.usf.edu/administrative-services/environmental-health-safety/programs-services/fire-safety/residential-info.aspx>

APPENDIX A

Campus Police Department Jurisdiction Map



APPENDIX B

Clery and VAWA Crime and Incident Definitions

Aggravated Assault	An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
Arson	Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc. <i>Note: Do not classify fires or suspicious or unknown origin.</i>
Burglary	The unlawful entry of a structure or conveyance to intent to commit a crime therein.
Business Day	Monday through Friday, excluding any day when the institution is closed.
Campus	1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution's education purposes, including residence halls and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition that is owned by the institution by controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
Campus Security Authority (CSA)	There are four types of individual or organizations that are considered a CSA under the Clery Act: (1) A campus police department or a campus security department of an institution. (2) Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under paragraph (1) of this definition, such as an individual who is responsible for monitoring entrance into institutional property. (3) Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses. (4) An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.
Clery Geography	Clery crime and incident statistics are reported according to the following Clery Act -defined geographical categories: on campus; on-campus residential; non-campus building or property; and public property. On Campus The <i>on-campus</i> category of Clery Geography encompasses the following: <i>Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's education purposes, including residence halls; and</i> <i>Any building or property that is within or reasonably contiguous to the area identified in the above paragraph that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).</i>

APPENDIX B

<p>Clery Geography, <i>continued</i></p>	<p>Non-Campus Property</p> <p>The <i>non-campus</i> category of Clery Geography encompasses the following:</p> <p><i>Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).</i></p> <p>Public Property</p> <p>The <i>public property</i> category of Clery Geography encompasses the following:</p> <p><i>All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.</i></p>
<p>Dating Violence</p>	<p>Under the Clery Act, <i>dating violence</i> is defined as follows:</p> <p>Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.</p> <p>(1) 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.</p> <p>(2) For the purpose of this definition –</p> <ul style="list-style-type: none"> (i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (ii) Dating violence does not include acts covered under the definition of domestic violence. <p>(3) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.</p> <p>Under the State of Florida Statutes, <i>dating violence</i> is defined as follows:</p> <p>Violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:</p> <ol style="list-style-type: none"> 1. A dating relationship must have existed within the past six months; 2. The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties; and 3. The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship.
<p>Destruction or Damage or Vandalism of Property</p>	<p>To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it. Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender’s bias.</p>

APPENDIX B

Clery and VAWA Crime and Incident Definitions

<p>Domestic Violence</p>	<p>Under the Clery Act, <i>domestic violence</i> is defined as follows:</p> <ul style="list-style-type: none"> (1) A felony or misdemeanor crime of violence committed– <ul style="list-style-type: none"> (i) By a current or former spouse or intimate partner of the victim; (ii) By a person with whom the victim shares a child in common; (iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (iv) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (v) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. (2) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting. <p>Under the State of Florida Statutes, <i>domestic violence</i> is defined as follows:</p> <p>Any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. “Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.</p>
<p>Federal Bureau of Investigation’s (FBI) Uniform Crime Reporting (UCR) Program</p>	<p>A nationwide, cooperative statistical effort in which city, university and college, county, state, tribal, and federal law enforcement agencies voluntarily report data on crimes brought to their attention. The UCR program also serves as the basis for definitions of crimes in Appendix A to this subpart and the requirements for classifying crimes in this subpart.</p>
<p>Hate Crime</p>	<p>A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of this section, the categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.</p>
<p>Hierarchy Rule</p>	<p>A requirement in the FBI’s UCR program that, for purposes of reporting crimes in that system, when more than one criminal offense was committed during a single incident, only the most serious offense be counted.</p>
<p>Intimidation</p>	<p>To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender’s bias.</p>

APPENDIX B

Clery and VAWA Crime and Incident Definitions

<p>Larceny-Theft</p>	<p>The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.</p> <p><i>Constructive possession</i> is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.</p> <p>Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender's bias.</p>
<p>Motor Vehicle Theft</p>	<p>The theft or attempted theft of a motor vehicle.</p> <p><i>Note: Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned – including joy riding.</i></p>
<p>Murder and Non-negligent Manslaughter</p>	<p>The willful (non-negligent) killing of one human being by another. This includes any death caused by injuries received in a fight, argument, quarrel, assault, or commission of a crime.</p> <p><i>Note: Murder/Non-negligent Manslaughter does not include deaths caused by negligence, assaults/attempts to murder, suicides, fetal deaths, traffic fatalities, accidental deaths, or justifiable homicides (defined as and limited to the killing of a felon by a peace officer in the line of duty, or the killing of a felon during the commission of a felony, by a private citizen).</i></p>
<p>Negligent Manslaughter</p>	<p>The killing of another person through gross negligence (defined as the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another).</p> <p><i>Note: Negligent Manslaughter does not include deaths of persons due to their own negligence, accidental deaths not resulting from gross negligence, or traffic fatalities.</i></p>
<p>Professional Counselor</p>	<p>A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.</p>
<p>Programs to Prevent Sexual Assault, Dating Violence, Domestic Violence, and Stalking</p>	<p>(1)Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault, dating violence, domestic violence, and stalking that –</p> <ul style="list-style-type: none"> (i) Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcomes: and (ii) Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels. <p>(2)Programs to prevent sexual assault, dating violence, domestic violence, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees, as defined in paragraph (j)(2).</p>
<p>Public Property</p>	<p>All public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus.</p>
<p>Referred for Campus Disciplinary Action</p>	<p>The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.</p>
<p>Robbery</p>	<p>The taking or attempting to take anything of value from the care, custody, or control of a person by force or threat of force or violence and/or by putting the victim in fear.</p>

APPENDIX B

Clery and VAWA Crime and Incident Definitions

<p>Sexual Assault</p>	<p>Under the Clery Act, sexual assault is defined in accordance with the FBI's UCR Program. Sexual Assault is defined as penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.</p> <p><i>Under State of Florida Statutes, sexual battery is defined as follows:</i></p> <p>Oral, anal, or vaginal penetration by, or union with the sexual organ or another or the anal or vaginal penetration of another by any other object, however, sexual battery does not include an act done for bonafide medical purpose.</p> <p>"Consent" means intelligent, knowing, and voluntary consent and does not include coerced submission. "Consent" shall not be deemed or construed to mean the failure of the alleged victim to offer physical resistance to the offender.</p>
<p>Simple Assault</p>	<p>An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. Crime is only reported if it was motivated, in whole or in part, by the offender's bias.</p>
<p>Stalking</p>	<p>For the purposes of complying with the requirements of the VAWA, any incident meeting the below definition is considered a crime for the purposes of Clery Act reporting.</p> <p>(1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—</p> <ul style="list-style-type: none"> (i) Fear for the person's safety or the safety of others; or (ii) Suffer substantial emotional distress. <p>(2) For the purpose of this definition—</p> <ul style="list-style-type: none"> (i) <i>Course of conduct</i> means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by an action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (ii) <i>Substantial emotional distress</i> means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. (iii) <i>Reasonable person</i> means a reasonable person under similar circumstances and with similar identities to the victim. <p>Under State of Florida Statutes, <i>stalking</i> is defined as follows: A person who willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person commits the offense of stalking.</p> <p><i>Harass</i> means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.</p> <p><i>Cyberstalk</i> means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.</p>
<p>Test</p>	<p>Regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities.</p>

APPENDIX B

Clery and VAWA Crime and Incident Definitions

Crime and Incident Definition Sources

Under the Clery Act, counting and disclosing statistics for criminal offenses, hate crimes, arrests, and referrals for disciplinary action is done based on definitions provided by the Federal Bureau of Investigation's (FBI's) Uniform Crime reporting (UCR) Program. The definitions for *Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Carrying, Possessing, etc., Law Violations, Drug Abuse Violations, and Liquor Law Violations* are from the *Summary Reporting System (SRS) User Manual* from the FBI's UCR Program. The definitions of *Fondling and Incest and Statutory Rape* are from the FBI's *National Incident-Based Reporting System (NIBRS) Data Collection Guidelines* edition of the UCR. *Hate Crimes* are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. Note that, although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting

does not have to meet all of the other UCR Program standards.

For the categories of *Domestic Violence and Stalking*, the Clery Act specifies that our institution must use the definitions provided by the Violence Against Women Act of 1994 and repeated in the Department's Clery Act regulations [34 CFR 6668.46(c)(6) (A)(i)] for statistical report.

For more information regarding how Clery crimes and incidents are classified and reported, consult *The Handbook for Campus Safety and Security Reporting: 2016 Edition*, available at the U.S. Department of Education website: [The Handbook for Campus Safety and Security Reporting: 2016 Edition](#). Questions regarding specific statistics presented in this report should be directed to your institution's Clery Coordinator.



APPENDIX C

Clery Geography Map - Sarasota-Manatee Campus



APPENDIX D

Sample *Emergency Situation Protective Actions* Card, USF Tampa

IN CASE OF EMERGENCY...

UNIVERSITY OF SOUTH FLORIDA®
PROTECTIVE ACTIONS GUIDE

Know Your Location

Provide your location when calling 911.

Common Protective Actions

- Always be aware of your surroundings.
- Remain calm and help others do the same.
- Create distance between you and the hazard.
- Follow all verbal instructions, messages, and alerts.
- Report any suspicious activities to University Police by calling 974-2628.

If Instructed to **Shelter-in-Place**

- Stay where you are.
- Close all doors and windows and create a seal around them with available materials.

Active Threat

- **Run – Hide – Fight:** If possible, run from the threat. If unable to run, hide out of sight behind adequate cover. If faced with the threat, use your resources to fight back.
- Silence all cell phones and other equipment that may produce sound.
- Continue to evaluate the threat and trust your instincts to keep yourself safe.
- Have **one person** from the room call 911 if you have information to provide or injuries to report.

Hazardous Materials Release

- Evacuate the area immediately.
- Call Environmental Health and Safety at 974-4036 or University Police at 974-2628 for assistance. If an emergency, call 911.
- If you come in to contact with the material, rinse with copious amounts of water and do not rub skin. Seek medical attention.
- Shelter-in-place if directed.

Severe Weather and Tornadoes

- Move to an interior room on the lowest level of the building, away from doors and windows.
- Monitor weather broadcasts.
- Remain in place until severe weather passes.

Power Outages

- Move cautiously to a lighted area.
- Follow instructions from public safety officials.

Fire, Smoke, or Explosion

- Activate the nearest fire alarm and evacuate the area.
- Notify others as you evacuate.
- Do not use elevators, use only stairwells.
- Assist individuals with disabilities to areas of refuge within stairwells and notify public safety officials of the location.
- Close doors behind you as you leave to limit spread of fire and smoke.
- **Call 911 when you are safely out of the building.**
- Remain a safe distance from the building in a grassy area, avoiding parking lots.

Suspicious Person

- Do not physically confront the person or block access to an exit.
- Do not allow anyone to follow you into access controlled areas.
- Call 911 and provide as much information about the person and direction of travel as you can.

Bomb Threat or Suspicious Item

- Evacuate the area immediately.
- Notify others around you.
- Call 911 and provide as much information as possible.
- Do not touch or disturb any objects.

Be Prepared.



usf.edu/em
813-974-0870

TITLE IX

PROHIBITS SEXUAL HARASSMENT, SEXUAL VIOLENCE, STALKING, INTIMATE PARTNER VIOLENCE & GENDER-BASED DISCRIMINATION

ABOUT TITLE IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

HOW TO REPORT

- Online Title IX Report Form at usf.edu/title-ix
- Call Title IX Office at 813-974-4373
- Email titleixreports@usf.edu
- Walk in or mail at 4202 E Fowler Ave, ALN 172 Tampa, FL 33620
- Anonymous reports via independent third-party company EthicsPoint at secure.ethicspoint.com or 813-974-U411



EMERGENCY

USF Police Dial 911
501 College Dr • 941-487-4210
sarasotamanatee.usf.edu/campus-life/health-and-safety

CONFIDENTIAL RESOURCES

Center for Victim Advocacy
24/7 Victim Helpline
813-974-5757
usf.edu/student-affairs/victim-advocacy

Counseling & Wellness Center
941-487-4254
sarasotamanatee.usf.edu/campus-life/health-and-safety

Student Ombudsman
(For conflict resolution)
SMC 107 • 941-359-4641
smcampus.usf.edu/office-of-the-student-ombuds

Student Health Services
941-487-4254
sarasotamanatee.usf.edu/campus-life/health-and-safety

USF TITLE IX COORDINATOR

Araña Muñoz, MBA
4202 E Fowler AVE, ALN 172
Tampa, FL 33620
813-974-9901
arainamuniz@usf.edu



VAWA

VIOLENCE AGAINST WOMEN ACT



VAWA IS FOR EVERYONE
Protecting all students, faculty, staff, administration regardless of orientation and/or identity.

ABOUT VAWA

This Act was established to address and reduce incidents of relationship violence, stalking, and sexual violence by coordinating community response, providing funding for rape crisis centers and domestic violence shelters, and providing rights to those who experience these crimes.

HOW TO PRESERVE EVIDENCE

Preserve evidence if you intend to report the incident

- Do not wash bedding, towels, clothing
- Do not erase voicemails, texts, or emails
- Avoid bathing, showering, brushing teeth
- Avoid eating, drinking, using the toilet
- Avoid cleaning the crime scene

YOUR RIGHTS UNDER VAWA

You have the right to report the incident, or not, to law enforcement, to the University, or to any confidential campus resources

You do not need to report an incident to police to receive protective measures from the University

Protective measures may include but are not limited to risk assessment, safety planning, on-campus housing or workplace accommodations, no contact orders, class changes

Disciplinary proceedings will be prompt, fair, and impartial. Every case is unique and will vary in length

Proceedings conducted by officials who receive annual training on these specific crimes, conducting an investigation, protecting victim safety and promoting accountability

The Complainant and Respondent have the same rights, including the right to be accompanied to any proceedings by an advisor of their choice

NOTICE OF NONDISCRIMINATION

Pursuant to Title IX, USF does not discriminate on the basis of sex in educational programs or activities. Such protection extends to students and employees. Any inquiries concerning Title IX, policies, procedures or the application of Title IX may be referred to the Title IX Coordinator. The most up to date information is available on the Title IX website at usf.edu/title-ix. When appropriate, USF will take steps to prevent the recurrence of harassment, including sexual violence, and to correct any discriminatory effects of harassment.

USF Contact Page

Clery / Police

USF Health Clery Coordinator

Donald Mullins, Deputy Assistant to the Sr. VP of Health

(813) 974-2196

Email: mullinsd@usf.edu

University Police Department (USFPD) Sarasota-Manatee campus

Campus location: 501 College Dr., Sarasota, FL 34243

(941) 487-4210

USF Sarasota-Manatee campus Clery Coordinator

Michael A. Kessie, Police Chief USF Sarasota-Manatee Police Department

(941) 487-4210 | Fax: (941) 487-4799

Email: mkessie@ncf.edu

Website: www.usfsm.edu/campus-police

University Police Department (USFPD) St. Petersburg campus

Campus location: 140 7th Ave. S., FPF 105 | St. Petersburg, FL 33701

(727) 873-4444

USF St. Petersburg campus Clery Coordinator

David Hendry, Police Chief USF St. Petersburg Police Department

(727) 873-4444 | Fax: (727) 873-4122

Email: davidhendry@usfsp.edu

Website: <https://www.stpetersburg.usf.edu/police/>

University Police Department (USFPD) Tampa campus

Campus location: 4202 E. Fowler Avenue, UPB 002, Tampa, FL 33620

(813) 974-2628

USF Tampa campus Clery Coordinator

Edwin Lovett, Communications & Records Manager USF Tampa Police Department

(813) 974-3959 | Fax: (813) 974-5616

Email: eglovett@usf.edu

Website: <https://www.usf.edu/administrative-services/university-police/>

USF Contact Page

Florida Department of Law Enforcement Florida Sexual Offenders and Predators

Website: <https://offender.fdle.state.fl.us/offender/sops/home.jsf>

Toll-free number: 1-888-357-7332 Local: 1-850-410-8572

Email: sexpred@fdle.state.fl.us

TTY/TTD users dial 711 to connect with the telecommunications relay service (TRS)

Dean of Students Office

Campus location: 4202 E. Fowler Avenue, MSC 4301 Tampa, FL 33612

Phone: (813) 974-6677

Emergency Management

Jen Fleischman, Director of Emergency Management

Email: jfleischman@usf.edu

(813) 974-0870

Lance Rocks, Emergency Coordinator

Email: lrocks@usf.edu

(813) 974-1484

Website: <https://www.usf.edu/administrative-services/emergency-management/>

Environmental Health & Safety

William “Bill” Land, Director

Email: landw@usf.edu

(813) 974-0872

Website: <https://www.usf.edu/administrative-services/environmental-health-safety/>

Facilities Management

Facilities Management – Sarasota-Manatee campus

Thomas O’Loughlin, Associate Director

8350 N. Tamiami Trail, SMP-P116 Sarasota, Florida 34243

(941) 359-4294

Email: tloughlin@usf.edu

USF Contact Page

Facilities Management – Tampa campus

Antonio Morales, Operations Manager

4202 E. Fowler Avenue, OPM100 Tampa, Florida 33620

(813) 974-4037

Email: morales1@usf.edu

24-Hour Service Desk:

(813) 974-2845 | FM-ServiceCenter@usf.edu

Website: <https://www.usf.edu/administrative-services/facilities/>

Housing

Housing Office – St. Petersburg campus

(727) 873-5101

housing@usfsp.edu

Housing Office – Tampa campus

(813) 974-0001

housing@usf.edu

24-Hour Service Desks

Holly M: (813) 974-7000 | Juniper-Poplar: (813) 974-0800

Website: <https://www.usf.edu/housing/index.aspx>

Information Technology

USF Sarasota-Manatee campus Information Technology

Email: computing@sar.usf.edu

Phone: (941) 359-4350

Web: <https://usfsm.edu/technology-services>

USF St. Petersburg campus Information Technology

Phone: (727) 873-4357

Web: <https://www.stpetersburg.usf.edu/resources/computing/index.aspx>

USF Tampa campus Information Technology

Help Desk: help@usf.edu

Phone: (813) 974-1222

Web: <https://www.usf.edu/it/index.aspx>

USF Contact Page

Student Conduct & Ethical Development

Address: 4202 E. Fowler Ave., ALN 109, Tampa, FL 33620

Phone: (813) 974-9443

Fax: (813) 974-7383

Website: <https://www.usf.edu/student-affairs/student-conduct-ethical-development/>

Email: studentconduct@usf.edu

SAFE Team Escort

Phone: (813) 974-SAFE (7233)

Hours of Operation: 6:30 pm – 2:00 am

Website: <https://www.usf.edu/student-affairs/student-government/tampa-sg/tampa-safeteam/index.aspx>

Title IX

Araña Muñiz, USF System Title IX Coordinator

4202 E. Fowler Ave., ALN 172, Tampa, FL 33620-6150

Phone: (813) 974-8651 Fax: (813) 974-4375

TDD: (813) 974-5651

Email: arainamuniz@usf.edu

Website: <https://www.usf.edu/title-ix/>

Victim Advocacy

Megan Deremiah, Interim Assistant Director, Advocacy

4202 E Fowler Avenue, SVC 2057, Tampa, Florida 33620

Office: (813) 974-5756 Fax: (813) 974-8589

24/7 Victim Helpline: (813) 974-5757

Email: va@admin.usf.edu

Website: <https://www.usf.edu/student-affairs/victim-advocacy/>



UNIVERSITY of
SOUTH FLORIDA
SARASOTA-MANATEE CAMPUS

CAMPUS POLICE DEPARTMENT

University of South Florida Sarasota-Manatee campus

501 College Drive

Sarasota, FL 34243

sarasotamanatee.usf.edu/campus-police