

**UNIVERSITY OF**  
**SOUTH**  
**ALABAMA**



2022 Annual Security and  
Fire Safety Report  
for the 2021 Calendar Year Data

# A Message from USA Police:

On behalf of the University of South Alabama Police Department (USAPD), thank you for your interest in our 2022 Annual Security Report (ASR). The ASR is published each year in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, or the Clery Act. It contains important information about the safety and security at the University of South Alabama (USA). You will find helpful information about the University, including crime statistics for the previous three calendar years, information regarding on-campus fires, and disciplinary violations. I encourage you to familiarize yourself with these statistics, security policies, and safety information. Being informed is the first step in protecting yourself and our campus community.

While no campus community is immune from crime, the USA Police Department makes every effort to reduce crime and the potential for other dangerous situations. We also continue to collaborate with other campus departments and local law enforcement agencies to help us in our mission to create a safe learning environment. We all play an important role in keeping the University community safe; it is a shared responsibility. The easiest way to help keep our campus safe is by putting our motto into action: **“If You See Something, DO SOMETHING”**.

If you need USAPD for any reason, call us directly at (251) 460-6312. I encourage everyone to add our number to your cellphone, make sure you keep your USA Alert (PAWS) up to date, and download our LiveSafe app at:

<https://www.southalabama.edu/departments/studentaffairs/livesafe.html>

We are here for you 24/7! Don't hesitate to reach out to us.

Sincerely,

*Philip Fishel*

Philip Fishel

Interim Chief of Police

If you See Something, Say **Do** Something!

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## **The University of South Alabama**

### **Annual Campus Security and Fire Safety Report**

#### **Clery Act Requirements**

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

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

<http://www.southalabama.edu/maps/campusmap.pdf>.

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

On an annual basis, written requests for statistics are sent to local law enforcement agencies. Statistics are compiled from law enforcement agencies in

jurisdictions in which the University owns, leases, and/or controls property, on adjacent property, and "non-campus" property, including hospitals and clinics.

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

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

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

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

Each year, an email notification is sent to all enrolled students and employees that provides a direct link to access the Annual Security and Fire Safety Report online and a brief summary of its contents. This link is also available at the bottom of each page of the

University's website. Copies of this report may also be obtained at the University of South Alabama Police Department, located at Beta Gamma Commons Bldg., 290 Jaguar Blvd., or by calling (251) 460-6312.

### **Daily Crime & Fire Log**

The Daily Crime and Fire Log is required by federal law and records criminal incidents and alleged criminal incidents that occur anywhere in the patrol jurisdiction of the University Police Department, on or off University property, that are reported to the University Police Department. The log discloses specific information about criminal incidents, not crime statistics, and is designed to disclose crime information on a timelier basis than the annual statistical disclosures. It also records any fires in the University's residential facilities.

Crimes and residential fires are typically recorded in the order in which they are reported. Only actual fires are recorded; therefore, false alarms, malfunctions, or drills are not listed. New incidents and fires are entered into the log within two business days of being reported to the University Police Department.

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

The University does not disclose Personally Identifiable Information (PII) within the Daily Crime and Fire Log for the purpose of maintaining some level of confidentiality for victims and other parties.

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

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

### **Disaster Situations**

The University of South Alabama has adopted the Emergency Response and Recovery Plan designed by the University Safety and Environmental Compliance Committee to provide a guide for potential emergency responses, recovery actions, and mitigation programs. The primary objective is to protect students, employees, visitors, and the University's properties from a spectrum of possible emergencies and disasters. The plan does not cover every potential disaster/emergency, but rather those that are of a major concern on a typical university campus in a coastal location. Responses may vary from the plan as conditions and circumstances warrant. University hospitals have individual emergency/disaster plans specific to their facilities. The entire emergency response plan for the

University's Main Campus is available on its website at:

<http://www.southalabama.edu/departments/environmental/resources/emergency-response.pdf>.

### **Campus Overview**

The University of South Alabama has a student population of almost 13,500. The main campus is located on University Blvd. in the western portion of the city of Mobile and currently houses approximately 3,000 students in its on-campus residential facilities.

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

<http://www.southalabama.edu/aboutusa/index.html>

### **USA Police**

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

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

All University police officers have completed an Alabama Post certified academy and undergo semiannual firearms training. Additionally, officers are required to complete a minimum of 12 hours of continued education training each year. University police officers are sworn state law enforcement

officers and are empowered by legislation (Alabama Code § 16-55-10) to enforce all state and local laws, and may make arrests for any offense occurring, or having probable cause to believe occurred, within their presence or anywhere within the State of Alabama. Their primary responsibility is the enforcement of law on property that is owned, leased, or otherwise controlled by the institution; however, their authority extends to any place in the State of Alabama. All law enforcement matters are handled within the University Police Department, including initial complaint taking, criminal investigations, and arrests.

The University Police Department is directed by the Chief of Police, Patrol and Administrative Captains, and Investigative and Special Operations Lieutenants. The Department is comprised of 18 sworn police officers and a full-time support staff of seven civilian employees. It operates 24/365 and provides full police services to the University community—primarily the Main Campus, the USA Health University Hospital, the USA Health Children's & Women's Hospital, the Mitchell Cancer Institute, the Strada Patient Care Center, and other USA Health related operations on or near those sites.

The USA Health System also employs security guards at its hospitals and some related clinics. These security guards are managed by the local campus administrator and not the University Police Department. They have citizen arrest powers as provided by state law; however, they are not armed. The University Police supplements the security staff with sworn police officers.

University police officers work closely with local, state, and federal law enforcement agencies, including the Mobile Police Department, Mobile County Sheriff's Office, Alabama Law Enforcement Agency (ALEA), Alabama Bureau of Investigations, and the Federal Bureau of



Investigations (FBI), sharing relevant information and providing mutual assistance as needed. Officers of the University Police Department and Mobile Police Department communicate regularly on the scene of incidents that occur around the campus, and on occasion, police officers from other local and state law enforcement agencies work under contract with the University Police Department to provide supplemental services for special events.

Members of the University Police Department serve on various joint task forces and attend and participate in various multiagency meetings and briefings. While the University Police Department regularly shares information, there is no written memorandum of understanding between the University Police Department and Mobile Police Department, as the University Police Department has the responsibility and authority to conduct all investigations for all crimes that occur on University owned or leased property.

There is a Memorandum of Understanding with the Fairhope Police Department for routine response to calls for service on the USA Fairhope Campus and other related properties in the jurisdiction of the Fairhope Police, as the University does not have sworn law enforcement officers assigned to those locations.

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

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

Student Affairs maintains contact with recognized Greek organizations through the efforts of the Coordinator for Student Activities for Greek Life and the Interfraternity Council. The University Police Department also patrols and responds to calls for service at all University recognized Greek houses located on the Main Campus and immediately adjacent to the Main Campus.

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

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

### **Reporting Criminal Incidents or Public Safety Concerns**

Community members, students, faculty, staff, and guests are encouraged to accurately and promptly report all crimes, emergencies, and public safety concerns to the University Police Department.

Crimes should be reported to the University Police Department for the purpose of assessing crimes for potentially distributing timely warning notices and for disclosure in the annual crime statistics.

Furthermore, the University Police Department encourages accurate and prompt reporting of all crimes to the University Police Department and the appropriate police agencies or the Health System Security Department, when the victim of a crime elects to, or is unable to, make such a report.

Persons wishing to report a crime or other emergency incident(s) occurring on any University property may do so in person or by telephone:

**For walk-in reports:** The University of South Alabama Police Department is staffed 24 hours a day, seven days a week. Walk-in reports may be made at the University Police Department located at:

**290 Jaguar Blvd.  
Beta/Gamma Commons Bldg.**

**Telephone reports:** The University Police Department may be contacted 24/7 by dialing: **(251) 460-6312.**

All calls for service are logged in the University Police Department's computer-aided dispatch (CAD) System and records management system (RMS) as required. Each call is assessed and responded to appropriately based on the expressed need or services requested.

Criminal and administrative incidents will result in a formal report being generated by the University Police Department. All reports are reviewed by a supervisor and referred to investigations and/or other appropriate University officials, for example, the Title IX Coordinator.

Daily summary reports are forwarded to all senior University administration and other departments as

necessary, including the Dean of Students. All criminal cases involving students and employees are referred to Judicial Affairs, the Human Resources Department, and/or the District Attorney's Office as appropriate. Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to other departments as necessary.

If assistance is required from the Mobile Police Department or the Mobile Fire Department, the University Police Department will contact the appropriate unit.

If a sexual assault or rape should occur, staff on the scene, including the University Police Department, will offer the victim a variety of services. The University of South Alabama has a Sexual Assault Response/Resource Team that has trained members who are available to assist a victim.

The University Police Department may also be contacted via text or phone utilizing the free LiveSafe smartphone safety app. Utilizing LiveSafe to contact the University Police Department also provides device location information to assist with providing timely assistance.

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

If you are unable to remember the University Police Department's phone number, you may also dial 911; however, these calls are processed through the Mobile County 911 Communications Center and may result in a delayed response time. Therefore, all members of the campus community are urged to program the appropriate University Police or USA Health System's Security Department phone number in their cell phone or utilize the LiveSafe app to facilitate prompt reporting.



## USA Hospitals

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

The USA Children's and Women's Hospital Security Department also manages security for the USA Mitchell Cancer Institute and the Strada Patient Care Center located on the hospital's campus. Persons wishing to report crimes or other emergency incidents for these locations should contact:

**USA Health University Hospital Security:  
(251) 471-7195**

**USA Health Children's & Women's Hospital Security: (251) 415-1135**

**USA Health Mitchell Cancer Institute Security:  
(251) 445- 9878 or (251) 415-1135**

For more information on USA Health Systems, please visit: <http://www.usahealthsystem.com/>

## Voluntary Anonymous Reporting

The University Police Department encourages anyone who is a victim or witness to a crime to promptly report the incident. Because police reports are public records under Alabama state law, the University Police Department cannot hold a report of crime in confidence; however, if you are the victim of a crime and do not want to pursue action

within the University system or the criminal justice system, you can still provide a report anonymously by:

- Calling the TIPS line at (251) 460-6667.
- Texting the Text-A-Tip line at (251) 219-0219.
- Completing the Silent Witness form online at:

<http://www.southalabama.edu/departments/police/silentwitnessprogram.html>.

- Contacting one of the Campus Security Authorities identified below.
- Through the LiveSafe smartphone safety app:

<http://www.southalabama.edu/departments/studentaffairs/livesafe.html>.

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

## Additional Options for Reporting Campus Crime

You may report crimes to other University officials who have been designated as Campus Security Authorities (CSAs). Generally, any professional student affairs and housing staff member, any member of the campus and/or hospital security, faculty advisor to student groups, and/or the athletic director and head coaches can receive a report for inclusion in the annual crime statistics and for the purpose of issuing a timely warning. These

additional CSAs may also encourage and assist the victim in filing a report with the University Police Department.

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

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

*Title IX Coordinator:*

**Ms. Deidra Byas**  
**Athletics Annex– 6001 USA South Drive Suite 50**  
(251) 461-1538  
[deidrabyas@southalabama.edu](mailto:deidrabyas@southalabama.edu)

*Director, Multicultural Affairs:*

**Jarmora Valrie**  
**Student Center, Suite 120 (251)**  
**460-6895**  
[jvalrie@southalabama.edu](mailto:jvalrie@southalabama.edu)

*Associate Vice President, Auxiliary Services:*

**Dr. Chris Cleveland**  
**Delta Commons, Room 110**  
(251) 460-6522  
[chrisclleveland@southalabama.edu](mailto:chrisclleveland@southalabama.edu)

*Director of Housing:*

**Dr. Jeremy Sheffield**  
**Delta Commons, Room 110**  
(251) 341-4663  
[jtsheffield@southalabama.edu](mailto:jtsheffield@southalabama.edu)

*University of South Alabama Baldwin County Security Officer:*

**Ralph McDonald**  
**111 St. James Street, Fairhope, AL**  
(251) 928-8133 or (251) 472-7474  
[usabc@southalabama.edu](mailto:usabc@southalabama.edu) or  
[rmcdonald@southalabama.edu](mailto:rmcdonald@southalabama.edu)

**For Academic Affairs Faculty:**

*Associate Vice President:*

**Dr. Andre Green**  
**Administration Building Room 180**  
(251) 460-6261  
[green@southalabama.edu](mailto:green@southalabama.edu)

**For College of Nursing students:**

*Asst. Professor/Dir of Special Project & Evaluation/Deputy Title IX Coord.:*

**Dr. Rebecca J. Graves**  
**Health Sciences Bldg. 4083**  
(251) 445-9437  
[rgraves@southalabama.edu](mailto:rgraves@southalabama.edu)

**For College of Medicine Faculty & Staff:**

*Vice President for Medical Affairs and Dean of the College of Medicine:*

**Dr. John V. Marymont**  
**CSAB Rm. 170 (251) 341-3030**  
[jmarymont@southalabama.edu](mailto:jmarymont@southalabama.edu)

**For College of Medicine Students**

*Asst. V.P. for Medical Affairs, Diversity & Inclusion:*

**Dr. Franklin Trimm**  
**MSB 1164 (251) 341-4073**  
[rftrimm@southalabama.edu](mailto:rftrimm@southalabama.edu)

**For Staff, Administrators, Coaches, Resident Physicians, Patients, Visitors, and Post Docs:**

***Human Resources/EEO Investigator:***

**Yamayra Betler**  
TRP Building III, Suite 2200  
(251) 460-6641  
[ybetler@southalabama.edu](mailto:ybetler@southalabama.edu)

**Gender Equity in Athletics/Title IX:**

***Senior Associate Athletic Director/Title IX Coord.:***

**Jinni Frisbey**  
FBFH 153 (251) 445-9551  
[jfrisbey@southalabama.edu](mailto:jfrisbey@southalabama.edu)

**Reporting to a Campus Professional or Pastoral Counselors**

Under Federal guidelines, campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such, are not considered to be CSAs and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of practice, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis to the University Police Department.

Crimes exclusively reported to a Pastoral or Professional Counselor are exempt from timely warning notices.

Listed below are campus counselors:

***Director of Counseling & Testing***

**Dr. John Friend**  
300 Student Center Circle  
(251) 460- 7051  
[jfriend@southalabama.edu](mailto:jfriend@southalabama.edu)

***Associate Director of Counseling & Testing***

**Dr. Chelsea L. Greer**  
300 Student Center Circle  
(251) 460- 7051  
[clgreer@southalabama.edu](mailto:clgreer@southalabama.edu)

***Employee Assistance Counselor (for employees only)***

**Julie A. Graham**  
USA Technology & Research Park,  
Bldg. III, Suite 2200  
(251) 461- 1346  
[jbarker@southalabama.edu](mailto:jbarker@southalabama.edu)

**Fletcher Eaton**

Children's and Women's Hospital  
CWEB II,  
[gfeaton@health.southalabama.edu](mailto:gfeaton@health.southalabama.edu)

***Manager of Spiritual Care***

**Kim Meeks**  
University Hospital  
5th Floor Room 550  
[kcrawford@health.southalabama.edu](mailto:kcrawford@health.southalabama.edu)

**University of South Alabama Baldwin County Campus**

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

The USABC security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at USABC. Security officers are unarmed and have citizen arrest powers, as provided by state law. Criminal incidents are referred to the Fairhope Police Department, which has jurisdiction on the campus. The USABC Security Office at Fairhope

maintains a highly professional working relationship with the Fairhope Police Department.

All crime victims and witnesses are strongly encouraged to immediately report any crime to the campus security office and the appropriate police agency. The USABC Security Department, or the University Police Department on the USA Main Campus, can assist members of the campus community in filing a police report with the appropriate police agency. Prompt reporting to the campus security office will ensure that the campus is apprised of safety issues as mandated and that accurate crime statistics are included in the Annual Security Report. Should a situation arise that would necessitate a timely warning or emergency notification to the USABC campus, and the USABC Administration and Security Offices are closed, contact the University Police Department at the Main Campus to commence the process.

### **Reporting Off Campus Crime**

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

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

### **Crime Prevention**

The University actively promotes campus security by providing services to prevent criminal activities, enhance personal safety, and protect property.

### **Safety Awareness**

In today's world, everyone plays a role in safeguarding the community. The University of South Alabama encourages students, faculty, and staff to be responsible for their own security, as well as the safety of others. The University Police Department strives to increase campus safety by offering educational programs and disseminating information relevant to personal safety.

### **Public Safety Educational Programs**

The University Police Department participates in all new student and new employee orientation sessions. During orientation, the students have an opportunity to learn about services offered by the University Police Department at a vendor fair. Officers also conduct presentations to students regarding personal safety and how to contact the University Police Department. The University Police Department also presents similar information in semi-annual orientations for new faculty and monthly orientations for new staff.

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

The University offers sexual assault awareness and prevention programming through various offices on campus. The Counseling Center, Student Health Center, University Police Department, USA

Violence Prevention, and Title IX office all offer sexual assault education and information programs to University students and employees upon request.

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

Additionally, the University of South Alabama has instituted an online training module from United Educators that is required for all incoming students on preventing sexual misconduct. The University community collaborates to conduct ongoing training programs, academic classes, awareness events, and outreach programs, including peer-facilitated programs such as Bro Code, Girl's Night Out, and Cracking the Code. Information on specific education programs and training is available from the Title IX Coordinator and is published on the Title IX website at:

<https://www.southalabama.edu/departments/studentaffairs/titlenine/index.html>.

Education materials and information regarding upcoming workshops and training can be requested via email at [titleix@southalabama.edu](mailto:titleix@southalabama.edu).

The institution also offers the Rape Aggression Defense (RAD) and self-defense class each semester, and the University Police Department offers Date Rape Detection Coasters intended to raise awareness about date rape drugs.

#### **Additional Public Safety Programs and Information include:**

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

More information can be found at: <http://www.southalabama.edu/departments/studentaffairs/livesafe.html>.

**Operation ID** – A program that encourages students to mark their personal property, usually by engraving, and to record serial numbers to deter theft and assist with returning recovered property.

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

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

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

**Rape Aggression Defense (RAD)** – Self-defense class comprised of risk reduction tips, basic self-defense techniques, and a simulation exercise.

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

**Work Place Violence** – An educational program that identifies problems and characteristics associated with workplace violence.

**Peer Education**- The Sexual Assault and Violence Educators offer ongoing prevention presentations and events to the University community on sexual



assault, bystander intervention, domestic violence, and personal safety.

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

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

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

### **Timely Warnings and Emergency Notifications**

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

A "Timely Warning" is more narrowly focused and will be issued for any Clery Act crimes that have already occurred on Clery Act geography but are considered by the institution to represent a serious or continuing threat to students and employees. A

Timely Warning will be issued as soon as the pertinent information is available.

Updates to the University community about any case resulting in a timely warning or additional information will normally be distributed via email, text, or recorded message through the University's Everbridge Mass Notification System. Timely warnings are usually distributed for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: arson, criminal homicide, and robbery. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by the University Police Department. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other campus community members and a timely warning would not be distributed. Timely warnings may also be posted for other Clery Act crime classifications as deemed necessary. The location of the threat determines which segments of the campus community receive the notification.

Emergency Notifications and Timely Warnings may be issued by the University Police Department, the Department of Safety & Environmental Compliance, or the Office of Marketing and Communications. The purpose of these notifications or warnings is to warn or inform the campus community about immediate or ongoing threats or crimes so that appropriate actions or precautions can be taken. Information disseminated may include the nature of the event/crime, known information about any suspects, the continuing danger, if any, and other information that would promote safety and aid in prevention of a similar crime. As conditions change or new information becomes available, notifications or warnings may be updated or canceled. Any



information that may identify victim(s) is considered confidential and will not be disseminated.

Timely Warning Notices do not apply to non-campus buildings or properties, only to main or on-campus buildings and properties.

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

**JagAlert Outdoor Warning System** - In addition to a siren/PA signal, the University's system can broadcast pre-recorded messages or live messages via University police dispatch system (Main Campus only).

**Everbridge Mass Notification System** - This system provides simultaneous outbound messaging services such as phone, SMS, text, and email communications. Members of the University community are automatically signed up for the system through their PAWS accounts.

**Global Email** - The University has designated email as the primary means of campus-wide communication.

**Emergency & Weather Hotline (251) 460-6999** - This recorded telephone line provides official information bulletins regarding campus emergencies, severe weather, and campus closures. Information can also be accessed at: <https://www.southalabama.edu/alert/>.

**Social Media** – The University's social media accounts include Facebook, Instagram, and Twitter and can be found at the following links:

- <https://www.facebook.com/theuniversityofsouthalabama/>
- <https://www.instagram.com/uofsouthalabama/>
- <https://twitter.com/UofSouthAlabama>

**University's Home Page** – Emergency messages and information may be posted on the top of the University's home page of its website at: <http://www.southalabama.edu/>.

**Other Locations** - Postings at other locations, including public and University media channels as deemed appropriate. The larger community can get access to emergency information via the University's website, social media pages, or the Mobile County EMA.

### **Response and Procedures for Emergency and Timely Warning Notifications and Evacuations**

In making determinations about whether an emergency exists and/or sending emergency notifications, the University's Chief of Police, or his/her designee, may consult with members of the Department of Safety and Environmental Compliance, the President's Council, the Emergency Response and Recovery Team, Office of Marketing & Communications, CSAs, local emergency response agencies, and any other individuals relevant to the situation.

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

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

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

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

The University's Chief of Police, or his/her designee, in consultation with the Department of Safety & Environmental Compliance and the Office of Marketing & Communications, will determine if emergency information needs to be disseminated to the larger community via local media outlets or otherwise.

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

### **Emergency Response and Recovery Plan**

Information regarding the University's emergency response and evacuation procedures can be found in the University's Emergency Response and Recovery Plan. This includes information about the University's emergency alert and notification procedures as well.

The University's Emergency Response and Recovery Plan is published annually and can be accessed via the following link:

<https://www.southalabama.edu/departments/environmental/resources/emergency-response.pdf>

### **Methods for Testing Emergency Response and Evacuation Procedures**

The campus siren/broadcast system is tested monthly in conjunction with the University's Everbridge Mass Notification System.

The system is also tested on an annual basis as part of the University's Disaster Drill. Procedures for conducting evacuation drills are outlined in the Fire Report, and Emergency Response and Recovery Plan Manuals are posted in each campus building generally, by the elevators or the front entrance. Annually, the University conducts exercises and appropriate follow-through activities designed to assess, evaluate, and improve campus emergency response and evacuation procedures. These exercises are announced and communicated to the University community through the University's

Everbridge Mass Notification System. These notifications also include information about the University's Emergency Response and Recovery Plan.

### **Emergency Response and Evacuation Procedures Test**

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

#### *The University of South Alabama Main Campus 2021 Drill Scenario:*

This drill has been designed to test the response of the Administration and key staff members' ability to respond in the event of an emergency situation, particularly a spill involving hazardous material.

It is 11:00 a.m. on Tuesday, September 28th. The temperature is 71 degrees, with a light southerly wind. Campus operations are in full swing as students are just walking between classes to the Student Center and towards USA Housing areas. On the scene is a train traveling west bound on CSX tracks hauling hazardous materials. The train is approaching a crossing at Ziegler Blvd. and Forest Dale Dr. near Langan Park traveling 30 miles per hour, when a driver operating a large utility truck has a medical emergency and inadvertently drives into one of the rail tanker cars, causing a major collision and a spill involving hazardous material.

At 11:05 a.m., University officials began receiving calls from students and staff stating that a greenish-yellow cloud appears to be coming from the Northeast, across University Blvd. on to the campus.

There are many reports of people having difficulty breathing and some appear to be unconscious.

At 11:07 a.m., the MFRD HazMat team reports the hazardous material in the tanker car continues to leak and is the result of a catastrophic rupture to the side wall of the pressurized tank.

The time is now 11:10 a.m. University leadership met in the Board Room to determine a response: Marketing and Communications drafted a brief message for USAPD to send out via EverBridge and through the Outdoor Warning System.

At approximately 3:45 p.m., MFRD officials and NTSB representatives report that the tanker car has been safely off loaded and air monitoring indicates that the hazardous material has dissipated. The shelter in place order has been discontinued.

#### *The University of South Alabama Baldwin County Campus 2021 Drill Scenario:*

The USABC campus is under a hurricane warning for "Hurricane UUSA," projected to make landfall along the Alabama coastline as a category 3 possibly category 4 storm on the morning of September 25, 2021. Storm surge along the immediate coastline at 5-7 ft., impacting Dauphin Island Sea Lab facilities early in the morning. University officials are establishing preparations to include "simulated" cancellation of classes for the evening with media notices provided by the Marketing and Communications department. Campus Housing identified approximately 25 - 30 students (volunteers) that required shelter and prepared the Fresh Food Market Dining Facility meeting room to serve as a shelter. Jag Tran is staffed to provide logistical support in transporting students and essential personal items.

Prior to hurricane landfall, feeder bands begin hitting the area with sustained winds of 45 – 50mph, requiring officials to secure both campuses and finalize preparations. USA’s Coastal Weather Research Center and the National Weather Center at approximately 10:05 a.m. issued a tornado watch and subsequent warning for the immediate area with an outer feeder band showing signs of an embedded tornado on the ground tracking towards the communities of Robertsdale and Fairhope. Simulated tornado alerts were then issued by Baldwin County EMA officials utilizing county siren/PA units and IPAWS mass notification system to area residents. Initial reports given to the USABC campus security and Global USA leadership stated that the College of Nursing Complex and Administration offices had experienced severe structural damage. Ralph McDonald, security officer for the campus, reported only two individuals were injured during the tornado’s impact and were receiving medical care, and preparations were being made to relocate students and staff to another facility ahead of incoming feeder bands. Essential personnel in Global USA Administration working with Fairhope Public Works personnel accessed the Administration building for structural safety and decided to continue sheltering in place without power.

Drill concluded at approximately 10:45 a.m. as the Coastal Weather Research Center reported Hurricane UUSA’s was now impacting Montgomery. Dr. Carter and representatives from the Safety & Environmental Compliance office held a meeting in the USABC campus Administration office to briefly review the drill lessons learned and to discuss modifying Continuity of Operation Plans for the departments and buildings impacted by the tornado.

## **Tips for Being Prepared in an Emergency**

To prepare for the possibility of a campus emergency, each member of the campus community should develop a personal emergency response plan. Some basic steps that you can take to improve your safety on campus are:

- Be aware of your environment.
- List the University Police Department’s phone number in your cell phone: (251) 460-6312.
- Report concerning or suspicious behavior to the University Police Department.
- Stay informed by reading campus emails, text messages, and watching local media.
- Follow directions from campus authorities.
- Learn at least two ways to exit every building that you use.
- Determine where you are going to go in the event of severe weather.
- Have basic emergency supplies in your vehicle and residence such as flashlights.
- Lock your room and car.

## **Campus Escort Service**

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

information on the daily services provided by the JagTran, please visit the following link: <http://www.southalabama.edu/departments/jagtran/>

Limited shuttle service is normally provided at least through 8:00 p.m. each weekday that classes are in session.

### **Property Protection**

The University Police Department offers a number of services to help minimize property loss through theft, including:

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

### **Facility Security**

During business hours the University's academic and administrative buildings are open to students, parents, employees, contractors, guests, and

invitees. Academic buildings are open during the day and evening hours when classes are in session. Some facilities may have additional hours which may vary at different times of the year. Examples are the Recreation Center, University libraries, and the Mitchell Center. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility. Emergencies or other considerations may necessitate changes or alterations to any posted schedules. During non-business hours, access to academic and administrative buildings and the spaces within are by key or the campus access control system with varied levels of access. Access is approved by the Department or Division Head in accordance with the University's policies. Academic and administrative buildings do not have a University Police Department officer assigned to them. However, the University Police Department patrols the Main Campus where academic and administrative buildings are located on a regular basis. For information about access to a specific building during non-business hours, see the department head or contact the University Police Department at (251) 460-6312.

### **Maintenance of University Facilities**

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. The University Police Department regularly patrols the campus community and reports malfunctioning lights and other unsafe physical conditions to Facilities Management for correction. The University Police Department, along with the Division of Student Affairs, Housing, Student Government Association (SGA), Facilities, and Engineering Department conduct an annual lighting and safety survey where, after dark, the group surveys lighting in dark areas or areas of concern on the campus to implement more light for the safety of students. Members of the University Community are



encouraged to report any facility or maintenance issues to the University Police Department (251) 460-6312 or the Facilities Management Department (251) 460-7655.

**USA Housing**

The Department of Housing oversees the residence halls and Greek Housing. Area Coordinators, Graduate Community Directors, and Resident Assistants concentrate on promoting community; developing relationships; helping to establish and maintain a healthy residential environment conducive to academic and personal growth; assisting in the disciplinary procedure as necessary; implementing University and Housing policies; and assisting with individual student needs.

**Residential Facilities**

Access to the residence halls is restricted to residents, their approved guests, and other approved members of the University community. All visitors must be escorted by their host while in the buildings. Residents and guests must be able to provide identification if asked by a University official, including but not limited to, the Resident Assistant (RA). It is up to each resident to take a responsible role in maintaining building security. If you see anyone tampering with doors, please contact the RA, Community Office, or University Police Department immediately. Propping doors or modifying door closers or hardware is prohibited. Students are always advised to secure their rooms.

Due to the different designs of the campus residential facilities, there are some differences in how and when the buildings are secured.

**Epsilon 1 & 2** - Access to rooms is through interior hallways. All exterior front, back, and side doors remain locked 24 hours a day, with the exception of special events, and require a programmed card to

access them. Side doors are accessible by card swipe. Card access issues should be directed to Housing Facilities at (251) 460-7655.

**Stokes Hall, Azalea Hall, & Camellia Hall** -

Access to rooms is through interior hallways. All exterior front, back, and side doors remain locked 24 hours a day with the exception of special events and require a programmed card to access it. Card access issues should be directed to Housing & Facilities at (251) 460-7655.

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

**All Other Residence Halls** - Are designed with individual exterior entrances to each room/suite. Individual entrances to each room/suite are locked and require a key. Students are responsible for securing their individual rooms.

Residence Facility:	Phone Number:
Beta/Gamma	(251) 460-6465
Deltas 3-5	(251) 460-6315
Epsilon 1-2 & Delta 6	(251) 460-7870
Greek Houses	(251) 460-7759
Azalea Hall	(251) 460-7926
Stokes Hall	(251) 460-7921
Camellia Hall	(251) 460-7943

**Missing Student Policy**

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



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

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

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

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

## **Violence Against Women's Act (VAWA): Sexual Violence Prevention and Response**

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

The University strictly prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking as part of the University's commitment to establishing an environment free from sexual misconduct. Please refer to pages 47 and 48 under the section "Clery Definitions" to view the Clery/VAWA and state definitions of these crimes. The University is committed to establishing and maintaining an environment where individuals are free from sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation (collectively "sexual misconduct").

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

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

The University offers sexual assault awareness and prevention programming through various offices on

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

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

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

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

The University of South Alabama has instituted online training modules from United Educators

called "Prevent Discrimination and Harassment Together" and "Prevent Sexual Violence Together." These modules provide primary prevention and ongoing prevention to all employees.

The University community collaborates with the Sexual Assault and Violence Educators to conduct ongoing prevention presentations, trainings, academic classes, awareness events, and outreach programs to the University community on sexual assault, bystander intervention, domestic violence, and personal safety. Outreach programs include peer-facilitated programs such as Bro Code, Girl's Night Out, and Cracking the Code. The programs train bystanders on safe and positive options a bystander can take when he or she witnesses potential domestic violence, dating violence, sexual assault, and/or stalking. Additionally, they cover a wide range of topics, including consent, sexual assault, and body positivity.

The institution also offers the (RAD) self-defense class each semester, and the University Police Department offers Date Rape Detection Coasters intended to raise awareness about date rape drugs. RAD is a self-defense class comprised of risk reduction tips, basic self-defense techniques, and a simulation exercise.

Information on specific education programs and training is available from the Title IX Coordinator and is published on the Title IX website at: <https://www.southalabama.edu/departments/studentaffairs/titlenine/index.html>.

Education materials and information regarding upcoming workshops and training can be requested via email at [titleix@southalabama.edu](mailto:titleix@southalabama.edu).

Although the State of Alabama has enumerated numerous sexual offenses, the offenses that are most relevant to the typical university student experience

are rape, sodomy, sexual assault, domestic violence, dating violence, and stalking. Both rape and sodomy require that the sexual act was committed without the consent of the victim, including instances where the complainant is incapable of giving consent. Rape entails vaginal intercourse with any degree of penetration, regardless of emission, and sodomy involves oral or anal sex. Sexual assault can be forcible or nonforcible in nature. Dating and domestic violence occur when violence is perpetrated by a person who is currently or formerly in a social relationship of a romantic nature or a current or former spouse. Stalking occurs when a person engages in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for his or her safety or the safety of others or (B) suffer substantial emotional distress. Complete definitions of these offenses, including jurisdictional definitions, can be found in the glossary of this report.

The penalty for an offense is based on the seriousness of the offense and can range from a Class A Felony with the possibility of life imprisonment to a Class A Misdemeanor with up to one year in the county jail.

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

Under Alabama state law, lack of consent results from forcible compulsion, incapacity to consent, or in the case of sexual abuse, any circumstances in which the victim does not expressly or impliedly acquiesce in the actor's conduct\*.

\*Sexual abuse is defined in Alabama Code Section 13A-6-66 and 67.

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

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

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

- If coercion, intimidation, threats, and/or physical force are used, there is no consent.

If a person is incapacitated by alcohol or drugs such that the person cannot understand the facts, nature, or extent of the sexual situation, there is no consent even if the person self-administered the alcohol or drugs.

- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Consent can be withdrawn by verbal or physical conduct that a reasonable person would understand to indicate a desire to stop or not engage in the sexual conduct at issue.
- While consent can be withdrawn, a withdrawal of consent operates going forward. It does not change the consensual nature of the sexual activity that has already occurred.
- Being in a romantic relationship with someone does not imply consent to any form of sexual activity.
- Consent to engage in sexual intercourse, sodomy, sexual acts, or sexual contact may be communicated by words or actions. The existence of a current or previous marital, dating, social, or sexual relationship with the defendant is not sufficient to constitute consent. Evidence that the victim suggested, requested, or otherwise communicated to the defendant that the defendant use a condom or other birth control device or sexually transmitted disease protection, without additional evidence of consent, is not sufficient to constitute consent.
- Report any suspicious person or activity to the University Police Department immediately, regardless of the time.
- Know who is at your door before opening it.
- Preplan all routes, regardless if you are walking, running, or driving.  
Vary your routine. Do not walk the same route night after night.
- When engaging in sexual activity, all parties must actively consent.
- Walk with confidence. Keep your head up and pay attention to your surroundings.
- Remember to bring your cell phone and keep your cell phone charged.
- Always lock the doors in your car, room, apartment, or house.

*Socializing:*

- Go out as a group; leave as a group.
- Maintain control of the evening by driving or having your own means of transportation.
- Give someone (roommate, close friend, parents) information about your plans for the evening.
- Pay attention to your surroundings and others' nonverbal cues and behavior.
- Communicate your limits and boundaries clearly.

*Beverages:*

- If you drink, drink responsibly and do not get intoxicated. Alcohol is the most commonly

## **Risk Reduction Tips**

*General:*

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

involved intoxicant involved in sexual assaults.

- Only drink sealed beverages that you can open yourself.
- Do not share drinks; don't drink from a punch bowl or common container.
- Do not leave your drink unattended.

Do not drink anything that has an unusual taste or odor.

- Do not mix any type of drug with alcohol.

Note: Risk reduction is an important strategy for our entire community. However, if you are sexually assaulted, it's not your fault.

### **Safe and Positive Options for Bystander Intervention**

- Be aware of your surroundings and notice potential problems.
- Get help if you see something.
- Approach men who are exhibiting behaviors that are characteristic of a potential sexual assault/rape perpetrator in groups.
- Cut off reinforcement of support of demeaning acts.
- Stop victim blaming and making excuses for why it was ok for it to happen.
- Shut down conversations around you where this kind of talk is taking place and being accepted.
- Talk to your friends openly and honestly about sexual assault.

- Have conversations with friends about respecting both parties' right to say yes and what no means.
- Be clear with other men that getting consent is a must and not optional (regardless of the relationship status, such as long-term or one-night stand).

Be blunt and direct when approaching an individual in question; do not assume that they understand what you mean. Connect the dots!

- Help someone who is intoxicated get to a safe place with friends rather than allow them to leave alone.
- Get men to feel empathetic regarding this issue by asking, "Do you have a sister?" "Do you have a mom?" "How would you feel?"

### **If you are the victim of Domestic or Dating Violence, Stalking, or Sexual Assault, you should take the following steps:**

- Go to a safe place as soon as possible.
- Try to preserve all physical evidence. Preserving evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order. Therefore—
  - Do not bathe, use the toilet, douche, rinse your mouth, or change clothes as these actions may destroy evidence.
  - If it is necessary to change clothes, put all clothing that was worn at the time of the incident in a paper bag, not a plastic one.

- Bring a change of clothes with you because the police will need the clothes you were wearing for evidence.
- Save any letters, notes, emails, phone calls, videos, photos, texts, social media postings, computer screenshots, voicemails, or any other forms of evidence that would be helpful.
- Call the police immediately.
  - If the assault occurred on-campus, dial (251) 460-6312
  - If the assault occurred off-campus, dial 911

At your request, USAPD will assist you in contacting the appropriate law enforcement agency.

If you prefer not to call the police but you want to make it known that a sexual assault occurred, you can also contact other campus officials. The following University officials are best equipped to assist you:

***Vice President for Student Affairs & Dean of Students: Dr. Michael Mitchell*** –  
 (251) 460-7172  
[mmitchell@southalabama.edu](mailto:mmitchell@southalabama.edu)

***Title IX Coordinator:***  
**Ms. Deidra Byas** –  
 (251) 461-1538  
[deidrabyas@southalabama.edu](mailto:deidrabyas@southalabama.edu)

***Director of Housing:***  
**Dr. Jeremy Sheffield** –  
 (251) 341-4663  
[jtsheffield@southalabama.edu](mailto:jtsheffield@southalabama.edu)

***USA Children's and Women's Hospital  
 Emergency Room*** – (251) 415-1620

***University Counseling and Testing Center*** –  
 (251) 460-7051

***Victim's Advocate Program*** – (251) 460-7151

Upon request, these officials will assist you in filing campus judicial charges and/or notifying the University Police Department.

- Get Medical Attention - Even if you do not think you have been injured, you should seek medical treatment to check for internal injuries, test for sexually transmitted disease, have the option of after sexual assault contraceptive, and gather physical evidence in case you decide to pursue criminal or disciplinary charges. When you gather evidence, this is not filing a report, nor are you making a commitment to file charges or to testify in court. If victims do not opt for forensic collection, health care providers can still treat injuries. USA Children's and Women's Hospital has trained sexual assault nurse examiners and will collect a "Jane Doe" kit if you are not certain you want to pursue criminal charges at the time of occurrence. USA Children's & Women's Hospital is located at 1700 Center Street Mobile, Alabama 36604.
- Contact a trusted person, such as a friend or family member for support.
- Call the Assault Hotline at (251) 460-7151 A certified victim's advocate is available 24 hours a day, seven days a week to aid in recovery.
- Talk with a counselor who will help explain options, give information, and provide emotional support.



- Explore legal avenues for criminal/or civil action including Title IX, the University student disciplinary system, and University Grievance Procedures. You may email [titleix@southalabama.edu](mailto:titleix@southalabama.edu) to connect with the Title IX Coordinator.

### **Victim Assistance Pledge**

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

*We will meet with you privately, at a place of your choice, to take a complaint report.*

*We will treat you and your case with courtesy, sensitivity, dignity, understanding, and professionalism.*

*If you feel more comfortable talking with a female or male officer, we will do our best to accommodate your request.*

*We will assist you in arranging hospital treatment or other medical needs.*

*We will assist you in privately contacting counseling, safety advising, or other available resources.*

*We will fully investigate your case and help you achieve the best possible outcome. This may involve the arrest and full prosecution of the suspect responsible. You will be kept up to date on the progress of the investigation and/or prosecution.*

*We will continue to be available for you, to answer your questions, explain the system, your options, and the processes involved, and be a listening ear if you need one.*

*We will consider your case seriously, regardless of your gender or the gender of the suspect.*

### **Making A Report of Sexual Misconduct**

Sexual misconduct is an umbrella term that includes sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation.

Employees, students, and non-employee members of the University community who wish to report sexual misconduct should file a complaint with the Title IX Coordinator, a Deputy Title IX Coordinator, and/or the University Police Department.

At the time of filing a formal complaint, the potential complainant must be participating in, or attempting to participate in, a University program or activity.

In addition to making a report under the University's Sexual Misconduct Policy, any person may make a report of sexual misconduct to the U.S. Department of Education's Office for Civil Rights.

The University encourages any person who believes he or she is the victim of a crime to make a report to law enforcement. If requested, for crimes occurring off-campus, the University will assist an individual in notifying the appropriate law enforcement authorities. If a person believes he or she is in imminent danger, the person should dial 911. Unless there is a health or safety emergency, an articulable threat to members of the University community, or state law requiring reporting (such as in the case of child abuse), the University will not contact outside law enforcement without an individual's permission.

In the event the complainant requests an investigation and wishes to make a formal complaint under the Complaint Resolution Procedures of the University's Sexual Misconduct Policy, the Title IX Coordinator will appoint an investigator and the report will be investigated and resolved in

accordance with the Complaint Resolution Procedures outlined in the Sexual Misconduct Policy.

If the complainant wishes to pursue a formal complaint under the Complaint Resolution Procedures of the University's Sexual Misconduct Policy, the complainant must reduce the complaint to writing or describe the complaint so that the Title IX Coordinator or designee can document it in writing. The written complaint will be provided to the appropriate investigator and shall include the following:

- The name of the complainant,
- The name of the respondent,
- The details of the alleged sexual misconduct,
- The names of any persons believed by the complainant to have relevant information,
- Any other information the alleged complainant believes is pertinent to the alleged sexual misconduct.

**What to expect if you file a campus sexual assault report with the University Police Department:**

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

- A police officer will assist you with obtaining emergency medical treatment, ensure your safety, and collect some initial information, such as a description of the suspect, the location and time of the assault, and the nature of your injuries.
- The case will be assigned to the University of South Alabama Police Department's

Criminal Investigation Division. All investigators of this division have been trained in the investigation of sexual offenses and the crimes' impact on the victim. These investigators will approach each case in a sensitive manner.

- USAPD will contact a campus victim's advocate to provide emotional support.
- With your consent, USAPD will request a medical examination to ensure that you have suffered no physical injury and so that evidence can be collected. An officer can transport the victim to the hospital, or the victim can choose to go to a hospital by themselves or with a friend.
- With your consent, you will be interviewed for further details regarding the assault.
- With your consent, a report of the incident will be sent to Judicial Affairs and the Title IX Coordinator.

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

**Judicial Options**

Sexual Assault, Domestic and Dating Violence, and Stalking victims have three judicial options from which to choose: filing criminal charges, filing campus judicial charges, and filing a civil suit for monetary damages. Victims are not limited to just one of these options but can choose any combination, including filing all three types of charges. In most instances, the wishes of the victim

will determine the pursuit of criminal and/or disciplinary proceedings.

### **Criminal Process**

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

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

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

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

The University Police Department shall enforce any violation of an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order, or a no contact order under the

jurisdiction granted to them in Alabama Code Section 16-55-10.

### **Civil Process**

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

### **University Disciplinary Process**

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

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

The University will promptly and thoroughly investigate and resolve all formal complaints of misconduct in accordance with the University's Sexual Misconduct Policy and the Complaint Resolution Procedures. If the University determines that sexual misconduct has occurred, the University will take prompt and effective remedial action to prevent the recurrence of the sexual misconduct, eliminate any hostile environment, and address the effects of the misconduct on the complainant and others, if applicable.

Disciplinary sanctions may range from remedial education and training to removal from the University community (i.e., dismissal or termination of employment), or any combination of the same. More specifically, sanctions may include, but are not limited to, the following: written reprimand, conduct probation, residence hall room transfer, removal from University housing, fine, completion of substance abuse education, community service, suspension and/or expulsion. Sanctions for University employees may include up to termination.

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

If the complainant requests that the report not be investigated and/or is unwilling to be a complainant under the Complaint Resolution Procedures, the University will take all reasonable steps to address the report consistent with the request.

### **Complainant and Respondent rights in the University Disciplinary Process**

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

- The right to a prompt, fair, and impartial process from the initial investigation through to the resolution. This includes the equal opportunity to present information and equivalent procedural safeguards.

- The right of both parties to written notice in the event of any delays and the reason for the delay.
- The right of both parties to be kept apprised of the progress of the investigation and anticipated time of resolution.
- The right of both parties to an equal opportunity to comment on the information developed during the investigation.
- The right of both parties to an equal opportunity to meet with the investigator and to be present and testify at any hearing. However, if the Complainant/ Respondent fails to appear at the hearing, the hearing may be held in his/her/their absence.
- The right of both parties to an impartial process without conflicts of interest that could call into question the integrity of the process.
- The right of both parties to present evidence by witnesses together with inculpatory and exculpatory evidence.
- The right to question all witnesses at the disciplinary hearing.
- The right of both parties to equal information about the investigation and resolution process
- The University will share information about a report or formal complaint, and information received during any investigation, only with those who have a need to know and those whose participation is necessary to ensure a full and fair investigation and resolution.

- The right of the respondent to be presumed not responsible for the conduct, pending the outcome of the process.
- The right to appeal.
- Complainant has the right to have irrelevant sexual history excluded from consideration during the complaint/grievance procedure.
- Complainant has the right to immunity from University discipline charges stemming from the use of a narcotic or intoxicating substance administered with or without consent at the time of the assault.
- The right to have protective orders enforced, and the right to receive information from the University about obtaining a protective /restraining order.
- The right to a written explanation of complainant rights and options and contact information for local resources and support organizations.
- The right to receive simultaneous written notice of the outcome of any University disciplinary proceeding alleging sexual misconduct, the institution's appeal procedures, any change to the results before the results become final, and when the results (which include the imposed sanctions) become final, as well as the rationale for the results and the sanctions.
- The right to an advisor of his or her choice for the purpose of conducting cross examination during the hearing. An advisor does not have to be, but may be, an attorney. A support person may also serve as an advisor, either by choice of the party or by designation of the University. If you do not have an advisor, the University will provide one free of charge.
- The right to have a support person accompany him or her during any campus conduct proceeding.
- Support persons must abide by the rules of strict confidentiality required of all participants.
- Support persons will not be permitted to attend, present information, argue, or actively participate in the proceedings unless the support person has also been designated as a party's advisor.
- The University's Advocate Program offers trained Support Advocates who are available to serve as support persons.
- The Complainant, Respondent, and other appropriate individuals are given timely and equal access to information used during the formal disciplinary meetings and hearings.
- The information obtained during the process of a disciplinary proceeding will be maintained/managed in a confidential manner consistent with requirements of FERPA and other applicable laws and regulations.

### **Jurisdiction**

In accordance with the University's Sexual Misconduct Policy, jurisdiction over students begins when a student registers for classes or participates in orientation, whichever occurs sooner. The University's jurisdiction over students covers conduct when a student is enrolled in classes and during regular academic breaks, as well as when the



student is not enrolled in classes for a particular term but nonetheless maintains a continuing relationship with the University. The University's jurisdiction remains in effect until a student's degree has been officially conferred by the University or other separation from the University occurs.

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

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

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

## **Non-Retaliation**

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

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

## **Limited Amnesty**

The University recognizes that an individual who has been drinking alcohol or using drugs may be

hesitant to report sexual abuse arising from the same setting where the alcohol or drugs were consumed. To encourage reporting, the University will not take disciplinary action for drug or alcohol misconduct, either as the reporter/complainant or as a witness, provided that these conduct violations did not and do not place the health or safety of any other person at risk.

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

### **Confidentiality**

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

### **Victim Accommodations & Interim Measures**

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

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

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

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

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

### **Evaluation of Report**

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

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

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

### **Standard of Review**

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

### **Rules of Evidence**

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

### **Contact with The Parties**

After an evaluation of the reported misconduct, the Title IX Coordinator or his/her designee will make contact with the potential complainant. The Title IX Coordinator or his/her designee will advise the potential complainant of his or her options under the policy and otherwise. The Title IX Coordinator or

his/her designee will give the potential complainant a written document that outlines these options and provides contact information for local resources and support organizations.

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

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

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

### **Formal Complaint Resolution**

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

remedy the effect of the sexual misconduct on the complainant.

Formal resolution involves an in-depth investigation and determination of facts. The formal resolution process varies depending on whether the alleged respondent is a student, faculty member, or non-faculty employee/other member of the University Community. However, below is an outline of the proceedings as they apply to the formal resolution process regardless of the respondent. For more specific information, please review the University's Sexual Misconduct and Complaint Resolution Policy at:

<https://www.southalabama.edu/smcr>

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

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

receive written notification if extenuating circumstances are anticipated to result in lengthy delays.

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

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

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

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

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

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

Prior to the hearing, the investigator shall transmit the investigative report and any appended information to the administrator for review. The

complainant and respondent are expected to provide all relevant information and/or materials to the investigator during the investigation and are expected to immediately deliver any relevant information discovered after the investigation to the investigator for delivery to the receiving parties.

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

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

Upon conclusion of deliberations, a written decision of finding(s) determined by majority will be issued.

Written notification of the decision, which will include permissible grounds for appeal, will be simultaneously provided to both parties.

All decisions that are not timely appealed become final.

### **Informal Resolution**

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

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

If the parties reach an agreement on an informal resolution, the investigator will consult with the Title IX Coordinator and other appropriate University administrators (including the Title IX Deputy Coordinator) or his/her designee if any student is a party). This group will review the resolution and may reject it, approve it, or require modifications prior to approval. In the event the resolution is approved, the investigator will prepare a written memorandum setting forth the terms of the resolution. The investigator will present the written memorandum to the parties for their review and signature. The investigator will then provide the parties with simultaneous written notification that the case has been resolved pursuant to informal resolution. If any students are parties, the Student Conduct Administrator shall also be notified.

Because it is collaborative and must be agreed to by both parties, there is no right to appeal the terms of an informal resolution.

### **Sanctions Under the University Disciplinary Procedures**

Possible sanctions for a person found responsible for violating the University's sexual misconduct policies include, but are not limited to, interim suspension, eviction from University housing, suspension, expulsion from the University or loss of job, demotion, reassignment, suspension without pay, and termination. Complete policies and procedures regarding the University discipline process, Complainant, Victim and Respondent rights, and



accommodations and sanctions, can be accessed online at:

- <http://www.southalabama.edu/departments/studentaffairs/lowdown/>
- <http://www.southalabama.edu/departments/studentaffairs/titlenine/resources/sexual-misconductpolicy.pdf>

### **Right to Appeal**

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

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

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

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

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

### **Existing Resources for Victims of Sexual Misconduct**

The Title IX Coordinator, his/her designee, and/or the University Police Department will provide the

complainant with a packet containing written notices that outline the victim's rights and options, as well as provides contact information for resources and support organizations within the institution and the larger community.

Additional information on victim's rights and options can be found at [www.southalabama.edu/smcr](http://www.southalabama.edu/smcr)

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

### **Confidential Resources**

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

The University's confidential resources are:

#### ***Professional counselors at Counseling and Testing Services–***

300 Student Center Circle  
Mobile, Alabama 36688-0001  
(251) 460-7051

#### ***Trained advocates with the University's Advocate Program–***

(251) 460-7151 (24 hours a day)

**Medical providers at the Student Health Center—**  
5870 USA South Dr.  
Mobile, Alabama 36688-0002  
(251) 460-7151

**Employee Assistance Counselor (for employees only)—**  
(251) 461-1346

**USA Children's and Women's Hospital (SANE exam provider)—**  
1700 Center Street  
Mobile, Alabama 36604  
(251) 415-1000

**University Hospital—**  
2451 University Hospital Drive  
Mobile, Alabama 36617  
(251) 471-7000

**Off-Campus Resources  
For Victims of Sexual Misconduct:**

**Lifelines Counseling Services Rape Crisis—**  
705 Oak Circle Drive, N.  
Mobile, Alabama 36609  
(251) 473-7273 or (800) 718-7273 (24 hours a day)

**Penelope House—**  
Family Violence Center  
Confidential location  
(251) 342-8994

**Alabama Crime Victims Compensation Commission**  
(800) 541-9388

**Springhill Medical Center—**  
3719 Dauphin Street  
Mobile, Alabama 36608  
(251) 344-9630

**USA Children's and Women's Hospital  
Emergency Room—**  
1700 Center Street  
Mobile, Alabama 36604  
(251) 415-1620

**USA Children's and Women's Hospital  
Evaluation Center—**  
1700 Center Street  
Mobile, Alabama 36604  
(251) 415-1144

**Infirmery Health—**  
5 Mobile Infirmery Circle  
Mobile, Alabama 36607  
(252) 435-2400

**Providence Hospital—**  
6801 Airport Boulevard  
Mobile, Alabama 36608  
Tel: (251) 633-1000

**Mobile Police Department  
(Non-Emergency Phone Number) –**  
2460 Government Blvd.  
Mobile, Alabama 36606  
(251) 434-7211

**Fairhope Police Department  
(Non-Emergency Phone Number) –**  
161 North Section St  
Fairhope, Alabama 36532  
(251) 928-2385

**District Attorney's Office**  
205 Government Street  
Mobile, Alabama 36644  
(251) 690-8400

**More information on the Mobile Rape Crisis Center and the Penelope House:**

***Mobile Rape Crisis Center***

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

***Penelope House***

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

***Financial Aid***

The University does not refer students to off-campus financial aid resources. Students are recommended to contact the Office of Financial Aid on-campus.

**On-Campus Resources  
For Victims of Sexual Misconduct:**

***University Police—***

290 Jaguar Blvd.  
Mobile, Alabama 36688  
(251) 460-6312 24 hours a day, 365 days a year

***Dean of Students***

Student Center, Suite 245  
Mobile, AL 36688  
(251) 460-6172

***Office of Financial Aid***

390 Student Center Circle  
Meisler Hall Suite 1200  
Mobile, Alabama 36688  
(251) 460-6231

***Student Health Center/SANE Services***

5870 USA South Drive  
Mobile, Alabama 36688  
(251) 460-7151

\*During Business Hours

Additional resources include the following:

***Office of Immigration***

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

For more information, please visit:

<https://www.southalabama.edu/immigration>.

The Office of Immigration is located at  
Meisler Hall Suite 2200  
390 Student Center Circle  
(251) 460-6050

***Campus Victim's Advocates***

Victims of a sexual assault may choose to request an advocate from the Mobile Rape Crisis Center, a

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

### ***Title IX Coordinator***

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

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

### **Contact Information:**

Ms. Deidra Byas

Athletics Annex– 6001 USA South Drive Suite 50  
(251) 461-1538

[deidrabyas@southalabama.edu](mailto:deidrabyas@southalabama.edu)

For more Title IX information, including Title IX coordinators, please visit:

<https://www.southalabama.edu/departments/studentaffairs/titlenine/>

### ***Employee Assistance Programs***

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

### ***Counseling and Support Services University Counseling Center***

University Counseling Services is a comprehensive, developmental/mental health center providing a full range of services to meet the needs of students, faculty, and staff. The Counseling Center is staffed by licensed professional counselors who are available to assist students with personal, academic, and vocational concerns.

The counselors are qualified to assist individuals and couples in solving situational problems or

improving self-understanding and personal relationships. The following services are provided:

- Psychological counseling, group therapy, and crisis intervention
- Substance abuse education, assessment, and counseling
- Employee assistance counseling
- Consultation on mental health issues and diversity
- Career testing and counseling
- Sexual assault counseling
- Training programs in communication, leadership, conflict resolution, and substance abuse prevention
- Testing (aptitude, interest, personality, national testing programs)

Counseling services are available without cost (except minimal fees for testing) to USA students, faculty, and staff. Strict confidentiality of records and counseling relationships is always maintained. Appointments may be arranged by calling (251) 460-7051, or by visiting the Counseling Service Office, 300 Student Center Circle.

### ***Student Health Center***

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

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

<http://www.southalabama.edu/departments/studenthealth/eduwellness.html>

The Student Health Center (SHC) is located at 5870 Alumni Drive off South Dr. near the Student Center. Student Health Services are available during each semester to all students actively enrolled in the University, regardless of their ability to pay. It is staffed by physicians, including a sports medicine physician, nurse practitioners, physician's assistant, registered nurses, and licensed practical nurses; all are dedicated to providing quality medical and educational services.

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

### ***Legal Assistance***

The University does not offer any on-campus legal assistance to students and employees. The University Police Department will submit cases involving sexual assault to the Mobile County or Baldwin County District Attorney's office. The



District Attorney's office has a victim's advocate available who is trained in assisting the victim with the legal processes, and who can assist the victim in obtaining restraining orders, orders of protection, or a no contact order.

### Sex Offender Registry

In accordance with the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), information on registered adult sex offenders can be found at:

[http://sheriffalerts.com/cap\\_office\\_disclaimer.php?office=54247&fwd=aHR0cDovL3d3dy5jb21tdW5pdHlub3RpZmljYXRpb24uY29tL2NhcF9tYWluL\\_nBocD9vZmZpY2U9NT\\_QyNDc=](http://sheriffalerts.com/cap_office_disclaimer.php?office=54247&fwd=aHR0cDovL3d3dy5jb21tdW5pdHlub3RpZmljYXRpb24uY29tL2NhcF9tYWluL_nBocD9vZmZpY2U9NT_QyNDc=)

The website offers several search options. The counties and zip codes for the various campuses are as follows:

Campus	City	County	Zip(s)
Main Campus	Mobile	Mobile County	36688
Baldwin Campus	Fairhope	Baldwin County	36532

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

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

The University of South Alabama does conduct thorough pre-employment background checks on all employees. Sex offenders are required to notify their neighbors when they move into an area. These notification cards are maintained by the Criminal Investigations Division of the University

Police Department. If you desire to review these cards, please call 251-461-1405 to set up an appointment.

### Alcohol and Drug Abuse

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

### 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. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of habitual alcohol intake is likely to produce withdrawal symptoms that can be life threatening and include severe anxiety, tremors, hallucinations, and convulsions.

Long-term health risks of heavy drinking include hypertension, stroke, cirrhosis of the liver, heart

problems, brain and nerve damage, and sexual dysfunction.

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

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

Under University policy, alcohol is not generally permitted except in certain venues, such as Stanky Field, Hancock Whitney Stadium, and the Mitchell Center. Any alcohol served at authorized venues must be consumed on-site.

No alcoholic beverages may be purchased through a student organization's treasury. Student organizations desiring to have alcohol available at social functions must obtain prior approval from the Campus Involvement Office. Further, if approved, there must be a designated server of alcohol; food and non-alcoholic beverages have to be made available and featured as prominently as alcohol at these events; the events cannot be advertised as "B.Y.O.B.," and the serving of alcohol has to cease at least 30 minutes before the event is scheduled to end. Additionally, advertising for the event cannot include any reference to alcohol, drinking games, or any other activity that encourages the misuse of alcohol. Finally, a faculty advisor has to be present for the duration of the event.

The use of kegs and common alcohol containers on campus is prohibited.

No alcohol is allowed in the residence halls or at the Central House on Stadium, regardless of age.

Alcohol is not routinely served in any student dining facility on campus.

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

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

**Public Intoxication – It is unlawful to appear in public intoxicated to the degree that it:**

- Endangers the person, others, or property.
- Annoys another person with offensive or boisterous conduct.

**Driving Under the Influence – It is illegal to drive or be in physical control of a vehicle if:**

- The driver has a blood alcohol concentration (BAC) of .08 if 21 years of age or older, or .02 if under the age of 21.
- The driver is incapable of driving safely because he or she is under the influence of alcohol, controlled substances, mental or physical faculty impairing substances, or any combination thereof.

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

**Underage Alcohol Laws – It is unlawful for someone under 21 to:**

- Purchase, consume, possess, or transport alcohol (with limited exceptions for working in an establishment serving alcohol).
- Attempt to purchase alcohol.
- Use a false, forged, deceptive, or otherwise non-genuine driver's license to purchase alcohol.

**House Party Laws – The adult(s) in control of a residence hosting a party is accountable for:**

- Taking preventative measures to ensure that underage persons do not have access to alcohol.
- Closing the party if underage persons are found to be in possession of or consuming alcohol.

**Illegal Drugs**

The possession, unlawful use, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Furthermore, the University has an extensive substance abuse policy that prohibits the possession, unlawful use, sale, manufacture, distribution, dispensation, or sale of illegal drugs or drug paraphernalia on University premises, while on University business, or in University vehicles, either during or after working hours. The policy further states that any of these activities off University premises that adversely affects an employees' work performance, and/or his or her own or other's safety, is also prohibited and mandates that employees must inform the University within 5 days of an arrest or conviction under any criminal drug statute.

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

**Marijuana** - Marijuana use increases the heart rate, impairs coordination, and reduces short-term memory. Use of marijuana during pregnancy may result in premature babies and low birth weights. Women may have irregular menstrual cycles, and both men and women may have a temporary loss of fertility.

**Cocaine** - Cocaine use can ulcerate the mucous membrane of the nose if snorted and cause hepatitis or other infections if injected. Cocaine abuse may be associated with severe depression, anxiety, and/or psychotic episodes. Overdose deaths can occur when the drug is injected, smoked, or snorted. Deaths are a result of multiple seizures followed by respiratory/cardiac arrest.

**Amphetamines** - Use of amphetamines may increase heart and breathing rates and blood pressure, cause blurred vision, dizziness, loss of coordination, and even physical collapse. An amphetamine injection creates sudden increases in blood pressure that cause death from stroke, very high fever, or heart failure.

**Hallucinogens** - Hallucinogen use (LSD, mescaline, mushrooms) may cause organic brain damage, such as impaired memory and attention span, mental confusion, and difficulty with abstract thinking.

**Barbiturates** - Use of barbiturates in large doses (Amytal, Nembutal, Seconal) may cause slurred speech, staggering gait, poor judgment, and slow, uncertain reflexes. These effects make it dangerous to drive a car or operate machinery. Unconsciousness and death may also occur from large doses.

## **Enforcement/Sanctions of Alcohol and Drug Policies**

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

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

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

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

- The Staff Employee Handbook at: <http://www.southalabama.edu/departments/financialaffairs/hr/resources/staffemphandbook.pdf>
- The Faculty Handbook at: <http://www.southalabama.edu/departments/academicaffairs/facultyhandbooks.html>

## **Programs**

The University expresses its ongoing concern through an institution-wide commitment to

appropriate education, training, and counseling services. Multiple departments across campus participate in National Collegiate Alcohol Awareness Week each year. The University offers a range of programs and services to help students, faculty, and staff cope with alcohol and drug related problems.

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

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

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

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

## **Weapons**

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

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

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



# Fire Safety Report

## Overview

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

## On-Campus Housing Fire Safety Equipment

At the University of South Alabama, all 53 of our on-campus residence halls are protected by fire detection and alarm systems that are centrally monitored 24 hours/day, seven days a week. The buildings are also equipped with lighting fixtures that incorporate backup batteries; upon loss of power, these systems automatically activate to assure adequate egress lighting in hallways and emergency exit stairwells. Thirty-six of our residence halls are fully equipped with sprinkler systems. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards. These tests may be announced or unannounced. However, they are typically announced to the campus community. A summary of the fire protection systems present in each residence hall is provided in Table 1.

## Fire Safety Education, Training, and Fire Drills

All on-campus residents (including those with special needs) receive fire safety training at the beginning of each semester. These programs are designed to familiarize everyone with the fire safety system in each housing facility, train everyone on the procedures to be followed in case there is a fire, and distribute information on the

University's fire safety policies. Training on fire and life safety is also provided to all Residence Assistants, Community Directors, and Area Coordinators. In addition, a quality control program that covers emergency and evacuation procedures is reviewed regularly with the staff of each respective residence hall. Fire safety and education programs are conducted by the Department of Safety and Environmental Compliance, which is composed of multiple safety experts, including the University Fire Marshal, a Safety Training Specialist, and a Safety and Environmental Coordinator.

## In the Event of a Fire/Fire Alarm

Residence Hall Fire and Fire Alarm Procedures affirm that students must evacuate the building upon fire alarm activation and outlines the role of staff members in overseeing evacuation procedures and reentry into the building when authorized. Each resident is required to review and comply with the requirements outlined in the Guide to Residential Student Living at South, which includes information on fire safety and can be found at: <https://www.southalabama.edu/departments/housing/community-standards.html>

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

- Shut down any experiments or procedures that should not be left unattended.
- Take or secure all valuables, wallets, purses, keys, etc.
- Evacuate the building immediately and in an orderly manner. The last occupant to leave a room should close the door leading to the corridor.
- Never use the elevators. In most University buildings, elevators are automatically recalled to the street floor or transfer level

upon the activation of the buildings' fire alarm system.

- Proceed to the nearest and safest exit.
- If possible, assist non-ambulatory occupants to areas of refuge or to ground levels. All members of the University community are responsible, within the limits of their abilities, to assist those individuals requiring assistance prior to, during, or after an emergency. Normally, assistance is in the form of notifying emergency workers of the location of these individuals or by providing guidance to safe areas.
- Remain at a safe location at least 500 feet away from the building until instructed to re-enter by the City of Mobile Fire Department, University Fire Marshal, or other University Officials.

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

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

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

The Office of Safety and Environmental Compliance maintains extensive information on evacuation and other fire safety procedures on its website at:

<http://www.southalabama.edu/departments/environmental/resourcelinks.html>.

Each building is equipped with its own emergency response and evacuation procedures. There is an emergency evacuation map, complete with instructions, posted in each room to direct occupants to primary and secondary exits. Mandatory fire drills are conducted annually in all the occupied residence halls in coordination with the University of South Alabama's Office of Safety & Environmental Compliance.

### **Specific Fire Prevention Related Policies and Programs**

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

### **Residential Guidelines**

The Guide to Residential Student Living and University Fire Manual limit the types of electrical appliances allowed in residence halls, establishes

expectations for compliance with drills and training, provides for periodic health and safety inspections of residence hall rooms, affirms limitations on materials that may be stored in resident rooms, prohibits open flames without a permit, limits the use of combustible decorations/furnishings, and defines the consequences if students violate University policies and programs. Room furnishings/decorations and the decorating of public spaces is strictly controlled. There are additional limitations on the use of flammable and combustible materials for decorations in both residence hall rooms and common areas. Items that require an open flame, operate on fuel, or produce heat (such as Bunsen burners, lit candles, incense, and alcohol burners) are prohibited. Specific guidelines are as follows:

### **Cooking Appliances**

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

### **Other Appliances**

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

### **Open Flames/Flammable Items**

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

### **Smoking**

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

### **Special Events**

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

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

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

## **Fire Statistics & Reporting**

The number and cause of each fire in each residence hall, including Central House on Stadium, is summarized in Table 3 & 4.

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

## **Plans for Future Improvement**

The University of South Alabama maintains a prioritized list of projects to upgrade older fire

systems, enhance the capabilities of existing systems, or install new fire safety systems in existing buildings. Some of the current projects we are working on include:

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

## **CLERY/VAWA DEFINITIONS**

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

These are Clery Act definitions and are not necessarily synonymous with state laws.

### ***Criminal Homicide:***

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

*Negligent Manslaughter* – the killing of another person through gross negligence.

### ***Sexual Assault: (Sex Offenses)***

An offense that meets the definition of rape, fondling, incest, or statutory rape, as used in the FBI's Uniform Crime Reporting program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent." Listed statistics include all attempted as well as completed acts.

*Forcible* – is defined as any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will when the victim is incapable of giving consent.

*All forcible sex offenses must be committed under the following circumstances:*

- Forcibly and/or against that person's will.
- Not forcibly or against the person's will where the victim is incapable of giving consent because:

- Of his/her temporary or permanent mental incapacity
- Of his/her temporary or permanent physical incapacity
- Of his/her youth

*Sexual acts which fall under this classification are:*

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

*Sodomy:* oral or anal sexual intercourse with another person under any of the above circumstances.

*Sexual Assault with an Object:* the use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person under any of the above circumstances.

*Forcible Fondling:* the touching of the private parts of another person's for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

*Non-forcible* – is defined as unlawful, non-forcible sexual intercourse.

*There are only two types of Non-Forcible Sex Offenses:*

*Incest:* non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

*Statutory Rape:* non-forcible sexual intercourse with a person who is under the statutory age of consent. *If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.*

*The Clery Act mandates that the University discloses the definitions of Clery countable crimes as well as the State of Alabama law definition.*

*Under the State of Alabama, dating violence and domestic violence fall under the same code.*

### ***Domestic Violence***

(According to Clery and VAWA) A felony or misdemeanor crime of violence committed—

- by a current or former spouse or intimate partner of the victim;
- by a person with whom the victim shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- 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 is receiving grant monies; or
- 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.

### ***Dating Violence***

(According to Clery and VAWA) Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be

determined based on the reporting party's statement and with the consideration of the following factors:

- Statements of the alleged complainant or alleged perpetrator,
- The length of the relationship,
- The type of relationship,
- And the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

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

### ***Stalking:***

According to Clery and VAWA: engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others, or
- suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitor, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property,



- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim,
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

According to the Alabama Code:

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

### **Sexual Misconduct:**

As per the University of South Alabama Sexual Misconduct Policy, sexual misconduct is an umbrella term that includes sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation.

### **Sexual Violence**

Sexual Violence means any physical sexual acts perpetrated without consent or where a person is incapable of giving consent because of physical, mental, or legal incapacity.

Sexual Violence also includes sexual exploitation, which consists of prostituting another person, secretly recording the sexual activities of a person without their consent, or viewing the sexual activities of another without his/her consent.

A number of different criminal acts fall into the category of Sexual Violence, including conduct commonly referred to as “rape,” “sexual assault,” “forced sodomy,” and “sexual battery.” Sexual Violence can occur between persons of the opposite sex or the same sex. Specific examples include:

- Sexual penetration (anal, vaginal, or oral) or touching of sexual organs that is committed by force, threat, intimidation, or otherwise without consent,
- Having sexual intercourse with, or sexually touching, a person who is incapacitated because of drug or alcohol use, including a person who has been given a “date rape drug” or any other drug causing incapacitating impairment,
- Hazing that involves penetrating a person’s vagina or anus with an object,

- Knowingly exposing another person, without their consent, to a sexually transmitted disease through sexual activity,
- Secretly videotaping or photographing sexual activity where the other party has not consented,
- Prostituting another person, and
- Exceeding the scope of sexual permission.

***Alabama Domestic (Dating) Violence Law (Summarized):***

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

The state code and classification are listed in parenthesis.

- Assault in the 1<sup>st</sup> or 2<sup>nd</sup> Degree (Felony – Ala. Code § 13A-6-20 and -21)
- Aggravated/Non-Aggravated Stalking (Felony – Ala. Code § 13A-6-90 and -91)
- Intimidating a Witness (Felony – Ala. Code § 13A-10- 123)
- Burglary in the 2<sup>nd</sup> or 3<sup>rd</sup> Degree (Felony – Ala. Code § 13A7-6 and-7)
- Criminal Mischief 1<sup>st</sup> Degree (Felony – Ala. Code § 13A-7-21)
- Assault in the 3<sup>rd</sup> Degree (Misdemeanor – Ala. Code § 13A-6-22)

- Menacing (Misdemeanor – Ala. Code § 13A-6-23)
- Reckless Endangerment (Misdemeanor – Ala. Code § 13A-6-24)
- Criminal Coercion (Misdemeanor – Ala. Code § 13A-6-25)
- Harassment/Harassing Communication (Misdemeanor – Ala. Code § 13A-11-8)
- Criminal Surveillance Misdemeanor – Ala. Code § 13A- 11-32)
- Criminal Trespass in the 3<sup>rd</sup> Degree (Misdemeanor – Ala. Code § 13A-7-4)
- Criminal Mischief in the 2<sup>nd</sup> or 3<sup>rd</sup> Degree (Misdemeanor – Ala. Code § 13A-7-22 and - 43)
- Arson in the 3<sup>rd</sup> Degree (Misdemeanor – Ala. Code § 13A-7-43)

***Alabama Sexual Abuse (Assault):***

A person commits the crime of sexual abuse in the first degree if he or she does either of the following: subjects another person to sexual contact by forcible compulsion; or subjects another person to sexual contact who is incapable of consent by reason of being incapacitated.

A person commits the crime of sexual abuse in the second degree if he or she does either of the following: subjects another person to sexual contact who is incapable of consent by reason of some factor other than being less than 16 years old; or being 19 years old or older, subjects another person to sexual contact who is less than 16 years old, but more than 12 years old.

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

***Aggravated Assault*** – an unlawful attack by one person upon another for the purpose of inflicting

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

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

**Motor Vehicle Theft** – is the theft or attempted theft of a motor vehicle. Under Clery, a motor vehicle includes ATVs, golf carts, and motorized wheelchairs.

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

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

**Crime Categories** – In addition to the previously listed Clery crime categories, hate crime statistics are also required for four additional crime categories if the crime committed is classified as a hate crime:

1. Larceny/Theft
2. Simple Assault
3. Intimidation
4. Destruction/Damage/Vandalism of Property

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

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

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

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

### ***Clery Geographies:***

Clery requires crimes to be reported by geography for both the USA Main Campus and the Baldwin County Campus.

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

**Residential** - Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. Crimes reported in residential facilities are a subcategory of the On-Campus category.

**Non-Campus** - Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. The Non-Campus category includes USA Health System Hospitals, Mitchell Cancer Institute, Strada Patient Care Center, and all other associated medical clinics except for the clinics located at the Main Campus.

**Public Property** - All public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfares, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purpose. This includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. For the definition to apply, the property must be (1) public property (i.e. publicly owned); (2) within or adjacent to campus; and (3) accessible from campus. The Public Property category encompasses the streets of Old Shell Rd. and University Blvd., which surround the main campus. Data for this category includes reported crimes from the Mobile Police Department in addition to the University Police Department.

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

## **Health and Safety Education Definitions**

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

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

**Ongoing Primary Prevention and Awareness Programs** - Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

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

**Risk Reduction** - Options designed to decrease perpetration and bystander inaction and to increase empowerment for victims to promote safety and to

help individuals and communities address conditions that facilitate violence.

**The University of South Alabama  
Main Campus Crime Statistics  
Years '19, '20 & '21**

OFFENSES	ON CAMPUS			RESIDENTIAL FACILITIES			NON-CAMPUS			PUBLIC PROPERTY		
	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2019	YEAR 2020	YEAR 2021
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
<b>Sex Offenses</b>												
Rape	1	5	6	1	5	5	1	1	4	0	0	0
Fondling	4	1	4	2	0	1	1	1	5	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
<b>VAWA Offenses</b>												
Domestic Violence	10	8	15	6	5	9	16	18	16	0	1	1
Dating Violence	3	0	0	1	0	0	0	0	0	0	0	0
Stalking	16	5	11	4	3	6	6	8	3	0	0	0
Robbery	2	0	0	1	0	0	0	2	1	0	0	0
Aggravated Assault	3	2	5	0	1	0	2	7	3	0	1	0
Burglary (Non-Motor Vehicle)	19	5	6	18	3	1	0	1	0	0	0	0
Motor Vehicle Theft	3	0	0	0	0	0	0	1	2	0	1	0
Arson	1	0	2	1	0	0	0	0	0	0	0	0
<b>ARRESTS/DISC. ACTIONS</b>												
Liquor Law Arrests	1	0	0	1	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	12	55	63	10	55	56	0	6	0	0	0	0
Drug Law Arrests	9	7	3	2	1	0	2	3	0	4	8	3
Drug Law Violations Referred for Disciplinary Action	25	15	20	24	13	9	1	0	0	0	0	0
Weapons Law Arrests	0	4	4	0	0	2	1	0	1	1	4	1
Weapons Law Violations Ref. for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0

THESE LOCATIONS AND CRIMES ARE FULLY DEFINED IN THE GLOSSARY LOCATED ON THE PREVIOUS PAGE OF THIS REPORT.

There were no reported hate crimes in 2019, 2020, and 2021.

There were five unfounded crimes in 2019, no unfounded crimes in 2020, and six unfounded crimes in 2021.



**The University of South Alabama Baldwin County (Fairhope) Campus**  
**Clery Crime Statistics**  
**Years '19, '20 & '21**

OFFENSES	ON CAMPUS			*NONCAMPUS			PUBLIC PROPERTY		
	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2019	YEAR 2020	YEAR 2021
Murder/Non-negligent Manslaughter	0	0	0	N/A	N/A	N/A	0	0	0
Negligent Manslaughter	0	0	0	N/A	N/A	N/A	0	0	0
Sex Offenses-Forcible									
Rape	0	0	0	N/A	N/A	N/A	0	0	0
Fondling	0	0	0	N/A	N/A	N/A	0	0	0
Incest	0	0	0	N/A	N/A	N/A	0	0	0
Statutory Rape	0	0	0	N/A	N/A	N/A	0	0	0
VAWA Offenses									
Domestic Violence	0	0	0	N/A	N/A	N/A	0	0	0
Dating Violence	0	0	0	N/A	N/A	N/A	0	0	0
Stalking	0	0	0	N/A	N/A	N/A	0	0	0
Robbery	0	0	0	N/A	N/A	N/A	0	0	0
Aggravated Assault	0	0	0	N/A	N/A	N/A	0	0	0
Burglary (Non-Motor Vehicle)	0	0	0	N/A	N/A	N/A	0	0	0
Motor Vehicle Theft	0	0	0	N/A	N/A	N/A	0	0	0
Arson	0	0	0	N/A	N/A	N/A	0	0	0
ARRESTS/DISC. ACTIONS									
Liquor Law Arrests	0	0	0	N/A	N/A	N/A	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	N/A	N/A	N/A	0	0	0
Drug Law Arrests	0	0	0	N/A	N/A	N/A	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	N/A	N/A	N/A	0	0	0
Weapons Law Arrests	0	0	0	N/A	N/A	N/A	0	0	0
Weapons Law Violations Ref. for Disciplinary Action	0	0	0	N/A	N/A	N/A	0	0	0

THERE ARE NO NON\_CAMPUS BUILDINGS FOR THIS LOCATION  
There were no unfounded crimes at this location for the years 2019, 2020, or 2021  
There were no reported Clery Hate Crimes for the years 2019, 2020 or 2021

**Table 1:  
Fire Protection Systems in Main Campus Residential Facilities**

Building Name	Onsite Fire Alarm Monitoring (USAPD)	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans & Signs	Number of Fire Drills Each Calendar Year
Beta 1	X		X	X	X	1
Beta 2	X		X	X	X	1
Beta 3	X		X	X	X	1
Beta 4	X		X	X	X	1
Beta 5	X		X	X	X	1
Azalea Hall	X	X	X	X	X	1
Camellia Hall	X	X	X	X	X	1
Delta 3	X		X	X	X	1
Delta 4	X		X	X	X	1
Delta 5	X	X	X	X	X	1
Delta 6	X	X	X	X	X	1
Gamma 0	X		X	X	X	1
Gamma 1	X		X	X	X	1
Gamma 2	X		X	X	X	1
Gamma 3	X		X	X	X	1
Gamma 4	X		X	X	X	1
Gamma 5	X		X	X	X	1
Gamma 6	X		X	X	X	1
Gamma 7	X		X	X	X	1
Gamma 8	X		X	X	X	1
Gamma 9	X		X	X	X	1
Epsilon 1	X	X	X	X	X	1
Epsilon 2	X	X	X	X	X	1
Stokes Hall	X	X	X	X	X	1
Alpha Gamma Delta	X	X	X	X	X	1
Alpha Omicron Pi	X	X	X	X	X	1
Chi Omega	X	X	X	X	X	1
Kappa Alpha	X	X	X	X	X	1
Kappa Delta	X	X	X	X	X	1
Pi Kappa Alpha	X	X	X	X	X	1
Phi Mu	X	X	X	X	X	1
Pi Kappa Phi	X	X	X	X	X	1
Sigma Chi	X	X	X	X	X	1
Kappa Sigma	X	X	X	X	X	1

**Table 2**  
**Fire Protection Systems in Main Campus Residential Facilities-**  
**Central House on Stadium**

Facility	Fire Alarm Monitoring	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans and Placards	Number of Evacuation (fire) drills each calendar year
Building #						
1	x	x	x	x	x	0
2	x	x	x	x	x	0
3	x	x	x	x	x	0
4	x	x	x	x	x	0
5	x	x	x	x	x	0
6	x	x	x	x	x	0
7	x	x	x	x	x	0
8	x	x	x	x	x	0
9	x	x	x	x	x	0
10	x	x	x	x	x	0
11	x	x	x	x	x	0
12	x	x	x	x	x	0
13	x	x	x	x	x	0
14	x	x	x	x	x	0
15	x	x	x	x	x	0
16	x	x	x	x	x	0
17	x	x	x	x	x	0
18	x	x	x	x	x	0
19	x	x	x	x	x	0
20	x	x	x	x	x	0

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

**Table 3:**

**Fire Statistics and Information in Main Campus Residential Facilities – 2021**

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

**Table 4:  
Fire Statistics and Information in Main Campus Residential Facilities –  
Central House on Stadium – Year 2021**

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that Required Treatment at Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
<b>1</b>	0						
<b>2</b>	0						
<b>3</b>	0						
<b>4</b>	0						
<b>5</b>	0						
<b>6</b>	0						
<b>7</b>	0						
<b>8</b>	0						
<b>9</b>	0						
<b>10</b>	0						
<b>11</b>	0						
<b>12</b>	0						
<b>13</b>	0						
<b>14</b>	0						
<b>15</b>	0						
<b>16</b>	0						
<b>17</b>	0						
<b>18</b>	0						
<b>19</b>	0						
<b>20</b>	0						



# UNIVERSITY OF SOUTH ALABAMA

University of South Alabama – Mobile, Alabama 36688-0002

For questions or comments, please contact us at:

(251) 460-6312 <http://www.southalabama.edu/police>

Data for the 2021 Calendar Year

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