



UNIVERSITY OF  
ARKANSAS

**2015**

**Jeanne Clery**

**Disclosure of Campus Security Policy**

**Campus Crime Statistics Report**

**And**

**Annual Fire Safety Report**

Prepared by  
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# The Clery Act

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Choosing a postsecondary institution is a major decision for students and their families. Along with academic, financial, and geographic considerations, the issue of campus safety is a vital concern.

**History:** The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal mandate requiring all institutions of higher education (IHEs) that participate in the federal student financial aid program to disclose information about crime on their campuses and in the surrounding communities. The Clery Act affects virtually all public and private IHEs and is enforced by the U.S. Department of Education. Campuses that fail to comply with the act can be penalized with large fines and may be suspended from participating in the federal financial aid program.

The Clery Act, formerly known as the Crime Awareness and Campus Security Act, was signed in 1990 and is named after 19-year-old Jeanne Clery, who was raped and murdered in her Lehigh University residence hall in 1986. Clery's parents lobbied Congress to enact the law when they discovered students at Lehigh hadn't been notified about 38 violent crimes that had occurred on campus in the three years prior to Clery's murder.

On November 8, 1990, President Bush signed the "Student Right to Know and Campus Security Act of 1990." The Act applies to every institution of higher education that receives federal financial aid. Title II of the Act was called the "Campus Crime Awareness and Campus Security Act of 1990." It requires institutions of higher education to distribute to all current students and employees, and applicants for enrollment or employment, two types of information: (1) Descriptions of policies related to campus security, and (2) Statistics concerning specific types of crimes. Amendments enacted in 1998 renamed Title II, and it is now known as the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act." The amendments require the disclosure of crimes that are reported to police and campus officials other than police, along with a breakdown of locations of criminal activity to be specified as on-campus, non-campus, residence hall or public property. The most recent update in 2013 seeks to increase transparency, accountability, and education surrounding the issue of campus violence, including sexual assaults, domestic violence, dating violence and stalking. Prior to the passage of this Act, approximately 350 institutions of higher education voluntarily reported crime statistics to the FBI Uniform Crime Report (UCR). The University of Arkansas at Fayetteville has reported to the UCR since 1974.

## Compliance with the Clery Act

The Clery Act requires the University of Arkansas (UAF) to provide timely warnings of crimes that represent a threat to the safety of students or employees and to make their campus security policies available to the public. The act also requires UAF to collect, report, and disseminate crime data to everyone on-campus and to the Department of Education annually.

When the Higher Education Opportunity Act (HEOA) was signed into law in 2008, it amended the Clery Act by adding a number of safety- and security-related requirements to the Higher Education Act of 1965. To be in full compliance with the law, UAF must do the following:

1. Publish and distribute an Annual Security Report to current and prospective students and employees by October 1 of each year. The report must provide crime statistics for the past three years, detail campus and community policies about safety and security measures, describe campus crime prevention programs, and list procedures to be followed in the investigation and prosecution of alleged sex offenses.
2. Provide students and employees with timely warnings of crimes that represent a threat to their safety. The University of Arkansas Police Department (UAPD) must also keep and make available to the public a detailed crime log of all crimes reported to them in the past 60 days. Crime logs must be kept for seven years, and logs older than 60 days must be made available within two business days upon request. The log is online on the UAPD website at <http://uapd-dev2.uark.edu/clery/daily-crime-log/index.php>.
3. To issue alerts in an effort to notify community members about certain crimes and emergencies in and around our community in a timely manner. For the purpose of this report, timely manner means that upon confirmation by University of Arkansas Police Department (UAPD), the campus community will be notified of any significant emergency or dangerous situation involving an immediate threat to the health or safety of the students, faculty or staff.
4. Keep the past three years of crime statistics detailing crimes that have occurred: on-campus; in university residential facilities; in public areas on or near campus; and in certain non-campus buildings, such as fraternities/sororities and remote classrooms. UAPD must also report liquor and drug law violations and illegal weapons possession if they result in a disciplinary referral or arrest.
5. Disclose missing student notification procedures that pertain to students residing in any on-campus student housing facilities.
6. Disclose fire safety information related to any on-campus student housing facilities. This includes maintaining a fire log that is open to public inspection and publishing an Annual Fire Safety Report containing policy statements and fire statistics associated with each on-campus student housing facility. These statistics must include the location, cause, injuries, deaths and property damage of each fire. UAF distributes one document containing both reports.
7. Submit crime and fire statistics to the Department of Education each fall.
8. Inform prospective students and employees about the availability of the Annual

## Security and Fire Safety Report.

UAF has a vested interest in campus security and the personal safety of its students and employees. The following pages contain specific information, including crime prevention, fire safety, law enforcement authority, crime reporting policies, disciplinary procedures and other matters of importance related to security and safety on campus. This report also contains information about campus crime statistics.

Members of the campus community are encouraged to use this report as a guide for safe practices on and off campus. The report is available on the Internet on the UAPD web site at <http://uapd.uark.edu/clery/clery-report.php>. Every member of UAF receives an email that describes the report and provides its website address. For more information, contact the University of Arkansas Police Department at 479-575-2222.

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# Campus Safety

This report contains emergency management information, campus crime statistics and critical campus safety information such as policies, crime prevention, crime reporting, and resources to aid you in becoming more safety-minded. The best protections against campus crime are: a strong law enforcement presence; an aware, informed, and alert campus community; and a commitment to reporting suspicious activities and using common sense when carrying out daily activities. UAF strives to be a safe place to learn, live, work and grow.

## University of Arkansas Police Department

### Mission Statement

**The University of Arkansas Police Department, in partnership with the community we serve, is committed to protecting and serving the future of Arkansas and beyond by embracing the philosophy of community policing and by promoting a safe and secure environment through excellence, initiative and integrity.**

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The University of Arkansas Police Department (UAPD) is a full-service law enforcement agency that operates 24 hours a day, 365 days a year, from its headquarters in the Administrative Services Building. The department employs sworn officers who patrol the campus.

As the law enforcement agency for UAF, UAPD's mission is to protect lives and property, maintain order, prevent crimes, receive and investigate reports of crimes, and provide other law enforcement services, all while being responsive to the special needs of the large and diverse University community.

## ***Law Enforcement Authority***

UAPD's law enforcement authority comes from Arkansas Code Ann. § 25-17-304 which confers the same powers as any municipal, county, or state police agency in Arkansas. This includes the power to arrest. UAPD officers have complete police authority to apprehend and arrest anyone involved in illegal acts on campus and areas immediately adjacent to the campus. If minor offenses involving University rules and regulations are committed by a University student, the campus police may also refer the individual to the disciplinary division of Student Affairs. UAPD is a community policing, service-oriented agency. Service to the community is top priority.

UAPD is the primary law enforcement agency for the University of Arkansas and is responsible for the investigation of alleged criminal offenses. While cases are not normally turned over to outside agencies, UAPD personnel continually work with other municipal, county, state, and federal law enforcement agencies within the state of Arkansas, and occasionally with others outside the state as well. The prosecutions of all felony criminal offenses are conducted at the Fourth Judicial District Court of Arkansas. The prosecutions of all misdemeanor criminal offenses and traffic offenses are conducted at the Fayetteville District Court.

By mutual agreement with state and federal agencies, UAPD maintains NLETS access (National Law Enforcement Telecommunications Network); NCIC access (National Crime Information Center computer system); and ACIC (Arkansas Crime Information Center computer system). Through these systems police personnel receive criminal history data, nationwide police records, driver and vehicle identification information and other local, state and federal law enforcement information. UAPD has direct radio communication throughout the state using the Arkansas Wireless Information Network to include City of Fayetteville Police Department, Washington County Sheriff's Office and Arkansas State Police.

## ***Law Enforcement Jurisdiction***

In accordance with governing law, the real and personal property owned or controlled by the University is subject to the jurisdiction of the University of Arkansas Police Department. University Police officers shall be the first responding authority for the enforcement of all State of Arkansas traffic laws as well as the first responding investigating authority for all calls requiring or requesting police service on the real and personal property owned or controlled by, and contiguous and adjacent to the University to include any highway, street, alley, or right-of-way.

The University Police Department's jurisdiction does not extend to private property not owned or under the control of the University. The University Police Department will have concurrent jurisdiction with the Fayetteville Police Department over any locations falling within the reporting requirements of the Campus Security Act of 1990, as amended.

All service drives, alleyways, parking lots, or any other real or personal property which belongs to the University of Arkansas and which is physically located within the Fayetteville city limits or elsewhere, shall fall under the jurisdiction of the University Police Department.

### [Law Enforcement Jurisdiction Map](#)

UAPD does not have jurisdiction on private property within these boundaries. UAPD does have jurisdiction on University owned or leased property in outlying areas. Those areas may be patrolled jointly by UAPD, City of Fayetteville Police Department and Washington County Sheriff's Office. UAPD maintains a close working relationship with the City of Fayetteville Police Department and the Washington County Sheriff's Office. Meetings are held between the leaders of these agencies, and other agencies, on both a formal and informal basis. Officers of the City of Fayetteville Police Department, Washington County Sheriff's Office and UAPD communicate regularly on incidents that occur in and around campus, and during special events on campus when officers from other agencies assist UAPD.

Through cooperation with local law enforcement agencies, any criminal activity engaged in by students or student groups at off-campus locations is monitored and recorded. This information may be provided to the Division of Student Affairs for any action or follow-up that may be warranted.

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## **Reporting Crime and Other Emergencies on Campus**

If a crime occurs on the University of Arkansas campus, or property owned or leased by the University of Arkansas, UAPD should be notified. UAPD can be contacted by telephone, emergency/information telephones, in person, by email and by text. Using a campus telephone, UAPD may be reached by dialing 911 if it is an emergency or 5-2222 for emergencies or non-emergencies. If using a cell phone to contact UAPD for non-emergencies, dial 479-575-2222.

Outside on university grounds, one may use the emergency/information telephones located across the campus and in selected parking lots. The telephones are also located in all elevators on campus and throughout the parking garages. The telephones are a direct connection to the UAPD Communications Center. Communications Center personnel can supply information or dispatch officers as necessary. UAPD officers patrolling campus in vehicles, on foot and on bicycles are eager to be of assistance and may be contacted directly.

The email address for UAPD is [uapdinfo@cavern.uark.edu](mailto:uapdinfo@cavern.uark.edu). Messages sent via this address are received anonymously. If a response is desired, an address must be included in the message. The number to contact UAPD by text is 479-575-2222. Photographs can be sent via text to this number.



UAPD will respond as quickly as possible to any report of crime, traffic accident or request for assistance whether it is an emergency or not. Response time is based on current activity and the severity of the call. Crimes in progress, traffic accidents and medical assists have a higher priority than other types of calls.

It is very important to promptly and accurately report crime, no matter where it occurs. If a crime is not promptly reported, evidence could be lost and/or a suspect could get away. If a crime is not accurately reported, leads could be missed and an investigation could head the wrong direction. If you see a crime or emergency, promptly report it to UAPD and answer questions as accurately as you can. The investigation can only be as good as the information police receive. If you are a victim of crime or receive information of criminal activity or an emergency, please contact UAPD as quickly as possible by dialing 9-1-1. To report a non-emergency security or public safety related matter, call UAPD at extension 5-2222 or, from outside the University phone system, 479-575-2222. Dispatchers are available at these telephone numbers 24 hours a day. In response to a call, UAPD will take the required action, dispatching an officer or asking the complainant to report to UAPD to file an incident report. Individuals on campus may also report crimes to a designated campus security authority (CSA). (*See Appendix A*). These designated individuals have significant responsibility for student and campus activities, and as such are provided notice by UAF as to the extent of their responsibility and how to report crimes to UAPD.

A student's privacy concerns are weighed against the needs of UAF to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. Information reported to UAPD is treated as confidential during the investigative phase, except as required by law. When major incidents occur, the Fayetteville Police Department may also respond. Applicable UAPD incident reports are forwarded to appropriate campus department offices for review and potential action. UAPD will investigate a report when it is deemed appropriate. Additional information obtained via the investigation may also be forwarded to the appropriate campus department.

Campus professional counselors, when employed as a counselor and acting within the scope of their employment at the University of Arkansas, are not considered to be CSAs and are not required to report crimes for inclusion in the annual disclosure of crime statistics. However, campus professional counselors are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics.

UAF does not employ campus pastoral counselors.

Medical providers, when acting as such, are considered to be CSAs and are required to report crimes for inclusion in the annual disclosure of crime statistics.

# Campus Facilities Security and Access

The University of Arkansas (UAF) is a public institution and, with the exception of restricted and high security areas, is accessible to the public during normal building hours (time, place, and manner restrictions apply). With the exception of essential personnel and services, and others as designated, buildings are locked and access is permitted only with proper authorization and identification after normal building hours.

Building hours may vary. Buildings will be secured according to schedules developed by the department responsible for the building. A building safety and security representative, building manager or an emergency contact is responsible for providing the building schedule to UAPD and Facilities Management when changes occur.

Facilities Management is the only entity that may make changes, additions, or alterations to University approved or installed mechanical access systems (equipment). Hasps, padlocks, or other privately supplied locking devices are not allowed. These devices will be removed by Facilities Management and the department or individual responsible will be charged for all costs incurred.

In order to protect the safety and welfare of students and employees of the University and to protect the property of the University, all persons on property under the jurisdiction of the University behaving in a suspicious or threatening manner may be asked to identify themselves by a University official. A person identifies himself/herself by giving his/her name, complete address, and stating truthfully his/ her relationship to the University. A person may be asked to provide proof of identification which is subject to verification.

If any person refuses or fails upon request to present evidence of his/her identification and proof of his/her authorization to be in the building or on the campus, or if it is determined that the individual has no legitimate reason to be in the building or on campus, the person will be asked to leave and may be removed from the building or campus. UAPD is available to assist with this request.

Persons who behave in a suspicious or threatening manner or are involved in suspicious or threatening activities should be reported to UAPD.

## *Security Considerations*

Proper lighting and building security are major factors in reducing crime on campus. Facilities Management maintains the University buildings and grounds with a concern for safety and security. Inspections of campus facilities are conducted regularly, and repairs are made as quickly as possible. All members of the campus community are encouraged to report safety hazards, such a lighting issues, broken locks and windows, to Facilities Management or UAPD.

UAPD completes campus lighting checks twice a year. Facilities Management is notified when there are burned out or damaged street and building lights.

Assigned keys and electronic access devices should remain in the care, custody and control of the assigned employee and not be given to other individuals.

Any violations of this policy can result in discipline up to and including termination in accordance with UAF Human Resources policies.

Procedures directly related to this policy may be found online:

<http://vcfa.uark.edu/policies/fayetteville/fama/4093.php>.

**Academic and Administrative Facilities:** The responsibility for locking and unlocking doors rests with Custodial Services or designated department or unit staff members depending on the use of the building. Times vary from building to building and are arranged with the Building Executive, Dean or Department Head. For activities scheduled at times when a building is normally locked, arrangements need to be made in advance with one of those officials.

**Athletic Facilities:** The responsibility for locking and unlocking doors rests with the staff of the Arkansas Athletics Department. Times vary from building to building depending on the activity in the facility. For activities scheduled at times when a building is normally locked, arrangements need to be made in advance with the athletic department official responsible for the building.

**Residence Halls and Dining Halls:** The responsibility for locking and unlocking doors rests with University Housing and Campus Dining Services. All of the residence halls are secured with card access systems. Only those individuals given authority to enter a building may enter.

**Apartments and Managed Properties:**

Stonehenge Apartments, Duncan Avenue Apartments and other managed properties do not have card access systems. The responsibility for locking doors rests with the resident(s) of each apartment.

**Fraternities:** The responsibility for locking and unlocking doors rests with the fraternities.

**Sororities:** The responsibility for locking and unlocking doors rests with the sororities. Most sororities are secured using push button combination locks.

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## Missing Student Notification

In accordance with § 485(j) of the Higher Education Act, 20 U.S.C. § 1092(j), the University of Arkansas has developed this investigation and notification policy regarding students who reside in on-campus housing and Greek houses recognized by the Office of Greek Life who have been reported as missing.

Any report to a University official indicating that a student who resides in on-campus housing (including, but not limited to, Greek houses recognized by the Office of Greek Life) is missing

shall be referred immediately to the University of Arkansas Police Department, the Office of the Vice Provost for Student Affairs, and University Housing and Greek Life, if applicable, and an investigation shall be conducted. If the investigation determines that the student is missing, the following persons shall be notified within twenty-four hours:

1. A confidential contact person designated by the student.
  - A. Students have the option of identifying an emergency contact person of their choice. This emergency contact information can be updated in the ISIS management system as well as with individual residence halls. The information shall be considered confidential and is only to be accessed by University officials for official purposes. This confidential contact person is specific for a case of a missing student and does not have to be the same as an emergency contact.
2. If a student is under 18 and not an emancipated minor, the student's custodial parent(s) or legal guardian(s).
3. Local law enforcement authorities.

The University of Arkansas Police Department will work with other law enforcement agencies, if necessary, once a student is determined to be missing. University officials may elect to notify additional persons determined to be appropriate consistent with the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.

Students are encouraged to share pertinent information with family and friends when leaving campus or taking trips. Sharing this information will enable University staff, as well as family and friends, to contact you if the need arises. In addition, students are encouraged to periodically update their emergency contact information in ISIS.

Any concerned person should immediately a campus security authority (CSA) of a belief that a student is missing. CSAs include, but are not limited to, Housing staff members such as the executive director, director of residence education, coordinators for residence education and resident assistants. The phone number for Housing is 479-575-3951. Alternative CSAs include officers of UAPD or staff members at the Dean of Students (DOS) Office. The missing student report must be referred immediately to UAPD.

A student enrolled at the University at either a full- or part-time status, who is perceived by the reporting person to be overdue in reaching home, campus, or another specific location, and there is an identifiable concern for the well-being of the student, may be reported as a missing student.

Any University employee receiving a complaint of a missing student must notify UAPD and provide further information related to the reported missing student.

### ***Investigation***

UAPD will investigate the report of a missing student utilizing established police investigative

procedures and appropriate UAF resources as necessary.

### ***Contacting Family Members***

Individuals identified by the student, and/or the parent(s) if the student is under 18 years of age, will be contacted by UAPD, Housing or the DOS Office within two hours of the initial report to the CSA/UAPD.

In situations in which the student has failed to designate a contact for missing student notification, UAPD will use University records and resources to continue its investigation. Family members, including those not formally identified by the student, may be contacted during the course of the investigation to resolve a report of a missing student.

### ***Methods of Contacting a Reported Missing Student***

CSAs may work in cooperation and share records and information as appropriate to assess the status of a student reported as missing. Methods of attempting to locate a reported missing student include, but are not limited to, the following:

- Checking phone numbers and email addresses provided as well as social media sites;
- Surveying the student's room or apartment, including contacting those with whom the student may live;
- Contacting friends, family members, known associates, faculty and other campus community members;
- Contacting extra jurisdictional law enforcement for assistance; and
- Assessing student's use of campus resources, such as ID card access or computer network systems.

### ***Resolution of Missing Student Status***

Missing student contacts will be advised of the resolution of a student's missing status. These contacts will further be advised of law enforcement options in cases where the student is not contacted through measures in this protocol. Contact notification will be made by a CSA in Housing, DOS, or UAPD.

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## **Emergency Response and Evacuation**

The University of Arkansas (UAF) Emergency Operation Plan (EOP) describes the responsibilities and duties of campus personnel, departments, agencies, and nongovernmental organizations in event of an emergency or dangerous situation involving an immediate threat. To ensure emergency plans are appropriate, UAF conducts emergency response exercises annually. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

The EOP allows for immediate response procedures, thereby minimizing danger to the campus and students.

To ensure the emergency notification system is functioning appropriately, UAF conducts a test of RazAlert at least once each semester.

### ***How to Report an Emergency***

The campus community is encouraged to call 9-1-1 to report any situation on-campus that could constitute a significant emergency or dangerous situation involving an immediate or on-going threat to the campus. Dialing 9-1-1 is also the best way to help expedite an emergency notification to alert the rest of the campus community of the threat.

### ***Response Procedures for an Emergency or Dangerous Situation***

When a serious threat or disaster to the campus community occurs, the University of Arkansas Police Department (UAPD) and the University will coordinate with other first responders, which may include the Fayetteville Police Department, the Fayetteville Fire Department, and the Washington County Sheriff's Department. UAF incident response resources include the Division of Emergency Management, and can help mitigate impacts to the campus. Depending on the nature and magnitude of the incident, other local, state, and federal agencies may be called upon for assistance.

### ***Emergency Notification Systems***

It is the policy of the University of Arkansas to issue emergency notification alerts in an effort to notify community members about certain crimes in and around our community in timely a manner. For the purposes of this policy, "timely manner" means that upon confirmation by University of Arkansas Police Department (UAPD), the campus community will be immediately notified of any significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff. Warnings may only be withheld if they would compromise efforts to contain the emergency.

The University of Arkansas complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as mandated by the Department of Education.

In the event a situation arises either on or off campus that, in the judgment of the Chief of Police or designee, University of Arkansas Police Department, constitutes an ongoing or continuing threat to safety of persons or property, the Chief of University of Arkansas Police Department and/or designee, Dean of Students and/or designee, and the Associate Vice Chancellor for University Relations and/or designee are responsible for consulting on a case-by-case basis when information in the form of an alert should be disseminated and will consult for a final approval before the release is made. However, if those individuals or designees are unavailable or immediate notification is necessary, for example, an active shooter situation, the Chief of the University of Arkansas Police Department or designee may issue the emergency notification without such review.

Students, faculty and staff set their notifications preferences in either ISIS or BASIS.



The definitions of emergency notifications and timely warnings are as follows:

**Emergency Notifications** - SMS, email from RazALERT@uark.edu, social media, phone call.

Notification of crimes or dangerous situations that are currently occurring on or imminently threatening the campus. Notifications will be made to the entire campus for any significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees. The notification will be made immediately upon confirmation that a dangerous situation exists. UAPD will have primary responsibility for initiating the alert.

The emergency notification will be issued via email, SMS text message, and phone call through the University's emergency communications system, RazALERT, to students, faculty, staff and other affected parties, or by other means deemed appropriate.

If a tornado warning is issued by the National Weather Service for any part of Washington County, UAPD will issue a RazALERT message. If a tornado threatens the campus directly, UAPD will sound campus warning sirens and activate the RazALERT system at the same time. The message will come via SMS text message, email and phone.

**Timely Warnings** – email from RazALERT@uark.edu, phone and social media.

Warnings regarding crimes that have already occurred but represent an ongoing threat to the campus community. The crime or threat could be reported to University Police, other Campus Security Authorities or a local law enforcement agency, and is considered by the institution to represent a serious or continuing threat to students and employees. The warning will be issued via email, phone and social media only to all campus users as soon as the pertinent information is available. UAPD will have a primary responsibility for initiating the alert. University Relations will have a secondary responsibility for initiating the alert if necessary.

Decided on a case-by-case basis depending on the particular circumstances of the crime or emergency, bulletins may be posted at appropriate locations around campus including bulletin boards, electronic bulletin boards, residence halls, entrances to buildings and other available electronic media. Timely warnings will contain information to promote safety and allows individuals to protect themselves and will contain the time, location, type of crime, and available descriptive information of suspect(s).

Status updates will be disseminated as soon as possible during regular business hours via **Community Outreach** message from [URELinfo@uark.edu](mailto:URELinfo@uark.edu) through the Associate Vice Chancellor for University Relations and/or designee.

Anyone with information warranting an Emergency Notification or a Timely Warning should report the circumstances to the University of Arkansas Police Department at 479-575-2222 or call 911. Call extension 5-2222 if using campus phone system.

***Large Scale Emergency or Dangerous Situation – Emergency Operations Center***

First responders and essential personnel in the Division of Emergency Management are

responsible for initiating the Emergency Operations Center. Those responsible include, but are not limited to:

- Chief of Police or designee
- Police officer on duty
- Captain of Emergency Management or designee

UAPD works in close collaboration with agencies and departments both on and off campus to gather and assess information related to large scale events that may pose an immediate threat or hazard to the University. UAPD, as the first responders, will investigate all reported incidents to determine if the incident poses an immediate threat to the University Community. UAPD will relay a situation update to the Emergency Operations Center where the incident will be processed to implement procedures to minimize the impact of the incident to the campus community.

The Emergency Operations Center is the physical location at which the coordination of information and resources to support campus incident management activities takes place. The Operations Center is the location of the emergency operations center. It is responsible for pushing information to and pulling information from the incident site to local responders and UAF leadership. Furthermore, if a large-scale situation exceeds, or is likely to exceed, available campus capabilities and resources, the Emergency Operations Center will contact the City of Fayetteville, Washington County or other government agencies for additional resources.

Instructors may require students to turn off cell phones while in class only if the instructor has a registered cell phone capable of receiving emergency messages. The instructor's cell phone must be available for use at all times if students are required to turn off their cell phones.

Individuals and organizations outside the campus community are notified of emergency and dangerous situations through the use of local media (i.e., radio and television), UAF's website, and Facebook and Twitter feeds. University Relations receives information to update these sources and provides such updates to the media. Additionally, UAPD is able to notify multiple agencies through one dispatch center when situations arise.

### ***Procedures for Evacuation in Emergency or Dangerous Situations***

In the event of an emergency or dangerous situation, emergency responders may direct students, faculty, staff, and guests to evacuate a building, several buildings, a portion of the campus, or the entire campus. The campus community will be asked to follow building and campus evacuation protocols and to obey directions from UAF and on-scene emergency responders.

Certain events, like a hazardous materials release, may require the UAF community and the general public to shelter-in-place to prevent exposure to harmful elements.

### ***Drills and Exercises***

The University will test emergency response and evacuation procedures at least annually.



Additional building evacuation and sheltering drills are encouraged for UAF campus buildings and external campus locations. If building occupants wish to have a drill, the building executives and/or building safety team will coordinate the drill and document it.

The Division of Emergency Management may assist in departmental planning, implementation and evaluation of any drills that personnel wish to undertake in their building. Certain types of drills (e.g., lockdown, shelter-in-place, unannounced drills other than fire drills, etc.) require advanced planning and technical assistance, and should only be developed with assistance from, and consultation with, Division of Emergency Management personnel.

UAF leadership and departments participate in tabletop exercises and emergency drills on-campus, in the community, and with state officials. The Division of Emergency Management designs and orchestrates these simulations and recruits volunteers from the campus and local community to serve as role players during the exercises. All exercises are conducted utilizing standard National Incident Management System and Incident Command System principles. In addition, reviews are completed for each campus drill, tabletop exercise, and full-scale simulation.

### ***Promoting Emergency Procedures***

UAF promotes its emergency procedures through training sessions, drills, and extensive web content found on the Division of Emergency Management and UAPD websites. Students living on-campus receive training upon move-in and participate in drills held throughout the academic year.

Building executives are selected for every building on campus and trained to follow the building and emergency action plan for their designated area. This includes promoting proper emergency procedures to faculty and staff housed in each building.

## **Definitions of Criminal Offenses**

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

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

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

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

**Domestic Violence:** 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, 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.

**Drug Abuse Violations:** 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 drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadone); and dangerous non-narcotic drugs (barbiturates, benzedrine).

**Hate Crimes:** The victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of the Clery Act, the categories of bias that may serve as the basis for a determination that a crime is a hate crime would include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

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

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

**Murder/Non-Negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.

**Negligent Manslaughter:** The killing of another person through gross negligence.

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

**Sex Offenses**

- **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.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

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

**Weapons Violations:** the violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

## **Definitions of Geography**

As specified in the Clery Act, the following property descriptions are used to identify the location of crimes on and around UAF's campus.

### ***On-Campus Buildings or Property***

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

\*On-Campus Property includes all academic, administrative and athletic buildings on the main campus and all outdoor common areas on UA property. Statistics from Residence Halls are included in this count.

\*On-Campus Residential Facilities - University buildings on campus where people live. This statistic is a subset of On-Campus Property.

### ***Non-Campus Buildings or Property***

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
2. 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.

\*Non-Campus Property - Includes all UA buildings not on the main campus: Global Campus facilities, Baum Stadium, Engineering Research Center, Uptown Campus, East Plaza, Agricultural Experiment Stations and farm property within their areas, fraternities, sororities and other properties of registered student organizations not owned by the university and remote locations where University of Arkansas classes are held.

### ***Public Buildings or Property***

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

The University of Arkansas crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

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## **Preparation and Disclosure of Crime Statistics**

The University of Arkansas (UAF) is responsible for preparing and disclosing crime statistics in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), 20 U.S.C. Section 1092. This federal mandate requires the disclosure of certain crime statistics so current and potential families, students, and employees can be knowledgeable about the safety of college campuses.

The chief of police or designee at UAF is responsible for collecting and reporting the annual crime statistics from the local police agencies and campus security authorities. This information is included in UAF's Annual Security and Fire Safety Report (ASFSR). By October 1 of each year, notification of the new ASFSR is emailed to current students and employees. A hard copy of the report is available upon request at the University of Arkansas Police Department (UAPD). The crime statistics are also submitted to the U.S. Department of Education on an annual basis.

UAPD collects its own statistics, and accepts supplemental numbers from recognized student conduct administrators and other campus security authorities (CSA) in their subordinate reporting roles. The Title IX Coordinator, University Housing and the Office of Student Standards and Conduct (OSSC) provide statistics to UAPD. A working relationship between UAPD and specific departments that routinely provide services at non-campus locations has been

established. Additionally, UAPD sends an annual notice to these departments and the University community to solicit additional on-campus location information. UAPD then annually requests statistical information from the appropriate law enforcement agencies for non-campus operations. Clery reporting covers the preceding calendar year, January 1 to December 31.

UAF protocols specify that aggravated assault, arson, negligent manslaughter, burglary, motor vehicle theft, murder/non-negligent manslaughter, robbery, and any case classified as a hate crime under the Clery Act are reported to UAPD, either by having a CSA or the student contact UAPD. In cases of sexual assault, domestic violence, dating violence, and stalking, the victim or witness may report to UAPD, the Title IX coordinator, or file as an anonymous report (a statistical notation absent any names). Anonymous reports are reviewed at the end of the year for reporting purposes.

All relevant crime data are compiled by the campus Clery authority and the chief of police and are included in UAF's annual submission to the Department of Education.

UAPD annually requests statistical information from the appropriate law enforcement agencies for non-campus operations. UAF's Online and Distance Education Department generates a report detailing what classroom space – including dates the spaces were occupied by UAF students – was used during the previous calendar year at its off-campus locations. These sites are classified as non-campus property and vary year-to-year based on UAF's program and outreach activities.

Tables on the next two pages contain statistics from UAPD, Office of Student Standards and Conduct, Title IX Coordinator, other campus officials, Fayetteville Police Department and Washington County Sheriff's Office. Starting with year 2014, unfounded (Unfd) cases are included in the tables.

**\*\*CRIMES REPORTED IN THE RESIDENTIAL FACILITIES COLUMN ARE INCLUDED IN THE ON-CAMPUS CATEGORY\*\***

## Campus Crime Statistics

OFFENSE	YEAR	ON CAMPUS PROPERTY	**ON-CAMPUS RESIDENTIAL FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	OPTIONAL TOTAL
<b>MURDER / NON-NEGLIGENT MANSLAUGHTER</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	0	0	0	0	0
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0

<b>OFFENSE</b>	<b>YEAR</b>	<b>ON CAMPUS PROPERTY</b>	<b>**ON-CAMPUS RESIDENTIAL FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>	<b>OPTIONAL TOTAL</b>
<b>NEGLIGENT MANSLAUGHTER</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	0	0	0	0	0
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>SEX OFFENSES</b>						
<b>RAPE</b>	2015	7	7	0	0	7
	Unfd 2015	0	0	0	0	0
	2014	3	3	0	0	3
	Unfd 2014	2	1	0	0	2
	2013	5	5	1	0	6
<b>FONDLING</b>	2015	2	0	0	0	2
	Unfd 2015	1	0	0	0	1
	2014	1	1	0	1	2
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>STATUTORY RAPE</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	0	0	0	0	0
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>INCEST</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	0	0	0	0	0
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0

<b>OFFENSE</b>	<b>YEAR</b>	<b>ON CAMPUS PROPERTY</b>	<b>**ON-CAMPUS RESIDENTIAL FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>	<b>OPTIONAL TOTAL</b>
<b>ROBBERY</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	1	1	0	0	1
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>AGGRAVATED ASSAULT</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	0	0	0	0	0
	Unfd 2014	0	0	0	0	0
	2013	1	0	1	0	2
<b>BURGLARY</b>	2015	14	6	0	0	14
	Unfd 2015	0	0	0	0	0
	2014	23	9	6	0	29
	Unfd 2014	4	1	0	0	4
	2013	20	6	8	0	28
<b>MOTOR VEHICLE THEFT</b>	2015	41	0	3	0	44
	Unfd 2015	6	0	1	0	7
	2014	21	0	13	1	35
	Unfd 2014	6	0	0	1	7
	2013	8	0	6	0	14
<b>ARSON</b>	2015	0	0	0	0	0
	Unfd 2015	0	0	0	0	0
	2014	0	0	1	0	1
	Unfd 2014	0	0	0	0	0
	2013	0	0	0	0	0

<b>OFFENSE</b>	<b>YEAR</b>	<b>ON CAMPUS PROPERTY</b>	<b>**ON-CAMPUS RESIDENTIAL FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>	<b>OPTIONAL TOTAL</b>
<b>LIQUOR LAW ARRESTS</b>	2015	118	63	12	24	154
	2014	110	61	11	35	156
	2013	84	32	15	27	126
<b>LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION</b>	2015	684	629	9	0	693
	2014	708	689	7	0	715
	2013	469	456	0	0	469
<b>DRUG LAW ARRESTS</b>	2015	95	35	27	48	170
	2014	86	26	5	36	127
	2013	88	33	9	44	141
<b>DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION</b>	2015	68	46	0	0	68
	2014	88	83	0	0	88
	2013	91	80	0	0	91
<b>ILLEGAL WEAPONS POSSESSION ARRESTS</b>	2015	1	1	0	3	4
	2014	2	1	0	1	3
	2013	0	0	1	3	4
<b>ILLEGAL WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION</b>	2015	0	0	0	0	0
	2014	3	2	0	0	3
	2013	0	0	0	0	0
<b>DOMESTIC VIOLENCE</b>	2015	9	7	1	2	12
	2014	3	2	1	3	7
	2013	2	2	1	1	4
<b>DATING VIOLENCE</b>	2015	0	0	0	0	0
	2014	2	2	0	0	2
	2013	0	0	0	0	0
<b>STALKING</b>	2015	1	0	0	0	1
	2014	0	0	0	0	0
	2013	0	0	0	0	0



<b>OFFENSE</b>	<b>YEAR</b>	<b>ON CAMPUS PROPERTY</b>	<b>**ON-CAMPUS RESIDENTIAL FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>	<b>OPTIONAL TOTAL</b>
<b>HATE CRIMES</b>	<b>YEAR</b>	<b>ON CAMPUS PROPERTY</b>	<b>**ON-CAMPUS RESIDENTIAL FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>	<b>OPTIONAL TOTAL</b>
<b>MURDER / NON-NEGLIGENT MANSLAUGHTER</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>NEGLIGENT MANSLAUGHTER</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>SEX OFFENSES, FORCIBLE</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>SEX OFFENSES, NON-FORCIBLE</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>ROBBERY</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>AGGRAVATED ASSAULT</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>BURGLARY</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>MOTOR VEHICLE THEFT</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

<b>OFFENSE</b>	<b>YEAR</b>	<b>ON CAMPUS PROPERTY</b>	<b>**ON-CAMPUS RESIDENTIAL FACILITIES</b>	<b>NON-CAMPUS PROPERTY</b>	<b>PUBLIC PROPERTY</b>	<b>OPTIONAL TOTAL</b>
<b>ARSON</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>LARCENY/THEFT</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>SIMPLE ASSAULT</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>HARASSMENT/INTIMIDATION</b>	2015	0	0	0	0	0
	2014	1	1	0	0	1
	2013	0	0	0	0	0
<b>CRIMINAL MISCHIEF/VANDALISM</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
<b>OTHER BODILY INJURY</b>	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

**Hate Crime Reporting:**

2015 No hate crime reported.

2014 One on-campus, residence hall harassment incident characterized by racial bias.

2013 No hate crime reported.

**Arrests made by Officers of the City of Little Rock Police Department working Arkansas Razorbacks Football Games inside War Memorial Stadium in Little Rock, Arkansas:**

Saturday, September 12, 2015 vs Toledo – One arrest – Public Intoxication and Disorderly Conduct.

Saturday, October 18, 2014 vs Georgia – no arrests.

Saturday, September 07, 2013 vs Samford – One arrest – MIP.

Saturday, November 23, 2013 vs Mississippi State – no arrests.

**Arrests made by Officers of the City of North Little Rock Police Department working Arkansas Razorbacks Basketball Games inside Verizon (Alltel) Arena in North Little Rock, Arkansas:**

Men, Saturday, December 19, 2015 vs Mercer – no arrests.

Men, Saturday, December 20, 2014 vs Southeast Missouri State – no arrests.

Men, Saturday, December 21, 2013 vs South Alabama – no arrests.

**Arrests made by Officers of the Pulaski County Sheriff's Office working Arkansas Razorbacks Baseball Games inside Dickey-Stephens Park in North Little Rock, Arkansas:**

Tuesday, March 24, 2015 vs Memphis – no arrests.

Wednesday, March 26, 2014 vs Mississippi Valley State – no arrests.

Thursday, March 27, 2013 vs Mississippi Valley State – no arrests.

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## **Security Awareness and Crime Prevention Programs**

Security awareness and crime prevention programs encourage students and employees to be aware of their responsibility for their own security and the security of others. University Police Department in cooperation with other University organizations and departments, is responsible for presenting security awareness and crime prevention programs to the campus community on an ongoing basis.

### ***Security Programs***

#### ***For Students***

- Housing resident assistants (RA), director of residence education, associate and assistant directors of residence education, and coordinators for residence education facilitate training for residents with UAPD and others as appropriate: Ongoing

*For Employees*

- New employee orientation: Ongoing
- Supervisor Development Training: Bi-Annually
- Active Shooter Response Training: Ongoing
- Domestic violence, dating violence, sexual assault, and stalking training: Ongoing

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## **Programs and Activities Available on Campus to Raise Awareness of Safety and Risk Reduction**

**Pat Walker Health Center** - The Pat Walker Health Center provides professional and comprehensive medical care, mental health care, health education and health promotion for a diverse community of students, faculty and staff.

**CAPS** (Counseling and Psychological Services) - Confidential consultation and other services provided to members of the University community to solve problems, understand themselves, grow personally and develop more satisfying relationships with friends and family. Counselors do not make crime reports but may inform their clients of the opportunity to make voluntary, confidential reports to other authorities.

**ROAR** (Razorbacks Offering Accountability Resources)-Peer education program that leads programs and events regarding responsible alcohol use and bystander intervention. Annual programs include:

**Safe and Sober Spring Break** - Providing tools and information for students' safe use of substances during Spring Break.

**Alcohol Awareness Week** - Interactive exhibits and "walk-about" are created that actively engage students in health promoting behaviors and raise their awareness about sexual assault. RESPECT takes advantage of this opportunity to remind students that alcohol is the number one date rape drug used to perpetrate drug-facilitated rape.

**Glow Run**-A 5k that raises awareness through the use of alcohol free activities for students on campus and prevention of alcohol poisoning.

**Sober Tailgating**-Provides a sober location for students interested in tailgating for football events.

**Dead Day Programming**-Providing risk reduction techniques for students to use after classes have completed.

**BACCHUS Peer Education Training:** Training of students to be peer educators in the safe use and management of drugs and alcohol.

**STEP UP!** Bystander Intervention-Provides classroom instruction through the use of presentations to educate students on protective behaviors and how to intervene in a dangerous situation involving alcohol.

**STAR Central** (Support Training Advocacy Resources) - Confidential victim support and advocacy services.

**RESPECT** (Rape Education Services by Peers Encouraging Conscious Thought) - A peer education program utilizing presentations, interactive campus exhibits, outreach initiatives and awareness events. Annual programs include:

**Balloon Release** - In conjunction with an initiative of the Arkansas Coalition Against Sexual Assault, RESPECT engaged in developing and implementing the project on campus to provide support for survivors of sexual violence and to advocate for communities to rise up against sexual violence.

**Bystander Intervention Training:** Bystander intervention programs are available through STAR Central and ROAR. These workshops, based on research and best practices, teach our community about social justice and how to safely intervene in situations and/or to speak up in situations they see as potentially dangerous or limiting to another individual.

**Campus Clothesline Project** - A program for people to express their emotions and views by displaying decorated shirts and/or writing messages about the effects and prevalence of sexual violence.

**Dress Down to Raise Awareness Day** - As a way to raise awareness within the workplace, participants of this event pay \$10.00 and receive a Take Back the Night glow-in-the-dark t-shirt to wear with their jeans or khakis to work for the day while making a “fashion statement”. This is not intended to be a fundraising event, but the \$10 is to cover the cost of the t-shirts.

**Holiday Tree of Hope and Support** - An exhibit that empowers students to share their concerns about sexual assault through the decoration of ornaments with awareness messages, risk reduction strategies, messages of hope for a campus free of sexual violence and support for victims and survivors of sexual assault.

**Mock Rape Trial** - An interactive play produced by St. Norbert College P.E.E.R. Educators. As RESPECT members play the roles of prosecution, defense, victim, accused and judge, members of the audience are randomly selected to serve as the jury.

**Take Back the Night March** - Many community agencies have become involved with this event and help promote it and provide exhibits at the march. Activities include a

proclamation from the city of Fayetteville, a speak-out, a candlelight vigil, a reading of Marge Piercy's Rape Poem, inspirational singing and advocacy speakers.

**The Banner Project** - An interactive project that empowers members of the campus community to pledge they will never harm another. Students, staff and faculty lay their hands upon the banner, trace their hands and sign the banner pledging not to engage in violence against another.

**The Fourth Flag Project** - This powerful display will have 3,349 small flags on exhibit and representing every fourth female student on campus. The flags boldly state, "1 in 4 no more". A sign is on each lawn where the flags are displayed and discusses the concept of the project and provides resource information.

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## **Crime Prevention Programs Available Through UAPD**

**A primary goal of UAPD is the prevention of crime before it occurs. The department regularly presents programs covering crime prevention topics such as the ones named and described on the following list.**

**Campus Lighting Tour** - A walking tour of campus grounds to inspect lighting and identify needs for improvement. Representatives from several departments, administration, student groups and media participate in the tour. The tour is conducted at least once a year. Monthly inspections of lighting are made by police officers and Facilities Management staff. Anyone can report an outage by going to Facilities Management's web page at <http://fama.uark.edu> and completing a Campus Outdoor Lighting Service Request.

**Crosswalk Safety Awareness Day** - A cooperative effort involving campus and community bringing attention to the pedestrian safety laws and heighten awareness of crosswalk safety. The annual event is scheduled each fall semester.

**Alcohol Awareness:** Review of Arkansas alcohol-related laws, DWI detection techniques, University of Arkansas alcohol policies, tips on staying sober and demonstrations with Fatal Vision goggles.

**Apartment Safety:** Review of tips on apartment safety.

**Crowd Management:** Presented to those who work security at concerts and other campus functions. Review techniques on how to manage crowds at a special event.

**Domestic Violence:** Review of types of violence, what can be done, and services that are available.

**Drug Recognition:** Presented annually to Housing staff so they know what to look for in residence halls.

**Effects of Alcohol:** Review of common reactions a person might exhibit while under the influence of alcohol.

**Fingerprinting Children:** Fingerprinting children for records maintained by the parents.

**Marshals Training:** The training includes UA Alcohol Policy and identifies the responsibilities of the students who will serve as party marshals at fraternity parties.

**Operation ID:** Review of the importance of engraving property and how to do it. Engravers and assistance are provided continuously throughout the year.

**Personal Safety:** Review of how to prevent personal attacks and what you can do if you are attacked, including safety tips for walking, driving, traveling and a variety of other situations.

**Rape Aggression Defense (RAD) Women's Self-Defense:** A basic self-defense program for women only that teaches risk avoidance techniques and basic self-defense in seminar format. It is a one-hour credit course in Special Topics, Women's Self-Defense, Course ID PEAC 1901.

**Rape Avoidance Awareness:** Straight talk about individual responsibilities and consequences.

**Retail Security:** Review of tips for securing a retail establishment, what to do during a robbery, and how to make a good witness.

**Safety on Campus:** Review of tips on how to prevent crime and stay safe on campus.

**Sexual Assault:** Review of the legal definitions of sexual assaults and tips on risk reduction.

**Theft Prevention:** Review of tips on preventing thefts.

**Traffic Law:** A question and answer driven presentation that allows members of the campus community to get answers to their questions about traffic law.

These are examples of crime prevention programs offered by UAPD. If there is a program you want that is not listed, contact UAPD's Crime Prevention Unit at 479-575-7412. A program can be developed to fit your needs. All crime prevention programs are available on request, and some are scheduled by UAPD during appropriate times in the school year. All programs given by UAPD encourage students, faculty and staff to work with the police and to be responsible for their own security and the security of others. UAPD officers cannot be everywhere all of the time. The police need your help.

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## Disclosures to Victims of Alleged Crimes

The University of Arkansas (UAF) adheres to disciplinary procedures when students are involved in any violent crime or sex offense.

Pursuant to the Family Educational Rights and Privacy Act (FERPA) and consistent with the Code of Student Life, a school is permitted to disclose to the harassed student information about the sanction imposed upon a student who was found to have engaged in harassment when the sanction directly relates to the harassed student.

Further, when conduct involves a crime of violence or sex offense, FERPA permits postsecondary institutions to disclose to the complainant, upon written request, the final results of a disciplinary proceeding against the alleged perpetrator, regardless of whether the institution concludes a violation was committed. Additionally, the institution may, upon written request, disclose to anyone – not just the complainant – the final results of a disciplinary proceeding if it determines that the student is an alleged perpetrator of a crime of violence or sex offense, and, with respect to the allegation made, the student has committed a violation of the institution's rules or policies. The final results are limited to the name of the alleged perpetrator, any violation found to have been committed, and any sanction imposed against the perpetrator by UAF. UAF may not require a complainant from disclosing this information to others.

If the complainant is deceased as a result of the crime or offense, UAF will provide the results of the disciplinary hearing to the victim's next of kin, if so requested. The records of deceased students may also be released or disclosed at the request of a parent, personal representative or other qualified representative of the student's estate, or pursuant to a court order or subpoena.

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## **Alcohol and Drugs**

### **University of Arkansas Alcohol Policy**

Possession and use of alcoholic beverages in public areas of University facilities (including organized houses) and at official University student functions held on campus must follow state and federal laws and university policies at all times. Each campus shall establish policies to be approved by the Chancellor regarding the use of alcoholic beverages on and off campus for student and non-student events. Other units of the University designated by the President shall develop such policies for approval of the President. Irresponsible behavior while under the influence of alcoholic beverages is not condoned and may be subject to review and/or action by the appropriate judicial body. The Board directs each campus to develop alcohol awareness and use policy which shall be made available to its new and continuing students each fall. (University of Arkansas Student Handbook - Appendix D. University of Arkansas Board of Trustees Policy 705.2).

UAF prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student or employee while participating in an academic function, or of employees when reporting for work or engaging in work – during normal work hours or other times when required to be at work – is also prohibited. UAF employees and students are required to abide by all federal and state laws, local ordinances,



University of Arkansas System policies, Arkansas Department of Higher Education (ADHE) policies, and other related requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs.

Additionally, UAF is concerned about the academic success of students and the safety of all members of the campus community and is committed to maintaining an academic and social environment conducive to the intellectual and personal development of students.

### ***Alcohol-Free and Drug-Free Workplace Statement***

The University of Arkansas is committed to protecting the safety, health and well-being of all employees and other individuals in its workplace. UAF recognizes that alcohol abuse and drug use pose a significant threat to its goals, and has established an alcohol- and drug-free workplace program that balances respect for individuals with the need to maintain an alcohol and drug-free environment.

UAF encourages employees to voluntarily seek help with drug and alcohol problems.

### ***Covered Individuals***

Any individual who conducts business for the institution, is applying for a job or is conducting business on UAF's property is covered by its Alcohol and Drug policy. UAF's policy applies to, but is not limited to students, employees, off-campus employees, contractors, volunteers, interns and job applicants.

### ***Applicability***

UAF's Alcohol and Drug policy is intended to apply whenever anyone is representing or conducting business for the university. This includes all working hours, while on call, paid standby and while on university property.

### ***Prohibited Behavior***

It is a violation of UAF's Alcohol and Drug policy to unlawfully manufacture, use, possess, sell, trade, and/or offer for sale alcohol, illegal drugs, controlled substances or intoxicants. Moreover, it is a violation of policy to intentionally misuse and/or abuse prescription medications. Appropriate disciplinary action, which may include termination, will be taken if job performance deteriorates, a loss of license occurs (in a position where a license is required), and/or accidents occur. Prescription and over-the-counter drugs are not prohibited when taken in standard dosage and/or according to a physician's prescription. Any employee taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with safe performance of his/her job. If the use of a medication could compromise the safety of the employee fellow employees or the public, it is the employee's responsibility to use appropriate personnel procedures (e.g., use sick leave, request change of duty, notify supervisor) to avoid unsafe workplace practices.

### ***Notification of Convictions***

Any employee convicted of violating a criminal alcohol or drug statute in the workplace, or one which affects his/her job responsibilities must inform his/her department chair or supervisor of such conviction (including pleas of guilty and nolo contendere). Failure to inform the supervisor or department head will subject the individual to disciplinary action up to and including dismissal for the first offense.

### ***Consequences***

One of the goals of UAF's alcohol- and drug-free workplace program is to encourage employees to voluntarily seek help with alcohol and/or drug problems. If an individual violates the policy, the consequences can be serious even if the employee begins a treatment program.

In the case of applicants, if he or she violates the alcohol and drug policy, the offer of employment can be withdrawn.

Individuals suspected of violating either alcohol or drug policy may be referred to authorities for investigation. Conviction of either state or federal alcohol or drug statutes may subject a student or an employee to disciplinary action.

### ***Assistance***

UAF recognizes that alcohol and drug abuse and addiction are treatable illnesses, and realizes early intervention and support improves the success of rehabilitation. To support its employees, UAF:

1. Encourages employees to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem;
2. Encourages employees to utilize the services of qualified professionals in the community to assess the seriousness of suspected drug or alcohol problems and identify appropriate sources of help;
3. Offers all benefited employees and their immediate family members assistance with alcohol and drug problems through the Employee Assistance Program (EAP); and

Treatment for substance use disorders (e.g., alcohol dependence, alcohol abuse, alcoholism, drug abuse, etc.) may be covered by the employee benefit plan. However, the ultimate financial responsibility for recommended treatment belongs to the employee.

Supervisors should refer students to Pat Walker Health Center for information pertaining to alcohol and drug use/abuse assistance programs.

### ***Shared Responsibility***

A safe and productive alcohol- and drug-free workplace is achieved through cooperation and shared responsibility. Both employees and management have important roles to play. Employees are not to report to work or be subject to duty while their ability to perform job duties is

impaired due to on- or off-duty use of alcohol or drugs.

In addition, employees are encouraged to:

1. Be concerned about working in a safe environment;
2. Not report to work or be subject to duty while their ability to perform job duties is impaired due to on- or off-duty use of alcohol or drugs;
3. Support fellow workers in seeking help;
4. Use the Employee Assistance Program; and
5. Report dangerous behavior to their supervisor.

It is the supervisor's responsibility to:

1. Inform employees of the Alcohol and Drug policy;
2. Observe employee performance;
3. Investigate reports of dangerous practices;
4. Document negative changes and problems in performance;
5. Counsel employees as to expected performance improvement;
6. Refer benefited employees to the Employee Assistance Program;
7. Suggest non-benefited employees seek help through a community assistance program; and
8. Clearly state consequences of policy violations.

### ***Communication***

Various University departments are responsible for developing marketing, communications, advertising, and educational campaigns designed to promote the responsible use of alcohol.

UAF will make all good faith efforts to have and to maintain an alcohol- and drug-free workplace.

## **Student Use of Alcohol and Drugs**

### ***Student Alcohol and Drug Policy***

UAF prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student while participating in an academic function, or as an employee when reporting for work or engaging in work – during normal work hours or other times when required to be at work – is also prohibited. UAF students are required to abide by all federal and state laws, University of Arkansas System policies, local ordinances, State Board of Higher Education policies, and other related requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs.

### ***Student Housing***

University Housing allows individuals of legal drinking age to consume alcohol in the privacy of their rooms. Alcohol consumption is prohibited in the common spaces in the University's

residence facilities, regardless of age. University Housing residents twenty-one years of age or older may possess and responsibly consume alcohol in the assigned residence hall room, suite, or apartment of a resident 21 years of age or older, but not in public or common areas of residence facilities. Common areas include but are not limited to all restrooms, laundry rooms, hallways, stairways, elevators, lobby areas, foyers, lounges, outside lawns, and a student room when the door is open. The term “Residence Facilities” includes University of Arkansas fraternity and sorority houses.

### ***Domestic and International Field Trips / Study Abroad/ Overseas Programs***

Students participating in domestic field trips or academic programs, or visiting foreign countries to attend field trips or academic programs abroad are reminded that they may be subject to arrest and legal sanctions for alcohol or drug offenses under the laws and regulations of that particular state, country or institution in addition to the sanctions described in the Code of Student Life and those adopted by the Office of Study Abroad and International Exchange.

### ***Alcohol Use/Abuse Education***

The University educates students about potentially life-threatening consequences of alcohol use/abuse, and calls on student leaders, administration, faculty, and staff to serve as role models and promote good decision making regarding the risks and consequences surrounding alcohol use/abuse.

UAF programs such as Alcohol EDU, Student Program for Alcohol Resources and Knowledge (SPARK), Brief Alcohol Screening and Intervention for College Students (BASICS), and the Substance Education Alcohol Resources (SEAR) office are intended to increase awareness of issues related to substance abuse and other issues impacting the health, well-being and academic success of students.

CAPS functions to assist students by anticipating and intervening in situations where substance use/abuse may negatively influence student performance in the University and surrounding community. Individual and group counseling, referral for further evaluation and treatment, and educational programming are important components of this service.

Students who are concerned about their own alcohol use and/or about that of others are encouraged to contact the Substance Education Alcohol Resources Office (SEAR).

## **Razorback Medical Attention and Reporting Alternative Resolution Policy**

The safety of health of students is a primary concern at the University of Arkansas. As such, any student can seek assistance from UAPD for themselves or others who are dangerously intoxicated. It is critical that students immediately call UAPD when a dangerously intoxicated student needs medical attention. Disciplinary action should not be of concern when a student is confronted with a serious case of alcohol intoxication. This Policy is a mechanism for appropriate University officials to grant an alternative resolution for disciplinary action for violations of the University of Arkansas Code of Student Life pending successful completion of

educational requirements; it does not rule out the imposition of disciplinary action. The University has no implications for criminal, civil, or other legal consequences for violations of Federal, State, or Local law.

The Reporting Alternative Resolution Policy provides:

- Students who seek bona fide medical attention for themselves or for another student due to intoxication of alcohol will be eligible for an alternative resolution for the University of Arkansas discipline process, provided that the student submits a request to the Office of Student Standards and Conduct (OSSC) within five (5) business days of the incident and that no other violation of university policy has occurred.
- The policy applies only to individual students and not to organizations; however, in circumstances where an organization is found to be hosting/housing an event where medical attention is sought for an intoxicated guest, the organization's willingness to seek medical attention for a member or guest may be considered as a mitigating factor by the hearing officer when determining sanction(s), if any, for any Code of Student Life violation(s) related to alcohol.

### **Limitations to Alternative Resolution**

- This policy applies only to those students who seek or receive emergency attention through contacting emergency personnel or UAPD in connection with an alcohol-related medical emergency.
- This policy does not prevent the University of Arkansas Police Department (UAPD) or any other law enforcement agency from detaining, arresting, or issuing a citation to a student, as they deem necessary.
- This policy does not apply to individuals experiencing an alcohol-related medical emergency who are identified by University employees (i.e. UAPD, faculty, administrative staff, residence hall staff, etc.).
- The University of Arkansas Medical Attention & Reporting Alternative Resolution Policy is not intended to protect students that repeatedly violate the Code of Student Life. In cases where repeated violations of the Code of Student Life occur, the University reserves the right to take disciplinary action regardless of the manner in which the incident was reported.

The University reserves the right to deny alternative resolution requests for the student in need of medical attention and the student reporting the concern based on the facts and circumstances (e.g., based on egregious misconduct).

## **University of Arkansas Drug Policy**

Possession, use, or manufacture of illicit drugs is strictly prohibited at the University of Arkansas. Students enrolled in the University of Arkansas are subject to disciplinary action for violation of federal or state law regarding the possession, purchase, manufacture, use, sale, or distribution (by either sale or gift) of any quantity of any prescription drug or controlled substance, except for the use of any over-the-counter medication or for the prescribed use of medication in accordance with the instructions of a licensed physician. Possession of paraphernalia associated with the use, possession, or manufacture of a prescription drug or controlled substance is also prohibited.

### **Enforcement of Federal and State Alcohol and Drug Laws**

UAPD enforces all state and local liquor laws, including those for underage drinkers. UAPD enforces all state and local laws regarding prescription drugs and controlled substances. UAPD will work with federal agencies when needed to enforce any applicable federal laws.

### **Drug Free Workplace Policy**

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and result in damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in a state agency's or institution's workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination. (Staff Handbook - Section 3.8. Governor's Executive Order 89-2).

### **Drug and Alcohol Abuse Education Programs**

Several programs are available to members of the University community relating to the topic of drug and alcohol abuse. Programs can be arranged through the UAPD Crime Prevention Unit as well as through the Substance Education and Alcohol Resources (SEAR) office located in the Pat Walker Health Center. Programs offered through the SEAR office include, but are not limited to, peer education, risk reduction, bystander intervention, substance/behavior addictions, and educational programming for mandated students (BASICS 1:1 and SPARK group). Information regarding the programs can be provided by the campus Substance Abuse Prevention Coordinator, Dr. Asher Morgan, via email at [drmorgan@uark.edu](mailto:drmorgan@uark.edu). Information may also be obtained through the National Clearinghouse for Alcohol and Drug Information at 1-800-729-6686 and <http://www.samhsa.gov/>.

#### ***Disciplinary Actions***

The University responds to reports of the illegal use of substances through its discipline system. Students in violation of UAFs Alcohol and Drug policy will face disciplinary actions



as noted in the *Code of Student Life (Code)*. The *Code* applies to conduct that occurs on University premises and University-sponsored activities, and to off-campus conduct that adversely affects the University Community and/or the pursuit of its objectives. Additionally, University disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both criminal law and the *Code of Student Life* (that is, if both possible violations result from the same factual situation).

### ***Parental Notification***

In accordance with a 1998 amendment to FERPA, UAF school officials have the discretion to notify parents or guardians of students who, at the time of disclosure, are under the age of 21, and have violated any federal, state, or local laws, or violated any rule or policy of the institution governing the use or possession of alcohol or controlled substance. Exceptions to parental notification may be made based on circumstance as determined by school officials with legitimate educational interest.

### ***Recognized Student Organizations***

Registered student organizations (RSOs) provide students the opportunity to form and develop organizations based on a common interest. Students are able to create, govern, budget and plan their own organization and events. These groups include national honorary organizations, fraternities and sororities, and all other affiliated and non-affiliated organizations. “Fraternities” and “sororities” refer to chapters of national Greek organizations which have received approval for inclusion in the fraternal system at UAF from the Interfraternity Council (IFC), National Panhellenic Council (NPC), and National Pan-Hellenic Council, Inc. (NPHC) at UAF.

UAF Associated Student Government (ASG) is the representational body of the entire student population. However, ASG and its standing committees are held to the same procedural and operational standards as are other units of the University. Its purpose is to “act as an organized voice for all students of the University of Arkansas, to effectively represent students in the University’s decision and policy making process and to provide a broad educational experience for students, while promoting citizenship on campus and in the greater community.” Recognized student organizations and ASG are required to abide by local ordinances and state law, as well as University policies/procedures regarding the consumption or possession of alcoholic beverages both on- and off-campus.

## **Employee Use of Alcohol and Drugs**

### ***Employee Alcohol and Drug Policy***

UAF prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any employee while participating in an academic function, or of employees when reporting for work or engaging in work – during normal work hours or other times when required to be at work – is also prohibited. UAF employees are required to abide by all federal and state laws, University policies, local ordinances, and other related requirements regarding the consumption or possession of

alcoholic beverages, controlled substances, and illegal drugs.

All employees are expected and required to report to work in an appropriate condition to carry out their responsibilities. In particular:

1. While performing work for the University, operating any University vehicle, or conducting University business, faculty and staff are prohibited from using, being under the influence of, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia). Any illegal drugs or drug paraphernalia found on University property will be turned over to University Police and may result in criminal prosecution.
2. Employees are prohibited from being impaired or under the influence of alcohol and/or legal drugs, including prescription medication, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or others, or creates an unnecessary risk for the University. If taking necessary medication could compromise workplace safety or affect work performance, the employee is responsible for communicating with his/her supervisor to evaluate temporary job modification/re-assignment during the course of the treatment.
3. Any employee who is convicted of unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or other criminal drug statute in the workplace, or receives a conviction that effects his/her job responsibilities is required to notify his/her department head. Failure to notify the appropriate University official(s) of a drug-related conviction shall be grounds for disciplinary action up to and including dismissal.
4. UAF employees are required to abide by all federal and state laws, University of Arkansas Board policies, local ordinances, and other related requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs.

Any employee violating this policy is subject to discipline up to and including termination. Employees in the workplace suspected of violating either alcohol or drug statutes may be referred to criminal authorities for prosecution and sanctions.

Together with UAF's Alcohol and Drug policy, campus departments may have additional policies and procedures in place that employees must follow. These department documents must be reviewed by General Counsel and approved by the Chancellor prior to implementation and enforcement.

### ***Suspicion of Alcohol or Drug Use***

An employee who suspects that a colleague or co-worker is impaired by alcohol or drug use on the job should contact his/her department head or supervisor immediately. An employee who suspects a supervisor or department head is impaired by alcohol or drug use should contact the next level of supervision or administration.



Behaviors which may suggest alcohol/drug abuse include (but are not limited to) the following:

1. Repeated accidents (on- or off-campus);
2. Repeated illness absences;
3. Chronic lateness or early departures;
4. Significantly diminished task performance (with no other explanation); and
5. Odor of alcohol, slurred speech, unsteady gait, disorientation, paranoia, hallucinations, and other physical signs of impaired function, not caused by a known medical condition.

For drug descriptions, methods of abuse, and various effects on the body and mind, review the Drug Enforcement Administration's Drug Fact Sheets at <http://www.justice.gov/dea/druginfo/factsheets.shtml>.

If a department chair, supervisor, or administrator has been contacted or suspects that an individual is under the influence of drugs or alcohol, he/she should:

1. Assess the situation and call for assistance if necessary. If assistance is needed, notify the University Police Department if on campus, or the local police department, if not on campus;
2. Not touch the employee;
3. Document observations and other relevant information fully;
4. Prohibit the individual from continuing to work and from driving;
5. Not leave the impaired employee alone;
6. Handle information confidentially; and
7. Consult with Human Resources staff.

### ***An Incident of Intoxication or Impairment***

If an employee appears to be intoxicated or otherwise drug-impaired, a supervisor should not touch the employee, unless contact is necessary to protect him or herself. If safety concerns are present, the supervisor should contact University Police (or local police department for off-campus incidents) for assistance. If possible, the employee should not be left alone unless the supervisor feels threatened. Supervisors should not allow the employee to continue working or to drive him or herself home. The supervisor will ask the employee if they have been drinking alcohol or taking any drugs and document the employee's answer.

If the employee states that they have not been drinking alcohol or taking any drugs, the employee may be asked to submit to a blood and/or urine test to disprove the suspicions. If there has been a critical incident that jeopardizes the safety of any individual, the employee may be required to submit to a blood and/or urine test. The supervisor and a representative from Human Resources or other designated official will accompany the employee to an approved facility for testing. Upon completion of the testing, a copy of the results will be provided to the supervisor.

If a person admits to being under the influence of alcohol or drugs, alcohol/drug testing of the individual may not be necessary. If an employee refuses testing, the employee may be disciplined as if the testing had been positive. The supervisor will offer to contact a friend or relative of the employee to drive them home, or to obtain transportation for the employee. If the employee refuses such assistance, the supervisor should call University Police and advise them that the employee, who is believed to be impaired, is leaving the workplace

### ***Observations***

In proving that an employee was under the influence, the supervisor's observations of the employee's behavior, not a test, are the key elements in the university's case. The supervisor must be able to testify, in detail, what he/she saw that indicated that the employee was under the influence. A supervisor that testifies that the employee "seemed intoxicated" merely states a conclusion which is unsupported by any factual evidence. The supervisor must be able to provide information about the employee's actions that lead to the conclusion that the employee was under the influence, such as "the employee was staggering and had slurred speech or had a strong odor of alcohol on his/her breath." When feasible, it may be helpful to have another supervisor observe the behavior.

### ***Documentation***

Documentation of the incident in which the employee exhibited drunken or drugged behavior is critical to protecting the credibility of the supervisor. If the employee challenges any disciplinary action taken, the supervisor may be called upon to testify months after the incident occurred. The supervisor can avoid having to recall the incident from memory if he/she writes down an account of the incident immediately after it occurs. Those notes should be copied. One copy should be given to the appropriate vice president and the other copy should be retained by the reporting supervisor.

### ***Confidentiality***

Supervisors should treat an employee's alcohol or drug problem confidentially. Only those management personnel who have a need to know about the incident should be informed. If only a few people know of an employee's alleged substance abuse, the employer is better able to defend against allegations that the information was handled indiscreetly and will avoid embarrassing the employee.

### ***After the Incident***

1. After the immediate "crisis" has been handled, consultation with Human Resources should occur.
2. The employee may be put immediately on paid administrative leave for a minimum of the remainder of their work day.
3. The supervisor will encourage a benefited employee to seek assistance from the Employee Assistance Program, or a personal health care provider for all other employees.
4. If the employee is found to be under the influence of alcohol or drugs he/she will be

subject to disciplinary actions up to and including dismissal. Any employee suspected to be under the influence of alcohol or drugs who refuses to submit to a blood and/or urine test will be subject to disciplinary actions up to and including dismissal, as if the employee had tested positive.

5. Sick leave, vacation, or provisions of FMLA may be used by employees to seek supervised rehabilitation services through a licensed care provider.
6. If the employee is not found to be under the influence of alcohol or drugs he/she may still be subject to disciplinary action up to and including dismissal for any job performance issues that may have occurred.

### ***Substance Abuse Counseling, Treatment, and Referral***

The Employee Assistance Program (EAP) provides a variety of services, including alcohol and drug dependence services, to all benefited employees and their immediate family members (spouse and/or dependent children living in the same household as the employee or dependent children attending a college or university). The use of EAP services is confidential unless the employee signs to release information to specific people for a specific purpose. Release of information may be requested to support a disability accommodation request or leave of absence for Family Medical Leave Act or use of extended sick leave.

### ***Reporting Requirements and Records Retention***

A department chair or supervisor who has disciplined an employee for alcohol- or drug-related problems or who has knowledge of an alcohol- or drug-related conviction must notify the appropriate vice chancellor in whose area the employee is employed. The following information will be retained: employee's name, department, date and type of offense, date and type of action taken, and any follow-up or aftercare required.

Supervisors or department heads who are notified of an employee's criminal alcohol and/or drug conviction will immediately inform Human Resources for staff and Academic Affairs for faculty.

Disciplinary reports on staff shall be submitted to the department head, dean, provost, and Human Resources which shall be the official repository of these data. Disciplinary reports on faculty shall be placed in their official personnel file with copies to their dean, department head, vice chancellor or staff equivalent. Referral data for evaluation, treatment, or aftercare that are non-disciplinary or contain medical information shall be retained by HR.

### ***Off-Campus Activities / Domestic or International Field Trips / Study Abroad / Overseas Programs***

Employees are expected to uphold the standard promulgated by this policy and to act in a way that demonstrates the principle of "freedom with responsibility" by behaving in a responsible manner around alcohol and illegal drugs.

UAF strongly discourages faculty from hosting off-campus activities where alcohol is served, or providing alcohol or purchasing alcohol for students participating in domestic or international

field trips or study abroad programs. Employees are not permitted to purchase alcohol using University or program funds.

Employees must maintain their ability to respond to and report critical incidents and are expected to be able to perform duties as assigned.

Employees accompanying students in foreign countries are reminded that they and their students may be subject to arrest and legal sanctions for drug and alcohol offenses under the laws and regulations of that particular country or institution in addition to the sanctions described in this policy.

### ***Institutional Response***

All members of the campus community may refer individuals in violation of UAF's Alcohol and Drug policy and applicable laws to the appropriate student conduct administrator, supervisor, campus official and/or University Police Department (UAPD). Duly appointed administrative personnel who receive information pertaining to violations of this policy will initiate an institutional response. UAPD is a resource that all members may use to report an individual in violation of this policy.

### **Substance Abuse Education Programs**

The University of Arkansas (UAF) has a vested interest in the health and well-being of its students and employees. Providing students and employees access to substance abuse education materials promotes a healthy campus community. UAF recognizes substance abuse as a treatable condition and offers programs and services for employees and students with substance dependency problems. The programs provide services related to substance use and abuse including dissemination of informational materials, educational programs, counseling services, and referrals.

UAF expects its students to comply with federal and state laws, local ordinances, and the *Code of Student Life (Code)* related to alcohol and other drugs. Continued or abusive use of alcohol and other drugs has health consequences. Violations of UAF's alcohol and drug policy will be addressed by the University through the *Code* for students.

UAF is concerned with student alcohol use and its effect on student success. To assist students in identifying personal alcohol use patterns, the University proscribes an interactive, personalized online education tool for incoming freshmen. For more information, see: AlcoholEdu: <http://nsfp.uark.edu/first-year-initiatives/alcohol-edu.php>

Additional substance abuse prevention resources may be found on CAPS' website: <http://health.uark.edu/services/substance-abuse.php>.

Employees have access to the Employee Assistance Program (EAP), a free, confidential assessment/counseling/referral service staffed by trained professionals who can help employees and their family members evaluate problems and take positive action to resolve them. Contact:

<http://hr.uark.edu/benefits/employee-assistance-program.php>.

UAPD uses both a proactive and reactive approach to addressing the problems of underage drinking and drunk driving. Using a proactive approach, police officers go to various segments of the University community and provide educational programs regarding the problems associated with alcohol abuse and misuse and its relationship to crimes such as drunk driving. In a reactive approach, UAPD officers arrest drunk drivers and cite violators for minor in consumption and minor in possession of alcohol. Learn more: <http://uapd.uark.edu/about-the-department/index.php>.

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## **Preventing and Responding to Domestic Violence, Dating Violence, Sexual Assault, and Stalking**

The University of Arkansas (UAF) will not tolerate domestic violence, dating violence, sexual assault, stalking, or other forms of sexual misconduct. Offenders may be subject to appropriate campus adjudication processes, disciplinary action, and/or criminal proceedings. UAF utilizes procedures that provide prompt, fair, and impartial investigation and resolution in cases involving domestic violence, dating violence, sexual assault, and stalking. These procedures are carried out by officials who receive specific annual training.

Sexual violence is a form of sexual harassment and services are available to students, faculty, and staff who experience sexual violence, domestic violence, dating violence, and instances of stalking.

In these situations, UAF is committed to providing crisis intervention measures for students, faculty, and staff, as well as appropriate administrative response for the complainant and respondent; referring individuals to criminal authorities; and educating and promoting discussion on interpersonal abuse and violence issues. The University's process does not preclude adjudication under state law.

The University of Arkansas prohibits retaliation by its officers, employees, students, or agents against a person who exercises his or her rights or responsibilities under any provision federal or state law, including Title IX and the Violence Against Women Reauthorization Act (VAWA), or this policy.

### **Prevention Efforts**

UAF attempts to foster a safe living, learning, and working environment for all members of the campus community. To accomplish this, UAF considers the educational programming that addresses all aspects of domestic violence, dating violence, sexual assault, and stalking (safety precautions and prevention, crisis management, reporting, medical and counseling services, the UAF discipline systems, academic schedules, living arrangement, etc.), the

campus response to sexual violence, domestic violence, dating violence, and instances of stalking, and physical surroundings throughout the campus community.

UAF develops educational programs concerning domestic violence, dating violence, sexual assault, and stalking. Involved students, faculty, staff, and community members provide information and promote discussion on interpersonal abuse and violence issues. The University Police Department (UAPD) supports the educational programs by providing input and personnel to accomplish this task. For additional information about campus educational programs concerning domestic violence, dating violence, sexual assault, and stalking, contact the Title IX coordinator, the Housing Office, the Women's Clinic, Human Resources, Dean of Students Office, sexual respect and violence prevention coordinator, and/or NWA Rape Crisis Center (NWARCC).

The University continually reviews and modifies its physical surroundings to enhance security and safety, such as campus lighting, locking procedures, signage, etc. For additional safety information, contact UAPD at 479-575-2222.

## **How to be an Active Bystander**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

*(Bystander intervention strategies adapted from Stanford University)*

### ***Risk Reduction Tips***

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one's risk of sexual assault or harassment.

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.



- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you don't know where you are going, act like you do.
- **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have cab money.
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
- **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Trust your instincts**. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).
- **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- **Don't accept drinks from people you don't know or trust**. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- **Watch out for your friends, and vice versa**. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.)**. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

If you need to get out of an uncomfortable or scary situation here are some things that you can try:

- **Remember that being in this situation is not your fault**. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
- **Be true to yourself**. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
- **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- **Lie**. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use

are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

- **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

## Reporting

A guiding principle in the reporting of domestic violence, dating violence, sexual assault, and stalking is to avoid possible re-victimizing of the complainant by forcing the individual into any plan of action. It is recommended that a person who has experienced domestic violence, dating violence, sexual assault, or stalking consider each of the following:

1. Getting to a safe place.
2. Avoiding the destruction of evidence by bathing, douching, changing clothes, or cleaning up in any way. Preserve evidence in a paper bag for possible future action. Also, keep copies of emails, text messages, and voice messages.
3. Pursuing medical treatment. Post-assault medical care can be performed at a local emergency room. Many hospitals have a specialized examiner who can complete an exam for victims of sexual violence. Such an exam can help the victim receive an appropriate medical assessment and treatment, and can preserve evidence for possible future action.
4. Pursuing counseling services with appropriate agencies (e.g., CAPS, Employee Assistance Program (EAP), NWARCC (off-campus), or private providers). Calling someone that is known and trusted, such as a friend or counselor, and discussing with this person the assault can help to evaluate the trauma to sort out next steps.
5. Making a police report. You can initiate a campus and/or criminal complaint. You may obtain assistance from campus authorities in this notification.
6. Making a report to a campus security authority (CSA), Title IX coordinator, deputy Title IX coordinator or other responsible employee under Title IX.
7. Making an anonymous report. An anonymous report to the police notifies them that an act of sexual violence has occurred but gives no names or identification

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***Consider Filing a Police Report***

A report to the police can empower the complainant by exercising her/his legal rights and can aid in the protection of others. UAF staff will encourage the complainant to file a police report and will assist the complainant in notifying the police if requested. The police will then advise the complainant of the legal process.

1. On-campus investigation is typically conducted by UAPD. UAPD has both an administrative role and a law enforcement role.
2. Off-campus cases are usually investigated by the Fayetteville Police or other law enforcement agency. When an investigation or legal proceedings occur off-campus, services are still available through the University.

There may be consequences to waiting to file a police report. Early reports may improve the preparation of a viable prosecution. Filing a police report immediately following the incident does not force the complainant to file charges and prosecute the respondent. However, it does aid in the preservation of valuable evidence if the complainant decides to pursue charges at a later date. The Prosecuting Attorney makes all decisions regarding the prosecution of alleged crimes reported to law enforcement.

### ***Alternatives to Immediately Filing a Police Report***

1. Report the crime at a later date.
2. Make a complaint to a CSA, Title IX coordinator, or deputy Title IX coordinator. Such a complaint may be used for actions which include, but are not limited to, on-campus administrative proceedings.
3. Make an anonymous report to the police (a report that notifies the police that a domestic violence, dating violence, sexual assault, or stalking incident has occurred, but gives no names or identification).
4. Contact a referral agency for help: the Housing Office, Women's Clinic, Title IX coordinator, Human Resources, Dean of Students, and/or Northwest Arkansas Rape Crisis Center (NWARCC).
5. Make a complaint to the Title IX coordinator. Such a complaint may be used for actions which include, but are not limited to, on-campus administrative proceedings.
6. Contact the Title IX coordinator or a deputy Title IX coordinator for more information concerning the administrative process. Students may reference the campus judicial process in the *Code of Student Life (Code)*. Faculty and staff may consult with Human Resources or the Title IX Coordinator.

If the complainant does not choose to file a police report, s/he may still file an administrative complaint. The complainant will be referred to other agencies if appropriate. Specifically, a complainant may be encouraged to seek assistance at CAPS, the Women's Clinic and/or EAP. Support may also be sought from Student Health, the Title IX coordinator, and/or various community resources such as NWARCC.

The complainant may decline to notify campus police and campus security authorities.

### ***Ongoing Care***

Students referred by the Dean of Students Office or the Title IX Coordinator for counseling may seek assistance at any time from CAPS at no additional charge. Referrals may be made upon request for relatives, partners, and friends of either the complainant or respondent to various support agencies.

Students may seek assistance from UAF's Student Health Services. Post-assault medical care includes testing and treating for sexually transmitted diseases (STDs). Costs for testing may be paid directly by the student or billed through insurance.

Benefited staff and faculty may seek assistance at any time from any medical facility or the

Employee Assistance Program (EAP). Additionally, the Title IX Coordinator may provide additional information.

## **On-Campus Investigation and Adjudication**

UAF's response to domestic violence, dating violence, sexual assault, or stalking incidents may involve a number of individuals and agencies (e.g., UAPD, Dean of Students Office CIRT Team, medical and counseling services personnel). In addition, for cases involving campus community members, there is a timely, campus- based investigation which is private and protects individual rights and process. The complainant is presented with options about how s/he may pursue the complaint.

Title IX complainants, including those reporting violence or concerned about UAF's compliance with Title IX or Department of Education policies, may be directed to the Title IX coordinator in the Administration Building, Room 427, Fayetteville, AR 72701, or the U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202. Complaints may also be directed to any other federal agency.

### ***For Students***

The *Code* describes the procedures followed when a violation of the *Code* is reported to the Office of Student Standards and Conduct (OSSC). Reports of violence involving students are generally directed to the OSSC, which manages investigations.

Mediation between the parties will not be used to resolve sexual violence complaints.

The *Code* outlines the process and protection of rights of both the complainant (the student who brings the grievance or makes the complaint) and the respondent (the student or individual about whom the grievance or complaint is brought). Both complainant and respondent have certain shared or complementary rights in disciplinary hearings. The rights below are identified in the Code of Student Life.

1. The complainant and the respondent have the right to be assisted by an advisor, including an advisor they choose at their own expense.
2. The complainant and the respondent have the right to access and review any information that will be used in the hearing.
3. The complainant and the respondent will be advised of the date, time, and location of a hearing, when scheduled. Both may attend and participate.
4. The OSSC may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the complainant, respondent, and/or other witness during the hearing, in whatever manner and as determined in the judgment of the Director of the OSSC to be appropriate. The Title IX Hearing Panel shall render the decision to the respondent and the complainant simultaneously and in writing within five business days. The *Code* provides for the disclosure to the complainant of the final results of any disciplinary proceeding regarding a complaint of domestic violence, dating violence, sexual assault, or stalking.
5. Decisions may be appealed by both parties in accordance with the *Code*, as applicable.

6. All parties will be informed in writing of the outcome of any appeal.

The standard of proof that exists for campus disciplinary proceedings is preponderance of evidence, (i.e., more likely than not the event(s) occurred). A student's privacy concerns are weighed against the needs of UAF to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community.

### ***For Faculty and Staff***

If a faculty or staff member is involved as the complainant or respondent:

1. All incidents are to be reported to the Title IX coordinator at 479-575-7111, Administration Building Room 427; email [tylerf@uark.edu](mailto:tylerf@uark.edu) or [titleix@uark.edu](mailto:titleix@uark.edu).
2. Based on the initial report of the incident, the Title IX coordinator and/or University of Arkansas Compliance Officer, with assistance from UAPD, Human Resources and/or Dean of Students Office, will implement any temporary safety measures immediately.
3. The Title IX coordinator and/or the Compliance Officer will then initiate an investigation into the incident. When practical, every effort will be made to complete the investigation and produce a report within sixty (60) calendar days of receiving notice of allegations.
4. The Title IX coordinator and/or Compliance Officer will submit a final written report to the Director of the Office of Equal Opportunity and Compliance and to the Office of General Counsel for review. The Title IX coordinator and/or Compliance Officer, as applicable, shall recommend sanctions to the appropriate Dean and Provost (faculty) or the immediate supervisor and appropriate vice chancellor.
5. For cases involving faculty, the final report will be provided to the appropriate Dean, Provost and Chancellor and, in cases involving staff, to the immediate supervisor, appropriate vice chancellor and the Chancellor.
5. If it is determined that discipline of a faculty or staff member is warranted, the sanction(s) may range from warning, up to and including dismissal and revocation of tenure, if applicable. Final disciplinary decisions for faculty members will be determined by the Provost. Final disciplinary decisions for staff will be determined by the Chancellor. Final disciplinary actions made by the Provost or Chancellor are not subject to appeal.
6. Both the complainant and respondent will be notified in writing of the final results of the investigation and any resulting actions, as appropriate.

The standard of proof that exists for campus disciplinary proceedings is a preponderance of the evidence, (i.e., more likely than not the event(s) occurred). If a complainant requests that his or her name not be revealed to the respondent or asks UAF not to investigate or seek action against

the respondent, UAF will be limited in its ability to respond fully to the incident.

### ***Interim Arrangements and Post-Hearing Interventions***

UAF actively provides services for all parties in domestic violence, dating violence, sexual assault, and stalking cases. UAF continues a coordinated response system that attends to the complainant's and respondent's physical and emotional well-being as well as the safety of the community.

### ***Administrative Services to Assist a Student Complainant or Respondent***

The Dean of Students Office (DOS) will assist students, including collaborating with UAPD and other departments to provide:

1. Referral to a counselor at Counseling and Psychological Services or referrals to outside provider(s). (CAPS)
2. Escort services. (UAPD)
3. Assistance in petitioning for a protection order. UAF honors orders of protection, no-contact orders, restraining orders, or similar orders issued by a criminal, civil, or tribal court. (DOS)
4. Withdrawal from the University. (DOS)
5. An on-campus investigation and, if appropriate, initiate on- campus disciplinary procedures. (OSSC/DOS)
6. Other referrals as necessary.

### ***Administrative Services to Assist Faculty or Staff Complainant or Respondent***

The Title IX coordinator will assist faculty and staff, including collaborating with UAPD and other departments to provide:

1. Referral to the Employee Assistance Program or Human Resources.
2. Escort services. (UAPD)
3. Assistance in petitioning for a protection order. UAF honors orders of protection, no-contact orders, restraining orders, or similar orders issued by a criminal, civil, or tribal court. (Title IX Coordinator)
4. Conduct an on-campus investigation and, if appropriate, initiate disciplinary/dismissal procedures. (Office of Equal Opportunity and Compliance and Human Resources)
5. Other referrals as necessary.

### ***Interim Conditions and Post-Hearing Interventions Applying to Complainants and Respondents***

1. The complainant and/or respondent may have parking re- assigned.
2. The complainant and/or respondent may have on-campus residence changed.
3. The complainant and/or respondent may have his/her academic schedule altered and/or arrangements with instructors to assist in offsetting potential academic problems will be coordinated. This service is not applicable for a respondent who

- has been temporarily or immediately removed from campus and/or classes.
4. The respondent may be directed not to have contact, by any means, with a complainant.
  5. The complainant may be directed not to have contact, by any means, with a respondent.
  6. Any individual who is alleged to have committed a violent act, including domestic violence, dating violence, sexual assault, or stalking upon a member of the campus community, may be banned from campus and campus activities.
  7. Other conditions as deemed appropriate.

### ***Interim Suspension (Students)***

Interim Suspension is an action requiring that a student immediately leave the campus and University property. It suspends the student's participation in any classes or any other University activities. An Interim Suspension is implemented when the Vice Provost for Student Affairs (VPSA) or designee has reasonable cause, based on available facts, to believe that a student poses a significant risk of substantial harm to the health, safety, or welfare of others or to property or poses an ongoing threat to the disruption of, or interference with, the normal operations of the University. The VPSA or designee may impose an Interim Suspension prior to the conclusion of formal adjudication regarding the matter.

### ***Administrative Leave (Employees)***

1. In certain circumstances, the dean (faculty), or appropriate vice chancellor (staff), upon the recommendation of the Office of Equal Opportunity and Compliance and Human Resources, may impose an Administrative leave (paid or unpaid) from University premises upon receiving a complaint and prior to the completion of the disciplinary process. The accused individual shall be notified in writing of, and the reasons for, the administrative leave. Administrative leave may be imposed to:
  - a. Ensure the safety and wellbeing of members of the University community or preservation of University property;
  - b. Ensure the accused individual's own physical or emotional safety and wellbeing; or
  - c. Ensure that normal operations of the University are not disrupted.
2. An employee under temporary suspension shall be given an opportunity for accelerated investigation and adjudication within these disciplinary procedures.

### ***Privacy and Respect of Information***

Respecting one's right to privacy is important to UAF. Students can be assured that when they share information with medical, police, and/or University officials, such information will be



handled professionally and within the framework of each agency's governing body privacy limitations (e.g., state law, licensing, FERPA, etc.).

University employees who have the authority to take action to redress sexual violence; who have been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator or appropriate school designee; or whom a student could reasonably believe has this authority or duty shall report all complaints of sexual violence to the Title IX Coordinator.

A student's privacy concerns are weighed against the needs of UAF to respond to acts of harassment, including domestic violence, dating violence, sexual assault, and stalking. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. If a complainant requests that his or her name not be revealed to the respondent or asks UAF not to investigate or seek administrative action against the respondent, UAF will be limited in its ability to respond fully to the incident. Title IX and the Violence Against Women Reauthorization Act include protections against retaliation. UAF officials will not only take steps to prevent retaliation but will also take strong responsive action if it occurs.

Counseling and Psychological Services mental-health counselors, Student Health Services employees or any other person with a professional license requiring confidentiality, or who is supervised by such a person, will not report incidents of sexual violence to the Title IX Coordinator in any way that identifies a student without the student's consent.

All information received is subject to inclusion, in statistical form, in annual UAF-published reports.

## **Sex Offender Registration**

All registered sex offenders are required to self-report their status to the UAF Police Department (UAPD) upon employment or enrollment. Some limitations and restrictions may apply to that employment and/ or enrollment.

Convicted sex offenders must register with the local law enforcement agency in the jurisdiction where the offender resides. Out-of-state sex offenders are required to register with the local Arkansas law enforcement agency if they work or attend school in Arkansas. Each time the offender moves or changes jobs, the offender must notify the local law enforcement agency.

All registered sex offenders are required to self-report their status to UAPD upon employment or enrollment. If designated as a registered sex offender after employment or enrollment, the self-reporting must occur within three working days of the designation. Failure to self-report may result in disciplinary action up to and including termination of employment or suspension.

## **Employment and Enrollment of Sex Offenders**

Registered sex offenders are not barred from employment or enrollment at UAF. Limitations and restrictions on employment and enrollment must be reasonable, job related (for employees), and directly related to areas of potential risk.

### ***Employment***

Registered sex offenders are prohibited from working in or being on the premises, without proper authority, of any area of the University that is designated to provide service/care to minors. Other locations and/or events may be added at the discretion of University administration.

Supervisors of registered sex offenders should not assign the employee to an area from which they are prohibited if other employees are available to complete the assignment. If the assignment of the sex offender is essential, their immediate supervisor must escort them for the entire time that they are working in the prohibited location.

### ***Enrollment***

Registered sex offenders are prohibited from living in University residence halls and apartments. Additionally, registered sex offenders are prohibited from being within the living areas of University residence halls, apartments or any other living facilities owned or operated by UAF. Other locations and/or events may be added at the discretion of University Administration.

## **Public Access to Sex Offender Information**

Records of registered sex offenders classified as moderate risk or high risk and who are employed with or enrolled at UAF are maintained onsite at UAPD headquarters. The Arkansas State Sex Offender website identifies all Level 3 (High Risk) and Level 4 (Sexually Violent Predator) registered sex offenders pursuant to Arkansas Code Ann. § 12-12-913(j)(1)(A). The Arkansas Crime Information Center (ACIC) is responsible for maintaining this registry. Follow this link to access the Arkansas Sex Offender website: <http://acic.org/offender-search/index.php>.

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# **Annual Fire Safety Report**

The Campus Fire Safety Right-to-Know Act is an amendment to the Higher Education Opportunity Act. This amendment serves to increase campus fire safety awareness across the nation, providing students and their families with the fire safety records of colleges and universities. Signed into law on August 14, 2008, this amendment requires post-secondary institutions to publish fire safety information and statistics, much as is already done with other crime statistics, such as campus theft and assault.

Additionally, the National Student Loan Program requires all eligible Title IV institutions that maintain on-campus student housing facilities to publish an annual fire safety report that



contains information about campus fire safety practices and standards of the institution. The statistics include the number, cause, related injuries and deaths, and property damages associated with each fire. In addition, each institution is required to report fire safety information to the U.S. Department of Education.

Collectively, this information provides prospective and current students information regarding the policies, concerns, and fire safety conditions that are present at the University of North Dakota.

## **Fire Safety Procedures**

University buildings are equipped with fire alarm systems to provide warning in the event of a fire. The alarm systems provide a means to manually activate the alarm at a pull station in addition to the smoke detectors that are in place. Should a fire alarm be activated, occupants of the building should vacate the building in an orderly manner, even if no fire or smoke is readily apparent.

## **Fire Alarm Systems in University Residence Halls**

University Housing utilizes the Edwards System Technology - EST3 Fire Alarm System in each of its facilities. The detectors deployed are intelligent and communicate with the primary processor, eliminating detector tampering or removal. Sounder bases are utilized in most of our facilities. These sounder bases activate at the onset of smoke and/or if the detector is removed from its base. These 95db sounder bases have proven to almost totally eliminate students' refusal to evacuate.

Speaker/Strobes are used in place of Horn/Strobes. These speaker/strobes and accompanying hardware make voice evacuation, live emergency announcements and pre-recorded emergency messages possible. Each system is loaded with a standard Tornado Warning Message. This message can be activated at the panel or from a central location that is staffed 24/7/365. Efforts are underway to have these emergency messages triggered from our University Police Communications Center.

UAF regulates portable electric appliances, smoking, and open flames in on-campus housing; and fire safety policies and procedures.

The University further reserves the right to direct residents to remove from their room any hazardous materials. The final decision regarding removal of such materials will be made by the director of residence services after review by the assistant directors. Items may be confiscated and held in the hall office or by UAPD if they violate hall fire safety and/or jeopardize security and community living.

## **Smoking**

The University of Arkansas is a tobacco-free campus. Smoking or use of tobacco is not permitted on the University of Arkansas campus. Tobacco use includes the possession of any lighted tobacco product, or the use of any oral tobacco product.

## **Fire Safety Education and Training Programs**

UAF promotes campus fire safety on an ongoing basis through various safety education and training programs.

Residence hall and apartment staff receive orientation to the operations and locations of the fire alarm system, as well as a review of their roles during a fire or fire drill. The resident assistants and residence education coordinators receive general fire safety and fire extinguisher training from the Fayetteville Fire Department and UAPD during fall training. Students receive a general orientation to the fire systems present in the building during the first week of the residents' arrival. Staff also review evacuation and emergency procedures with residents. Residence hall students participate in one fire drill during both the fall and spring semesters.

### ***Fire Safety and Prevention***

- Know every regular and emergency exit from the building you are in. Know how to activate the alarm system and what it sounds like. Know the location of fire extinguishers and how to operate them.
- Arrange room contents with fire safety in mind. Maintain clear and unobstructed access to your room door, from both the outside and the inside, at all times.
- Do not overload electrical outlets.
- Do not use broken, frayed, or cracked electrical cords. Do not suspend lamps or lights by their own cords.
- Do not allow excess clutter or flammable materials to accumulate.

University Housing employs a full time technician certified through the National Institute for Certification in Engineering Technologies (NICET) as a Level II Certified Technician. This technician is certified by Edward Systems Technology to install and program their EST3 system hardware.

Fire Sprinkler Systems have been added to two of the older residence buildings. All new construction is outfitted with sprinkler systems. Additional sprinkler systems are considered and will be installed as renovation plans progress.

## **Communicating a False Alarm**

It is a violation of state law and university policy to deliberately sound a false alarm and/or to tamper with fire safety equipment. Violators may face prosecution in the local criminal court system and the university judicial system. Such behavior will not be taken lightly. In the most severe cases it does endanger lives and at a minimum it disrupts the educational process.

## **Flammable Materials, Explosives, Fireworks and Open Flames**

Dangerous items such as flammable materials, explosives and fireworks are not permitted on the university campus or in university buildings except in approved and supervised programs such as the ROTC Departments and certain academic programs. Substances which have the potential to

cause fires or explosions are not permitted inside the residence halls. No open flames are allowed. Smoking is not allowed in any residence hall. Halogen lamps are not allowed. Electrical appliances that have an exposed heating element are not allowed in residence halls. Fires in residence halls are known to have resulted from burning candles and/or incense. These items are not allowed in student rooms and/or public areas of the residence halls.

## **Fire Drills**

The purpose of the fire drill is to acquaint residents with a rapid and orderly means of exit during an emergency. Each housing facility conducts no fewer than two fire drills annually. These drills are conducted between the first and tenth day of class for each primary semester, once in the fall semester and again in the spring semester. The “Summer School Facility” holds an additional drill at the start of summer school. We also conduct fire drills for summer camps/conferences that are considered “extended stay” programs. These are conferences that last several weeks. All persons in the building are required to participate in the fire drills and evacuate the building through the exit routes. Fire safety programming is conducted by residence hall staff each semester. Printed information is provided in each residence hall room warning of over-use of electrical outlets and other basic fire hazard information. Bulletin boards in residence halls are used to provide additional information.

## **Fire Alarms and Evacuation Procedures**

Evacuation procedures are posted on each floor of each residence hall. These plans and procedures include identification of no less than two evacuation routes and the location of severe weather shelter areas.

If you are in a room and the fire alarm has sounded, do not open the door until you check for smoke around the door cracks and feel the surface of the door. If it is hot, do not open it. If the door seems cool, open it cautiously with your body braced firmly against it. While one hand is on the knob, hold one hand over the door opening to detect any blast of in-rushing heated air. If there is none, and the passageway is safe, proceed quickly to a clear exit, closing all doors behind you.

If the door is hot, do not open it. Seal up the cracks around the door with sheets, pieces of cloth, or whatever is handy. The door can hold back the dangerous heat and smoke. Hang a sheet out of the window to signal rescuers. Open the window slightly, as this will let the fresh air in and allow smoke to dissipate.

### ***Students in On-Campus Housing***

In the event of a continuous sounding of the fire alarm in the unit, students should proceed as follows:

1. All persons inside a residential or dining facility are required to leave the building immediately.
2. University staff may assist with the evacuation of the building as availability and safety permit.

3. It is the responsibility of all students to familiarize themselves with proper fire and emergency evacuation procedures.
4. Failure to respond to a fire alarm or to staff requests during an evacuation may result in University disciplinary action in addition to being liable for damages and subject to applicable criminal and civil penalties.
5. When an alarm sounds, follow these guidelines:
  - Close room doors and windows.
  - Wear shoes and carry or wear a coat.
  - Leave via the nearest, safest exit, path, or route.
  - Don't panic - move quickly outside the building to at least 50 feet away from the structure and to the designated assembly point, and check in with University staff.
6. Do not use elevators as exit routes. Use the closest stairwells.
7. Do not re-enter the building until the alarm is silenced and the "all clear" announcement is given by emergency personnel.
8. If you are on an upper floor, are hearing impaired, have mobility issues, or are unable to escape from your room:
  - Close your door and seal it off with a towel or blanket. Duct tape often works well to seal cracks.
  - Dial 9-1-1 and relay all information pertaining to the fire (i.e., location, floor, room, building, etc.) to the dispatcher. Don't hang up until directed to do so.
  - Hang a bright colored sheet or towel from your window to alert emergency crews to your location.
  - Open your upper window for fresh air if necessary. If smoke enters the room from the outside, CLOSE your window immediately.
  - Wait for rescue. Don't panic, open the door, or prematurely jump from your window.

**If you are trying to escape through a smoke-filled room or corridor, proceed as follows:**

- a) Heat and smoke rise, so move quickly in a crouching position to the nearest exit.
- b) Place a towel or other cloth over your head and face. Breathing through the towel will help cool the air and filter the air of debris.
- c) Take short breaths, breathing through your nose.
- d) Cover your body with something that can easily be discarded if it catches fire. An example would be a wool blanket.
- e) Try to remain calm.
- f) Never reenter a burning building for any reason.

***Campus Employees***

It is important for employees to familiarize themselves with the procedures of fire reporting.

1. Safety of the People. Evacuate people as readily as possible. Close doors to isolate the fire. A person with an ambulatory disability should move to the opposite end

- of the building near a stairway and away from the fire, and wait for firefighters to arrive. Exit strategies should be discussed with supervisors.
2. **Send the Alarm.** Call the Fire Department, 9-1-1, and relay all information pertaining to the fire (i.e., location, floor, room, building, etc.). If the building is equipped with the fire pull boxes, break the glass, and pull the bar.
  3. **Notify Others in the Area.** Use any alarm provided for this purpose. Move out to a safe area to give firefighters a clear field.
  4. **Assist Campus Police or firefighters.** Relate to them what is burning (i.e., special chemicals, radiation hazards) or any other pertinent information.

## **Fire Safety Definitions**

On-campus student housing facility is 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.

**Cause of fire** is the factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

**Fire** is any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

**Fire drill** is a supervised practice of a mandatory evacuation of a building for a fire.

**Fire-related injury** is any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters, or any other individuals.

**Fire-related death** is any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or dies within one year of injuries sustained as a result of the fire.

**Fire safety system** is any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

**Value of property damage** is the estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

## **Campus Fire Log**

The Campus Fire Log lists all fire-related incidents in university residential facilities the past three years. The log is updated after each fire event. The log is available on the UAPD web site at [Campus Fire Log](#).

### **Saturday, November 14, 2015 at 17:57**

Case 150967, Humphreys Hall

A lint trap in a clothes dryer in the laundry room overheated and melted setting off the fire alarm. The lint trap was destroyed. No one was injured. Property damage estimated at \$50.00. Category: Unintentional Fire, Heating Equipment.

### **Thursday, November 12, 2015 at 16:34**

Case 150952, Duncan Avenue Apartments

A grease fire occurred on the stove top while cooking. A student received burns to her right hand and left arm. The sprinkler system above the stove extinguished the fire. Property damage estimated at \$3000.00. Category: Unintentional Fire, Cooking.

Case Status: Closed

### **Saturday, May 09, 2015 at 03:54**

Case 150464, Northwest Quad C Building

An electrical outlet malfunctioned and ignited cardboard boxes in close proximity to the outlet in the basement Mechanical Room. The boxes and the outlet burned. No one was injured. Property damage estimated at \$100.00. Category: Unintentional Fire, Electrical.

Case Status: Closed

### **Thursday, November 20, 2014 at 17:22**

Case 141009, Sigma Alpha Epsilon Fraternity House

A candle was left unattended on a home-made plywood table. A fleece jacket on the table was destroyed. No damage to table. No one was injured. Property damage estimated at \$40.00. Category: Unintentional Fire, Open Flame.

Case Status: Closed

**There were no fire incidents in residence halls in 2013.**

## **Reporting Fires on Campus**

Every incident of fire should be reported immediately. Call 911 to get Fayetteville Fire Department personnel and emergency responders to the scene. If a fire is discovered after it has been extinguished, it still needs to be reported. The fire department will inspect the area to prevent later flare-ups and to determine the cause of the fire. University officials should also be notified. The notification should be directed to UAPD and/or the Fire Marshal at Facilities Management. Notification can also be made to the Academic Specialist for First Year Initiatives, the Assistant Director for Community Engagement, the Assistant Director of Residence Education, the Assistant Director of Student Rights and Responsibilities, the Executive Director of University Housing and/or the Director of Residence Education.

## Fire Statistics for University of Arkansas Residential Facilities

Facility	Address	# Fires	Fire #	Date	Time	Cause of fire	Injuries	Deaths	Property Damage	Case #
Buchanan-Droke	129 N Garland Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bud Walton Hall	324 N Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duncan Ave Apts A	194 N Duncan Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duncan Ave Apts B	172 N Duncan Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duncan Ave Apts C	160 N Duncan Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duncan Ave Apts D	118 N Duncan Ave	1	1	11/12/15	16:34	Unintentional Fire; Cooking	- 1 -	- 0 -	\$1,000 to \$9,999	150952
Duncan Ave Apts E	80 N Duncan Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duncan House	#3 N Duncan Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Founders Hall	255 N McIlroy Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Futrall Hall	585 Lindell Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Garland House	10 N Garland Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gibson Hall	1050 W Dickson St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gladson-Ripley Hall	177 N Garland Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gregson Hall	315 N Garland Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Holcombe Hall	550 N Garland Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Humphreys Hall	195 McIlroy Ave	1	1	11/14/15	17:57	Unintentional Fire; Heating Equipment	- 0 -	- 0 -	\$100 to \$999	150967
Maple Hill East	1261 W Cleveland St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maple Hill South	645 N Hall Ave	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Maple Hill West	1263 W Cleveland St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Facility	Address	# Fires	Fire #	Date	Time	Cause of fire	Injuries	Deaths	Property Damage	Case #
Markham House	1425 Markham Rd	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Northwest Quad A	1104 W Maple St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Northwest Quad B	1106 W Maple St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Northwest Quad C	1110 W Maple St	1	1	05/09/15	03:54	Unintentional Fire; Electrical	- 0 -	- 0 -	\$100 to \$999	150464
Northwest Quad D	1112 W Maple St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Phi Delta Theta House	208 Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pomfret Hall A	31 S Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pomfret Hall B	31 S Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pomfret Hall C	31 S Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pomfret Hall D	31 S Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reid Hall	1365 W Cleveland St	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sigma Alpha Epsilon House	110 Stadium Dr	1	1	11/20/14	17:22	Unattended open flame: Candle ignited jacket on table.	0	0	\$0 to \$100	141009
Sigma Nu House	260 Stadium Dr	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Yocum Hall	155 McIlroy Ave	0	0	N/A	N/A	N/A	0	0	N/A	N/A



# APPENDIX A

## Sources of Statistics – Campus Security Authorities

Chancellor	Chancellor's Office
Provost and Vice Chancellor	Academic Affairs
Vice Chancellor	Advancement and University Relations
Vice Chancellor	Finance and Administration
Vice Chancellor	Government and Community Relations
Vice Chancellor	Student Affairs
Exec Assistant to the Chancellor	Chancellor's Office
Assoc VC	Business Affairs
Assoc VC	Facilities
Assoc VC	Financial Affairs
Assoc VC	Human Resources
Vice Provost	Academic Affairs
Dean	Bumpers College of Agriculture, Food & Life Sciences
Dean	College of Engineering
Dean	College of Education and Health Professions
Dean	Department of Military Science and Leadership (Army ROTC)
Dean	Division of Continuing Education
Dean	Fulbright College of Arts and Sciences
Dean	Honors College
Dean	Research, Graduate School and University Press
Dean	School of Architecture
Dean	School of Law
Dean	University Libraries
Dean	Walton College of Business
Dean of Students	Student Affairs
Department Head	Accounting
Department Head	Agricultural and Extension Education
Department Head	Agricultural Economics and Agribusiness
Department Head	Air Force ROTC
Department Head	Animal Science
Department Head	Anthropology
Department Head	Architecture
Department Head	Army ROTC
Department Head	Art
Department Head	Biological and Agricultural Engineering

Department Head	Biological Sciences
Department Head	Chemical Engineering
Department Head	Chemistry and Biochemistry
Department Head	Civil Engineering
Department Head	Communication
Department Head	Computer Science/Computer Engineering
Department Head	Crop, Soil and Environmental Sciences
Department Head	Curriculum and Instruction
Department Head	Drama
Department Head	Economics
Department Head	Educational Leadership, Counseling and Foundations
Department Head	Eleanor Mann School of Nursing
Department Head	Electrical Engineering
Department Head	English
Department Head	Entomology
Department Head	Finance
Department Head	Food Science
Department Head	Foreign Language
Department Head	Fulbright Institute
Department Head	Geosciences
Department Head	Health Science, Kinesiology, Recreation and Dance
Department Head	History
Department Head	Horticulture
Department Head	Human Environmental Sciences
Department Head	Industrial Engineering
Department Head	Information Systems
Department Head	Journalism
Department Head	Landscape Architecture
Department Head	Management
Department Head	Marketing/Transportation
Department Head	Mathematical Sciences
Department Head	Mechanical Engineering
Department Head	Museum
Department Head	Music
Department Head	Philosophy
Department Head	Physics
Department Head	Plant Pathology
Department Head	Political Science
Department Head	Poultry Science
Department Head	Psychology
Department Head	Rehabilitation Education and Research
Department Head	Sociology, Social Work, and Criminal Justice
Department Head	Vocational and Adult Education

Director	Alumni Association
Director	Arkansas Union
Director	Career Services
Director	Center for Students With Disabilities (Student Affairs)
Director	Development
Director	Enrollment Services
Director	General Student Services
Director	Greek Life Programs
Director	Information Technology Services
Director	Institutional Research
Director	Intercollegiate Athletics
Director	International Students and Scholars, Student Affairs
Director	Multicultural Center
Director	Office of Equal Opportunity and Compliance
Director	Office of Student Standards & Conduct
Director	STAR Central at University Health Center
Director	Special Events
Director	Student Involvement and Leadership
Director	Student Mediation and Conflict Resolution
Director	Teaching and Faculty Support Center
Director	Testing Services
Director	Transit and Parking
Director	University Health Services
Director	University Housing
Director	University Police
Director	University Press
Director	University Relations
Advisors	Advisors to Registered Student Organizations
Coaches	Athletic Programs
Librarian	Library Services
Manager	University Bookstore
Resident Assistants	Housing
Station Managers	Agricultural Research and Extension Centers; Branch Stations

## APPENDIX B

### IMPORTANT CONTACTS AND RESOURCES:

<b>To report an emergency or a crime in progress anywhere</b>	<b>911</b>
<b>For other police assistance on campus, UAPD</b>	<b>5-2222 or 479-575-2222</b>
<b>For escorts on campus, Razorback Patrol Escort Service</b>	<b>479-575-5000 or 5-2222</b>
<b>For the Safe Ride Van</b>	<b>479-575-7233</b>
<b>UAPD Crime Prevention Services</b>	<b>5-7412 or 479-575-7412</b>
<b>UAPD Criminal Investigations</b>	<b>5-7505 or 479-575-7505</b>
<b>For other police assistance off campus, Fayetteville PD</b>	<b>479-587-3555</b>
<b>U of A Student Affairs - Dean of Students</b>	<b>5-5004 or 479-575-5004</b>
<b>U of A Student Affairs - Office of Community Standards and Student Ethics</b>	<b>5-5170 or 479-575-5170</b>
<b>U of A Housing Office</b>	<b>5-3951 or 479-575-3951</b>
<b>U of A Human Resources</b>	<b>5-5351 or 479-575-5351</b>
<b>U of A Environmental Health and Safety</b>	<b>5-5448 or 479-575-5448</b>
<b>Pat Walker Health Center</b>	<b>5-4451 or 479-575-4451</b>
<b>U of A Health Center Women's Health Clinic</b>	<b>5-4478 or 479-575-4478</b>
<b>U of A Health Promotion and Education</b>	<b>5-4077 or 479-575-4077</b>
<b>U of A Substance Abuse Prevention</b>	<b>5-3184 or 479-575-3184</b>
<b>National Clearinghouse for Alcohol and Drug Information</b>	<b>800-729-6686</b>
<b>U of A STAR Central - Office on Sexual Assault and Relationship Violence</b>	<b>5-7252 or 479-575-7252</b>
<b>U of A Counseling and Psychological Services (CAPS)</b>	<b>5-5276 or 479-575-5276</b>
<b>U of A Psychological Clinic</b>	<b>5-4258 or 479-575-4258</b>
<b>Rape Crisis Help Line</b>	<b>479-927-1025</b>
<b>Rape, Abuse and Incest National Network (RAINN)</b>	<b>800-656-4673</b>
<b>Peace at Home Family Shelter (formerly known as Project for Victims of Family Violence)</b>	<b>479-442-9811</b>
<b>National Domestic Violence Hotline TTY line for hearing impaired</b>	<b>800-799-7233 800-787-3224</b>
<b>Child Abuse Hotline</b>	<b>800-482-5964</b>
<b>Commission on Child Abuse, Rape, and Domestic Violence</b>	<b>501-661-7975</b>
<b>Arkansas Poison Control and Information Center</b>	<b>800-376-4766</b>