The University of Arizona
Campus Safety & Security Report
Phoenix Biomedical Campus
October 1, 2019
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A Message from President Robbins

The officers and employees of the University of Arizona Police Department (UAPD) work to maintain the rights and safety of everyone who comes to our beautiful campus, and the Annual Security and Fire Safety Report is an important part of that role. I urge you to read this year’s report for the important information that will help everyone at the University of Arizona stay safe.

This University is an incredible community, with newly articulated core values that reflect what has always been important to us: integrity, exploration, inclusion, adaptation, determination, and compassion. Living these values means we all have a role in making the UA a safe place to learn, work, and visit. We all can contribute to the ongoing process of reducing crime-related incidents by knowing and observing the safety policies on campus.
A Message from the Chief of Police

Thank you for taking the time to review this year’s annual safety and security report.

We believe it is important for our students, employees, and visitors to be well informed about the safety and security of our campus. That is why the University of Arizona Police Department has been reporting our crime statistics to the Federal Bureau of Investigation Uniform Crime Report (UCR) and to the campus community for over 40 years.

Our annual safety and security report includes not only crime statistics but also our policies and procedures concerning alcohol, drugs, sexual assault, and general safety on the University of Arizona campus.

This year, UAPD created a new Special Investigations Unit (SIU), staffed by a Detective Sergeant and a Detective. The SIU is responsible for the investigation of sex-related crimes, dating violence, and hate- or bias-motivated crimes. These officers have specialized training in these areas and will be a valuable asset to our campus community. Additionally, all of our UAPD officers have now received training in Trauma-Informed Investigations. This training will help us as we investigate crimes that are reported to us.

As our university continues to expand across the state of Arizona, we take great pride in our partnerships with many campus departments and constituencies. These relationships help us engage other law enforcement agencies—from local to federal—and governmental and non-governmental entities so we can be innovative and proactive about the safety of the University and our communities.

We depend on your help to aid us with crime notification or suspicious activity. The phrase “If you see something, say something” is important. Never hesitate to call 9-1-1 when you believe a crime has occurred or you see something that just doesn’t seem right.

It is our pleasure to be your “hometown police department” and to be a partner with you by providing the University of Arizona with excellent law enforcement and public service.

Sincerely,

Brian A. Seastone
Chief of Police
The 2019 University of Arizona Campus Safety, Security and Fire Safety Report (Report) was prepared by the University of Arizona Police Department (UAPD) with support from local law enforcement agencies and several University departments and offices including the Division of Equity, Inclusion & Title IX, the Dean of Students, Residence Life, and Risk Management. The purposes of the Report are to fully inform the public concerning important safety information and to meet the standards outlined in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

The report contains statistics for the previous three (3) years of reported crimes that occurred on the University's main campus and in certain off-campus buildings or property owned, leased, and/or controlled by the University. Policies at the University addressing safety, security, fire, domestic violence, dating violence, sexual assault, stalking, and alcohol/drug use are also included. The Report is made available to the University community on October 1 of every year. This Report, as well as reports for the University's Main and Sierra Vista campuses, are accessible to the public via the UAPD web page, www.uapd.arizona.edu by clicking on the “Campus Safety & Security Report” link. Paper copies of the Reports can be obtained by contacting UAPD at (520) 621-8273. For information on the Clery Act, visit www.clerycenter.org.

Our Commitment to Safety and Security

UA Phoenix campus is patrolled 24 hours a day by unarmed, private security officers. The security officers do not have arrest authority. When a crime is reported to a security officer, the officer will encourage and assist a victim to report the incident to the local police department if they so chose. The information is also entered into a tracking system and campus administration is notified for statistical reporting and determination of whether a timely warning to the community is necessary. Campus security can be contacted at 620-827-2368.

The Phoenix Police Department has primary jurisdiction for all law enforcement matters occurring on the UA Phoenix campus. A Liaison Officer from the Phoenix Police Department is assigned to the campus and is available on an as-needed basis.
UA Phoenix administration maintains a close relationship with the Phoenix Police Department's Downtown Squad. In case of a life-threatening emergency, dial 911. In a non-emergency, Phoenix Police Department can also be reached at 602-262-6151.

The University of Arizona encourages the accurate and prompt reporting of all crimes to the appropriate law enforcement agency when a victim elects to. Knowledgeable parties are encouraged to report crimes against victims who are incapable of doing so themselves.

The University does not monitor or record the criminal activity that students or organizations officially recognized by the University engage in at off-campus locations through local law enforcement.

**Reporting a Crime**

The University encourages victims, witnesses, and others to accurately and promptly report all crimes to UAPD or other local police agencies. If you are reporting a medical problem, ask someone to monitor the victim’s condition so you can relay the information to the dispatcher. In case of a life-threatening emergency, dial 911. In a non-emergency, Phoenix Police Department can also be reached at 602-262-6151.

You can anonymously report possible crimes involving students to the University’s Dean of Students. The online reporting form is available at deanofstudents.arizona.edu. These reports are also part of the Annual Safety, Security & Fire Report.

Campus pastoral and 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, confidential basis for inclusion in the Annual Safety & Security Report.

Police reports, with a few legal exceptions necessary to protect sensitive or private information, are available to the public under Arizona’s public records laws.
Daily Crime Log

The Phoenix Police Department has jurisdiction for all law enforcement matters occurring on the UA College of Medicine, Phoenix campus. They have publicly accessible crime statistics and maps on their web page, www.phoenix.gov/police/neighborhood-resources/crime-stats-maps.

A log of incidents reported to security officers is available for review at the front desk of the Health Science Education Building (HSEB), 435 N 5th Street.

Crime Statistics – Phoenix Biomedical Campus

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus Property</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
<th>Total</th>
<th>Residential Facilities*</th>
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*The Phoenix Biomedical Campus does not have Residential Facilities.

**Crime Statistics – Phoenix Biomedical Campus**

*Violence Against Women’s Act Statistics*

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<th>Offense</th>
<th>Year</th>
<th>On-Campus Property</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
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*The Phoenix Biomedical Campus does not have Residential Facilities.

**Crime Statistics – Phoenix Biomedical Campus**

*Arrest & Disciplinary Referral Statistics*

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</table>

Hate Crimes

2016 – No Hate Crimes Reported
2017 – No Hate Crimes Reported
2018 – No Hate Crimes Reported

Unfounded Crimes

There were no unfounded crimes in 2016, 2017 and 2018.

Clery Act Crime Definitions

The definitions considered for the crime statistics in this Report are from “The Handbook for Campus Safety and Security Reporting” published by the U.S. Department of Education (2016 Edition), Arizona Revised Statutes, Arizona Board of Regents policies, and the University's Code of Conduct as described below. The definitions of the same words in those sources are similar in content, and to the extent, the content may differ, have been interpreted to be expansive, meaning if any definition is met, the crime is noted in the statistics of the Report.

**Murder/Non-Negligent Manslaughter** - the willful (non-negligent) killing of a human being by another.

**Manslaughter by Negligence** - the killing of another person through gross negligence.
Rape (Sex Offenses) - the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling (Sex Offenses) - 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 (Sex Offenses) - sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape (Sex Offenses) - sexual intercourse with a person who is under the statutory age of consent.

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

Aggravated Assault - an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm.

Burglary - the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft - the theft or attempted theft of a motor vehicle.

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

Drug Law/Abuse Violations – the violation of laws prohibiting the production, distribution and/or use of controlled substances and the equipment or devices utilized in their preparation and/or use including the violation of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and the 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).

Liquor Law Violations - the violation of state or local laws or ordinances prohibiting the manufacture, sale, transportation, furnishing of, or possession or
use of, intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition)

**Weapon Law Violations** - the violation of laws or ordinances dealing with weapons offenses, such as manufacture, sale, possession, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing weapons; all attempts to commit any of the aforementioned.

**Disciplinary Action** - the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

**Hate Crimes** – a criminal offense committed that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are many possible categories of bias, under the Clery Act, the following eight (8) categories are reported:

- Race
- Religion
- Sexual Orientation
- Gender
- Gender Identity
- Ethnicity
- National Origin
- Disability

For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias

- Murder and Non-negligent Manslaughter
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-Theft
• Simple Assault
• Intimidation
• Destruction/Damage/Vandalism of Property

The Handbook published by the U.S. Department of Education also includes definitions of Dating Violence, Domestic Violence, Sexual Assault and Stalking under the Violence Against Women Act. They are:

**Dating Violence** - violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based on the reporting party's statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence** - a felony or misdemeanor crime of violence committed by:

• A current or former spouse or intimate partner of the victim;
• A person with whom the victim shares a child in common;
• A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
• A person similarly situated to a spouse of the victim under the domestic or family violence laws of Arizona;
• Any other person against an adult or youth victim who is protected from that person's actions under the domestic or family violence laws of Arizona.

**Sexual Assault** – any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent or any act that meets the definition of rape, fondling, incest or statutory rape as used in the FBI’s Uniform Crime Reporting Program.

• **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 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 age of consent.

**Stalking** - engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person’s safety or the safety of others; or
- Suffer substantial emotional distress.

For the purpose of this definition:

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

**Arizona Revised Statutes define Domestic Violence, Sexual Assault, and Stalking as:**

**Dating Violence**- Arizona State Law does not define Dating Violence.

**Domestic Violence** - Means any act that is a dangerous crime against children as defined in ARS section 13-705 or an offense prescribed in ARS sections 13-1102, 13-1103, 13-1104, 13-1105, 13-1201, 13-1202, 13-1203, 13-1204, 13-1302, 13-1303, 13-1304, 13-1406, 13-1425, 13-1502, 13-1503, 13-1504, 13-1602 or 13-2810, section 13-2904, subsection A, paragraph 1, 2, 3 or 6, section 13-2910, subsection A, paragraph 8 or 9, section 13-2915, subsection A, paragraph 3 or section 13-2916, 13-2921, 13-2921.01, 13-2923, 13-3019, 13-3601.02 or 13-3623, if any of the following applies:

1. The relationship between the victim and the defendant is one of marriage or former marriage or of persons residing or having resided in the same household.
2. The victim and the defendant have a child in common.
3. The victim or the defendant is pregnant by the other party.
4. The victim is related to the defendant or the defendant's spouse by blood or court order as a parent, grandparent, child, grandchild, brother or sister or by marriage as a parent-in-law, grandparent-in-law, stepparent, step-grandparent, stepchild, step-grandchild, brother-in-law or sister-in-law.

5. The victim is a child who resides or has resided in the same household as the defendant and is related by blood to a former spouse of the defendant or to a person who resides or who has resided in the same household as the defendant.

6. The relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship. The following factors may be considered in determining whether the relationship between the victim and the defendant is currently or was previously a romantic or sexual relationship:
   a) The type of relationship.
   b) The length of the relationship.
   c) The frequency of the interaction between the victim and the defendant.
   d) If the relationship has terminated, the length of time since the termination.

**Sexual Assault** - a person commits sexual assault by intentionally or knowingly engaging in sexual intercourse or oral sexual contact with any person without the consent of such person.

**Stalking** - a person commits stalking if the person intentionally or knowingly engages in a course of conduct that is directed toward another person and if that conduct causes the victim to:

1. Suffer emotional distress or reasonably fear that either:
   a) The victim's property will be damaged or destroyed.
   b) Any of the following will be physically injured:
      • The victim.
      • The victim's family member, domestic animal or livestock.
      • A person with whom the victim has or has previously had a romantic or sexual relationship.
      • A person who regularly resides in the victim's household or has resided in the victim's household within the six months before the last conduct occurred.

2. Reasonably fear death or the death of any of the following:
   a) The victim's family member, domestic animal or livestock.
b) A person with whom the victim has or has previously had a romantic or sexual relationship.

c) A person who regularly resides in the victim's household or has resided in the victim's household within the six months before the last conduct occurred.

**Consent**-Arizona State Law does not define consent. It does, however, define “without consent”.

**Without Consent** – means any of the following:

- The victim is coerced by the immediate use or threatened use of force against a person or property.
- The victim is incapable of consent by reason of mental disorder, mental defect, drugs, alcohol, sleep or any other similar impairment of cognition and such condition is known or should have reasonably been known to the defendant.
- The victim is intentionally deceived as to the nature of the act.
- The victim is intentionally deceived to erroneously believe that the person is the victim's spouse.

**The Arizona Board Of Regents, Policy 5-308 Define Consent as:**

**Consent** - in the context of sexual activity means informed and freely given words or actions that indicate a willingness to participate in mutually agreed upon sexual activity.

**Consent may not be inferred from:**

1. silence, passivity or lack of resistance,
2. a current or previous dating or sexual relationship,
3. acceptance or provision of gifts, meals, drinks, or other items or
4. previous consent to sexual activity.

Consent may be withdrawn during sexual activity. Consent to one form of consensual sexual activity does not imply consent to any other form of sexual activity.

Consent may not be obtained through physical force, violence, duress, intimidation, coercion, or an express or implied threat of injury.

Consent may never be given by a person who is: incapacitated (by drugs, alcohol or otherwise), unconscious, asleep, or otherwise physically or mentally unable to
make informed, rational judgments. The use of alcohol or drugs does not diminish one's responsibility to obtain consent and does not excuse conduct that violates this Student Code of Conduct.

Consent cannot be given by someone who, by virtue of age, circumstances or other factors, is deemed by law to be incapable of giving consent.

**The University Student Code of Conduct Defines Sexual Misconduct, Stalking, and Disciplinary Referral as:**

**Sexual Misconduct** - means one or more of the following:

a. Sexual violence and other non-consensual sexual contact-actual or attempted physical sexual acts perpetrated against a person by force or without consent; or

b. Sexual harassment – unwelcome conduct of a sexual nature that is sufficiently severe or pervasive as to create an intimidating, hostile, or offensive environment; or

c. Other unwanted or non-consensual sexual conduct including but not limited to indecent exposure, sexual exploitation or voyeurism, or non-consensual photographing or audio recording or video recording of another in a state of full or partial undress or while engaged in sexual activity or publishing or dissemination such material.

**Stalking** - engaging in a course of conduct that is directed toward another person if that conduct would cause a reasonable person to suffer substantial emotional distress or to fear for the person's safety or the safety of that person's immediate family member or close acquaintance, and that person in fact fears for his/her safety or the safety of that person's immediate family member or close acquaintance.

**Disciplinary Referral** - the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

**Clery Act Geographical Definitions**

The Clery Act requires that crimes be reported by geographic location. The Handbook defines the locations as:
On-Campus Property - any building or property owned or controlled by the University within the same reasonably contiguous geographic area and used in direct support of, or in a manner related to the University’s educational purposes, including residence halls; and any building or property owned by the University that is within the reasonably contiguous geographic area of the main campus but controlled by another person, is frequently used by students, and supports the University’s educational purposes.

Non-Campus Property – any building or property owned or controlled by a student organization that is officially recognized by the University; or any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the University.

Public 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.

On-Campus Student Housing Facility – any student housing facility that is owned or controlled by the University or is located on property that is owned or controlled by the University and is within the reasonably contiguous geographic area that makes up the main campus.

Promoting Safety and Protecting On Campus

There is an on-site private security presence on the campus 24 hours a day, seven days a week. Students have access to most campus buildings from 5:30 a.m. to midnight, Monday through Friday, and 7:00 a.m. to 10:00 p.m. on Saturday and Sunday. Hours are adjusted on holidays and prior to exams. Student access cards are programmed to only allow access to UA Phoenix buildings during these hours. As the campus grows, security services will likely expand. Campus security officers are authorized to provide escorts for students to parking lots and nearby apartments if requested. To request an escort call 602-827-2368.
The three historic buildings on campus, as well as the Arizona Biomedical Collaborative I (ABCI) building in which the basic science labs are housed, are all ID badge access only, with electronic access at the main entrances. Selected areas in these buildings are accessed by access cards only. The Health Sciences Education Building (HSEB) and Biomedical Sciences Partnership Building (BSPB) also use a keyless access system but their main entrances are open during business hours. The UACIRT team regularly inspects the safety conditions of buildings and makes recommendations for improvements. Lighting and safety hazards identified during a routine patrol of the campus are forwarded on an ongoing basis to Facilities Management.

**Protect Yourself**

UAPD takes every opportunity to reinforce the best security practices to the University Community as follows:

- **LOCK THE DOOR** to your apartment or Residence Hall when you are alone, asleep, or out of the room.
- **DO NOT OPEN** your door to strangers. If your door has a peephole, use it to identify visitors before allowing access. Report any problems with your door’s security devices immediately to your hall director or apartment manager.
- **DO NOT GIVE YOUR NAME,** address, phone number or other personal information to strangers. If you have your name published in the local telephone directory, use only initials and do not list your address.
- **WHEN GOING OUT,** let your roommate, a friend, or a staff member know where you are going, with whom, and when you expect to return. If you choose to stay out later than expected, call that person and let them know.
- **AT NIGHT,** travel with others in well-lit areas. Avoid taking shortcuts through dark or deserted areas.
- **WALK FACING TRAFFIC** whenever possible. This increases awareness of potential traffic hazards and reduces the possibility of being followed by someone in a vehicle. Walk in the middle of the sidewalk with confidence.
- **IF YOU FEEL THREATENED** or suspect that you are being followed, call 9-1-1, walk toward lighted areas where there are people and/or Look over your shoulder frequently - this lets the follower know that you are aware of both his/her presence and your surroundings.
Protecting Your Possessions

- LOCK YOUR DOOR when you are away from your room, apartment, or house. Most thefts and burglaries occur when the doors remain unlocked. Remember that it takes less than 30 seconds to get “ripped off.”
- KEEP WINDOWS CLOSED AND LOCKED when away from your apartment. This protects your belongings from both theft and inclement weather.
- KEEP A RECORD OF THE SERIAL NUMBERS of all your belongings. Items of value that do not have a serial number should be engraved with your driver's license number and photographed.
- DO NOT ADVERTISE YOUR VALUABLES by keeping them out of sight. Arrange your room so that high-risk items such as stereos, televisions, and cameras are not visible when the door is open, or from ground-level windows.
- DO NOT KEEP LARGE SUMS OF CASH in your apartment. A debit card or checking account is safer than cash. Remember to keep your checks in a secure place. Do not talk indiscriminately about receiving money. There is no need to advertise to potential thieves.

Car Safety

- LOCK YOUR CAR and take the keys with you. Many car burglaries and thefts occur because the owner did not take the time to secure the car. Utilizing a steering wheel lock and VIN etching are encouraged.
- WHEN RIDING IN A CAR, keep the doors locked.
- DO NOT PARK in isolated, dark places if these areas can be avoided. Park where there are people around and where the car will be lighted. Upon returning to your car, have your keys ready as you approach your vehicle. Check the back and front seats to make sure that the car is empty before you get in.
- DO NOT LEAVE VALUABLE items unattended in your car. If you must leave them in your car, place items such as cameras, packages, and textbooks in the locked trunk.
- DO NOT PICK UP HITCHHIKERS and do not hitchhike.

Public Areas and Safety

- NEVER LEAVE YOUR BICYCLE OR MOPED UNLOCKED OR UNATTENDED. UAPD recommends that bicycles and mopeds be secured with an oversized “U” shaped bicycle lock.
• ENGRAVE YOUR BICYCLE OR MOPED with your name or driver's license number and keep a record of it with a description of the bike and serial number.
• DO NOT LEAVE PERSONAL PROPERTY UNATTENDED in public areas, such as the Library, Student Union, and classrooms.
• DO NOT CARRY MORE CASH than you need. Avoid “flashing” your cash in public.
• DO NOT CARRY YOUR IDENTIFICATION CARDS AND CHECKS IN YOUR WALLET. Keep them separate: I.D.s in your wallet in one pocket and your checkbook in another pocket. Memorize your PIN number so it is not discoverable.
• CARRY YOUR PURSE OR BACKPACK close to your body and hold securely.
• MARK ITEMS you normally take to class, such as textbooks, backpacks, and calculators, with your name or driver's license number.
• KEEP A LIST of your credit cards, identification cards, and checking account numbers. If they are stolen or lost, you will have a list of numbers to provide to law enforcement. Remember that you must contact the credit card companies and banks to cancel the cards. Make these notifications immediately.

Bystander Intervention

UAPD strives to create a culture of Bystander Intervention so that safe and positive options may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of harm. Bystander Intervention includes recognizing situations of potential harm, overcoming barriers to intervening, identifying safe and effective options, and taking action to intervene.

Emergency situations unfold quickly and often require an immediate helping response. Remember the following in an emergency/crisis:

• Calm the person.
• Gather information.
• Look at options.
• Provide support.
• Look for the best exit strategies for those involved.
• Be clear and direct with your requests.
• Understand boundaries and limits. It is sometimes better to WALK AWAY.
• Intervene early, before a problem becomes a crisis or disaster.
• Discuss consequences that the person cares about — Encourage VALUE BASED DECISIONS.
• Call 9-1-1 if it is not safe or prudent for you to help directly.

Nondiscrimination & Anti-Harassment Policy

The University is committed to fostering a learning, working, and living environment free from all forms of discrimination, including harassment. The University’s Nondiscrimination and Anti-harassment Policy prohibits discrimination and harassment based on race, color, national origin, sex, religion, age, disability, veteran status, sexual orientation, and gender identity. The policy also prohibits retaliation against another individual for opposing discriminatory conduct, filing a discrimination-related complaint, or participating in the investigation of a discrimination-related complaint.

The complete policy including definitions of discrimination, harassment, and retaliation, is available online at http://policy.arizona.edu/human-resources/nondiscrimination-and-anti-harassment-policy.

This Nondiscrimination and Anti-harassment Policy applies to:

• All University employees in all aspects of their employment relationship with the University;
• All University students in all aspects of their participation in the University's educational programs and activities;
• All University applicants, whether for employment or for admission to educational or University-sponsored programs, activities, or facilities;
• All persons or groups participating in or accessing University-sponsored programs, activities, or facilities; and
• All vendors or contractors in all aspects of their relationship with the University.

If you have concerns about discrimination or harassment related to a University employee, contractor/vendor, or visitor, contact:

Office of Institutional Equity
University Services Building #217
(520) 621-9449, equity.arizona.edu
If you have concerns about discrimination or harassment related to a student, contact:

  Dean of Students Office  
  Robert L. Nugent Building  
  (520) 621-7057, deanofstudents.arizona.edu

You can also contact these offices anonymously to receive information or ask questions. The University attempts to investigate allegations of discrimination and harassment discreetly but can rarely assure confidentiality. Most employees are required to inform appropriate offices at the University when they become aware of possible discrimination or harassment.

An individual who wishes to protect the confidentiality of information is encouraged to utilize the following non-emergency anonymous reporting options:

  - Ethics and Compliance Hotline: 24/7 reporting option for suspected ethics or compliance violations. (866) 364-1908
  - Counseling and Psych Services (CAPS): On-campus confidential reporting and counseling options. health.arizona.edu/counseling-and-psych-services  
    (520) 621-3334
  - Student Legal Services: Free legal advice available to currently enrolled University students. legal.asua.arizona.edu (520) 621-2782

Those considering anonymous reporting options should note that without the identity of one or more of the individuals involved, gathering additional information may be difficult and could limit the University's ability to investigate and respond.

**Assistance options, including medical care, remain available even if a student chooses to share limited information.** You may call the Dean of Students Office (520-621-7057) if you have any questions related to the confidentiality of information or have concerns about accessing University support services.

**Crime Prevention Programs**

As part of its overall safety plan, The UAPD Crime Prevention Unit provides the University community with educational programs on crime prevention techniques and personal safety practices. Crime prevention officers offer a variety of educational presentations and campaigns on safety and crime prevention topics to students, employees, and other community groups, both on and off-campus. While
UAPD is glad to present concerning any type of safety or prevention program, presentations that UAPD provides frequently include:

- **Campus Safety & Security** – an introduction to UAPD along with security awareness including practical measures that could make people less vulnerable to crime.
- This presentation was held 126 times in 2018.
- **Active Shooter Response** – provides information to empower you with the mindset and practical tools to make the best possible decisions for your day-to-day safety and teach you how to respond during a crisis. You will learn about a wide range of general safety strategies, and specific best practices to utilize if you find yourself in an active shooter situation. This presentation was held 77 times in 2018.
- **Office and Home Safety** – provides information on safeguarding your office and home, including information on workplace violence and active shooter situations. This presentation was held 2 times in 2018.
- **Alcohol/Drug Education** – provides information and encourages discussion about the effects and consequences of underage drug use and violations. It also covers the effects on the body. This is provided to Residence Life and individual campus groups. This presentation was held 45 times in 2018.

UA Phoenix Biomedical Campus hosts an Annual Campus Safety Night Walk, which includes information on personal safety and security. Presentations on safety and security are conducted bi-monthly for new employees and students.

### Dating Violence, Domestic Violence, Sexual Assault, and Stalking Prevention Programs

The University of Arizona prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking.

Prevention and education programs are provided through the University’s Advocating Sexual Assault Prevention (ASAP) program. ASAP is a comprehensive, primary prevention program aimed at addressing sexual assault on college campuses created by the staff of the Women’s Resource Center at the University. The
program is designed to offer both widespread education on issues of sexual assault and gender-based violence as well as longer-term, sustained education. The following programs were provided during the 2018 – 2019 academic year:

- **Transforming Wildcat Culture** - focuses on party culture while introducing basic ideas of consent, rape culture, sex positivity in an accessible way, ideally in mixed-gender audiences. The program asks participants to consider how party culture can be transformed to make it less characterized by rape culture and sexual assault and more encouraging of healthier partying habits as well as positive, affirming, consensual sexual and intimate relationships characterized by open, honest communication. Transforming Wildcat Culture is a presentation given primarily to first-year students during the “Red Zone” or the first month of the fall semester. This program was presented 16 times and reached approximately 1451 students.

- **Fierce** - is a 90-minute education and empowerment workshop for women-identified students that focuses on understanding and deconstructing rape culture, it’s negative effects, and women’s role in slut-shaming and victim-blaming. The program introduces the concept of the spectrum of violence and spends time analyzing the ways in which men and women contribute to violence in varying degrees of severity. Through self-reflection and critical analysis of women’s individual and group roles, this program gives concrete steps to address rape culture. This program was presented 19 times and reached approximately 1500 students.

- **Take the Lead** - is a 90-minute sexual violence education program for men-identified groups that uses language of leadership to encourage deeper engagement with issues of sexual violence. The program focuses on understanding consent, the nature of perpetration of sexual assault, and bystander intervention. The program introduces the idea of “critical mass” in hopes of helping members understand that they don’t need a majority in order to realize change, only a critical mass of men. This program reached approximately 1500 students.

- **Wildcat Way** - is a six-workshop series addressing sexual assault, rape culture, bystander intervention, and social justice-related issues. The program is led by undergraduate peer educators who are members of SPEAC - Students Promoting Empowerment and Consent, an internship program of the Women’s Resource Center where students can participate for up to 3 credit hours (though students can also participate for non-credit). This program was presented 6 times and reached approximately 56 students.
- **Consent 101** – is an in-depth workshop that helps participants understand the nuances of consent while also understanding the University definition of affirmative consent. The workshop takes up difficult topics like power and consent, alcohol and consent, and more, and helps dispel the myth that consent involves lots of “grey area.” This program was presented 11 times and reached approximately 943 students.

- **Transforming Rape Culture: Understanding Power & Patriarchy** - covers the topic of Rape Culture. It delves deeper into what rape culture is and what contributes to rape culture, including things such as sexual objectification, sexual coercion, power and privilege and the spectrum of sexual violence. This presentation is recommended for student groups or organizations that are interested in creating tangible goals to disrupt rape culture. This program was presented 9 times and reached approximately 615 students.

- **Policies & Procedures or “The Break Down”** - encourages participants to delve deeply into their own understanding of policies and procedures for addressing sexual violence before covering University Title IX policies and investigation procedures. It also addresses the difference between the University System and the criminal system, an area often misunderstood in popular discourse. This presentation is recommended for student groups or organizations that would like to know how to help their fellow students navigate University procedures. This program was presented 2 times and reached approximately 80 students.

- **Creepy or Cute** – is an interactive presentation addressing healthy relationships and what to do if you or someone you know may be in an unhealthy relationship. This is an interactive presentation and is recommended for student groups or organizations that would like to have an event to facilitate discussion on healthy relationships. This program was presented 9 times and reached approximately 465 students.

- **Bystander Intervention** - delves into what it takes to effectively act as an UPstander rather than a bystander to prevent sexual violence. The workshop focuses more on the transformation of environments that are rape supportive, as they are more common than moments of interrupting acts of sexual violence. The workshop also covers considerations of implicit bias, as empowering a student body to “interrupt” when one feels uncomfortable can play out in ways that disproportionately target men of Color on campuses. This presentation is recommended for student groups or organizations that would like tangible steps on how to address sexual
violence in interpersonal or group settings. This program was presented 3
times and reached approximately 160 students.

The Division of Human Resources (HR) and the Office of Institutional Equity (OIE)
also provide the campus community with information on prevention, response and
awareness of dating and domestic violence, abuse, sexual assault, and stalking.
Information is available and distributed to employees and students through a
variety of venues, including printed materials and brochures, multiple websites,
online training, annual email messages, new student and employee orientations,
training hosted by HR and OIE, and through their departments. Examples include:

- Title IX - Policies, Reporting, and Resources” brochure
- “Employee Resources for Sex Discrimination, Sexual Assault, and
  Relationship Violence” brochure
- Campus Safety Memo
- “Preventing Discrimination & Harassment” online training
- “Preventing Sexual Misconduct” online training

Additional information can be found at [http://titleix.arizona.edu/](http://titleix.arizona.edu/) and
[http://equity.arizona.edu/](http://equity.arizona.edu/).

**Procedures Victims Should Follow in Cases of Alleged
Dating Violence, Domestic Violence, Sexual Assault &
Stalking**

Anyone who has witnessed, knows about or has experienced
dating violence, domestic violence, sexual assault or stalking is strongly encouraged
by the University to seek help and report the concern. Multiple ways to report
concerns and to get needed information, assistance, and resources are available.
Any potential crime or emergency/crisis should be reported immediately by calling
9-1-1.

If allegations of dating violence, domestic violence, sexual assault and/or stalking
are reported to UAPD, an officer will immediately be dispatched to seek medical
attention for the victim, investigate the crime, and provide other assistance. is
initiated. If the possible crime occurred outside the jurisdictional responsibility of
UAPD, the victim is supported by UAPD in notifying and reporting to the proper law
enforcement agency. If the possible crime is within UAPD jurisdiction, UAPD
utilizes the resources of the Southern Arizona Center against Sexual Assault and an
extensive support-counseling network of University personnel.
Campus authorities including the Dean of Students, Office of Institutional Equity, Campus Health, and House and Residential Life Staff are available to assist and support a victim in notifying law enforcement. The University’s primary concern is always for the victim’s immediate and long-term well-being.

After that well-being is addressed, victims of dating violence, domestic violence, sexual assault, stalking or other violent crime should:

- Report the crime by dialing 9-1-1 if a report has not already been made. Tell the Dispatcher as soon as possible if immediate medical attention is needed.
- Preserve evidence to aid the law enforcement investigation and prosecution. This may also be helpful in obtaining a protection order.
- Some ways to preserve evidence include:
  - Refraining from washing, bathing, showering, or douching.
  - Refraining from washing clothes or other items worn/used during the incident.
  - Do not delete text messages or emails.
- Show the officer where these items are located upon his/her arrival.
- Give as detailed an account of the incident as possible to assist officers with their investigation.

If the victim/reporting party does not wish to involve law enforcement, assistance and resources are available through the University’s Office of Institutional Equity (employees), 520-621-9449 equity.arizona.edu and the Dean of Students Office (students), 520-621-7057 deanofofstudents.arizona.edu. UA Phoenix students are eligible to use the resources available at Arizona State University including:

ASU Counseling Services
602-496-1155 (Downtown Phoenix Campus)
480-965-6146 (Tempe Campus)

ASU Student Health Service
602-496-0721 (Downtown Phoenix Campus)
480-965-3349 (Tempe Campus)

These services are available to victims whether the incidents occurred on or off-campus, regardless of whether the incident is reported to law enforcement. Additional resources are listed at the end of this report.
The University’s Title IX Coordinator is available to answer questions about your options, processes, and resources; ensure an appropriate investigation is made, and provide guidance or referrals. You can contact the Department of Equity, Inclusion & Title IX at titleix@email.arizona.edu or by calling 520-621-7286.

To request disability-related accommodations for reporting concerns or when seeking assistance, such as ASL interpreting, Communication Access Real-Time Translation (CART), Braille or electronic text, etc., please contact Disability Resources at (520) 621-3268 or DRC-info@email.arizona.edu.

Victim’s Rights

A victim of a crime in Arizona has a constitutional right to be treated with fairness, respect, and dignity, and to be free from intimidation, harassment, or abuse through the criminal process. All state, county, and municipal justice agencies and courts in Arizona are required to perform certain duties to ensure that a victim receives those rights. To request a copy of the Arizona victims’ rights laws, contact the Arizona Attorney General, Office of Victim Services at (866) 742-4911. A victim also has the right to decline notification of authorities.

Victims may also pursue an Order of Protection or Injunction against harassment from the county court. The form required to obtain an order of protection or injunction against harassment can be downloaded from the Arizona Judicial Branch website, www.azcourts.gov. The form should be filed at any of the following courts.

- Phoenix Municipal Court – 602-262-6421
- Glendale City Court - 623-930-2400
- Maricopa County Superior Court - please go to https://www.superiorcourt.maricopa.gov/ to find the appropriate court location in Maricopa County
- Phoenix Justice Court - please go to http://justicecourts.maricopa.gov/ to find the appropriate court location in Maricopa County

Additional information on obtaining these orders is available at www.azlawhelp.org. Victims may also contact the Dean of Students for assistance in obtaining these orders. Once an injunction or order has been served, it will be in effect for twelve (12) months. If the defendant does not follow the terms, the police should be notified immediately. The University of Arizona does not issue any orders of protection.
Victim Assistance

The University is committed to assisting and supporting individual community members affected by dating violence, domestic violence, sexual assault, stalking, and discrimination. To do so, the University provides written information to victims regarding multiple reporting options, no-contact orders, victim rights, and resources as well as how to request interim actions. This written information is provided regardless of where the incident occurred (on or off campus) or whether the victim chooses to report the unlawful activity to law enforcement. These resources include on and off-campus options for counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services. This information is also available within this report as well as on the UAPD website at https://uapd.arizona.edu/content/victim-resources.

Interim actions are short-term, remedial measures to ensure the safety of all individuals involved in the complaint process. They are not decisions about responsibility. Interim actions can be enacted quickly, even before (or without) a complaint being filed. These actions are available if the victim requests them and if they are reasonably available, whether a victim reports an incident to law enforcement, or the offense occurred on or off-campus. Interim actions can include no-contact orders, changes to on-campus housing, temporary emergency housing (for off-campus students), changes to class or activity schedules, and changes in workspace. Additional measures, including interim suspension, may also be possible.

Interim actions provided to a victim will be confidential to the extent that such confidentiality will not impair the ability to provide the interim actions or protective measures. University employees should contact the Office of Institutional Equity for assistance, (520) 621-9449 equity.arizona.edu. University students should contact the Dean of Students Office for assistance deanofstudents.arizona.edu, (520) 621-7057. Additional information and resources can be found at www.titleix.arizona.edu.

Disciplinary Action in Cases of Dating Violence, Domestic Violence, Sexual Assault and Stalking

The University has three (3) departments that investigate complaints relating to dating violence, domestic violence, sexual assault, and stalking. All proceedings
will include a prompt, fair and impartial process from the initial investigation to the final result. Disciplinary investigations provide the complainant and the respondent with the same opportunities to have an advisor of their choice present at all disciplinary meetings and proceedings. However, the University may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both the complainant and the respondent. Additionally, both the complainant and the respondent will be informed simultaneously in writing of the outcome of any University proceeding, the procedures for appeal of the decision, when the results become final and any change in the results prior to their becoming final. If the alleged victim is deceased as a result of such crime or offense, the next of kin shall be treated as the alleged victim for this information.

Disciplinary investigations are conducted by a university official that is annually trained on the issues in these cases, including incident investigation and conducting a hearing process that both protect the victim’s safety and promote accountability.

*The Dean of Students*

When a student makes a complaint alleging discrimination, including instances of dating violence, domestic violence, sexual assault, and stalking, by another student, the complaint will be referred to the Dean of Students Office for investigation under the Nondiscrimination and Anti-harassment Policy as well as the University’s Student Code of Conduct. Mediation is not an option to resolve charges of sex discrimination under the University’s Code of Conduct.

Upon receiving a complaint of alleged discrimination, a hearing officer will be assigned to the case. If the hearing officer determines that there is a sufficient basis to believe that a violation may have occurred they will timely notify the student in writing of the alleged violation and will gather further information, if needed, by interviewing witnesses and reviewing documents. Prior to concluding that a student has violated the Student Code of Conduct, the student will be provided an opportunity to respond to information gathered in the investigation. The standard of evidence used in these investigations is the preponderance of the evidence. This standard means that it is more likely than not that a violation has occurred.

When the investigation is completed, the hearing officer will determine if the complaint will be dismissed or to charge the respondent with an alleged violation of Policy and/or the Code of Conduct. The charged will receive a notice and an opportunity to respond to the allegations. If the respondent is found responsible for
a violation and sanctioned, they will be given the option to appeal the finding. An appeal of findings hearing before the University Hearing Board will be scheduled. No less than 20 days prior to the date set for the hearing the respondent will receive a written notice that includes:

- A statement of the date, time, location, and nature of the hearing;
- A written statement of the charges which specifies the allegations of misconduct in sufficient detail to enable the student to respond;
- Notice of the right to be assisted by an advisor, who may be an attorney;
- A copy of or link to the Policy and/or Code of Conduct and applicable Disciplinary Procedures; and
- A list of the names of all Hearing Board members, and the university address of the Chair.

In student discipline cases involving charges of sex discrimination, a complainant, who is an alleged victim, will have the opportunity to participate in any appeal hearing or request for reconsideration initiated by the respondent. Any available review, appeal, or request for reconsideration process provided to a respondent is also available to a complainant. Both the complainant and the respondent will be informed in writing of the outcome of any investigation when the results become final and any change in the results prior to their becoming final.

The University seeks to maintain and respect the confidentiality of information obtained during the course of an investigation to the extent feasible. Disclosure may occur in some circumstances, including for investigation and evidence-gathering purposes and in order to notify individuals of the outcome of an investigation. Other situations where disclosure may occur include but are not limited to, required compliance with an obligation imposed on the University by law or facilitation of other legitimate University processes. All disciplinary procedure notifications will be in compliance with the Family Educations Rights and Privacy Act of 1974 (FERPA).

Upon written request, the Dean of Students will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the results of any disciplinary proceeding against a student who is the alleged perpetrator of such crime or offense.

**The Office of Institutional Equity - Investigation of Complaints and Administrative Reviews**

The Office of Institutional Equity (OIE) investigates issues of discrimination, including harassment and retaliation, on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity,
or genetic information, consistent with the Nondiscrimination and Anti-harassment Policy.

Students, current or former employees, applicants for employment, applicants for admission to University programs, and other persons affiliated with the University may file complaints within the scope of the Nondiscrimination and Anti-harassment Policy.

The standard of evidence used in all procedures is the preponderance of the evidence. This standard means that it is more likely than not that a violation has occurred.

The University seeks to maintain and respect the confidentiality of information obtained during the course of an investigation to the extent feasible. Disclosure may occur in some circumstances, including for investigation and evidence-gathering purposes and in order to notify individuals of the outcome of an investigation. Other situations where disclosure may occur include but are not limited to, required compliance with an obligation imposed on the University by law or facilitation of other legitimate University processes. All disciplinary procedure notifications will be in compliance with the Family Educations Rights and Privacy Act of 1974 (FERPA).

**OIE Discrimination Complaints**

Current or former employees, applicants for employment, applicants for admission to University programs, participants in University-sponsored activities, and other persons affiliated with the University (including students except when the complaint is by a student against other students) may file complaints, when the conduct alleged, is such that if established to be true it would constitute a violation of the Nondiscrimination and Anti-harassment Policy.

A complaint must be submitted within 180 days of the date of the most recent allegedly discriminatory act. The Director of the Office of Institutional Equity may extend the deadline based on extenuating circumstances.

Although not required to be accepted for filing, the complaint should be on a form provided by the Office of Institutional Equity. Each complaint shall include the following:

The full name and address of the complainant, who must be the individual claiming to be harmed by the discrimination;

- The name of the respondent(s);
• A clear and concise written statement of the facts that constitute the alleged discriminatory act(s), including pertinent dates and sufficient information to identify any other individuals who may provide information during the course of an investigation conducted under these procedures and to bring the matter within the jurisdiction of the Office of Institutional Equity to investigate (an investigator may assist in clarifying and narrowing the complainant’s proposed written statement if it includes allegations that are not within the Office of Institutional Equity’s jurisdiction to investigate);

• A statement by the complainant verifying that the information supporting the allegations of discrimination is true and accurate to the best of the complainant’s knowledge;

• The complainant’s signature; and

• Information that establishes that both the complainant and the respondent(s) have a sufficient relationship to the University to require the application of the University’s Nondiscrimination and Anti-harassment Policy.

The Office of Institutional Equity will typically conduct an interview with the complainant in connection with the acceptance of a complaint. If the complaint appears to fulfill filing requirements, a designated staff member in the Office of Institutional Equity shall sign the complaint and provide a copy to the complainant. A complaint is considered “filed” only after it is signed and accepted by the Office of Institutional Equity.

Following receipt of a complaint, the Office of Institutional Equity acts as a neutral fact-finder. The Office of Institutional Equity will give the respondent(s) reasonable notice of a filed complaint as and when appropriate, including the opportunity to provide information in response to the complaint allegations. The Office of Institutional Equity may gather statements, documents and other relevant evidence from the complainant, respondent, witnesses and other identified individuals who have or may have information concerning the allegations set forth in the complaint. Complainants and respondents, upon inquiry and during the course of an investigation, may be advised of the status of the investigation.

Upon completion of an investigation, the Office of Institutional Equity will evaluate the evidence in accordance with the Nondiscrimination and Anti-harassment Policy and related standards and make a policy finding based on a preponderance (the greater weight) of the evidence. The Office of Institutional Equity will issue letters of determination to the complainant and the respondent including findings as to whether or not a policy violation occurred.
If the Office of Institutional Equity finds a policy violation, it will also issue recommendations regarding any sanctions and/or other corrective action deemed appropriate, such as education and training. In cases involving complaints where discriminatory harassment is found, the Office of Institutional Equity shall make recommendations of steps reasonably calculated to end any harassment and to prevent a recurrence. The Office of Institutional Equity may also issue recommendations in instances in which investigation revealed conduct within the realm of that for which relief can be sought under the policy, even if not sufficiently severe or pervasive to establish discriminatory harassment under the policy.

A respondent whose conduct results in a finding of a policy violation and against whom disciplinary action is initiated as a result of that finding shall be afforded all applicable process under the University Handbook for Appointed Personnel, Classified Staff Human Resources Policy Manual, Student Code of Conduct, Arizona Board of Regents’ Policy Manual, or any other applicable processes.

**OIE Administrative Reviews**

OIE conducts two (2) types of administrative reviews. A Type I Administrative Review is an investigation initiated at the request of an administrator who believes that discriminatory conduct may be occurring but does not know the identity of the individual(s) engaging in such conduct. A Type II Administrative Review is an investigation initiated at the request of an administrator who has concerns that specific individual(s) may be engaged in discriminatory actions. Typically, only Deans, Directors, Department Heads, Vice Presidents, or the President may request an administrative review.

If an individual is identified as engaging in conduct claimed to be discriminatory, OIE shall give the individual notice of the administrative review and the opportunity to respond to the complaint allegations, especially when disciplinary action is a potential outcome. Other than respondents, only persons with a legitimate need to know will be apprised of a request for an administrative review or final disposition. Those persons may include, but are not limited to, appropriate organizational unit administrators (Deans, Department Heads, or Vice Presidents) who may have an obligation to ensure that retaliatory action does not occur during or after the investigation, and who may be required to implement recommendations of OIE.

Upon completing a Type I or Type II Administrative Review, OIE will evaluate the evidence in accordance with the Nondiscrimination and Anti-harassment Policy and related standards and issue a letter of determination to the requesting administrator which includes a finding of whether a policy violation occurred.
In a Type II Administrative Review, OIE will issue a letter of determination to the requesting administrator and Respondent including a finding of whether a policy violation occurred. If a policy violation is found in a Type II Administrative Review, OIE will also make recommendations regarding any sanctions or corrective action deemed appropriate, such as education and training. The recommendations will include steps reasonably calculated to end any harassment and prevent a recurrence.

A Type I Administrative Review shall be closed when OIE issues a letter of determination to the administrator requesting the Administrative Review. A Type II Administrative Review shall be closed when OIE issues a letter of determination to the requesting administrator and Respondent. A matter also may be closed administratively when OIE decides that further investigation is impossible or unnecessary.

**Title IX**

The policies and procedures for the investigation of Title IX complaints are currently under revision. Until the revision is finalized, Title IX investigations are being conducted in accordance with the Dean of Students' policies and procedures identified above. Please consult the Title IX website for the current policies and procedures and for revisions as they are completed, [https://www.titleix.arizona.edu/](https://www.titleix.arizona.edu/).

**Disciplinary Sanctions**

Sanctions may be imposed for Policy and/or Code of Conduct violations, including domestic violence, dating violence, sexual assault, and stalking. In determining the sanction, any mitigating or aggravating factors will be considered, including any prior violations of Policy and/or Code of Conduct.

Disciplinary sanctions that may be imposed on students include expulsion, suspension, probation, warning, restitution, notation on transcripts, degree revocation, restricted access to University property, administrative hold on documentation in the Registrar’s Office, and/or other permissible sanctions.

Disciplinary sanctions that may be imposed on members of the university community include reprimand, demotion, denial of promotion, termination from employment or from educational programs, and/or other appropriate administrative action.
Alcohol On Campus

The University recognizes that the legal use of alcoholic beverages is a matter of personal choice. The University requires that those who choose to drink on University property abide by state law and University regulations and expect that such individuals will conduct themselves responsibly. Arizona law prohibits distribution, possession, or consumption of alcoholic beverages by any person under the age of 21.

Consumption of alcoholic beverages by persons of legal drinking age is permitted as follows:

- Within student living quarters under the specific terms of that living environment; and
- Within designated limited-access areas on University property when said areas have been so identified and are used according to an authorization approved by the appropriate University authority.

Authorization to serve or sell alcohol on University property shall be by permission of the President, or his/her designee, pursuant to ABOR Policy 5-108(B), whose decision shall be final. The authorization shall be by a written agreement containing the parameters of such authorization and appropriate provisions regarding liquor licensing, indemnification, liquor liability insurance, and other insurance/surety requirements as may be required by the University's Risk Management Services. ABOR Policy 5-108(C). The UA alcohol permit application is available at www.union.arizona.edu/alcohol/.

Sanctions may be imposed on students and organizations for violations of these policies. In cases where alcohol contributes to or exacerbates violations of, University rules, students may be required by the Dean of Students to participate in alcohol abuse education and counseling.

Drug-Free Schools & Communities Act

Under the Drug Free Workplace Act of 1988 (41 U.S. Code, Section 8102) and the Drug Free Schools and Communities Act of 1989 ("Act") (20 U.S. Code, Section 3181 et. seq.), "no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program," unless it has adopted and implemented a program to prevent the use of illicit drugs and abuse of alcohol by
students and employees. The Act requires the annual distribution of the following information to students and employees.

The University prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on its property or as part of any of its activities. Further, the University prohibits employees while on duty from consuming or being under the influence of (a) alcoholic beverages or (b) a controlled substance not prescribed for the employee by the employee's health care provider. University students and employees are subject to all applicable drug and alcohol policies, including policies set forth in the Classified Staff Human Resources Policy Manual, University Handbook for Appointed Personnel, Arizona Board of Regents Code of Conduct, the University of Arizona Alcohol Policy and Regulations, and other applicable rules when adopted.

Additional information on the University’s Drug-Free Schools and Campuses policies and programs is available online at www.drugfree.arizona.edu.

Support and Resources

If you are experiencing problems with alcohol and/or other drugs, University campus and community resources are available to assist you.

Students

Campus Health Service programs assist students with substance abuse.

- Counseling and Psych Services (CAPS) offers confidential short-term counseling and community referrals as needed.
- Health Promotion & Preventive Services provides risk reduction programs for students including:
  - Mandatory eCHECK UP TO GO - alcohol screening for incoming first-year students with immediate personalized feedback.
  - The Buzz - an interactive alcohol abuse prevention program.
  - SHADE (Student Health Alcohol and Drug Education) - diversion classes offered throughout the year for those who have an alcohol or other drug Code of Conduct violation or for students at-risk for heavy substance usage.
  - Project 21 - is an evidence-based online program sent out to students just before their 21st birthday. The goal of project 21 is to reduce high-risk drinking and negative consequences as a result of over-consumption on a student’s 21st birthday.
○ **Social norms and health education media campaigns** - these correct student misperceptions of peer alcohol and other drug use as well as to inform on risk reduction approaches. Examples include Campus Health’s **Red Cup Q&A** column.

○ **BASICS (Brief Alcohol Screening and Intervention for College Students)** - for at-risk students, including sorority/fraternity members who are in violation of alcohol and other drug use laws and policies, on probation, or are requesting such programming.

Free individual consultations are also available for students wanting to discuss alcohol, tobacco and other drug issues concerning themselves or their friends. Call Campus Health at (520) 621-5700 to set up a confidential meeting with a licensed professional. Additional information on programs and resources related to alcohol, including BASICS, SHADE, the Red Cup Q&A, and The Buzz, can be found at [http://www.health.arizona.edu/alcohol](http://www.health.arizona.edu/alcohol) or call 520-621-6483.

If you know someone who may be struggling with alcohol or other drugs, the Friend-2-Friend website is another resource that can provide assistance: [http://f2f.health.arizona.edu](http://f2f.health.arizona.edu).

**Employees**

Services are available through the University health plans to assist staff, faculty, or appointed personnel who are experiencing problems with chemical dependency. Individuals can speak with their primary care physician or their health carrier's Member Services Department to access those resources. Additionally, the University's **Life & Work Connections** Employee Assistance Service provides free, voluntary, and confidential short-term counseling when appropriate, or supervisor consultation, information, and referrals to individuals requesting assistance for drug and/or alcohol problems. In conjunction with the Division of Human Resources, **Employee Assistance Service** also provides ongoing consultation and supervisory training each semester about signs and symptoms of alcohol/drug problems, ways to help troubled employees, and resources available on campus and in the community. For more information or to schedule an appointment, please call 520-621-2493.

**Arizona Medical Marijuana Act**

In 2010, Arizona voters approved the Arizona Medical Marijuana Act. This act permits individuals to possess and use limited quantities of marijuana for medical
purposes under certain circumstances. Because of its obligations under federal law, however, the University has always prohibited and will continue to prohibit, marijuana possession and use on campus for any purpose.

The Federal Controlled Substances Act (21 U.S. Code, Section 801 et. seq.) prohibits the possession, use or production of marijuana, even for medical use. Failure to comply with the Controlled Substances Act would violate the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989, rendering the University ineligible "to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program." Therefore, the University will continue to enforce its current policies prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on its property or as part of any of its activities.

Employees and students who violate University policy prohibiting the use or possession of illegal drugs, including marijuana, on campus will continue to be subject to disciplinary action.

**Weapons on Campus**

Arizona Board of Regents (ABOR) policies 5-303 and 5-308 prohibit the use, possession, display or storage of any weapons, dangerous instruments, explosive devices, or fireworks, among other things, on the University campus and on all land and in all buildings owned or under the control of the University, except as provided in Section 12-781 of the Arizona Revised Statutes. No concealed carry permit exempts a person from these policies. These policies apply to all University students, employees, visitors and guests. Individuals who violate these policies may be subject to arrest under ARS Title 13.

Requests for exceptions to these policies will be evaluated by the UAPD Chief of Police or his/her designated representative, and a written decision rendered within ten (10) working days. If the request is approved, the approval will include any conditions or restrictions necessary to require safety and consistency with the intent of the ABOR policy. If approval is given for an indefinite time period, the request must be renewed by the requestor annually. UAPD will keep all approved requests on file and available for confirmation by police officers.

Pursuant to ABOR Policies 5-302(12) and 5-308(E)(17), the following personal safety devices are permitted on University property:
• Over the counter, commercially available electroshock devices, including conducted electrical weapons designed to protect personal safety from physical attacks by others;
• Over the counter, commercially available chemical repellants designed to protect personal safety from physical attacks by others;
• Blades of less than 5 inches;
• Tactical pens;
• Hi-Intensity tactical flashlight or strobe devices;
• Personal alarms, including hi-volume, audible, alert/alarm devices (may include visual and audio effects);
• Expandable or fixed batons no longer than 26” in total length; and
• Over the counter, commercially available keyring defensive tools.

**Campus Timely Warnings & Emergency Response**

The University provides students, employees, and other campus users with information about campus emergency situations in the most timely, effective, and accurate manner as is reasonably possible. The University has instituted multiple methods of making timely notifications to the University community, including UAAlert, a text messaging system; the UA home page ([www.arizona.edu](http://www.arizona.edu)) and the UACIRT webpage ([www.cirt.arizona.edu](http://www.cirt.arizona.edu)), which feature changing and dynamic information; and the all-campus email system. Those methods enhance the University’s ability to provide timely warning and notification of any emergency issues that the University may face. The purpose of these communications is:

• To provide accurate and effective information to students, employees, and the public;
• To ensure that official communications from the University are uninterrupted, regardless of circumstances; and
• To provide guidance to University units during emergencies or critical incidents

UAAlert is a free service that delivers emergency alerts to registered students, faculty, and staff – as well as their friends and family – via their cell phones, mobile devices, and/or email accounts during a campus emergency. The UAAlert text messaging system is a voluntary “opt-out” critical incident notification system offered to the students and a voluntary “opt-in” for faculty and staff of the University. This service is offered free of charge.
Register for the UALERT system at [cirt.arizona.edu/ualert](http://cirt.arizona.edu/ualert). Although UALERT is a free service offered by the University, service providers may charge a standard text messaging fee.

*Timely Warnings*

The purpose of a Timely Warning is to alert the University Community of certain crimes that represent a serious or ongoing threat to the safety of students or employees, in a manner that will aid in the prevention of similar crimes.

The primary method of dissemination of a Timely Warning is through the University’s campus-wide email system, from an email address specifically designated for this purpose. Emails are sent to all currently enrolled students, faculty and staff, who have been issued an arizona.edu account. Other methods may be used to supplement email distribution in order to promote communitywide awareness. These methods may include, but are not limited to:

- UAPD website: [www.uapd.arizona.edu](http://www.uapd.arizona.edu);
- University and UAPD social media sites;
- Flyers, posters, and notices; and
- Other methods and/or combinations of methods.

A Timely Warning may provide details of the crime, a description of the suspect (if known), information on whom to contact about the investigation, and timely crime prevention tips to prevent similar occurrences. Names of victims will be withheld from crime watch bulletins. Bulletins may also seek information that may lead to an arrest and conviction of the offender(s). The goal is to issue Timely Warnings as soon as possible.

Safety bulletins are also used to remind new and returning students of common-sense steps to take to ensure their own personal safety and the safety of their belongings. These are posted electronically and/or presented during orientations and various informational events. All current and recent alerts are posted online for a minimum of 120 days.

*Emergency Notifications*

UAAlert will be activated without delay by an authorized individual when he/she has confirmed, either personally or through reliable sources, a significant emergency or
dangerous situation involving an immediate threat to the health or safety of students, employees and/or affiliated personnel occurring on the campus. To ensure the integrity of the UAlet system, a limited number of individuals are authorized to send UAlet messages.

Main Campus

- UAPD
- Chief of Police
- Deputy Chief
- Assistant Chief
- Lieutenant
- Dispatch Supervisor
- Coordinator of Emergency Preparedness

University Communications

- Vice President for Communications
- Associate Vice President for Communications

University Information Technology Services (UITS)

- Designated UITS personnel at the direction of the other authorized personnel

**Phoenix and Sierra Vista Campuses**

The following personnel are authorized to issue a UAlet for their respective campus:

**Sierra Vista**

- UAPD designated personnel
- Vice President of University Communications
- Associate Vice President of University Communications
- Coordinator for Emergency Management

**Phoenix**

- Executive Director, Campus Management and Operations
- Associate Vice President for Business Affairs
- Associate Director for Human Resources (Phoenix)
- Senior Director for Marketing and Communications (Phoenix)
- UAPD designated personnel
• Vice President for Communications
• Associate Vice President for Communications

The University will determine and employ communication methods appropriate to the situation to notify the affected University Community immediately.

Determining the need for an Emergency Notification

Confirmation of significant emergencies will require direct investigation by appropriate University personnel. With due consideration of the safety of the community, the University will determine the content of the notification. If a notification will, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency, a notification may be limited or determined to be outside the best interest of the University.

For all campus law enforcement issues, UAPD will be primarily responsible for confirming a significant emergency or dangerous public safety situation. Upon confirmation, the UAPD supervisor will contact a Lieutenant, Assistant Chief, Deputy Chief, or Chief of Police, who will have the primary responsibility to prepare and issue notifications.

For incidents affecting the University's Phoenix campus, the Executive Director, Campus Management and Operations or the Assistant Vice President for Business Affairs on the Phoenix campus, may activate UAlert for emergency and non-law enforcement notifications.

For other emergencies (non-law enforcement), including but not limited to hazardous materials releases, utility failures, computer systems/telecommunications failures, and hazardous weather affecting the University's main campus, other departments at the University (including Risk Management and Safety, Facilities Management, and University Information Technology Services) may also confirm a significant emergency.

Confirming departments will report the non-law enforcement emergency to the UAPD or Coordinator of Emergency Preparedness, who will have the primary responsibility to prepare and issue non-law enforcement emergency notifications.

UAlert may be used to make the campus community aware of other situations, after at least three (3) members of the UAlert Assessment Team have conferred and made a collective decision to issue a precautionary UAlert. These alerts may not be issued as quickly, as listed above, due to the need to confirm information from an outside entity not associated with the University.
Determining the Content of an Emergency Message

The content of a text message must be short, concise, and understandable in no more than 160 characters, including spaces and punctuation. If necessary, multiple messages may be sent to explain a situation. All reasonable efforts will be made to include information in a single message. An emergency message will include information that would enable members of the University Community to take action to protect themselves.

The following items will be included in the first UAlert message, if available:

- Type of incident;
- Location;
- Action to take (e.g., shelter in place, evaluate); and
- Suspect description, if available.

Follow-up messages will be used to provide updates and additional instructions. Those messages may be authorized in the manner described above, or from the UACIRT, if activated, as part of the ongoing critical incident information process.

Each subsequent message for an incident will be identified in the reference line with an “Update” and the number of the update. Follow-up messages will include:

- Reference line with an update number, such as “Update #2”;
- Concise update, such as: “Armed subject still at large”;
- What actions individuals should take;
- When actions should be taken; and/or
- Any other pertinent information.

When the incident has been resolved and/or individuals may resume routine activity, an “All Clear” message will be sent. The final message will include the wording “All Clear.”

Disseminating Information to the Community

Even though the alert may not pertain to all campus members, the University has determined that campus-wide notification best serves the needs of the overall University Community.

All UAlert messages that originate at the main campus will be sent to all campus members who have signed up for the text messaging service and to all University email accounts.
Testing of UAAlert

UAAlert is reserved for emergency notification, so no mass testing of the system will take place. However, once each semester a test message will be sent to UACIRT members if the system has not been activated in the past semester.

Evacuations

Circumstances requiring building evacuation include power failure, criminal activity, the discovery of a suspicious object, fire, or an unexpected release of hazardous material. Occupants should try to remain calm and follow the directions given by emergency responders (police or fire department personnel), building managers or other persons of authority. In most cases, the building fire alarm system is the most efficient and universally understood means to notify building occupants to evacuate. When the fire alarm activates, a loud horn or siren sounds, accompanied by flashing strobe lights. In some buildings, a recorded voice notification may also be heard. It may also be necessary to notify building occupants to evacuate using a different method. These orders may be given by police or fire personnel, building managers, supervisors, or other University officials. In all cases, when notice to evacuate is made:

- Leave the building right away in an orderly manner using established evacuation routes and stairs.
- DO NOT use the elevators.
- Take immediately available personal items with you (i.e. purses, backpacks, etc.) as these items may not be available to you for some time.
- DO NOT go back into a building to retrieve personal items.
- Go to your pre-determined gathering point or remain at a distance of at least 200 feet from the building. Follow all orders from authorized persons. If you are a supervisor, try to account for your employees and report any missing persons to the emergency personnel at the scene.
- DO NOT re-enter the building until directed to do so by emergency response personnel.

If a person with a disability can exit the building without the use of the elevator, then evacuation should follow the appropriate route out of the building. If the exit from the building is only possible using the elevator, follow the procedures outlined below:

The disabled person is encouraged to ask for assistance to move to the nearest enclosed or exterior stairwell or "area of safe refuge" and remain there. In case of a
fire, enclosed building stairwells are "safe refuge areas," and have a higher fire-
resistive rating. The disabled person should attempt to notify an individual
 evacuating the building (i.e. a co-worker, supervisor, instructor, or building
 monitor) of their specific location. If possible, the disabled person should use a
 phone to dial 911 and share their location. In Residence Halls, if the disabled
 occupant cannot leave his or her room immediately without the assistance of
 another person, they should remain in the room. Notification should be made by
 calling 911.

 Make sure the door to the stairwell is closed. Open doors will violate the "safe refuge
 area" and will allow smoke, and possibly fire, into the stairwell.

 Once outside, anyone with information about a disabled person's location should
 inform the Tucson Fire Department (TFD) personnel, TFD Incident Command
 Center, or other authorized personnel that a disabled person is located in a stairwell
 or refuge area. Information should be provided concerning the floor and specific
 location within the stairwell or refuge area where the disabled person can be found.
 When stairwell evacuations are necessitated, such decisions and evacuations will
 be made by TFD. Students and University personnel should never attempt to carry
 anyone down the stairs.

 **Drills & Exercises**

 Annually, the CIRT/subgroups and/or UAPD will conduct an emergency training
 exercise concerning the Campus Emergency Response Plan (CERP) to include
 readiness, response, and evacuation. Exercises may be:

 - Full-scale exercise;
 - Functional exercises;
 - Drills; and/or
 - Tabletop exercises

 Publicity for the emergency response exercise may be limited prior to the exercise
to help ensure the safety, security, and integrity of the exercise. When practical, the
exercise will be announced in advance to UACIRT members, University Senior
Leadership, the University Community via University Communications, and/or to a
specific group that is affected by the exercise.

 Prior to an exercise, affected groups will be notified of specific procedures and
actions to take in the event of an actual emergency. Following the exercise an After-
action Report will be completed by UAPD containing the following information:
• Description of the exercise;
• Date and time the exercise was held;
• If the exercise was announced or unannounced; and
• Lessons learned

After-action Reports will be collected by the University’s Coordinator of Emergency Preparedness.

**Arizona Sex Offender Registry Information**

The Arizona Department of Public Safety has a website where registered sex offenders are listed by location. To determine whether a registered sex offender is residing near the campus or your residence, go to [www.azsexoffender.com](http://www.azsexoffender.com). Pursuant to ARS 13-3825, UAPD notifies the campus community regarding registered sex offenders who are either employees or students at the University. You can access current notifications by visiting the UAPD website at [www.uapd.arizona.edu](http://www.uapd.arizona.edu) and clicking on the “Sex Offender Information” link.

**Missing Students Policy**

There are no residence halls at the UA Phoenix campus. Students and employees who are concerned about a missing individual should call the law enforcement agency where that person is missing from.

**Additional Resources**

In Arizona, crime victims have a constitutional right to be treated with fairness, respect, and dignity, and to be free from intimidation, harassment, or abuse through the criminal process. All state, county, and municipal justice agencies and courts in Arizona are required to perform certain duties to ensure that victims have their rights protected.

A victim’s legal rights do not begin until an arrest has been made or charges have been filed. Some rights are given to victims automatically and some rights need to be requested. A law enforcement officer will provide victims with a form that asks you about requesting or waiving rights. A decision to request or waive rights does not mean that a victim cannot change those choices later. To request a copy of the full text of Arizona victims’ rights laws, contact:
Arizona Attorney General, Office of Victim Services –
https://www.azag.gov/criminal/victim-services
866-742-4911

REPORTING OPTIONS

Arizona Department of Public Safety
https://www.azdps.gov/
602-223-2000

Phoenix Police Department
www.phoenix.gov/police
602-262-6151

Glendale Police Department
https://www.glendaleaz.com/live/city_services/public_safety/police_department
623-930-3000

University of Arizona Police Department
https://uapd.arizona.edu/
9-1-1 (emergency, on-campus) / 520-621-8273 (non-emergency)

UNIVERSITY COMPLAINTS AND REPORTS

To submit a complaint against a student:
Dean of Students Office
https://deanofstudents.arizona.edu/
520-621-7057

To submit a complaint against an employee:
Office of Institutional Equity
http://equity.arizona.edu/
520-621-9449

Title IX Director
Ron Wilson
wilsonr@email.arizona.edu
(520) 621-7286

Student Concerns:

Dr. Susan Kaib,
Associate Dean of Student Affairs:
602-827-9997
Dr. Scott Reikofski,  
Director of Student Affairs: 
609-841-5745 

Dr. Stephanie Smith,  
Director of Student Development:  
480-720-2382 

**UA Phoenix students are eligible to use the resources available at Arizona State University including:** 

ASU Counseling Services  
602-496-1155 (Downtown Phoenix Campus)  
480-965-6146 (Tempe Campus) 

ASU Student Health Service  
602-496-0721 (Downtown Phoenix Campus)  
480-965-3349 (Tempe Campus) 

**UA RESOURCES** 

**Campus Health Services**  
[health.arizona.edu](http://health.arizona.edu)  
520-621-6490 / After-Hours number: 520-626-2051 

**Counseling and Psych Services (CAPS)**  
[health.arizona.edu/counseling-and-psych-services](http://health.arizona.edu/counseling-and-psych-services)  
520-621-3334 

**Bursar’s Office**  
[https://bursar.arizona.edu/](https://bursar.arizona.edu/)  
520-621-3232 

**Dean of Students Office – Robert L. Nugent Building**  
[https://deanofstudents.arizona.edu/](https://deanofstudents.arizona.edu/)  
520-621-7057 

**International Student Services**  
[global.arizona.edu/international-students](http://global.arizona.edu/international-students)  
(520) 621-4627 

**ASUA Student Legal Services**  
[legal.asua.arizona.edu/Legal_Services/home.html](http://legal.asua.arizona.edu/Legal_Services/home.html)  
520-621-2782 – Available to all currently enrolled students.
OTHER RESOURCES

Empact Suicide Prevention Center - 24 Hour Crisis Hotline
480-784-1500 or 866-205-5229

Arizona Sexual Violence Prevention & Education Program -
Program Manager: 602-542-7343

Arizona Coalition to End Sexual and Domestic Violence
acesdv.org
800-782-6400

The National Domestic Violence Hotline
https://ncadv.org/
800-799-7233

Rape, Abuse and Incest National Network (RAINN)
rainn.org
800-656-4673

Phoenix Family Advocacy Center
http://www.acfan.net CENTERS/PHOENIX-FAMILY.HTM
602-534-2120

Southwest Behavioral Health
http://www.sbhservices.org
602-285-4288

National Center on Domestic & Sexual Violence
http://www.ncdsv.org
512-407-9020

Maricopa County Attorney’ Office Victim Services -
http://www.maricopacountyattorney.org
602-506-3411

Community Information & Referral Service
https://211arizona.org/
602-263-8856 / 800-352-3797

Sexual Assault Hotline
480-736-4949 (Maricopa County)

To request additional information, including resources outside the Tucson area, please call 520-621-9449 or 520-621-8273.