

**Johnson University
Florida Campus**

**Combined 2016 Annual Security
and Fire Safety Report**

**Includes: Current Campus Security Policies and Procedures
Clery Disclosure Information
Crime Statistics for 2013, 2014, 2015
Fire Statistics for 2013, 2014, 2015**

September 28, 2016

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Campus Security Policies and Procedures

Campus Safety

Responsibilities

The university seeks to provide an environment free of unreasonable risks to the campus community. The Student Life Office accepts the role of providing leadership and structure in the area of campus safety and security. The Associate Dean of Students, along with the university administrators and the Resident Director, implements the safety and security procedures of the university. However, the Student Life Office seeks to partner with all the campus community in maintaining campus safety and security. In doing so, the campus family, as a whole, works to protect the safety and security of the campus community.

All members of the campus community, students and employees alike, are empowered to aid in the task of providing a safe, secure campus by following personal safety and security practices. In addition, students and employees are obligated to report to someone in a higher position of authority any infraction of the university's Code of Conduct; which includes biblical standards, legal standards, and university standards of conduct. All members of the campus community are also obligated to report any perceived threat to the campus community, including immediate fire- or weather-related emergency situations and terrorist threats.

All members of the campus community are instructed to report all criminal behavior to both the local law enforcement authorities and to the Student Life Office. The university strongly encourages accurate and prompt reporting of all crimes to appropriate law enforcement agencies when the victim of crime elects to or is unable to make such a report. Non-emergency concerns are to be reported to a member of the Student Life Office for appropriate intervention. Incident reports will be used by the Student Life Office to complete the university's Annual Security and Fire Safety Report by October 1 each year.

At a minimum, any serious campus safety, campus security, or campus crime concern should be reported immediately to someone in the Student Life Office, the Resident Director, and/or the appropriate off-campus authority (9-1-1, fire department, sheriff's office, as needed). The university will respond appropriately and immediately to a serious safety situation or threat, including the issuance of a campus-wide warning, if necessary or prudent.

The university seeks to provide vigilant stewardship of its Florida campus facilities, including the safety and security of educational and administrative buildings, recreational facilities, campus apartments, campus grounds, and tangible university property and equipment. The university provides sub-contracted, professional security services on campus overnight, typically during curfew hours. The university also provides trained campus safety student workers, typically each night from 9:00 pm or 10:00 pm until 1:00 am. The sub-contracted campus security personnel and campus safety student workers do not have the authority to arrest individuals allegedly involved in the commission of a crime on campus. They do, however, have complete authority to contact the appropriate legal and campus authorities.

The university routinely provides crime prevention information to students during new-student orientation, campus housing orientation, chapel announcements, campus-wide memorandums, and bulletin board postings. In addition, employees also receive some crime prevention information in the *Faculty and Staff Handbook*. The university periodically reviews its physical facilities, programs, policies, procedures, and practices to ensure compliance with insurance requirements, applicable laws and

regulations, including the Student Right-to-Know Act, Campus Crime and Security regulations, and Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Clery Disclosure Information

Federal Reporting Requirements

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f); TCA 49-7-2206) is the landmark federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information annually by October 1 about crime on and around their campuses. The law is tied to an institution's participation in federal student financial aid programs, and it applies to most institutions of higher education, both public and private. The Act is enforced by the United States Department of Education.

The Campus Security Act was amended in 1992 to add a requirement that schools afford the victims of campus sexual assault certain basic rights and was amended again in 1998 to expand the reporting requirements. The 1998 amendments also formally named the law in memory of Jeanne Clery. Subsequent amendments in 2000 and 2008 added provisions dealing with registered sex offender notification and campus emergency response. The 2008 amendments also added a provision to protect crime victims, "whistleblower" and others from retaliation. The 2013 amendments expanded the Clery-reportable crimes to include stalking, dating violence, and domestic violence. For more information on the details of the Clery Act, see the Johnson University website.

The 2008 Reauthorization of the Higher Education Act requires institutions with on-campus student housing facilities to collect fire statistics, publish an Annual Fire Safety Report, and keep a "fire log." Even though this law is separate from the Clery Act, the dissemination regulations of the Annual Fire Safety Report are very similar to those of the Clery Act. Historically, Johnson University Florida has published both annual reports together as one combined report. In accordance with federal regulations, fire statistics are reported annually to the U.S. Department of Education's Office of Postsecondary Education by way of the web-based Campus Safety and Security Survey.

The university complies with all federal reporting requirements related to campus security and fire safety. Beginning in 2014, all of the information and data required for both of these annual reports is contained in the *Student Handbook*. To request a copy of previously filed Campus Safety and Security Reports or previously filed Fire Safety Reports, contact the Associate Dean of Students in the Student Life Office on the Florida campus.

Campus Security Authorities – Florida Campus

- Associate Dean of Students, Student Life Office, 407-569-1331
- Resident Director, Student Life Office, 407-569-1169
- Resident Assistants, Student Life Office, 407-569-1163, and Residence Halls
- Student Community Director, Student Life Office, 407-569-1360
- Athletic Director, Student Life Office, 407-569-1346
- Athletic Coaches, Student Life Office, 407-569-1346
- Full-time Faculty Members, refer to *Student Handbook* for names and phone numbers
- Title IX Coordinator for branch campus, Academic Support Center, 407-569-1340
- Campus Safety Student Workers, mobile phone 407-433-4355 (9:00 pm – 1:00 am)
- Subcontracted Security Personnel, mobile phone 407-433-4355 (1:00 – 6:00 am)

Current Crime Statistics

[Provided in compliance with the federal *Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (Clery Act).*]

Clery-Reportable Crimes **	On-Campus						Immediately Adjacent & Accessible Public Property			Non-Campus Building or Property *
	Student Housing Facilities			TOTAL			2013	2014	2015	N/A
	2013	2014	2015	2013	2014	2015	2013	2014	2015	
Criminal Homicide: Murder / Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	N/A
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	N/A
Sexual Assault: Rape	0	0	0	0	0	0	0	0	0	N/A
Fondling	0	0	0	0	0	0	0	0	0	N/A
Incest	0	0	0	0	0	0	0	0	0	N/A
Statutory Rape	0	0	0	0	0	0	0	0	0	N/A
Dating Violence	0	0	0	0	0	0	0	0	0	N/A
Domestic Violence	0	0	0	0	0	0	0	0	0	N/A
Stalking	0	0	0	0	0	0	0	0	0	N/A
Robbery	0	0	0	0	0	0	0	0	0	N/A
Aggravated Assault	0	0	0	0	0	0	0	0	0	N/A
Burglary	0	0	0	0	0	0	0	0	0	N/A
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	N/A
Arson	0	0	0	0	0	0	0	0	0	N/A
Hate Crime:	0	0	0	0	0	0	0	0	0	N/A
Category of Bias:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Arrests: Liquor Law	0	0	0	0	0	0	0	0	0	N/A
Arrests: Drug Law	0	0	0	0	0	0	0	0	0	N/A
Arrests: Illegal Weapons	0	0	0	0	0	0	0	0	0	N/A
Disciplinary Actions: Liquor Law	0	8	0	0	8	0	0	0	0	N/A
Disciplinary Actions: Drug Law	0	1	2	0	1	2	0	0	0	N/A
Disciplinary Actions: Illegal Weapons	0	0	0	0	0	0	0	0	0	N/A

NOTE: * The Florida campus of Johnson University does not currently own, lease, control, or otherwise operate any non-campus building or property.

** The Florida campus of Johnson University did not receive any report of what was determined to be an “unfounded crime” during these reporting years.

Current Fire Statistics

[Provided in compliance with the federal *Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (Clery Act)*.]

Fire Statistics for 2015	Beazell Hall	Chambers Hall	Foundation Hall	Heritage Hall	Packer Hall	Trulock Hall
Number and cause of fires:						
Unintentional Fire	0	0	0	0	0	0
Intentional Fire	0	0	0	0	0	0
Undetermined Fire	0	0	0	0	0	0
Number of deaths related to the fire	0	0	0	0	0	0
Number of injuries related to the fire that resulted in treatment at a medical facility	0	0	0	0	0	0
Value of property damage related to the fire	\$0	\$0	\$0	\$0	\$0	\$0
Number of fire drills conducted in 2015	1	1	1	1	1	1

Florida Campus Property and Buildings

A gift by the Clifford Chapman family of Kissimmee in 1979 made possible the development of the permanent campus on a land tract of roughly 40 acres at 1011 Bill Beck Boulevard in Kissimmee, Florida. The Florida campus property includes man-made lakes, spacious green areas, and stands of cypress and live oaks that enhance the quality of life on campus. Facilities for recreation and relaxation include a deck overlooking the ponds near the apartment buildings, a prayer garden by the ponds, a 55,000-gallon swimming pool, several swings, picnic tables, and the Tribble Student Union Building (nicknamed “the SUB”).

The Florida campus of Johnson University is blessed with comfortable campus housing for both single and married students. Campus housing includes apartments in Foundation Hall, Trulock Hall, Packer Hall, Beazell Hall, Heritage Hall, and Roger Chambers Hall. Each apartment has a bathroom and kitchen, which is equipped with a sink, refrigerator, and stove. The townhouse-style apartments in Roger Chambers Hall also contain hook-ups for a clothes washer and dryer. Access to assigned campus housing is granted to duly-authorized individuals via the use of security-coded identification and key cards, which may be obtained in the Student Life Office on weekdays during normal hours of operation.

The university seeks to provide vigilant stewardship of its Florida campus facilities, including the safety and security of educational and administrative buildings, recreational facilities, campus apartments, campus grounds, and tangible university property and equipment. The university provides sub-contracted, professional security services on campus overnight, typically during curfew hours. The sub-contracted campus security personnel do not have the authority to arrest individuals allegedly involved in the commission of a crime on campus. They do, however, have complete authority to contact the appropriate legal and campus authorities. For the purpose of this document, “campus community” includes students, faculty, staff and their immediate family members, and may include guests and alumni visiting the campus. Students may not invite off-campus groups or individuals to use campus recreation or housing facilities without prior permission from the Associate Dean of Students.

Single Student Housing. Single students share apartment-style housing units, which provide the experience of independent living, opportunities for Christian fellowship, security, and a family

atmosphere. Apartments feature full kitchens, satellite television service, and wireless internet access. Other campus amenities include on-campus parking, laundry facilities, swimming pool, exercise room, student lounge with TV/VCR/DVD and stereo access, and plenty of space for recreation in the park-like atmosphere of the southern part of the campus. On-campus housing includes ground-level apartments designed and equipped for the physically disabled.

Families in Non-Traditional Housing. Johnson University Florida welcomes families and encourages them to become involved in the campus community. Students with families enjoy the pool and recreation rooms, as well as the play area, swings, bicycle racks, picnic tables, and an abundance of grassy areas for play. Childcare and employment are available either on campus or within an easy drive. Students interested in non-traditional housing on the Florida campus should contact the Resident Director.

In addition to campus housing, the Florida campus also includes the educational buildings listed below:

Chapman Center – The multipurpose building opened in 1985 and houses classrooms, offices, lounges, work and storage rooms, and an auditorium that is adaptable for worship, concerts, basketball, volleyball, and banquets. Access to the Chapman Center is available to students from 7:30 a.m. until 9:00 p.m. on most weekdays. All classroom doors lock at 5:00 p.m. The Chapman Center is open on weekends for previously scheduled and approved events. Building use is scheduled via the online facilities request form located at www.johnsonu.edu/Florida/Student-Life/Campus-Services/Plant-Services.aspx

Tribble Student Union Building – Also known as the SUB, the Student Union Building was built in 1990. It is designed to provide recreational and meeting space for students. It also houses the Student Life Office. Access to the SUB is available from 6:00 a.m. until midnight; however, the doors lock at 9:00 p.m. and can only be opened with a currently active keycard. The SUB has a large recreational area with a television, pool table, ping-pong table, snack machine, and so forth. It also has a kitchen, showers in the restrooms, a weight room, and an outdoor swimming pool.

Library – A separate library building was opened in September 1994, built largely by donations from Virginia Davenport and the Fred Smith family. The second phase of Library construction was completed in 2001. The university has a modern library facility with electronic access to the Catalog of the Library Collection and links to other resources available through the web site at www.johnsonu.edu/Florida/Student-Life/Campus-Services/Library-Resources.aspx. The Library is open to the campus community and to the general public during regular, posted hours of operation. Access to the Library lobby, where the student printer station is located, is accomplished after regular hours and up until curfew only with a currently active key card.

Brough Music Wing – The Brough Music Wing was completed in 1998 and is attached to the east side of the Chapman Center. It is equipped with a piano lab, music practice rooms, and additional classroom space. This addition serves to meet the needs of the Florida campus music department and houses a Community Music School, offering private and group lessons to students of all ages.

Maintenance of the Apartments

The university shall have the responsibility to maintain the premises in good repair at all times. Maintenance requests should be submitted online at <http://www.johnsonu.edu/Florida/Student-Life/Campus-Services/Plant-Services/Maintenance-Request-Form.aspx>, emailed to 1FIX@JohnsonU.edu, or called in to the repair line at **407-569-1349** (1+FIX). Service calls for repair work will normally occur during business hours. The Plant Services Team is not responsible for shower curtains, bedding, or cleaning supplies. They do, however, request to be able to change the light bulbs in the university-owned light fixtures. Maintenance problems that could endanger residents or property should be reported

immediately to a Resident Assistant or to the Resident Director. Dial 9-1-1 in the case of a threatening emergency.

Maintenance and custodial services of all campus facilities are performed by properly authorized university personnel; including full-time staff members, part-time staff members, and part-time student workers; or by properly supervised, sub-contracted professional service providers. Maintenance and custodial personnel are required to adhere to the safety and security policies and practices established by the university. Please contact the Director of Plant Services for the Florida campus for more information or to refer to the Plant Services Policies and Procedures Manual for the specific safety and security policies, procedures, and practices used in maintenance and custodial services.

Title IX and Clery Policy

Policy. It is the policy of Johnson University that sexual misconduct is unacceptable and will not be tolerated; therefore, **sexual misconduct committed by or upon a Johnson University student or employee is strictly prohibited.** Reported violations of this policy will be investigated thoroughly and resolved promptly.

Rationale. Relationships between men and women at Johnson University are guided by Biblical principles of respect for other's feelings, rights, and responsibilities. The university is committed to its moral, educational, and legal obligations to provide policies, procedures, and programs that protect students and employees from sexual misconduct (both on and off campus) and to establish an environment in which unacceptable behavior will not be tolerated. This policy complies with the following federal laws:

- Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. Sec. 1681, *et seq.*, which prohibits discrimination on the basis of sex in any federally funded education program or activity
- Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (Clery Act), 20 U.S.C. Sec. 1092(f), originally enacted as the Crime Awareness and Campus Security Act of 1990 (Title II of Public Law 101-542)
- Violence Against Women Reauthorization Act of 2013 (VAWA), an amendment to the federal Clery Act and companion to Title IX

Scope. This policy applies to all Johnson University students (including campus residents, commuters, and online) and employees. It also applies to third parties involved in an act of sexual misconduct by or upon a Johnson University student or employee. It applies whether the act of sexual misconduct was committed on or off campus (both Tennessee and Florida campuses), regardless of whether or not the sexual misconduct is the subject of a criminal investigation.

Non-Discrimination Policy. Johnson is a Christian university affiliated with Christian Churches and Churches of Christ. Its mission is to educate students for “Christian ministries and other strategic vocations framed by the Great Commission in order to extend the Kingdom of God among all nations.” Accordingly, Johnson seeks to hire and educate individuals who share its vision and core values to carry out that mission. Johnson University does not unlawfully discriminate in admissions, educational programs, or employment practices.

Johnson University does not discriminate on the basis of race, sex, color, national origin, age, handicap, veteran status, genetic information, or political affiliation in provision of educational opportunities, programs and activities, or employment opportunities and benefits, pursuant to the requirements of Title VI of the Civil Rights Act of 1964 and subsequent amendments to that act, Title IX of the Educational Amendments of 1972 and subsequent re-authorization of that act, Section 504 of the

Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 and subsequent amendments to that act.

Direct questions concerning the non-discrimination policy to Dr. Greg Linton, Vice Provost for Academic Services, Johnson University, 7900 Johnson Drive, Box 67, Knoxville, TN 37998, telephone: 865-251-2364, email: glinton@johnsonu.edu.

For the Tennessee and Online campuses, inquiries related to Title IX may be referred to the lead Title IX Coordinator, Dr. Greg Linton, Vice Provost for Academic Services, Johnson University Tennessee, 7900 Johnson Drive, Box 67, Knoxville, TN 37998, telephone: 865-251-2364, email: glinton@johnsonu.edu.

For the Florida campus, inquiries related to Title IX may be referred to the branch Title IX Coordinator, Garrett Thompson, Assistant Director of Academic Support and Career Services, Johnson University Florida, 1011 Bill Beck Boulevard, Kissimmee, FL 34744, telephone: 407-569-1340, email: gthompson@johnsonu.edu.

Other inquiries related to Title IX may be referred directly to the U.S. Department of Education's Office for Civil Rights at 800-421-3481 or ocr@ed.gov.

Sexual Misconduct Definitions. Examples of sexual misconduct prohibited by the university include, but are not limited to, sex discrimination, sexual harassment, sexual assault, sexual violence, stalking, dating violence, domestic violence, gender-based harassment, indecent exposure, and any other illegal sexual conduct. [The university's editorial update to quoted source material appears in square brackets.]

- a. **Sex Discrimination.** Sex discrimination involves treating someone (an applicant[, student,] or employee) unfavorably because of that person's sex[/gender]. *Source: U.S. Equal Employment Opportunity Commission (EEOC) web site, specifically located on <http://www.eeoc.gov/laws/types/sex.cfm>.*
- b. **Sexual Harassment.** Sexual harassment is unwelcome conduct of a sexual nature; including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment is a form of sex discrimination which is illegal under Title VII of the Civil Rights Act of 1964 for employees and under Title IX of the Education Amendments of 1972 for students. It has been defined by the Equal Employment Opportunity Commission (EEOC) as follows:

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's employment [or education], (2) submission to or rejection of such conduct by an individual is used as the basis for employment [or educational] decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work [or academic] performance or creating an intimidating, hostile, or offensive working [or educational] environment. *Source: Equal Employment Opportunity Commission (EEOC) regulations, 29 C.F.R., Section 1604.11(a).*

Examples [of sexual harassment] include, but are not limited to, unwelcome sexual advances; repeated sexually oriented kidding, teasing, joking, or flirting; verbal abuse of a sexual nature; graphic commentary about an individual's body, sexual prowess, or sexual deficiencies; derogatory or demeaning comments about women in general, whether sexual or not; leering, whistling, touching, pinching, or brushing against another's body; offensive crude language; or displaying objects or pictures which are sexual in nature that would create hostile or offensive work[, educational,] or living environments. Such conduct is coercive and threatening and creates an atmosphere that is not conducive to teaching, learning, and working. *Source: American Council on Education's publication entitled "Sexual Harassment on Campus: A Policy and Program*

on Deterrence."

- c. **Sexual Assault.** Sexual assault means coerced or non-consensual sexual intercourse, sexual activity, or sexual conduct against the victim's will. Sexual assault includes rape, sexual battery, sexual coercion, and sexual exploitation. For Clery purposes, sexual assault is defined as an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program.
- d. **Sexual Violence.** Sexual violence is a form of sexual harassment. Sexual violence means any incident of rape; sexual battery; lewd or lascivious act committed upon or in the presence of a person younger than 16 years of age; luring or enticing a child under the age of 12 into a structure, dwelling, or conveyance for other than a lawful purpose; sexual performance by a child; or any other forcible felony wherein a sexual act is committed or attempted, regardless of whether criminal charges based on the incident were filed, reduced, or dismissed by prosecuting authorities.
- e. **Stalking.** Stalking is willfully, maliciously, and repeatedly following, harassing, or cyberstalking another person. Aggravated stalking includes a credible threat to the person or failure to follow an injunction for protection or other court-imposed prohibition against repeat violence toward the person. For Clery purposes, stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for the person's safety or the safety of others or (b) suffer substantial emotional distress.
- f. **Dating Violence.** Dating violence means violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. For Clery purposes, stalking is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- g. **Domestic Violence.** Domestic violence means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. For Clery purposes, domestic violence is defined as a felony or misdemeanor crime of violence committed (a) by a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (d) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (e) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- h. **Sexual Exploitation.** Sexual exploitation means taking the advantage of sexuality and attractiveness of a person to make a personal gain or profit (*i.e.*, coercing someone into prostitution). It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes.
- i. **Gender-based Harassment.** Gender-based harassment is an act of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if that act does not involve conduct of a sexual nature.
- j. **Indecent Exposure.** Indecent exposure means exposing or exhibiting one's sexual organs in public or on the private premises of another, or so near thereto as to be seen from such private premises, in a vulgar or indecent manner, or to be naked in public.
- k. **Any other illegal sexual conduct** that is not explicitly defined above.

Other Related Definitions

- 1) **Consent.** Consent is a voluntary agreement to engage in sexual activity. Someone who is incapacitated cannot consent. Incapacitation may occur due to the use of drugs or alcohol, when a person is asleep or unconscious, or because of an intellectual or other disability that prevents the person from having the capacity to give consent. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Coercion, force, or threat of either invalidates consent.
- 2) **Hostile environment caused by sexual harassment.** “[A] hostile environment has been created ... if sexually harassing conduct by an employee, another student, or a third party is sufficiently serious that it denies or limits a student’s ability to participate in or benefit from the school’s program based on sex” (p. 5, U.S. Department of Education, *Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties*, published January 2001). This standard would be applied to the work place in the case of an employee.
- 3) **Intimidation.** Intimidation means making a person timid or fearful; compelling or deterring a person by threats.
- 4) **Responsible Employee.** A “responsible employee” is any employee who has the authority to take action to redress sexual misconduct, who has been given the duty to report to appropriate university officials about incidents of sexual violence or any other misconduct by students, or who a student could reasonably believe has this authority or responsibility. Responsible employees receive specialized training annually. Responsible employees include university administrators, Student Services personnel (including Resident Assistants), athletic coaches, Human Resources personnel, and Campus Security personnel.
- 5) **Retaliation.** It is unlawful to retaliate against anyone in any way, especially by intimidation or assault, for articulating a concern about sexual misconduct, sexual harassment, or sex discrimination. The university prohibits retaliation against those who file a complaint or third-party report or those who otherwise participate in the investigative and/or disciplinary process. The university will take strong responsive action if retaliation occurs.
- 6) **Title IX Coordinator.** For the Tennessee and Online campuses, the lead Title IX Coordinator is Dr. Greg Linton, Vice Provost for Academic Services, Johnson University Tennessee, 7900 Johnson Drive, Box 67, Knoxville, TN 37998, telephone: 865-251-2364, email: glinton@johnsonu.edu. For the Florida campus, the branch Title IX Coordinator is Garrett Thompson, Assistant Director of Academic Support and Career Services, Johnson University Florida, 1011 Bill Beck Boulevard, Kissimmee, FL 34744, telephone: 407-569-1340, email: gthompson@johnsonu.edu. Core responsibilities of the lead Title IX Coordinator include overseeing the university’s response to Title IX reports and complaints, identifying and addressing any pattern or systemic problem revealed by such reports and complaints, and evaluating an alleged victim’s confidentiality request, if one is made. Core responsibilities of the branch Title IX Coordinator include overseeing the university’s response to Title IX reports and complaints made on the Florida branch campus and evaluating an alleged victim’s confidentiality request, if one is made.

Rights of Accuser and Accused. The following rights apply to **both the accuser (alleged victim) and the accused (alleged perpetrator)**:

- The right to investigation and appropriate resolution of a credible complaint of sexual misconduct made in good faith to university administrators
- The right to be treated with respect by university officials
- The right to have university policies and procedures followed without material deviation
- The right to be fully informed of the nature, rules, and procedures of the campus conduct process

- The right to be informed in advance, when possible, of any public release of information regarding the complaint, except in cases where university officials are required to make a timely warning to the campus community
- The right to written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, or other services available for victims, both on campus and in the community
- The right to review all documentary evidence available regarding the complaint, subject to the privacy limitations imposed by state and federal law, at least 48 hours prior to the hearing
- The right to be informed of the names of all witnesses who will be called to give testimony, within 48 hours of the hearing, except in cases where a witness' identity will not be revealed to the accused for compelling safety reasons (this exception does not include the name of the alleged victim/complainant, which will always be revealed to the accused)
- The right to a hearing closed to the public
- The right to have complaints heard by conduct and appeals officers who have received annual sexual misconduct adjudication training
- The right to a conduct panel comprised of representative of both genders
- The right to petition that any member of the conduct body be removed on the basis of bias
- The right for the same opportunity to have another person present, in a support or advisory role, during a university disciplinary hearing to accompany and assist in the university hearing process, according to discipline hearing policies and procedures
- The right to have the university compel the presence of student, faculty, and staff witnesses, and the opportunity to ask questions of witnesses (indirectly through and at the discretion of the hearing chair), and the right to challenge documentary evidence
- The right not to have irrelevant prior sexual history admitted as evidence in a university hearing
- The right to make an impact statement at the campus conduct proceeding and to have that statement considered by the conduct body in determining its sanction
- The right to appeal the finding and sanction of the conduct body, in accordance with the standards for appeal established by the university

The following rights apply only to the **accuser (alleged victim)**:

- The right not to be discouraged by university officials from reporting an assault to both on-campus and off-campus authorities
- The right to be informed by university officials of options to notify proper law enforcement authorities, including local police, and the option to be assisted by university authorities in notifying such law enforcement authorities, if the victim so chooses. This also includes the right not to report to law enforcement authorities, if this is the victim's desire.
- The right to written notification of options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures after an alleged incident, if so requested by the victim and if such changes are reasonably available. No formal complaint or investigation, either campus or criminal, need occur before this option is available. Accommodations may include:
 - Change of a student resident's housing to a different on-campus location
 - Assistance from university support staff in completing the relocation
 - Arranging to dissolve a housing contract and pro-rating a housing refund
 - Exam or assignment rescheduling
 - Taking an "Incomplete" grade for a course
 - Transferring to a different course section
 - Temporary withdrawal
 - Alternative course completion options
 - Change in working location and/or supervisor

- Change in work duties and/or responsibilities
- The right to preservation of privacy, to the extent possible and allowed by law
- The right not to have released to the public any personally identifiable information about the accuser/complainant, without his or her consent
- The right NOT to have any complaint of sexual assault mediated (as opposed to adjudicated)
- The right to a university no-contact order against another student who has engaged in or threatened to engage in stalking, threatening, harassing, or other improper behavior that presents a danger to the welfare of the complaining student, witnesses, or others
- The right to give testimony in a university hearing by means other than being in the same room with the accused
- The right to ask the investigators to identify and question relevant witnesses, including expert witnesses
- The right to be present for all testimony given and evidence presented before the conduct body
- The right to be informed of the outcome and sanction(s) of any disciplinary hearing involving sexual assault, usually within 24 hours of the decision being made

The following rights apply only to the **accused (alleged perpetrator)**:

- The right to a timely written notice of the alleged violation contained within the complaint, including the nature of the violation and possible sanctions
- The right to a fundamentally fair hearing on the complaint, including timely notice of the hearing date and adequate time for preparation
- The right to a campus conduct outcome based solely on the evidence presented during the conduct process. Such evidence shall be credible, relevant, based in fact, and without prejudice.
- The right to written notice of the outcome of the hearing and the sanction(s) imposed by the conduct body

Confidentiality. Although every effort will be made to keep a complaint confidential and to protect the privacy of individuals, it is regrettable that confidentiality and anonymity may have to give way to the university's obligation to investigate and take appropriate action, especially if the university is required to provide a timely warning of a Clery-reportable campus crime or an immediate threat to the health or safety of students or employees. When necessary, university officials will make a timely warning to the campus community (as required by federal regulations) unless issuing the notification will, in the professional judgment of responsible university officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency (as permitted by federal regulations).

The university encourages our professional or pastoral counselors among the faculty and staff to inform persons they are counseling (when the counselor deems it appropriate) about procedures for confidential reporting so that Clery-reportable crimes may be included in the annual disclosure of crime statistics. Certain criteria must be met for complete confidentiality between a victim and a pastoral counselor or a professional counselor. There may be situations in which counselors are in fact under a legal obligation to report a crime. To be exempt from disclosing reported offenses, pastoral or professional counselors must be acting in the role of pastoral or professional counselors, as defined below. The following definitions apply to Title IX and Clery situations:

- **Pastoral counselor** – A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, AND is functioning within the scope of that recognition as a pastoral counselor.
- **Professional counselor** – A person whose official responsibilities include providing mental health counseling to members of the institution's community AND who is functioning within the scope of the counselor's license or certification.

The university will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim and maintain as

confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the university to provide the accommodations or protective measures.

Title IX and Clery Grievance Procedures

Implicit in the following Title IX grievance procedures is a provision that allows the complaining party to avoid her or his immediate work supervisor or faculty advisor if that person is the source of the problem. It is understood, of course, that formal channels may not be needed except when earlier attempts at private and informal resolution fail. However, in the case of alleged sexual assault or sexual misconduct, it is unnecessary and, most likely, inappropriate for an alleged victim to attempt informal resolution with the alleged perpetrator. In such a case, the formal grievance procedure should be initiated immediately.

Reporting Procedures. Formal reporting procedures include the victim or eye-witness of an act of sexual misconduct initiating a criminal complaint, an institutional complaint, and/or a report to a responsible employee (including the Title IX Coordinator). Alternative reporting options include a victim's or eye-witness' privileged or confidential disclosures to a professional or pastoral counselor.

A victim or eye-witness of sexual misconduct by or upon a Johnson University student or employee must first go to a place of safety and then immediately report the incident to a responsible employee, regardless of the time of day or night. The complaint will then be turned over to the Title IX Coordinator for investigation and processing through to conclusion.

Time is especially critical if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred. In such a case, the victim should not bathe until physical evidence of the assault can be obtained by medical personnel or law enforcement officers. It is important to preserve all physical evidence for examination by a physician that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order, particularly if there were no witnesses. If such a crime has occurred, the university will take prompt and effective steps to end the violence, prevent its recurrence, and address its effects. When deemed necessary, the university will take steps to protect the complainant, including interim steps taken prior to the final outcome of the investigation.

Upon the victim's request, a specially trained Student Services (in the case of a student) or Human Resources (in the case of an employee) staff member will assist the victim in notifying local law enforcement of the incident, if the victim so chooses; guide the victim through the available options; and support the victim in his or her decisions related to the incident.

If a victim or eye-witness desires to make an anonymous report, the university's ability to respond will be limited by the confidentiality request. In certain cases, strict confidentiality is not possible because of federal Clery Act requirements to report certain crimes, including but not limited to the more serious forms of sexual misconduct. Each reported Clery crime is evaluated on a case-by-case basis to determine whether or not the university must issue a timely warning to the campus community about that particular criminal incident. If confidentiality is requested, every effort will be made to keep the name and location of the alleged victim and/or witnesses confidential. Ultimately, confidentiality requests are decided by the Title IX Coordinator.

The university is obligated under the federal Clery Act to report certain crimes that occur on campus, in a non-campus building or property, or on public property within the reasonably contiguous geographic area of the institution on its annual campus crime report provided to the U.S. Department of Education. The university is also obligated to issue timely warnings to the campus community about certain crimes that have already occurred but may continue to pose a serious or ongoing threat to students and/or employees.

Investigation Procedures. Reported sexual misconduct of any kind will be adequately, reliably, and thoroughly investigated, regardless of whether or not the incident is the subject of a separate criminal investigation. A victim of sexual misconduct has the right to file a criminal complaint with the appropriate local law enforcement agency, if they desire to do so. The filing of a criminal complaint will not replace or hinder the university's investigation of a sexual misconduct violation. A victim of sexual misconduct may elect to have the investigation proceed through the criminal justice system, the university's disciplinary process, or both.

A Title IX investigation begins with the initial report of sexual misconduct made to a responsible employee. It is the duty of the responsible employee to notify the Title IX Coordinator immediately of any report of sexual misconduct made by a University student, University employee, or third-party. The Title IX Coordinator will either lead the investigation or appoint a lead investigator to thoroughly investigate the claims made in the initial report.

Throughout the course of an investigation, both the accused and the accuser will have an equal opportunity to present relevant witnesses and other evidence. The investigation and any subsequent disciplinary hearing will be conducted impartially. Any real or perceived conflict of interest between the fact-finder or decision-maker and the parties involved in a complaint will be disclosed and resolved immediately. A prompt and equitable resolution of a sexual misconduct complaint will be made using a preponderance of the evidence standard to evaluate the complaint (*i.e.*, it is more likely than not that sexual misconduct occurred). "In each case, the issue is whether the harassment rises to a level that it denies or limits a student's ability to participate in or benefit from the school's program based on sex" (p. 5, U.S. Department of Education, *Revised Sexual Harassment Guidance*). This standard would be applied to the work place in the case of an employee.

Sexual misconduct investigations will be resolved promptly. A typical sexual misconduct case takes approximately 60 days following receipt of the complaint; 1 day to initiate the process, 1-28 days to thoroughly investigate the incident, 2-9 days to conduct a disciplinary hearing (if necessary), 1-6 days to reach a fair and equitable decision, 1-2 days to concurrently provide written notification to the complainant and the alleged perpetrator of the final outcome of the complaint, and 2-14 days to allow time for an appeal (if applicable). These time frames are estimated; the actual amount of time needed for each stage of the process will be determined by the facts of a particular case. These time frames may be increased, if needed, by the Title IX Coordinator or the university official in charge of a particular case.

Hearing Procedures. The University is committed to providing a prompt, fair, and impartial investigation and resolution for all students, employees, faculty, and staff involved. A time shall be set for a Title IX hearing not less than 48 hours after the written notice has been made to both the accused and the accuser. In cases that involve a complaint from a student about a student, the officials will typically be the faculty members of the disciplinary committee. In cases that involve a complaint involving any faculty or staff employee of the University, the Title IX Coordinator will appoint an adjudication board consisting of three members including at least one cabinet level member and/or senior campus administrator. The hearing may be conducted in the absence of the accused or accuser when proper notice has been given. A Title IX hearing shall be conducted by the Student Life Discipline Committee (in the case of an accused student) or by a specially appointed Human Resources Discipline Committee (in the case of an accused employee), according to the following guidelines:

- a) A Title IX hearing is conducted in private and is closed to the public. Admission of any person to a Title IX hearing shall be at the discretion of the Discipline Committee.
- b) Both the accused and the accuser have the same opportunity to have another person or other persons present during a Title IX hearing, but only in a support or advisory role to accompany and assist the accused or accuser in the hearing process.
- c) Eye-witness testimony, written statements, relevant documents, applicable exhibits, pertinent records, and impact statements may also be presented at the hearing by either the accused or accuser. Both the accused and the accuser are entitled to present witnesses at the hearing. Any

- witness is subject to follow-up questioning by any committee member. The acceptance of any testimony and/or any tangible evidence will be at the discretion of the committee.
- d) The committee's determination shall be made using a preponderance of the evidence standard on the basis of whether it is more likely than not that the accused violated Title IX or the Campus Community Standards of Conduct. None of the following rules of evidence apply during a Title IX hearing: the federal rules of evidence, the Tennessee rules of evidence, the Florida rules of evidence, common-law principles of evidence, or any other formal law or rule of evidence.
 - e) A record of all hearings held before the Student Life Discipline Committee shall be made and preserved by the office of the Dean of Students (Tennessee campus) or the Executive Director of Student Life (Florida campus). A record of all hearings held before the Human Resources Discipline Committee shall be made and preserved by the office of the Human Resources Director. The record may take the form of summary notes, a rough transcript, or an audio recording. The choice of the form of record will be left to the discretion of the committee at each hearing.
 - f) The record of the hearing shall be the exclusive property of the University. The record of a Title IX hearing is not distributed to the accused, accuser, or any other party. The record of a Title IX hearing shall be kept for a period of at least seven (7) years.

Appeal Procedures. Recognizing that employees and students may be reluctant and/or embarrassed to voice a complaint about sexual misconduct decisions, the university's formal grievance process is available to permit a dissatisfied victim, eye-witness, or offender to make an appeal of a Title IX decision. A dissatisfied victim, eye-witness, or offender should follow the grievance procedures that can be found at the end of Unit Six of the *Student Handbook*. In short, a Title IX appeal would begin with submission of an online grievance form, which may be accessed by using the following link on the university website:

<http://websurvey2.johnsonu.edu/cgi-bin/rws5.pl?FORM=StudentGrievances>

After the online grievance complaint form is submitted, the Title IX appeal will be investigated by the appropriate administrator and handled by the grievance committee. Since the Title IX Coordinator and lead investigator were closely involved in the resolution of the initial sexual misconduct complaint, they will be recused from service on the grievance committee assigned to a Title IX appeal.

Awareness and Prevention Program. The university offers an educational program for students and employees that promotes awareness and creates a campus community culture designed for the prevention of rape; acquaintance or date rape; dating violence, domestic violence, or stalking; other sex offenses, forcible or non-forcible, heterosexual or homosexual; and other Title IX offenses. Ultimately, the foundation for such a program comes from the university's mission, Christian perspective, and core values.

The university's Title IX awareness and prevention program begins with a new-student orientation session during Genesis Weekend, which is held on both campuses. The same awareness and prevention information is also provided during the orientation process for new distance-education students and new employees.

The university's Title IX awareness and prevention program continues with ongoing educational activities on both campuses that are offered to both students and employees. These ongoing educational activities include: (1) safety awareness and violence prevention articles published in the *Johnson University Royal Scribe* (royalscribe.net), a student publication for the entire university community; (2) educational materials available on the university's website; and (3) special events/activities during Sexual Assault Awareness Month in April.

Victim Services and Resources. Local and referral help is available for victims of sexual misconduct from the university's Health Services department and counseling center (available only on the

TN campus), as well as the Student Services department. Local community and state victim services organizations are listed below for both Tennessee and Florida campuses. Many of these resources have web sites and toll-free telephone numbers that would be helpful for online students.

In Knox County, Tennessee (*Location-specific content omitted here. Refer to full Title IX and Clery Policy for these resources.*)

In Osceola County, Florida:

Osceola County Sheriff's Office – Victim Services

www.osceola.org/index.cfm?lsFuses=department/Sheriff

Emergency Phone: 9-1-1

Service Phone: 407-348-1150

2601 East Irlo Bronson Highway, Kissimmee, FL 34744

The Osceola County Sheriff's Office Victim Advocate Unit is on call 24-hours a day and provides crisis counseling and intervention, emergency cell phones, transportation, and assistance in filing victim's compensation claims.

Florida Coalition against Domestic Violence – Domestic Violence Hotline

www.fcadv.org/

24-hour Hotline: 800-500-1119

The Florida Domestic Violence Hotline provides crisis counseling and refers callers to the nearest domestic violence center.

Help Now of Osceola, Inc.

www.helpnowshelter.org/

24-Hour Domestic Violence Hotline: 407-847-8526

Outreach Office: 407-847-3286

Shelter: 407-847-0128

Administrative Office: 407-847-3260

821 Emmett Street, Kissimmee, FL 34741

Help Now provides safe emergency shelter, counseling, case management, information and referral, legal advocacy, and a 24-Hour crisis phone line.

Florida Council Against Sexual Violence – Sexual Violence Hotline

www.fcasv.org/

24-hour Hotline: 1-888-956-7273

The Florida Sexual Violence Hotline provides crisis counseling and refers callers to the nearest sexual violence services center. For child, adolescent, and adult victims.

In Marion County, Indiana (*Location-specific content omitted here. Refer to full Title IX and Clery Policy for these resources.*)

In Jefferson County, Kentucky (*Location-specific content omitted here. Refer to full Title IX and Clery Policy for these resources.*)

The university will make appropriate changes to the academic, living, transportation, and working situations of any sexual misconduct victim, if requested and reasonably available. For example, a victim of sexual assault may be moved to a different residence hall (if a student) or work location (if an employee), if available.

Immediate Assistance:

- Contact information for trained on- and off-campus victim advocates or counselors who can provide an immediate confidential response in a crisis situation
- Emergency numbers for on- and off-campus safety, law enforcement, Title IX Coordinator, and other first responders
- Health care options, both on- and off-campus

Ongoing Assistance:

- Counseling, advocacy, and support resources, both on- and off-campus
- Academic accommodations and interim protection measures

Possible Disciplinary Sanctions. Following a disciplinary hearing, a student or employee determined to have committed sexual misconduct will be subject to disciplinary action up to and including expulsion from school for a student or termination of employment for an employee.

Possible disciplinary sanctions for a **student** include the following:

- Issuance of disciplinary points, verbal or written warning, and/or monetary fine
- Mandatory meeting with Dean of Students or his/her designee
- Mandatory counseling or other professional intervention
- Disciplinary hearing
- Discretionary sanctions (i.e., revocation of any student privilege, community service, disqualification from awards or representing the university, loss of institutional financial aid, etc.)
- Housing suspension or expulsion
- Disciplinary probation for a specified period of time
- Institutional suspension, administrative withdrawal, or expulsion

Possible disciplinary sanctions for an **employee** include the following:

- Issuance of verbal or written warning, recorded in the personnel file
- Mandatory meeting with the appropriate university administrator or his/her designee
- Mandatory counseling or other professional intervention
- Disciplinary hearing
- Discretionary sanctions (i.e., revocation of any employee privilege, campus housing suspension or expulsion, community service, disqualification from awards or representing the university, , etc.)
- Employment probation for a specified period of time
- Suspension from or termination of employment

Special Training for Responsible Employees. Annual training is provided to Responsible Employees on issues related to sex discrimination, dating violence, domestic violence, sexual assault, and stalking. Adjudication hearings are conducted by university officials who also receive annual training on how to conduct an investigation and hearing that protects the safety of victims and promotes accountability.

The primary sources of special training for Responsible Employees are the Lead Title IX Coordinator for the Tennessee and Online campuses and the Branch Title IX Coordinator for the Florida campus. The secondary sources of special training for Responsible Employees are the Vice President for Student Services for the Tennessee and Online campuses and the Executive Director of Student Life for the Florida campus. These designated university officials should have the most current knowledge of federal and state laws, regulations, and policies relating to Title IX. Since these university officials are the most informed members of the university community with regard to the university's Title IX responsibilities, they are best prepared to train others in the appropriate responses to a Title IX complaint or potential sex discrimination situation that needs special attention and/or corrective action.

Safety Awareness. Through the years, Johnson University students and employees have not been immune from physical or sexual assault on or near the university's campuses in Tennessee and Florida. After dark, people who are driving alone to and from campus should stay on the most public roads, avoiding the less traveled back roads to the campus. According to law enforcement officials, if a car with flashing blue lights tries to pull you over, turn on your emergency blinker lights and continue driving until you come to a brightly lit public parking lot where other people are present. Legitimate law enforcement officers won't mind the extra driving.

Additional Considerations.

- 1) Claims of sexual misconduct may involve one-on-one situations with no additional witnesses to refute or substantiate the complaints, making final resolution difficult.
- 2) Regardless of the truth or falsity of the allegations, sexual misconduct charges that cannot be proved may have an adverse effect upon the career and family life of both the alleged perpetrator and the alleged victim.
- 3) If allegations of sexual misconduct prove to be untrue, the complainant may cause irreparable damage to the accused's reputation, may have defamed the accused's character, and may be sued in a court of law.

Campus Emergency Notifications

The Higher Education Authorization Act of 2008 requires institutions of higher education to formulate policies and procedures for notifying the campus community concerning significant emergencies or dangerous situations involving an immediate threat to the safety of the community. Johnson University utilizes the Nixle Community Information Service, which is built exclusively to provide secure and reliable communications, to send a text message to registered phones in the event of an emergency situation. Nixle's authenticated service connects city agencies to citizens (or, in this case, university officials to students and employees) in real-time, delivering information to residents of geographically targeted areas and neighborhoods.

In the event of an emergency, students and employees who have registered in Nixle will receive information through the Nixle Community Information Service text message system. Notifications will include information about the nature of the emergency and both general and specific instructions for responding to the emergency. In addition, similar information will be posted to campus email accounts for currently enrolled students and current employees. Standard text message rates may apply, depending on the carrier. The system is simple to use, and there is no spam. Johnson University will only use this system to announce a campus emergency situation or to test the system (at least one test per year, perhaps more frequent tests).

Set-up Instructions:

Phone only registration: Text **JohnsonUFL** to **888777** and follow the instructions given.

-OR-

Email and Phone registration: Go to *Nixle.com* – click the orange *SIGN UP NOW* banner.

Step 1 - Sign up

1. Enter your email address
2. Create your own password
3. Enter your full name
4. Enter your mobile phone number

5. Click “I accept, sign me up!”

Step 2 – Your home area - Enter 1011 Bill Beck Blvd, Kissimmee, FL 34744 as your home address

Step 3 – Refer your friends - SKIP and Finish

Step 4 – Optional information or SKIP and go to Nixle site.

You have now registered your email and mobile phone. You should have a text on your phone asking you to text YES to 888777. This will activate the account on your phone.

Emergency Response Plan

The Florida campus of the university maintains a detailed Continuity of Operations Plan to guide the institution in case of a campus emergency. The emergency procedures outlined in this plan are intended to facilitate the protection of lives and property through effective use of university and community resources. When an emergency affecting the campus reaches proportions that cannot be handled by routine measures, the Disaster Response Coordinator or Designee may declare a campus state of emergency, and the guidelines in this Emergency Response Plan may be implemented.

Upon the occurrence of an emergency, the Disaster Response Coordinator or other responsible University official will make every attempt to notify all university students, faculty, staff, and administrators. When necessary, University officials will make a timely warning to the campus community (as required by federal regulations) unless issuing the notification will, in the professional judgment of responsible University officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency (as permitted by federal regulations). Since an emergency may be sudden and without warning, these procedures are designed to be flexible in order to accommodate emergencies of various magnitudes.

Who to Contact in Case of an Emergency

Department of Public Safety	If possible, tell the dispatcher the nature of your emergency, your exact location, and what services are needed. Remain there until help arrives.	Emergency Situation: 9-1-1
Campus Safety & Security Personnel, available daily from 9:00 pm – 6:00 am	Campus Safety & Security Personnel	Mobile: (407) 433-4355
Resident Director	Bob Mehlenbacher	Office: (407) 569-1163 Home: (407) 569-1443 Mobile: (321) 402-3824
Student Community Director, serving as Assistant Resident Director	Whitney Rudolph	Office: (407) 569-1360 Home: (407) 569-1432 Mobile: (321) 282-8611

Command Center

In the case of a declared state of emergency on campus, a Command Center will be established in the Reception area of the Chapman Center, or alternate site as necessary, and staffed as required by the Emergency Response Plan. All

emergency related information, announcements, instructions, etc., will be transmitted to the appropriate departments, areas, personnel, and others. The Emergency Response Team will have complete authority for the overall operation of an emergency situation at Johnson University Florida.

Upon notification of a state of emergency:

1. Students will be advised via the Disaster Response Coordinator, the Resident Director, and/or the Resident Assistants.
2. All parties not directly affected by the emergency are mobilized once ALL students, faculty, staff, and visitors have been moved to safety.

Emergency Response Team

All campus personnel will coordinate with the Disaster Response Coordinator for implementation and execution of the University Emergency Response Plan, as it pertains to their area.

- Disaster Response Coordinator: Director of Plant Services - Florida Campus or designee
- Public Information Coordinator: Chancellor and Vice Provost
- Incident Commander: Designee of the Disaster Response Coordinator
- Fire and Rescue Coordinator: Fire Department representative or designee
- Facilities Coordinator: Director of Plant Services - Florida Campus

In the event of an emergency, the Emergency Response Team will be dispatched to the affected areas. The team will consist of the following personnel:

- Director of Plant Services - Florida Campus
- Resident Director
- Student Community Director
- Resident Assistants
- Information Technology Director

The Disaster Response Coordinator will have responsibility for delegating all activities. Team members will be assigned where needed. Their job will be to assist all affected parties during the emergency and cooperate with emergency response personnel.

Additional Info

Additional and more detailed information related to the Emergency Response Plan is located in the current *Student Handbook*, which may be accessed online by using the “Student Handbook” link on the left-side menu of the Student Life section of the web site at <http://www.johnsonu.edu/Florida/Student-Life.aspx>.

Preparation for and Response to Fire

In the event of a fire anywhere on campus, call 9-1-1. This call will alert the Fire Department and the Department of Public Safety. Once emergency services have been notified, also report the fire to Student Life personnel as soon as possible.

Fire Drills

1. Fire drills will be conducted two (2) times per year, one to be held in each semester.
2. Fire drills are typically unannounced and are sometimes monitored by a local fire department official.
3. Fire drills will encompass all campus personnel and students.
4. Fire drills will be scheduled at a time that creates the least interruption in classes and in daily activities.

Fires don't always happen at convenient times. In order to be prepared for a fire or other type of emergency, the University conducts a fire drill each semester. This information is provided to inform you of your responsibilities during a fire or fire drill.

1. Make sure everyone in your area is awake and aware of what is going on.
2. Residents of Heritage Hall, Chambers Hall, and Trulock Hall will gather at the pond deck. The Student Community Director or a Resident Assistant will be there to verify your presence.
3. Residents of Beazell Hall, Foundation Hall, and Packer Hall will gather on the grass area at the fence near the residence gate. Resident Assistants will be there to verify your presence.
4. All Resident Assistants will give accountability to the Resident Director, who will report to the Fire Department personnel upon their arrival.
5. Occupants of non-residential buildings will gather at the end of the NW visitor parking strip beside the Chapman Center.
6. Do not leave your designated area until notified by the Fire Department personnel, Resident Director, or a Resident Assistant that it is okay to do so.

Fire Prevention

It is the responsibility of every member of the campus community to bring to the attention of the institution any situation that may be considered a fire hazard. Help prevent cooking fires:

- Stay in the kitchen while cooking.
- Turn pan handles away from the edge of the stovetop.
- Keep stovetop surfaces clean and free from grease buildup.
- Supervise children closely when they help in the kitchen.
- Keep flammable fabrics or shirts with long, loose sleeves away from the oven and stovetop burners.
- Do not keep flammable cleaning fluids, solvents, or other liquids near the stove.

Fire Extinguishers

Fire extinguishers and fire alarms are located in accessible locations in all buildings. When using a fire extinguisher, remember the **PASS** system:

Pull the pin // **A**im the Fire Extinguisher // **S**queeze the trigger // **S**weep nozzle from side to side

Fire Safety Systems in Campus Housing

- Each apartment building (Foundation, Trulock, Chambers, Beazell, Packer, and Heritage Halls) has a fire extinguisher located on the outside wall of each floor.
- Each apartment in Foundation Hall and Trulock Hall has a smoke detector located in the kitchen/living room area near the bedroom entrances.
- Each apartment in Chambers Hall has a smoke detector at the top of the stairs. These apartments are also equipped with a sprinkler fire-suppression system.
- Each apartment in Beazell Hall, Packer Hall, and Heritage Hall has a smoke detector in the kitchen/living room area and a smoke detector located in each of the bedrooms. All smoke detectors are interconnected.
- Each apartment building is equipped with a fire emergency notification system with two pull stations outside on each floor.
- Each apartment is equipped with a notification horn within hearing range of all residents. Notification horns are also located on the outside of each apartment building.
- Personnel from the Plant Services Department inspect and test the smoke detectors monthly for proper operation and report failed detectors for repair or replacement.
- Personnel from the Plant Services Department inspect the fire extinguishers monthly for proper charge and report failed fire extinguishers for repair or replacement.
- Annually, an outside vendor inspects (and hydro-tests extinguishers scheduled for said testing) all fire extinguishers for proper charge and repairs or replaces any failed extinguishers.

Alcohol and Drug Policy

The 1989 amendments to the federal Drug-Free Schools and Communities Act (DFSCA), as articulated in the Education Department's General Administrative Regulations (EDGAR Part 86.100, Subpart B), require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program "to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees" both on the institution's premises and as part of any of its activities." Accordingly, Johnson University has developed the following policy regarding alcohol and drug abuse:

Standard of Conduct. In keeping with the mission of Johnson University, the use, possession, distribution, manufacture, or sale of narcotics, illegal drugs, alcoholic beverages, tobacco, or the abuse of legal substances by its students and employees is strictly prohibited. [NOTE: If a beverage contains more than zero percent alcohol, it is considered to be an alcoholic beverage.]

Drug Testing. Whenever it is reasonable to suspect a student of substance abuse, University officials will make drug testing available. If the results come back negative, the University will bear the cost of the drug test. If the results are positive, the student will bear the cost and will be subject to disciplinary action. If the student refuses a request to be tested for substance abuse, then s/he will be subject to disciplinary action.

Sanctions for Violation of the Standard. Violation of this policy will lead to disciplinary action up to and including expulsion from the University or termination of employment (and referral for legal action when a local code, state code, or federal code has been broken).

Why an Abstinence Policy? The pleasures of drinking alcoholic beverages, smoking or chewing tobacco, and sniffing, smoking or injecting illegal drugs are outweighed by their destructiveness. Yes, tobacco is lawful for all university-age students, marijuana is legal in some states, and alcoholic beverages are lawful for some (21 is the legal drinking age in Tennessee and Florida). However, the apostle Paul wrote, "All things are lawful for me, but all things are not helpful. All things are lawful for me, but I will not be brought under the power of any" (I Corinthians 6:12, NKJV). Sobriety and self-control are the Biblical norm, not drunkenness and addiction. Johnson University teaches that abstinence is the best way to achieve the Biblical norm.

Help is Available. Confidential referrals for counseling, treatment, or rehabilitation are available on the Tennessee campus from the counseling center and the health services office to students and employees who voluntarily seek such assistance. Helpful literature on alcohol and drug abuse can also be found in those locations.

Federal Codes. Possession and trafficking in controlled substances is regulated by federal law. The federal codes provide for fines plus imprisonment for possession (21USC844); forfeiture of real and personal property used to possess or facilitate possession (21USC853, 21USC881); forfeiture of vehicles, boats, aircraft, etc. used to transport a controlled substance (21USC884); civil fines and denial of federal benefits (21USC854); and ineligibility to purchase or receive a firearm (18USC922).

Straight Facts About Drugs and Alcohol

Alcohol

Alcohol abuse is a pattern of problem drinking that results in health consequences, social problems, or both. However, alcohol dependence, or alcoholism, refers to a disease that is characterized by abnormal alcohol-seeking

behavior that leads to impaired control over drinking. If you have a drinking problem, or if you suspect you have a drinking problem, there are many others out there like you, and there is help available. Talk to school counselor, a friend, a parent, or a minister.

Short-term effects of alcohol use include:

- distorted vision, hearing, and coordination
- altered perceptions and emotions
- impaired judgment
- bad breath
- hangover

Long-term effects of heavy alcohol use include:

- loss of appetite
- vitamin deficiencies
- stomach ailments
- skin problems
- sexual impotence
- liver damage
- heart and central nervous system damage
- memory loss

Cigarette Smoking

Although many people smoke because they believe cigarettes calm their nerves, smoking releases epinephrine, a hormone that creates physiological stress in the smoker, rather than relaxation. The use of tobacco is addictive. Most users develop tolerance for nicotine and need greater amounts to produce a desired effect. Smokers become physically and psychologically dependent and will suffer withdrawal symptoms including: changes in body temperature, heart rate, digestion, muscle tone, and appetite. Psychological symptoms include: irritability, anxiety, sleep disturbances, nervousness, headaches, fatigue, nausea, and cravings for tobacco that can last days, weeks, months, years, or an entire lifetime.

Cigarette smoking is perhaps the most devastating preventable cause of disease and premature death. Smoking is particularly dangerous for teens because their bodies are still developing and changing and the 4,000 chemicals (including 200 known poisons) in cigarette smoke can adversely affect this process. Cigarettes are highly addictive. One-third of young people who are just "experimenting" end up being addicted by the time they are 20.

Risks associated with smoking cigarettes:

- diminished or extinguished sense of smell and taste
- frequent colds
- smoker's cough
- gastric ulcers
- chronic bronchitis
- increase in heart rate and blood pressure
- premature and more abundant face wrinkles
- emphysema
- heart disease
- stroke
- cancer of the mouth, larynx, pharynx, esophagus, lungs, pancreas, cervix, uterus, bladder

Cocaine and Crack

Cocaine is a white powder that comes from the leaves of the South American coca plant. Cocaine is either "snorted" through the nasal passages or injected intravenously. Cocaine belongs to a class of drugs known as stimulants, which tend to give a temporary illusion of limitless power and energy that leave the user feeling depressed, edgy, and craving more. Crack is a smokable form of cocaine that has been chemically altered. Drug users who inject the drug and share needles are at risk for acquiring HIV/AIDS.

Cocaine and crack are highly addictive. This addiction can erode physical and mental health and can become so strong that these drugs dominate all aspects of an addict's life. Some users spend hundred or thousands of dollars on cocaine and crack each week and will do anything to support their habit. Many turn to drug selling, prostitution, or other crimes. Cocaine and crack use has been a contributing factor in a number of drownings, car crashes, falls, burns, and suicides. Cocaine and crack addicts often become unable to function sexually. Even first time users may experience seizures or heart attacks, which can be fatal.

Physical risks associated with using *any* amount of cocaine and crack:

- increases in blood pressure, heart rate, breathing rate, and body temperature
- heart attacks, strokes, and respiratory failure
- hepatitis or AIDS through shared needles
- brain seizures
- reduction of the body's ability to resist and combat infection

Psychological risks:

- violent, erratic, or paranoid behavior
- hallucinations and "coke bugs"--a sensation of imaginary insects crawling over the skin
- confusion, anxiety, and depression
- loss of interest in food or sex
- "cocaine psychosis"--losing touch with reality, loss of interest in friends, family, sports, hobbies, and other activities

Inhalants

Inhalants refer to substances that are sniffed or huffed to give the user an immediate head rush or high. They include a diverse group of chemicals that are found in consumer products such as aerosols and cleaning solvents. Inhalant use can cause a number of physical and emotional problems, and even one-time use can result in death.

Using inhalants even one time can put you at risk for:

- sudden death
- suffocation
- visual hallucinations
- severe mood swings
- numbness and tingling of the hands and feet

Short-term effects of inhalants include:

- heart palpitations
- breathing difficulty
- dizziness
- headaches

Prolonged use can result in:

- headache, muscle weakness, abdominal pain
- decrease or loss of sense of smell
- nausea
- nosebleeds
- hepatitis
- violent behaviors
- irregular heartbeat
- liver, lung, and kidney impairment
- irreversible brain damage
- nervous system damage
- dangerous chemical imbalances in the body
- involuntary passing of urine and feces

Marijuana

Marijuana is the most widely used illicit drug in the United States and tends to be the first illegal drug teens use. The physical effects of marijuana use, particularly on developing adolescents, can be acute. Marijuana blocks the messages going to your brain and alters your perceptions and emotions, vision, hearing, and coordination. A recent study of 1,023 trauma patients admitted to a shock trauma unit found that one-third had marijuana in their blood.

Short-term effects of using marijuana:

- sleepiness
- difficulty keeping track of time, impaired or reduced short-term memory
- reduced ability to perform tasks requiring concentration and coordination, such as driving a car
- increased heart rate
- potential cardiac dangers for those with preexisting heart disease
- bloodshot eyes
- dry mouth and throat
- decreased social inhibitions
- paranoia, hallucinations

Long-term effects of using marijuana:

- enhanced cancer risk
- decrease in testosterone levels for men; also lower sperm counts and difficulty having children
- increase in testosterone levels for women; also increased risk of infertility
- diminished or extinguished sexual pleasure
- psychological dependence requiring more of the drug to get the same effect

Methamphetamine

Methamphetamine is a stimulant drug chemically related to amphetamine but with stronger effects on the central nervous system. Street names for the drug include "speed," "meth," and "crank." Methamphetamine is used in pill form, or in powdered form by snorting or injecting. Crystallized methamphetamine known as "ice," "crystal," or "glass," is a smokable and more powerful form of the drug. Methamphetamine is an increasingly popular drug at raves (all night dancing parties), and as part of a number of drugs used by college-aged students. Marijuana and alcohol are commonly listed as additional drugs of abuse among methamphetamine treatment admissions.

The effects of methamphetamine use include:

- increased heart rate and blood pressure
- increased wakefulness; insomnia
- increased physical activity
- decreased appetite
- respiratory problems
- extreme anorexia
- hypothermia, convulsions, and cardiovascular problems, which can lead to death
- euphoria
- irritability, confusion, tremors
- anxiety, paranoia, or violent behavior
- can cause irreversible damage to blood vessels in the brain, producing strokes
- Drug users who inject the drug and share needles are at risk for acquiring HIV/AIDS

Source: The National Clearinghouse for Alcohol and Drug Information, 05/24/2001 – excerpts from <http://www.health.org/govpubs/rpo884/>

State of Florida Laws Concerning Drug Use

Under state law, it is a crime for any person to possess or distribute controlled substances or drugs as described in Section 893.03, Florida Statutes, except as authorized by law. Punishment for such crimes ranges from first-degree misdemeanors (up to one year imprisonment and up to a \$1,000 fine) to first-degree felonies (up to 30 years imprisonment and up to a \$10,000 fine).

Specifically, possession of less than 20 grams of marijuana is a first-degree misdemeanor punishable with imprisonment of up to one year and a fine of up to \$1,000. Possession of more than 20 grams of marijuana is a third degree felony punishable with imprisonment of up to five years and a fine of up to \$5,000. Possession of less than 28 grams of cocaine is a third degree felony. Possession of more than 28 grams of cocaine is a first-degree felony punishable with imprisonment of up to 30 years and a fine of up to \$250,000. The driving privilege also may be affected if any of these crimes are committed.

Trafficking (distributing specific large quantities of various controlled substances) is punishable by a minimum term of imprisonment of 3 to 25 years and a fine of \$25,000 to \$500,000, depending on the particular illicit drug and the quantity involved. Penalties under federal law for drug trafficking generally are greater than penalties under state law.

Individuals who have been convicted of a felony involving the sale or trafficking in, or conspiracy to sell or traffic in, a controlled substance under certain circumstances may be disqualified from applying for state employment. Convictions on drug-related charges also may result in forfeiture of federal financial aid.

State of Florida Laws Concerning Alcohol

Florida Statute 562.11 -- Selling, giving, or serving alcoholic beverages to persons under age 21; misrepresenting or misstating age or age of another to induce licensee to serve alcoholic beverages to persons under 21.

It is unlawful for any person to sell, give, serve, or permit to be served alcoholic beverages to a person less than 21 years of age or to permit a person less than 21 years of age to consume such beverages on the licensed premises.

It is unlawful for any person to misrepresent or misstate his or her age or the age of any other person for the purpose of inducing any licensee or his or her agents or employees to sell, give, serve, or deliver any alcoholic beverages to a person less than 21 years of age.

Anyone convicted of violating either of the above provisions is guilty of a second-degree misdemeanor. If a driver's license (or an identification card issued by the Department of Highway Safety and Motor Vehicles) is used in violation of these provisions, additional penalties may be imposed, including suspension or revocation of the driver's license.

Florida Statute 562.111 -- Possession of alcoholic beverages by persons under age 21 prohibited.

It is unlawful for any person under the age of 21 years ... to have in her or his possession alcoholic beverages.... Convicted violators of this statute are guilty of a second-degree misdemeanor. Suspension or revocation of a driver's license may also be imposed.

Florida Statute 316.193 -- Driving under the influence.

A person is guilty of the offense of driving under the influence and is subject to punishment as provided in subsection (2) if the person is driving or in actual physical control of a vehicle within this state, and:

- (a) The person is under the influence of alcoholic beverages, any chemical substance set forth in Section 877.111, or any substance controlled under Chapter 893, when affected to the extent that the person's normal faculties are impaired;

- (b) The person has a blood alcohol level of 0.08 or more grams of alcohol per 100 milliliters of blood, or
- (c) The person has a breath alcohol level of 0.08 or more grams of alcohol per 210 liters of breath.

Florida Statute 316.1936 -- Possession of open containers of alcoholic beverages in vehicles prohibited.

It is unlawful and punishable as provided in this section for any person to possess an open container of an alcoholic beverage while operating a vehicle in the state or while a passenger in or on a vehicle being operated in the state. Convicted violators of this statute are guilty of a noncriminal moving traffic violation.

Florida Statute 856.011 -- Disorderly intoxication.

No person in the state shall be intoxicated and endanger the safety of another person or property, and no person in the state shall be intoxicated or drink any alcoholic beverage in a public place or in or upon any public conveyance and cause a public disturbance. Convicted violators of this statute are guilty of a second-degree misdemeanor.

Missing Student Notification Policy

Student residents (those students who reside in on-campus housing) have the option to identify an individual that the university can contact no later than 24 hours after the time the student is determined to be missing. Student residents have the option to submit confidential contact information to authorized campus officials on the Emergency Contact List form. This information will be used by the Resident Director, Student Life personnel, or other authorized campus personnel in the event that a student resident is determined to be missing. A blank copy of the Emergency Contact List form is available from the Student Life Office.

Missing Student Notification Procedures

- *Single-Student Residents* – Residents of Single-Student Housing will be determined to be missing if they remain unaccounted for during a 24-hour time period, normally determined by two consecutive nightly curfew checks of the apartments, unless arrangements to be absent from the apartment were previously made with a Resident Assistant or the Resident Director. If a student is not present in the apartment when a Resident Assistant checks curfew for the second consecutive night, the Resident Assistant will immediately notify the Resident Director or Student Life Office that the student is missing.
- *Student Residents of Non-Traditional Housing* – Student residents of Non-Traditional Housing will be determined to be missing if a resident family member or roommate reports them as having been missing for 24 hours or more to the Resident Director or Student Life Office.
- Once a student resident is determined to be missing, attempts to contact the missing student will be made within 24 hours via telephone, cell phone, personal pager, email, and/or a physical search of the campus.
- If a student resident is determined to have been missing for more than 24 hours and has not returned to campus, the university will initiate the emergency contact procedures that the student designates on the Emergency Contact List form. In addition, the university is required to refer the missing student report to the local law enforcement agency that has jurisdiction in this area, which is the Osceola County Sheriff's Office, within 24 hours.
- If a missing student resident is under 18 years of age and is not emancipated from a custodial parent or guardian, the university will notify a custodial parent or guardian no later than 24 hours after the time the under-aged student resident is determined to be missing, in addition to notifying any other contact person designated by the student.

- If a missing student has not submitted an Emergency Contact List form to the Student Life Office, the university will make a reasonable attempt to contact a family member of the missing student to assist in locating the missing student.
 - If a missing student resident is located on or off campus, the student will no longer be considered missing.
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Student Consumer Information and Public Disclosures

Because the University participates in the Title IV federal financial aid program, the University is required to disclose specific information to students, prospective students, current employees, and/or the general public. Anyone may request a full copy of the reports listed below. The disclosure requirements related to campus safety and security include the following:

- Student Right-To-Know and the Clery (Campus Security) Act Annual Security Report combined with the Annual Fire Safety Report: Institutional security policies, crime statistics, fire statistics, student housing facility fire safety systems, fire drills, emergency response plan, and evacuation procedures (annually by October 1, refer to the current *Student Handbook* or contact the Student Life Office on the Florida campus at 407-569-1163, combined annual reports available online at <http://www.johnsonu.edu/Florida/Student-Life/Campus-Services/Parking-Campus-Safety.aspx> (click on the link imbedded in the first sentence under “Safety Report.”)
- Drug-Free Schools and Campuses Act: Information on the university’s alcohol and drug abuse awareness program (report prepared biennially, contact the Student Life Office on the Florida campus at 407-569-1163)
- Summary of the university’s policy concerning alcohol and drugs, standards of conduct, possible sanctions, and health risks (annually by October 1, provided in its entirety in the current *Academic Catalog* and *Student Handbook* or contact the Student Life Office on the Florida campus at 407-569-1163)
- The Florida Department of Law Enforcement (FDLE) maintains a sexual predator and sexual offender registry website and toll-free telephone number. The following web address may be accessed to obtain local law enforcement agency information about registered sex offenders who may be present in the immediate area, <http://offender.fdle.state.fl.us/offender/homepage.do>. Information may also be obtained by calling the FDLE toll-free at 1-888-357-7332 or 1-877-414-7234 for TTY accessibility.