

MILLIGAN COLLEGE

2016 ANNUAL SECURITY REPORT

The safety of Milligan's students, faculty, staff and guests is of utmost priority. This report details the college's security programs and procedures and provides guidelines for members of the campus community to follow when faced with security-related issues. This report also details the college's policies, programs, and reporting efforts to comply with several state and federal laws:

- The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
- The Drug-Free Schools and Communities Act
- The Tennessee College and University Security Information Act

This report also includes the college's Fire Safety Report.

For more information, to make a report, or to request a hard copy of this report, please contact the security office:

Campus Security: **(423) 461-8911**

Director of Security/Title IX Coordinator Direct Office Line: **(423) 461-8740**

Elizabethton Police Department: **911**

Reporting Criminal Actions or Other Emergencies Occurring on Campus

Crimes which constitute an emergency situation and/or ongoing threat to the campus should be reported to local authorities by dialing 911. Whenever possible, campus security should be notified immediately after dialing 911.

All other crimes which occur on campus are to be reported immediately to the Campus Security office located in the Physical Plant building. Persons who may assist in reporting criminal actions include:

- Campus Security
- Residence Hall Staff
- Student Development Staff

Victims or witnesses of potentially criminal activities are directed to complete an Incident Report which details the facts surrounding the incident. Report forms are available from the offices named above. College security personnel will review the incident report and recommend further action. In cases involving violation of local, state, or federal laws, the Elizabethton Police Department will be notified for

the appropriate follow up. The College cooperates fully with any investigations conducted by the appropriate law enforcement authorities.

Security and Access to Campus Facilities

Milligan's campus and many of its facilities are open to the public during normal building hours. Buildings will be locked and access granted only to those with proper identification or authorization after normal building hours. Any exceptions to these times must be approved by the Physical Plant Office in advance of a scheduled event.

Residence halls remain locked and only accessible by the residents of each building and authorized college personnel via key and/or key card access at all times, excluding open dorm hours and dining hall hours for Sutton Hall. Dorm residents requiring lock out assistance or any other dorm access must be prepared to provide proper identification upon the request of a college official.

Campus security personnel conduct regular after hours patrols of all campus facilities to insure that buildings are locked according to the normal building hours schedule for each building. Any doors reported unlocked outside of normal building hours or maintenance issues reported pertaining to access control management are addressed immediately.

Proper lighting and facilities maintenance are essential to campus security. Physical plant and security staff conduct regular inspections of campus facilities and any repairs necessary to maintain or improve campus security are made as quickly as possible. Members of the campus community are encouraged to report any potential safety and security hazards to campus security or the physical plant.

Security cameras are in use in some areas of campus to assist in monitoring the campus, deter criminal activity, and help gathering information to assist with investigations of incidents.

Procedure Regarding Missing Persons

In the case of a missing person or potential missing person, the college will make every effort to contact the person directly. If the college is unable to contact the person and no other individuals on campus have knowledge or communication with the person then the college will contact the parents, guardian, or family of the suspected missing person within 24 hours of the college's determination that the student is potentially missing. The college will then work directly with the family and/or local authorities in efforts to locate the student.

Campus Security Personnel and Local Law Enforcement

The College contracts with a professional guard service to provide after-hours security. Between 8:00 am and 5:00 pm weekdays, the Director of Campus Security and designated employees are on duty to assist with campus security issues. Between 5:00 pm and 8:00 am daily, at least one security officer is on duty. Campus Security Officer duties include:

- Responding to reported incidents on campus
- Contacting local law enforcement authorities when necessary
- Contacting college administration when necessary
- Conducting inspections of campus buildings
- Patrolling the campus throughout the night
- Enforcement of campus traffic policies
- Detention of persons in violation of the law
- Identification and removal of unauthorized persons on campus

All persons on campus behaving in a suspicious manner will be asked to identify themselves by providing their full name, complete address, relationship to the college, and reason for being on campus. College personnel may request and verify proof of identification and/or authorization to be in a specific building or on campus. If it is determined that the individual has no legitimate reason to be in a specific building or on campus, or if the individual refuses to provide proof of identification and/or authorization to be in a specific building or on campus, the individual in question will be asked to leave and may be removed from campus. Any individuals who behave in a suspicious manner or are involved with suspicious activities should be reported to campus security.

The College maintains a close working relationship with the Elizabethton Police Department (EPD). In cases involving violation of local, state, or federal laws, the Elizabethton Police Department is notified and the College cooperates fully with any investigations conducted by the appropriate law enforcement authorities. Representatives from the college's security office or student development office work with the investigating officer(s) assigned by the EPD to provide information, interview students or other members of the campus community, receive updates on the progress of the investigation, determine cases in which charges should be filed, and follow up on any legal proceedings or subsequent charges filed.

When a crime or potential crime occurs, all students, faculty, staff, and visitors to the Milligan College campus are encouraged to report the crimes or potential crimes promptly and accurately to the college security or student development office and complete an incident report, including when situations arise in which the victim of such crime elects to or is unable to make such a report themselves, whether the reporting party be a victim of the crime or potential crime being reported, a witness to the crime or potential crime, or any other party to the crime or potential crime.

In cases involving violation of local, state, or federal laws, the victims of crimes or potential crimes, witnesses to crimes or potential crimes, or other parties to crimes or potential crimes are encouraged to report the crime or potential crime to the Elizabethton Police Department when the victim of such crime elects to or is unable to make such a report themselves.

Crimes disclosed to a college counselor or the campus minister, serving in that capacity at the time of disclosure, are not subject to mandatory reporting. This exemption does not relieve counselors or the campus minister of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled. When speaking to a victim or witness to a crime, counselors are encouraged to inform the individual of voluntary disclosure procedures.

Informing Students and Employees about Campus Security Procedures

Campus security is everyone's responsibility, and it is necessary to maintain sound and sensible precautions. During new student and faculty orientations, campus security procedures are addressed through a review of precautions necessary to provide for one's personal safety and well-being. Residence hall programs also cover the topic of campus security as it relates to campus housing and safety procedures. Campus security procedures are also addressed in regularly scheduled faculty and staff meetings throughout the year.

Campus Crime Prevention Programs

The goal of campus crime prevention programs is to minimize the occurrence of potentially criminal activity on campus to such an extent as possible and to encourage students and other members of the college community to be responsible for both their own safety and security and the safety and security of others. Crime prevention programs include the dissemination of information pertaining to crime prevention via campus email and printed literature, displays and information at college events, programs for students, faculty, and staff including residence hall programs and faculty and staff meetings, joint activities with student activities organizations and staff, and other opportunities throughout each school year.

Reporting of Campus Crime Statistics

In compliance with the Clery Act, Milligan College discloses crime statistics for incidents that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus and at certain non-campus facilities including remote offices and classrooms. The statistics are gathered from campus security, local law enforcement and other school officials who have significant responsibility for student and campus activities (campus security authorities). Crimes are reported for the following categories (definitions from the Federal Bureau of Investigation's (FBI's) *Uniform Crime Reporting Handbook (UCR)*).

Murder and Non-negligent manslaughter: the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: the killing of another person through gross negligence.

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

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

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

Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.

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

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

Burglary: The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

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

Hate Crime: a crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Hate crimes are reported by category of prejudice, including race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, and disability. Statistics are included for four additional crime categories if the crime committed is classified as a hate crime: Larceny/Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property.

Three new categories of crimes were identified in the Violence Against Women Reauthorization Act of 2013 and are included in crime statistics reporting beginning for calendar year 2013 (definitions from U.S. Department of Education DCL:GEN-14-13):

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or who has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Tennessee (T.C.A. 39-13-111), or 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 State of Tennessee (T.C.A. 39-13-111).

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship; and the frequency of interaction between the persons involved in the relationship.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program (see above).

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

Statistics are also reported for the number of arrests or referrals for campus disciplinary action (if an arrest was not made) for liquor law violations, drug law violations, and weapons law violations.

Geographical Designations for Crime Statistics Reporting

"On campus" refers to any building or property owned or controlled by the college within the same reasonably contiguous geographic area and used by the college in direct support of, or in a manner related to, the college's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area that is owned by the college but controlled by another person, is used by students, and supports institutional purposes.

"Noncampus Building or Property" refers to any building or property owned or controlled by a student organization recognized by the college; and any building or property (other than a branch campus) owned or controlled by the college that is used in direct support of, or in relation to, the college's educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution.

"Public Property" refers to all public property that is within the same reasonably contiguous geographic area of the of the college, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the college if the facility is used by the college in direct support of, or in a manner related to the institution's educational purposes.

Off-Campus Student Organizations

There are no off-campus locations recognized by Milligan College that are engaged in student activities or student organizations with off-campus housing facilities.

Milligan College Crime Statistics						
Offense	Year	On Campus	Non-campus	Public Property	Total	Residential Facilities
Murder/Non Negligent Manslaughter	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Negligent Manslaughter	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Rape	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Fondling	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Incest	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Robbery	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Aggravated Assault	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Burglary	2015	1	0	0	1	0
	2014	1	0	0	1	0
	2013	0	0	0	0	0
Motor Vehicle Theft	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

Milligan College Crime Statistics						
Offense	Year	On Campus	Non-campus	Public Property	Total	Residential Facilities
Liquor Law Arrests	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Drug Law Arrests	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Weapons Law Arrests	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2015	8	0	0	8	8
	2014	10	0	0	10	7
	2013	9	0	0	9	6
Drug Law Violations Referred for Disciplinary Action	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Arson	2015	1	0	0	1	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Domestic Violence	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Dating Violence	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0
Stalking	2015	0	0	0	0	0
	2014	0	0	0	0	0
	2013	0	0	0	0	0

HATE CRIME REPORTING:

There were no hate crimes reported in 2013, 2014 or 2015.

REPORTS OF CRIMES DETERMINED TO BE UNFOUNDED:

No crimes were determined to be unfounded in 2013, 2014, 2015.

Note: Milligan College acquired Emmanuel School of Religion (dba Emmanuel Christian Seminary) July 1, 2015. Statistics in this report for 2013 and 2014 include statistics for the former campus of Emmanuel Christian Seminary.

Daily Crime Log/Annual Campus Safety and Security Survey

A daily crime log is maintained in the office of the Director of Security. This log includes a record of all crimes reported to campus security or local law enforcement authorities. Information on the daily crime log includes the nature, date, time, and general location of each crime and the disposition of the complaint, if known. As new information about a crime becomes available to campus security, such new information is recorded in the log within two business days of the information becoming available, except in cases where disclosure of the new information is prohibited by law or such disclosure would jeopardize the confidentiality of the victim; or in cases in which the release of the new information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. In these cases, information may be withheld until that damage is no longer likely to occur from the release of the information.

The daily crime log is open to public inspection within two business days of the initial report being made to the department or a campus security authority, except in cases where disclosure of information contained in the daily crime log is prohibited by law or such disclosure would jeopardize the confidentiality of the victim; or in cases in which the release of information contained in the daily crime log would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. In these cases, information may be withheld until that damage is no longer likely to occur from the release of the information.

In addition to the composition and dissemination of the daily crime log and annual security report, the college submits on an annual basis to the Department of Education a copy of statistics, which will be made available to the public by the Department of Education (<http://ope.ed.gov/security/>).

Milligan College also reports all incidents to the Tennessee Bureau of Investigation (TBI) through the Tennessee Incident Based Reporting System (TIBRS) in compliance with the Tennessee College and University Security Information Act. Statistics based on these reports are published annually in the TBI's [Crime on Campus report](#).

Information Regarding Registered Sex Offenders

In compliance with section 170101(j) of the Violent Crime Control and Law Enforcement Act of 1994 and the Tennessee College and University Campus Sex Crimes Prevention Act of 2002, members of the campus community may obtain from the Campus Security Office the most recent information received from the Tennessee Bureau of Investigation (TBI) concerning sex offenders employed, enrolled, or volunteering at this institution. Information is also available on the TBI's website listing of sex offenders, accessible at http://www.tbi.tn.gov/sex_ofender_reg/sex_ofender_reg.shtml.

Emergency Response and Evacuation Procedures

The Milligan College Crisis Management Plan details the responsibilities and duties of campus personnel in the event of an emergency or immediate threat to the safety and well-being of students or other members of the campus community. In the event of an emergency, students, faculty, staff, and visitors

are encouraged to call 911 immediately. Whenever possible, campus security should be notified immediately after contacting 911.

In the event of an emergency, notice is made through the audio emergency broadcast system as well as the RAVE emergency notification system and electronic mail system. Any of these systems may not be utilized at the time of an emergency if their use would compromise efforts to contain the emergency. Instructions for response and evacuation will be communicated immediately.

Immediate Notification

The campus community will be immediately notified upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on campus, unless issuing a notification will compromise efforts to contain the emergency.

Emergency Response and Evacuation Procedures Awareness

Milligan students, faculty, and staff are encouraged to subscribe to the RAVE emergency alert system for emergency notification. The RAVE system provides information through multiple media, including text messaging, email, and voice calls. Milligan students, faculty, and staff can register for the RAVE emergency alert system at <https://www.getrave.com/login/milligan>. Emergency Procedures and Evacuation plans are posted in each building. Residential students living in college residence halls are informed of evacuation plans and procedures at least once per year through residence hall programs. Information about the college's emergency response and evacuation plans are made available through the dissemination of information pertaining to emergency preparedness via campus email and printed literature, displays and information at college events, programs for students, faculty, and staff including residence hall programs and faculty and staff meetings, joint activities with student activities organizations and staff, and other opportunities throughout each school year. Additional information about emergency preparedness can be found in Appendix A: Student Preparedness Safety Tips.

Emergency Response and Evacuation Procedures Testing

The audio emergency broadcast system is tested at least three times per year to insure proper functionality and effective communication in outside areas across campus. The RAVE emergency notification system is tested at least once per year. Evacuation procedures are tested through drills such as fire drills at least twice per year.

Timely Warning of Crimes that Pose a Threat to Campus

Timely warnings will be made to the campus community about crimes that are reported to campus security or local law enforcement authorities that are considered to be a threat to other students and employees. Such reports will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. Notice is made through the college's regular notification process and bulletins placed in high traffic areas of the campus.

Sexual Misconduct Policy Information

Milligan College is committed to providing students, faculty, staff, visitors and all other members of the college community with a positive, healthy environment conducive to the promotion of the college's core values of scholarship, community, and faith. Sexual harassment, violence or intimidation will not be tolerated. Sexual harassment and racial harassment have been held to constitute a form of discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended and Title IX of the Educational Amendments of 1972. Sexual misconduct includes sexual harassment, sexual assault and other categories of sexual violence, including those identified in by the Violence Against Women Reauthorization Act of 2013 (VAWA): domestic violence, dating violence, and stalking. All forms of sexual harassment and misconduct are prohibited by the college. The college's Sexual Misconduct Policy can be found in Appendix B at the end of this report.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Education and training are important aspects to the existence of a positive environment free of sexual harassment and misconduct. The College's programs regarding the prevention of sexual harassment and misconduct include dissemination of information pertaining to crime prevention via campus email and printed literature, displays and information at college events, programs for students, faculty and staff including residence hall programs and faculty and staff meetings, joint activities with student activities organizations and staff, and other opportunities throughout each school year. New students, faculty and staff are provided with information and/or training regarding the sexual harassment and misconduct as part of annual orientation activities.

Education Programs to Promote the Awareness of Rape, Acquaintance Rape, Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Education programs will include primary prevention and awareness programs for all incoming students and new employees and will include:

- A statement that Milligan College prohibits all forms of Sexual Harassment and Misconduct.

- Definitions of Acts of Sexual Misconduct: In addition to the definitions for domestic violence, dating violence and stalking listed in the Crime Statistics Reporting section of this report; the definitions provided by the Tennessee Criminal Code are in effect and will be enforced when cases of domestic violence, dating violence, sexual assault and stalking occur. Tennessee statutes defining domestic violence, sexual assault, and stalking can be found in Appendix C.
- Definitions of Consent: Many of these crime categories relate to acts of force or coercion and/or committing acts of a sexual nature without consent of the aggrieved party.

The definition of effective consent in Tennessee is found in TCA 39-11-106: *assent in fact, whether express or apparent, including assent by one legally authorized to act for another. Consent is not effective when: induced by deception or coercion; given by a person the defendant knows is not authorized to act as an agent; given by a person who, by reason of youth, mental disease or defect, or intoxication, is known by the defendant to be unable to make reasonable decisions regarding the subject matter; or given solely to detect the commission of an offense.*

Consent is defined in the college's sexual misconduct policy as: agreement to engage in sexual activity, which is voluntary (consent is not possible when coercion, force, or threat is present), aware (consent is impossible when incapacitation occurs for any reason), clear (silence or absence of resistance does not imply consent), immediate (past consent does not imply future consent), continuous (consent can be withdrawn at any time), and specific (consent with one person does not imply consent with others).

- Information about safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than such individual. More information about bystander intervention can be found in Appendix D.
- Information about risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks. More information about risk reduction and warning signs of abusive behavior can be found in Appendix E.

The college will provide additional ongoing prevention and awareness campaigns for students and faculty.

Procedures for Victims of Sexual Misconduct

If a sex offense, domestic violence, dating violence, sexual assault, or stalking has occurred, victims will be provided, both verbally and in writing, information about options for further individual or institutional action, including:

- Victims are encouraged to seek medical attention at a local hospital to identify any injuries and/or health concerns and to preserve evidence. Victims should understand that seeking medical attention at a hospital may lead to the notification of law enforcement authorities by the hospital. The victim can choose whether or not he or she wishes to talk to the authorities if they are contacted.
- To make an official report, the victim should report the incident immediately to one of the following persons on campus: the Vice President for Student Development, Director of Security, Director of Counseling, Dean of Students, or a Residence Hall Director.
- The victim is encouraged to, but not required to, report the incident to the Elizabethton Police Department for criminal investigation. The College will provide reasonable assistance to students who request such assistance in filing a report on or off campus.
- Disciplinary complaints can be filed with the Dean of Students office.
- Where applicable, college authorities will issue no contact orders to students reported to be involved in incidents of sexual misconduct. College authorities will also assist the victim in contacting the authorities to pursue restraining orders, at the victim's request.

In the case of an occurrence of sexual assault, harassment, or misconduct, below is a list of campus and community agencies which also provide referral, information, and/or counseling to students and/or employees:

- | | |
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| • Milligan College Counseling Office | 423-461-8500 |
| • Milligan College Office of Student Development | 423-461-8760 |
| • Milligan College Campus Minister | 423-461-8748 |
| • Sexual Assault Center of East Tennessee | 423-202-6427 |
| • Contact Ministries (Resource Center) | 423-926-0144 or 211 |
| • Sexual Assault Center of East Tennessee 24 Hour Hotline | 865-522-7273 |
| • Safe Haven Crisis Center | 888-522-5244 |
| • National Sexual Assault Hotline | 800-656-HOPE |
| • National Domestic Violence Hotline | 800-799-7233 |
| • National Center for Victims of Crime– Stalking Resource Center | 800-FYI-CALL (304-2255) |

Confidentiality of Victims

If the victim wishes to speak to someone confidentially, without initiating a college investigation into the incident, he or she should contact the Milligan College Counseling Center (461-8500) or the Campus Minister (461-8748). While these professional and pastoral counselors may maintain the victim's confidentiality regarding a college investigation, they may be required to report the incidents in cases involving minors, imminent harm to self and others, or to comply with state or federal laws. In cases in which the victim chooses to maintain confidentiality, the college will likely be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

College employees designated “responsible employees” by Title IX are employees who have the authority to take action to redress sexual harassment/misconduct; who have been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX coordinator or other appropriate designee or who a student reasonably believes has this authority or duty. At Milligan, employees designated as responsible employees are all individuals working in campus security, all student development staff members, and the president and all members of the president’s cabinet (including all vice presidents of the college).

All other college employees including faculty, staff and administration are required to report acts of sexual misconduct to the Title IX Coordinator, though employees not designated responsible employees by Title IX have the option to withhold personally identifiable information at the request of the person providing the information. Before the person providing information reveals any information to an employee, the employee is obligated to inform the person providing the information of the employee’s obligation to report acts of sexual misconduct. To the extent possible, information reported will be shared only with the officials responsible for handling the college’s response to the report.

All disciplinary hearings involving cases of domestic violence, dating violence, sexual assault, and stalking will remain confidential. The college will make every effort to protect the confidentiality of victims of these crimes and others.

Written Notification

Written notification will be provided to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims, both on-campus and in the community.

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

A student or employee who reports to the college that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employee’s rights and options.

Procedures for Institutional Disciplinary Action

When it is determined a sexual assault has occurred, the person or persons responsible will face campus disciplinary proceedings in accordance with the College Sexual Misconduct Policy and appropriate sanctions will be imposed upon a finding of guilt. The College will cooperate fully with law enforcement

agencies in any investigation and prosecution of offenders who will be subject to all applicable legal sanctions under local, state, or federal laws. Counseling support services will be extended to the victim.

In cases of alleged domestic violence, dating violence, sexual assault, or stalking, the disciplinary process outlined in the college sexual misconduct policy (Appendix B) will be followed. The disciplinary process provides a prompt, fair, and impartial investigation and resolution and is conducted by officials who receive annual training on issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Both the accuser and the accused will be simultaneously informed, in writing, of the outcome of the institutional disciplinary proceeding, the college's procedures for the accused and the victim to appeal the results, any change in the results that occurs prior to the time the results become final, and when the results become final.

When a report is made to the college, any and all institutional conduct proceedings will use the "preponderance of the evidence" standard of evidence to determine disciplinary action. The United States Department of Education Office for Civil Rights in its April 4, 2011 *Dear Colleague* letter defines the preponderance of evidence standard to be applicable in cases in which "it is more likely than not that sexual harassment or violence occurred."

Sanctions and Protective Measures

Possible sanctions following a final determination of a disciplinary procedure regarding rape, acquaintance rape, or other sex offenses, domestic violence, dating violence, sexual assault, or stalking include all sanctions listed in the student disciplinary guidelines (Appendix G) up to and including suspension and expulsion.

Any student who brings a complaint of domestic violence, dating violence, sexual assault, or stalking may request a change in housing (a new room assignment in the residence halls), class assignment (a change to a different section of a course), internship or work study placement (a change to a different internship site or work study job) or transportation so that the student will be removed from the influence of the accused. Academic relief, including requests for a grade of "incomplete" in a course or taking a course as an independent study, may also be appropriate. Financial aid services and information, such as how to apply for a leave of absence or options for addressing concerns about loan repayment terms and conditions may also be provided. Such requests may be made to the Title IX Coordinator or Dean of Students, who will consult with the appropriate individuals and grant the request if alternative arrangements are reasonably available.

Drug and Alcohol Policy

The illegal purchase, possession, use, or distribution of drugs, drug paraphernalia, or any substance of abuse is prohibited and any violation is grounds for immediate dismissal. A substance of abuse is any substance of which the illegal possession, use and/or distribution is considered a crime, including but not limited to any form of narcotics, amphetamines, hallucinogenic, sports enhancement, “street drug” or any substance which is legal but is used in an illegal fashion. Milligan College prohibits the use, possession, distribution and influence of alcohol on campus and at any college functions on or off campus. Traditional-aged students may not use or have in their possession any alcoholic beverages at any time. Violations will result in disciplinary options outlined in the Student Disciplinary Guidelines (appendix G). In the event of a non-traditional-aged Milligan student socializing with or in the company of a traditional-aged Milligan student, both parties will be subject to the alcohol policy for traditional-aged students (See definition of [traditional and non-traditional-aged students](#) in the Community Life section of the Student Handbook). The College does not permit the use, possession or distribution of illegal drugs or narcotics as defined by federal law. Substances and/or paraphernalia so prohibited will be confiscated and disposed of by College staff members. See Student Disciplinary Guidelines (appendix G) for disciplinary sanctions given for violation of this policy.

FIRE SAFETY REPORT
FOR CAMPUS HOUSING
2016

Below is a summary, by residence hall, of all fire-related incidents and activities for 2015. Please note all residence halls conduct one fire drill per semester. Each residence hall has smoke detectors in hallways and individual rooms. In addition, pull stations are located throughout the buildings. The detection systems are connected to fire panels which are monitored by a contracted security company. This security company follows protocol by contacting the appropriate authorities when detection is made. Evacuation plans are posted in each dorm hallway, and procedures for evacuations are covered during Resident Assistant training and during fire drills. In addition, procedures are outlined in the student handbook. Milligan College prohibits open flames of any kind in all housing units. In addition, there are limits on the size and number of electrical appliances allowed in any dorm room. Those limitations are listed in the student handbook and are also covered during residence hall meetings.

Residence Hall	Fires	Deaths	Injuries	Property Damage
Hart	0	0	0	0
Sutton	0	0	0	0
Webb	0	0	0	0
Kegley	0	0	0	0
Quillen	0	0	0	0
Williams	0	0	0	0
Jeanes	0	0	0	0
McAnally	0	0	0	0
Pardee	0	0	0	0
Wigginton	0	0	0	0
Hampton	0	0	0	0
<i>Gragg</i>	0	0	0	0
<i>Unnamed</i>	0	0	0	0
<i>Keefauver</i>	0	0	0	0
<i>Ellis</i>	0	0	0	0
<i>Nutter-Bradley</i>	0	0	0	0
<i>Schnelle</i>	0	0	0	0
<i>Newberry</i>	0	0	0	0

<i>Moore</i>	0	0	0	0
<i>Calvin Phillips</i>	0	0	0	0
<i>Strickland</i>	0	0	0	0
<i>Bush</i>	0	0	0	0

In addition to the above residence halls, Milligan College operates an apartment complex of 24 apartments. Each of these apartments is equipped with smoke detectors. During 2015 there were no fire-related incidents in any of these units.

Note: Milligan College acquired Emmanuel School of Religion (dba Emmanuel Christian Seminary) July 1, 2015. Statistics in this report for 2013, and 2014 include statistics for the former campus of Emmanuel Christian Seminary.

Appendix A: Student Preparedness Safety Tips

General Preparedness and Safety

- Sign up for RAVE Text Alerts at <https://www.getrave.com/login/milligan>.
- Always lock dorm room and vehicle doors to protect yourself and your property.
- Be aware of the location of Code Blue emergency phones on campus.
- Create a contact on your phone with emergency contact information.
- Protect yourself from identity theft by creating strong passwords, changing passwords frequently, and guarding personal information such as Social Security numbers.

How Do I Report an Emergency?

- In the event of an emergency, call 911 and campus security (423-461-8911)
- Remain calm. Your actions and demeanor can influence victims or others on the scene.
- When calling 911, provide as much information as possible regarding location, nature of incident, immediate safety concerns, and any other important information.
- If possible, have another person meet and direct emergency personnel to the scene of the emergency.
- In the event of a medical emergency, do not move victims unless they are in immediate danger. Only give CPR, first aid or AED treatment if properly trained.

Appendix B: Sexual Misconduct Policy

Policy Overview:

1. Milligan College is committed to providing students, faculty, staff, visitors and all other members of the college community with a positive, healthy environment conducive to the promotion of the college's core values of scholarship, community, and faith. Milligan College, as a private, Christian college, does not encourage, promote nor condone sexual relations outside of marriage.
2. Title IX of the Educational Amendments of 1972 (Title IX) prohibits discrimination on the basis of sex in education programs or activities—discrimination occurs when the individual's ability to participate in or to receive benefits, services, or opportunities of the school's program is denied or limited. Sexual harassment, including sexual violence, is a form of sex discrimination.
3. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Violence Against Women Reauthorization Act of 2013 (VAWA) require institutions of higher education receiving federal funds to disclose policy statements addressing sexual assault, domestic violence, dating violence, and stalking (acts of sexual misconduct), programs to prevent acts of sexual misconduct, procedures followed by the institution when acts of sexual misconduct are reported, written information provided to victims of acts of sexual misconduct, and procedures for disciplinary action conducted when acts of sexual misconduct are reported.
4. Due to the college's commitment to an educational atmosphere free of sexual harassment, including acts of sexual misconduct, and in accordance with the requirements set forth in Title IX and the Clery Act, all forms of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking are prohibited and will not be tolerated at Milligan College.

Policy Scope:

1. Title IX and this policy apply to all students, employees, applicants for admission or employment, and other relevant persons.
2. This policy applies to all forms of sexual misconduct and sex discrimination, including sexual harassment and sexual violence, occurring on the campus of Milligan College.
3. Because students often experience the continuing effects of off-campus acts of sexual misconduct in the educational setting, reports of acts of sexual misconduct occurring off-campus may be investigated to determine if the off-campus incident has created a hostile environment in the educational setting of the college.

Options for Assistance to Victims Following an Act of Sexual Misconduct:

1. For immediate, confidential response in a crisis situation, including information about obtaining necessary resources, assisting with facilitating medical treatment, explaining reporting options, and navigating the reporting process, victims can contact:

- Milligan College Counseling Office 423-461-8500
- Milligan College Office of Student Development 423-461-8760
- Milligan College Campus Minister 423-461-8748
- Sexual Assault Center of East Tennessee 423-202-6427
- Contact Ministries (Resource Center) 423-926-0144 or 211
- Sexual Assault Center of East Tennessee 24 Hour Hotline 865-522-7273
- Safe Haven Crisis Center 888-522-5244
- National Sexual Assault Hotline 800-656-HOPE
- National Domestic Violence Hotline 800-799-7233
- National Center for Victims of Crime– Stalking Resource Center 800-FYI-CALL

2. In the event of an emergency or to make an official report, victims should call 911 for medical and/or police assistance and campus security at 423-461-8734 (during business hours), 423-791-4292 or 423-791-6648 (after hours) to report the incident to the college.

3. Victims are encouraged to seek medical attention at a local hospital to identify any injuries and/or health concerns and to preserve evidence. Victims should understand that seeking medical attention at a hospital may lead to the notification of law enforcement authorities by the hospital. The victim can choose whether or not he or she wishes to talk to the authorities if they are contacted.

4. Counselors in the college counseling center and campus minister will maintain the victim’s confidentiality regarding a college or criminal investigation, except for cases involving minors, imminent harm to self and others, or to comply with state or federal laws and/or professional ethical obligations.

5. College employees designated “responsible employees” by Title IX are employees who have the authority to take action to redress sexual harassment/misconduct; who have been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX coordinator or other appropriate designee or who a student reasonably believes has this authority or duty. At Milligan, employees designated as responsible employees are all individuals working in campus security, all student development staff members (including athletics staff and coaches), and the president and all members of the president’s cabinet (including all vice presidents of the college).

6. All other college employees including faculty, staff and administration are required to report acts of sexual misconduct to the Title IX Coordinator, though employees not designated responsible employees have the option to withhold personally identifiable information at the request of the person providing the information. Before the person providing information reveals any information to an employee, the employee is obligated to inform the person providing the information of the employee’s obligation to report acts of sexual misconduct. To

the extent possible, information reported will be shared only with the officials responsible for handling the college's response to the report.

7. Whether or not a victim chooses to make an official report or participate in the institutional disciplinary process or a criminal investigation, the victim can receive ongoing counseling and support from the college counseling center and/or the campus minister.
8. When reasonably possible, the college will provide accommodation and protective measures to victims of sexual misconduct when the victims' academic situations, living situations, transportation situations, and/or working situations are impacted by the incident or the victims' needs after the incident.
9. Where applicable, college authorities will issue no contact orders to students reported to be involved in incidents of sexual misconduct. College authorities will also assist the victim in contacting the authorities to pursue restraining orders, at the victim's request.

Title IX Coordinator:

1. The college's Title IX Coordinator is responsible for coordinating the college's response to all complaints involving sex discrimination, developing and disseminating the college's sex discrimination policies and grievance procedures, thus ensuring the college's compliance with Title IX in all areas.
2. While the Title IX Coordinator is responsible for ensuring the college's grievance procedures are followed and effectively administered during Title IX investigations, other college officials may conduct investigations and disciplinary proceedings in accordance with this policy at the direction of the Title IX Coordinator.
3. Brent Nipper is the Title IX Coordinator and can be reached at 423-461-8740 or at wbnipper@milligan.edu. The Title IX Coordinator's office is located in the Little Hartland Welcome Center, 1 Blowers Boulevard, Milligan College, TN 37682.

Definitions:

1. Sexual Harassment: 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.
2. Hostile Environment: Situation in which sexually harassing conduct is sufficiently serious that it denies or limits an individual's ability to participate in or benefit from the college's programs, even if said harassment does not explicitly or implicitly condition a decision or benefit on submission to sexual conduct (quid pro quo).
3. Sexual Assault: physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or unable to give consent due to an intellectual or other disability. Sexual assault can include rape, sexual battery, and sexual coercion (incidents in which one party exerts an unreasonable amount of pressure upon

another party to engage in sexual activity, and such pressure takes away the ability of the other party to choose freely to participate in the sexual activity).

4. **Domestic Violence:** A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or who has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Tennessee, or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws.
5. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship; and the frequency of interaction between the persons involved in the relationship.
6. **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.
7. **Retaliation:** An attempt to intimidate, threaten, or take adverse actions against someone for bringing forward a good faith complaint of discrimination or harassment.
8. **Intimidation:** Intentional behavior that would cause a reasonable person to fear bodily injury or harm.
9. **Consent:** Agreement to engage in sexual activity, which is voluntary (consent is not possible when coercion, force, or threat is present), aware (consent is impossible when incapacitation occurs for any reason), clear (silence or absence of resistance does not imply consent), immediate (past consent does not imply future consent), continuous (consent can be withdrawn at any time), and specific (consent with one person does not imply consent with others).
10. **Incapacitation:** Inability to make a rational, reasonable judgment or appreciate the consequences of one's decisions or actions, due to the victim's use of drugs or alcohol or inability to give consent due to an intellectual or other disability.

Reporting Policies and Protocols:

1. **Filing an official report with the college:** Filing a formal report with the college will result in an official investigation. Individuals filing reports of sexual misconduct (complainants) can request that their names not be disclosed to the alleged perpetrators (respondents) or that the school not investigate the incident or seek action against the respondent. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality. The College will inform the complainant that its ability to respond may be limited if disclosure of identity is not permitted. The Title IX Coordinator or other school official assigned to investigate the case must evaluate the request for confidentiality in the context of providing a safe and nondiscriminatory environment for all students, including the student who reported the sexual misconduct. Therefore, requests for confidentiality or nondisclosure are

strongly considered, but not guaranteed. The College will inform the complainant if it cannot ensure confidentiality. To file an official report with the college, incidents should be reported to one of the following persons on campus:

- Title IX Coordinator 423-461-8740
- Dean of Students 423-461-8981
- Director of Residence Life 423-461-8735
- Residence Life Staff
- College Security (Business Hours) 423-461-8734
- College Security (After Hours) 423-791-4292 or 423-791-6648

2. **Filing a report with law enforcement authorities:** The victim also has the option, but is not required, to file a report with the Elizabethton Police Department (EPD). If the victim so chooses, campus authorities will provide assistance in notifying the EPD. If the victim chooses to report the incident to the police, the college will cooperate fully in any investigation and prosecution of offenders who will be subject to all applicable legal sanctions under local, state, or federal laws. In all cases, the college will conduct its own investigation into the incident, regardless of whether or not the incident is reported to the police.
3. **Confidential disclosure:** If the victim wishes to speak to someone confidentially, without initiating a college investigation into the incident, he or she should contact the Milligan College Counseling Center (461-8500) or the Campus Minister (461-8748). While these professional and pastoral counselors may maintain the victim's confidentiality regarding a college investigation, they may be required to report the incidents in cases involving minors, imminent harm to self and others, or to comply with state or federal laws. In cases in which the victim chooses to maintain confidentiality, the college will likely be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.
4. **Reporting to other college employees:** All college employees including faculty, staff and administration- except for individuals serving in the capacity of college counselors in the college counseling center or the campus minister- are required to report acts of sexual misconduct to the Title IX Coordinator. Employees not designated responsible employees by Title IX (see item 5 under "Options for Assistance" above) have the option to withhold personally identifiable information at the request of the person providing the information. College employees designated responsible employees are required to make a full report including all pertinent information. Before the complainant reveals any information to an employee, the employee is obligated to inform the complainant of the employee's obligation to report acts of sexual misconduct. Employees designated as responsible employees have reporting responsibilities as well as the authority to take action in addressing the complaint. To the extent possible, information reported to a responsible employee will be shared only with the officials responsible for handling the college's response to the report.
5. **Crime statistics reporting:** The College is required by the Clery Act to disclose statistics relating to all crimes reported on campus. All reports of sexual misconduct are statistically included in Clery Act reporting obligations and the college's annual security report. However, statistical reporting does not include any personally identifiable information so does not impact

confidentiality, with very rare exceptions in which persons might be identifiable based on the dates and locations included in crime reports.

6. **College response to retaliation:** Retaliation against anyone reporting or participating in a college investigation into acts of sexual misconduct is strictly prohibited. Any acts of retaliation directed at the complainant, respondent, witnesses, reporting party, college officials conducting the investigation or disciplinary proceedings, or the Title IX Coordinator will be met with strong responsive action from the college, possibly including disciplinary action and/or criminal prosecution.

Investigation Procedures and Protocols:

1. Mediation between the complainant and the respondent may be used to resolve some types of sexual harassment complaints. The complainant will be notified of the right to end the informal process any time and begin formal stage of complaint process. Mediation is not an option in cases involving allegations of sexual assault.
2. The Title IX Coordinator is responsible for coordinating the college's response to all complaints involving acts of sex discrimination including sexual harassment and sexual violence. Upon receiving a report of an act of sex discrimination, the Title IX Coordinator will initiate an investigation, engaging other staff members, as appropriate.
3. The College will obtain consent from the complainant before beginning an investigation, except for cases in which not conducting an investigation could result in a substantial threat to public or campus safety.
4. When necessary the college will take immediate steps to protect complainants pending the final outcome of an investigation into a potential violation of the sexual misconduct policy. Possible accommodations include a change in housing (a new room assignment in the residence halls), class assignment (a change to a different section of a course), internship or work study placement (a change to a different internship site or work study job) or transportation so that the student will be removed from the influence of the respondent. Academic relief, including requests for a grade of "incomplete" in a course or taking a course as an independent study, may also be appropriate.
5. All investigation, hearing, and disciplinary actions will be conducted by officials who do not have a conflict of interest or bias for or against the complainant or the respondent. Either party may raise issues related to the potential conflicts of interest of such individuals.
6. All investigations of complaints will be conducted by officials who receive annual training on issues related to sexual harassment and sexual violence including domestic violence, dating violence, sexual assault, and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Both parties will be given the same opportunity to present witnesses and evidence.
7. The investigation may include, but is not limited to, interviews with the complainant, respondent, and witnesses; interviews with other individuals with knowledge of the incident

being investigated, a review of previous reports or disciplinary files of individuals involved in the incident, and a thorough review of all evidence pertaining to the incident.

8. The complainant and respondent shall be provided with the same opportunities to have others present during interviews with the investigator and/or any further proceedings, including the opportunity to be accompanied by the advisor of their choice.
9. The standard of proof used in all investigations and determinations of findings regarding incidents of sexual misconduct will be the preponderance of the evidence standard (it is more likely than not that a policy violation occurred).
10. At the conclusion of the investigation, the Title IX Coordinator or assigned investigator(s) will prepare a report of findings including any disciplinary action or other resolution determined by the investigation. The complainant and respondent have the option to accept the findings of the report or request a hearing before the Sexual Misconduct Review Board (review board).
11. The complainant and respondent will be simultaneously notified in writing of the findings of the investigation, the institution's procedures for the complainant and respondent to appeal the findings, any change in the findings that occurs prior to the time the findings become final, and when the findings become final.
12. All investigations will include a prompt, fair and impartial investigation and resolution. Every reasonable effort shall be made to conclude the investigation and resolve the complaint within sixty (60) days.
13. In cases in which the complainant requests that his or her name not be disclosed to the respondent or that the school not investigate the incident or seek action against the respondent, and in which the Title IX Coordinator or other school official assigned to investigate the case has determined the request can be honored while still providing a safe and nondiscriminatory environment for all students, including the student who reported the sexual misconduct, the college may take steps to limit the effects of the alleged sexual misconduct and prevent its recurrence without initiating formal action against the respondent or revealing the identity of the complainant. Examples include: providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; providing training and education materials for students and employees; revising and publicizing the school's policies on sexual misconduct; and/or conducting climate surveys regarding sexual misconduct.

Appeal to the Sexual Misconduct Review Board:

1. The review board will consist of three college administrators and/or faculty who receive training on issues related to sexual harassment and sexual violence including but not limited to domestic violence, dating violence, sexual assault, and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Unlike the Discipline Committee that hears appeals of violations of the general student conduct guidelines, the board will not include students, as the presence of a student with whom the complainant and/or respondent interacts or may interact in the future may lead to emotional distress and discourage either party from their right to appeal the findings of the Title IX investigation, thus

limiting their ability to participate in this benefit of the college's program protected by Title IX. For the same reason, faculty members currently teaching classes including either party to the claim or teaching in the primary area of study of either party will not participate on the review board. However, members of the discipline committee may serve on the review board if the aforementioned conditions do not apply in the investigation.

2. Should either the complainant or respondent in a sexual misconduct investigation desire a hearing regarding the findings of the investigation, he/she will request such hearing in writing to the Title IX Coordinator or designated employee within three (3) business days of the receipt of the report of findings. The Title IX Coordinator or designated employee, upon receipt of a written hearing request, will set a hearing date within three (3) business days following such hearing request, providing at least twelve (12) hours notice of the time of the hearing to the complainant and respondent and the members of the review board. Should either or both parties not make a timely hearing request then it will be presumed that the both parties accept the findings of the investigation and the resolution of the findings will be carried out as specified.
3. The Title IX Coordinator or investigator assigned to the investigation of the complaint will first present such evidence as desired to support the findings of the investigation. Thereafter, the appealing party may present any evidence challenging the investigation or findings. The review board may limit the number of witnesses giving repetitious evidence or the number of character witnesses. The review board may reschedule such hearing, from time to time, to receive any additional evidence
4. The complainant and respondent shall be provided with the same opportunities to have others present during the hearing.
5. The review board will rule on the admissibility of all evidence. Neither the complainant nor the respondent is required to give evidence against himself or herself, but if either party chooses to present evidence to support the challenge to the findings of the investigation, he or she may be required to answer any question related to the inquiry. The review board will permit the presentation of all relevant testimony by the appealing party, subject to the restriction set forth above.
6. The review board will adjourn to closed executive session to make its decision, which shall be made by a majority vote. The review board, in executive session, may recall the investigator, complainant, and/or respondent into the executive session for any purpose. The review board will render its written decision within twenty-four (24) hours of the close of the hearing. The review board's decision may be to uphold the findings of the investigation, overturn the findings of the investigation, or modify the findings of the investigation.
7. The complainant and respondent will be simultaneously notified in writing of the decision of the hearing, and the institution's procedures for the complainant and respondent to appeal the decision.
8. Should either party choose to appeal the decision of the hearing board to the President of the college, the appeal will be made in writing to the President within forty-eight (48) hours of the receipt of the decision of the review board by the appealing party. Said appeal will set forth, specifically, the reason the appealing party believes the decision is erroneous, what witnesses or

evidence is believed to support the appealing party, and will be signed by the appealing party. Copies of said appeal will be delivered to the Title IX Coordinator, review board and the President. The President may decide the appeal on the record developed in the hearing or may request a further hearing or private conference with the appealing party, Title IX Coordinator, or review board

9. The President will render a decision on the appeal within a reasonable time following receipt of same. The President may affirm the review board's decision, reverse the decision, modify the same, including the disciplinary action, or may send the matter back to the review board for further hearing and/or decision.

The College will take steps to prevent recurrence of any harassment and to correct discriminatory effects on complainants and others, as appropriate.

Prevention and Education:

1. Education and training are important aspects to the existence of a positive environment free of sexual harassment and misconduct. Milligan College's programs regarding the prevention of sexual harassment and misconduct include dissemination of information pertaining to crime prevention via campus email and printed literature, displays and information at college events, programs for students, faculty and staff including residence hall programs and faculty and staff meetings, joint activities with student activities organizations and staff, and other opportunities throughout each school year. New students, faculty and staff are provided with information and/or training regarding the sexual harassment and misconduct as part of annual orientation activities.
2. The college conducts educational programs to promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, which include primary prevention and awareness programs for incoming students and new employees, as well as ongoing prevention and awareness programs for students and faculty which include the college's sexual misconduct policy, the definitions of domestic violence, dating violence, sexual assault, and stalking, the definition of consent in reference to sexual activity, safe and positive options for bystander intervention, and information on risk reduction to recognize warning signs of abusive behavior.

Appendix C: TCA Definitions

Tennessee Statutes Pertaining to Domestic Violence, Sexual Assault and Stalking

Domestic Violence

TCA 39-13-111 defines Domestic Assault.

A person commits domestic assault who commits an assault as defined in § 39-13-101 against a domestic abuse victim.

TCA 39-13-111 states:

(a) A person commits assault who:

- (1)** Intentionally, knowingly or recklessly causes bodily injury to another;
- (2)** Intentionally or knowingly causes another to reasonably fear imminent bodily injury; or
- (3)** Intentionally or knowingly causes physical contact with another and a reasonable person would regard the contact as extremely offensive or provocative.

TCA 39-13-111 states:

Domestic abuse victims are:

- (1)** Adults or minors who are current or former spouses;
- (2)** Adults or minors who live together or who have lived together;
- (3)** Adults or minors who are dating or who have dated or who have or had a sexual relationship, but does not include fraternization between two (2) individuals in a business or social context;
- (4)** Adults or minors related by blood or adoption;
- (5)** Adults or minors who are related or were formerly related by marriage; or
- (6)** Adult or minor children of a person in a relationship that is described in subdivisions

Therefore a person commits domestic assault who intentionally, knowingly or recklessly causes bodily injury to another; intentionally or knowingly causes another to reasonably fear imminent bodily injury; or intentionally or knowingly causes physical contact with another and a reasonable person would

regard the contact as extremely offensive or provocative AND when victim of such crime is/are adults or minors who are current or former spouses; adults or minors who live together or who have lived together; adults or minors who are dating or who have dated or who have or had a sexual relationship, but does not include fraternization between two (2) individuals in a business or social context; adults or minors related by blood or adoption; adults or minors who are related or were formerly related by marriage; or adult or minor children of a person in a relationship that is described in the previous categories.

Dating Violence

TCA 36-3-601(5)(c) includes among victims of domestic abuse

(C) Adults or minors who are dating or who have dated or who have or had a sexual relationship. As used herein, "dating" and "dated" do not include fraternization between two (2) individuals in a business or social context;

Thus an act of dating violence is considered an act of domestic assault and subject to TCA 39-13-111 listed above.

Stalking

TCA 39-17-315 defines Stalking.

(4) Stalking means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested;

There are additional degrees of stalking, as defined below.

(c) (1) A person commits **aggravated stalking** who commits the offense of stalking as prohibited by subsection (b), and:

(A) In the course and furtherance of stalking, displays a deadly weapon;

(B) The victim of the offense was less than eighteen (18) years of age at any time during the person's course of conduct, and the person is five (5) or more years older than the victim;

(C) Has previously been convicted of stalking within seven (7) years of the instant offense;

(D) Makes a credible threat to the victim, the victim's child, sibling, spouse, parent or dependents with the intent to place any such person in reasonable fear of death or bodily injury; or

(E) At the time of the offense, was prohibited from making contact with the victim under a restraining order or injunction for protection, an order of protection, or any other court-imposed

prohibition of conduct toward the victim or the victim's property, and the person knowingly violates the injunction, order or court-imposed prohibition.

(d) (1) A person commits **especially aggravated stalking** who:

(A) Commits the offense of stalking or aggravated stalking, and has previously been convicted of stalking or aggravated stalking involving the same victim of the instant offense; or

(B) Commits the offense of aggravated stalking, and intentionally or recklessly causes serious bodily injury to the victim of the offense or to the victim's child, sibling, spouse, parent or dependent.

Sexual Assault

TCA 39-11-501 through 39-11-505 provide definitions for categories of sexual assault.

39-13-502. Aggravated rape.

(a) Aggravated rape is unlawful sexual penetration of a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances:

(1) Force or coercion is used to accomplish the act and the defendant is armed with a weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a weapon;

(2) The defendant causes bodily injury to the victim;

(3) The defendant is aided or abetted by one (1) or more other persons; and

(A) Force or coercion is used to accomplish the act; or

(B) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless.

39-13-503. Rape.

(a) Rape is unlawful sexual penetration of a victim by the defendant or of the defendant by a victim accompanied by any of the following circumstances:

(1) Force or coercion is used to accomplish the act;

(2) The sexual penetration is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the penetration that the victim did not consent;

(3) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or

(4) The sexual penetration is accomplished by fraud.

39-13-504. Aggravated sexual battery.

(a) Aggravated sexual battery is unlawful sexual contact with a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances:

(1) Force or coercion is used to accomplish the act and the defendant is armed with a weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a weapon;

(2) The defendant causes bodily injury to the victim;

(3) The defendant is aided or abetted by one (1) or more other persons; and

(A) Force or coercion is used to accomplish the act; or

(B) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or

(4) The victim is less than thirteen (13) years of age.

39-13-505. Sexual battery.

(a) Sexual battery is unlawful sexual contact with a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances:

(1) Force or coercion is used to accomplish the act;

(2) The sexual contact is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the contact that the victim did not consent;

(3) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or

(4) The sexual contact is accomplished by fraud.

(b) As used in this section, "coercion" means the threat of kidnapping, extortion, force or violence to be performed immediately or in the future.

39-13-506. Mitigated statutory rape -- Statutory rape -- Aggravated statutory rape.

(a) Mitigated statutory rape is the unlawful sexual penetration of a victim by the defendant, or of the defendant by the victim when the victim is at least fifteen (15) but less than eighteen (18) years of age and the defendant is at least four (4) but not more than five (5) years older than the victim.

(b) Statutory rape is the unlawful sexual penetration of a victim by the defendant or of the defendant by the victim when:

(1) The victim is at least thirteen (13) but less than fifteen (15) years of age and the defendant is at least four (4) years but less than ten (10) years older than the victim; or

(2) The victim is at least fifteen (15) but less than eighteen (18) years of age and the defendant is more than five (5) but less than ten (10) years older than the victim.

(c) Aggravated statutory rape is the unlawful sexual penetration of a victim by the defendant, or of the defendant by the victim when the victim is at least thirteen (13) but less than eighteen (18) years of age and the defendant is at least ten (10) years older than the victim.

Appendix D: Bystander Intervention

Bystander Intervention

The term **bystander intervention** refers to safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene in situations of potential harm when there is a risk of criminal offenses such as domestic violence, dating violence, sexual assault, or stalking. Bystanders witness inappropriate behaviors such as harassment or disrespectful language being committed in the world around them. By choosing to act by speaking up or reporting these observations, active bystanders can have a significant impact on sexual misconduct prevention. The most effective result of bystander intervention is to diffuse potentially harmful situations before they escalate into sexually abusive incidents.

The first priority for any act of bystander intervention is to ensure as much as possible the safety of all parties involved. When witnessing troubling behavior and deciding when and how to act, bystanders should contact the authorities when they fear for their own safety or the safety of others. Intervention is more effective and safer when intervention is conducted by a group than by an individual. When choosing to intervene, it is important to be firm and honest about the situation, but also to be respectful and to avoid aggressive or violent behavior while intervening.

Another component of bystander intervention is providing care to victims of inappropriate behavior and/or sexual assault. Bystanders provide care and assistance for victims by asking if the victim is OK, helping them to secure medical help at the victim's discretion, contacting authorities if the victim chooses to do so, and ensuring the victim gets to a safe place after any incidents.

The first steps to becoming an active bystander are to educate yourself about sexual harassment, misconduct and assault; and to speak up or report abusive behavior or inappropriate language in situations you feel may lead to future cases of sexual misconduct. Some basic guidelines and information regarding bystander intervention are listed below.

Six Steps to Bystander Action (© 2004 Active Bystander Program and Mediation@MIT.)

1. *Notice an occurrence out of the ordinary*
2. *Decide "in your gut" that something is amiss or unacceptable*
3. *Ask yourself, "Could I play a role here?"*
 - *If no one intervenes, what will likely happen?*
 - *Is someone else better placed to respond?*
 - *What would be my purpose in responding?*

4. *Assess your options for giving help*
5. *Determine the potential risks of taking action.*
 - *Are there risks to myself?*
 - *Are there risks to others (e.g. potential retaliation against person being "helped")?*
 - *Is there a low-risk option?*
 - *How could I reduce risks?*
 - *Is there more information I can get to better assess the situation?*
6. *Decide whether to act, at the time or later*

(adapted and expanded from Darley & Latane's Bystander Intervention Model)

Why Bystanders Don't Act (© 2004 Active Bystander Program and Mediation@MIT.)

According to Mary Rowe of the MIT Ombuds Office, bystanders often hesitate to act because...

1. *They fear loss of relationships, with the problem person or with others who may disapprove of action.*
2. *They fear retaliation, especially if the problem person is powerful.*
3. *They fear embarrassment, especially if they may not be believed or they may be viewed as troublemakers, or as violating other community norms.*
4. *They feel a lack of competence, or uncertainty about what action would be best.*
5. *They believe someone else will take action (perhaps someone else with more authority or expertise) .*

Appendix E: Risk Reduction

Risk Reduction:

Milligan encourages all students, faculty and staff to be aware of strategies and practices for reducing the risk of criminal activity on campus, including sexual misconduct:

- Remain alert and aware of your surroundings at all times.
- Travel with confidence and purpose.
- Avoid isolated or dark areas.
- Be on the lookout for suspicious persons or vehicles and report them immediately to campus security.
- Know the locations of emergency telephones.
- If possible, walk or jog in groups of two or more, especially at night.
- Do not wear earphones while walking or jogging.
- If confronted by a situation, try to remain calm.
- If you are being followed, go to the nearest area of safety.
- Keep doors to residence halls and dorm rooms locked at all times.
- Do not prop open exterior doors.
- When entering a locked building with a key or proximity card, do not allow others to enter behind you.

Appendix G: Student Disciplinary Guidelines

DISCIPLINARY GUIDELINES

Disciplinary action at Milligan College is viewed as a means of guiding students toward developing Christian responsibility and maturity. This disciplinary action is effected at the discretion of the Dean of Students subject to the Disciplinary Committee, if appealed.

The College reserves the right to refuse, suspend, or dismiss any student without assignment of reasons, if such action is deemed to be in the interest of the College. Public disclosure of reasons shall be at the discretion of the President.

Notification of disciplinary charges, or any ensuing correspondence, may be sent to the parents/guardians of any financially dependent student. Persons on Social Probation may have specific restrictions or sanctions imposed.

I. THE DISCIPLINE COMMITTEE

A. Composition

The Discipline Committee shall consist of seven (7) members composed of three (3) students, three (3) faculty members and a voting Chairman who shall be a member of the faculty. The Committee members shall be appointed by the President of the College as early as possible following nominations submitted to him within the first ten (10) days of the Fall Semester. The President of the student body, with the advice and consent of the Student Government Association, shall nominate the three (3) student members. The Dean of Students, in consultation with the Academic Dean, shall nominate two (2) faculty members and the Academic Dean, in consultation with the Dean of Students, shall nominate one (1) faculty member. The Chairman shall be nominated and appointed by the President of the College. Additional nominations shall be made as aforesaid if any nomination is rejected by the President of the College.

B. Term of Service

The faculty members, including the Chairman, shall serve for two (2) years, which term shall conclude at the end of Summer session of the second academic year. The student members shall serve for one (1) year unless a student member will not be attending both Summer School sessions, in which case, his or her service will end with the close of the Spring Semester. Summer Session student member (s) will be nominated by the President of the student body, elected in the Spring Semester with the advice and consent of the Student Government Association and shall be appointed by the President of the College for the Summer Sessions.

C. Vacancies

Vacancies, for any unexpired term, shall be filled by the President of the College following the nomination procedures above. Vacancies shall be filled as soon as possible following notice to the President of the College of such vacancy and upon submission of nominations, such notice being made by the Chairman of the Discipline Committee. The members of the Discipline Committee may be reappointed for additional terms.

D. Quorum

A quorum shall consist of five (5) members to always include the Chairman, two (2) faculty members.

II. PROCEDURES

A. Notice of Charge

The Dean of Students (in matters of student conduct) or the Academic Dean (in academic matters) shall cause a written charge to be made setting forth the person charged, the specific nature of the alleged offense, the time of the alleged offense, if known. The student may choose to accept the

disciplinary action recommended by the Dean of Students or the Academic Dean.

B. Hearing

Should the accused student desire a hearing regarding the charge, he/she shall request such hearing in writing to the chairman within three (3) business days to the receipt of the charge. The accused student shall, if he or she desires to be supported by someone from the Milligan College community, designate such one (1) person in the written request for a hearing. The Chairman, upon receipt of a written hearing request, shall set a hearing date within three (3) business days following such hearing request, providing at least twelve (12) hours' notice of the time of the hearing to the accused student and the members of the Discipline Committee. Should the accused student not make a timely hearing request then it shall be presumed that the student accepts the proposed disciplinary action and the Dean of Students or the Academic Dean is authorized to carry out the disciplinary action as described in the Notice of Charge..

C. Conduct of Hearing

The Dean of Students or his or her designee shall first present such evidence as desired to support or prove the charge. Thereafter, the accused student may present any evidence in defense, mitigating evidence, or plea deemed necessary by said student. The accused student may be supported by anyone from the Milligan College community, including a fellow student, faculty member, staff, administrator, or parent. The Chairman may limit the number of witnesses giving repetitious evidence or the number of character witnesses. The Discipline Committee Chairman may reschedule such hearing, from time to time, to receive any additional evidence. The hearing shall be recorded electronically by the College unless the Discipline Committee determines that there are extraordinary reasons why such recording should not be made. Such recording shall be retained by the Committee for a period of one (1) year, unless order by legal process to retain same for a longer period.

The Chairman shall rule on the admissibility of all evidence. The accused student shall not be required to give evidence against himself but if the accused student does testify he/she may be required to answer any question touching on the inquiry and the refusal to respond may be considered by the Discipline Committee.

The Chairman shall permit the presentation of all relevant testimony by the accused student, subject to the restriction set forth above.

D. Decision

The Discipline Committee shall adjourn to Executive Session to make its decision, which shall be made by a majority vote. The Executive Session shall be closed to the public. The Discipline Committee, in Executive Session, may call the Dean of Students and/or the accused student into the Executive Session for any purpose. The Discipline Committee shall render its written decision within twenty-four (24) hours of the close of the testimony and transmit same forthwith to the accused student, the student's faculty advisor, Dean of Students, Academic Dean, and the President of the College, together with its recommended disciplinary action, which action may be that proposed by the Dean of Students or any other Disciplinary Sanction it deems appropriate, if any.

E. Appeal

Should the accused student or the Dean of Students desire to appeal the decision, or recommended disciplinary action of the Discipline Committee, the appeal shall be made in writing to the President within forty-eight (48) hours of the receipt of the decision of the Discipline Committee by the appealing party. Said appeal shall set forth, specifically, the reason the appealing party believes the decision is erroneous, what witnesses or evidence is believed to support the appealing party, and shall be signed by the appealing party. Copies of said appeal shall be delivered to the Chairman of

the Discipline Committee, the Academic Dean (if appropriate), the Dean of Students, or the accused student (if appropriate) and the President. The Chairman of the Discipline Committee, upon receipt of an appeal, shall deliver the signed appeal, the record of the hearing (if any) together with any other evidence to the President.

F. Appeal to the President

The President of the College may decide the appeal on the record developed in the Discipline Committee hearing or may request a further hearing or private conference with the accused student and/or the Dean of Students. Any further hearing by the President need not be recorded, unless requested by the President or the accused student.

The President shall render a decision on the appeal within a reasonable time following receipt of same. The President may affirm the Discipline Committee's decision, reverse the decision, modify the same, including the disciplinary action, or may send the matter back to the Discipline Committee for further hearing and/or decision.

III. DISCIPLINARY SANCTIONS

The student receiving one or more of the following sanctions shall be considered to be on social probation. The Dean of Students shall enforce all sanctions and keep all other affected offices and persons informed.

The following sanctions may be imposed:

A. General

The student may be compelled to either do or avoid doing action specified which shall be commensurate with the offense(s).

B. Warning

Notice in writing may go to the student warning that continuation and/or repetition of this conduct will be cause for more serious disciplinary action. This warning shall expire in a specified length of time (no more than the length of one semester).

C. Counseling

The student may be required to submit to prescribed counseling, including those of a social, redemptive, or educative nature. Any related costs will be borne by the student.

D. Reprimand

A written reprimand for violation of any specified disciplinary rule may be sent to the student. The reprimand will inform the student that continued violation of this rule or citation of this student to the Dean of Students for any other rule infraction, will be the cause for more serious action. The written reprimand will remain in the student's file during his tenure at the College, and will be removed at his departure in good standing from the College.

E. Campusing

The student may be directed to stay within the confines of the student's dorm room from 7:00 p.m. to 7:00 a.m. for a period of time to be specified by the Discipline Committee, the Dean of Students, or the President of the College up to a maximum of three (3) weeks. The student is limited to class, study activities and meals in the cafeteria on campus during the normal class day. When not scheduled to participate in classes and lab activities, eating in the cafeteria during normal serving hours or studying in the library the student will be in the residence hall. From 7 PM to 7 AM, the student is confined to his or her suite. This will be monitored by the residence hall staff, the RAs under the supervision of the RD.

F. Work on Campus

The type and duration of work to be performed and the person to supervise the work may be specified in writing by the Disciplinary Committee or the Dean of Students within two (2) working days. A

deadline for completion of the work will be assigned. It will be the responsibility of the person performing the work to contact the designated supervisor, gather the necessary materials and perform to all specifications. Completion of the assigned work will be reported by the supervisor to the Dean of Students' office. Failure to complete the assignment will result in further disciplinary action by the Dean of Students.

G. Restitution/Apology

The student may be directed to make restitution and/or appropriate apologies to the affected parties under the supervision of the Dean of Students.

H. Exclusion from Extra-Curricular Activities

The student may be prohibited for a designated period of time from participation in extra-curricular activities or organizations which represent the student body of the College.

I. Options for Alcohol Infractions

The student may choose which option he/she prefers for first offense. If a second offense occurs, the student will be automatically dismissed for the remainder of the semester and possibly the following semester.

OPTION ONE	OPTION TWO *Residential Students Only*	OPTION THREE *Commuter Students only*
\$100 fine	\$100 fine	\$100 fine
7 day suspension from campus	Campused for 14 days	Can only be on campus for class purposes for 14 days
7 day suspension from all academic work and classes, no extra-curricular activities	No extra-curricular activities for 14 days	No campus extra-curricular activities for 14 days
Complete 20 hours pre-approved community service during 7 day suspension	Complete 40 hours pre-approved community service during 14 day period	Complete 50 hours pre-approved community service during 14 day period
Possible counseling if circumstances warrant	Possible counseling if circumstances warrant	Possible counseling if circumstances warrant

J. Suspension

The student may be suspended from the College for a specified period of time. At the end of this time, student status would resume under conditions determined by the Dean of Students, or the President of the College, with any unexpired sanctions remaining in effect.

K. Expulsion

The Dean of Students may recommend to the President of the College that the student be expelled from the College for a specified period of time. Readmission would be considered, upon a Petition for Readmission filed by the accused student with the President of the College and the conditions for readmission shall be determined by the President of the College at the time of Petition for the readmission.

L. Interim Suspension

If, in the opinion of the Dean of Students **and/or** the President of the College, the presence of a student, pending a hearing, poses a serious threat to either the students, faculty, staff, administration, property, or the integrity of the College, the Dean of Students may recommend to the President or the President may affect an immediate suspension. In such a situation, a hearing shall be held at the earliest reasonable time.

The College, through the Dean of Students, reserves the right to publish data pertaining to disciplinary hearings.

IV. MISCELLANEOUS

A. Intent of Disciplinary Procedures

It is the intent of these procedures to afford the accused student a fair and adequate hearing while, at the same time, protecting the College community from conduct which may be inappropriate or unacceptable as set forth in the Catalog and/or Student Handbook.

B. Waiver of Time Requirements

Nothing, herein, shall prevent the President of the College or the Discipline Committee from waiving any of the time requirements imposed upon any accused student.

C. Modification of Rules

The College may, from time to time, modify these procedures and shall publish such modifications or procedures in writing. The College shall seek input and involvement from the faculty, students, and administration in the modification process.

D. Confidentiality

The confidentiality of the evidence, hearing, and procedures taken, other than the decision, shall be maintained. Members of the Discipline committee who fail to keep such matters confidential shall be subject to removal from the Discipline Committee by the President of the College.

E. Informal Resolution

Nothing, herein, shall prevent the informal resolution of disciplinary action through conference by the Dean of Students, and/or the Residence Hall Director, and/or Resident Assistant with the accused student. If informal resolution cannot be effected, the disciplinary sanctions, other than interim suspension, will be imposed only following a formal disciplinary hearing.

F. Offenses

Disciplinary action may be taken regarding, but not limited to, any offense set forth in the current catalog and/or Student Handbook.

G. Guests of Students

Guests of students who have permission to stay in student housing shall be subject to these disciplinary procedures as part of such permission being granted. Guests of students who do not have permission to stay in student housing shall not be entitled to the protection of any of these procedures.

H. Delegation of Authority

Nothing, herein, shall prevent the President of the College from designating a Vice President of the College to act in his stead and to carry out the duties incumbent hereunder on behalf of the College.

I. Service of Committee Personnel

The members of the Discipline Committee shall serve at the discretion of the President.

J. Confidential Disclosures

Information disclosed during counseling session shall be privileged and may not be admitted for

consideration unless American Psychological Association Standards require such disclosure or the accused student has given permission.

K. Referral to Committee

The Dean of Students may refer disciplinary matters directly to the Discipline Committee to review the charges against the accused student and to determine appropriate disciplinary action, if any.