Thiel College
Department of Public Safety
2025 Annual Security and Fire Report

Emergency Calls
724-589-2222

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INTRODUCTION

Thiel College is an independent liberal arts, sciences and professional studies institution committed to providing quality undergraduate education and is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia PA 19104 (267-284-5000), an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation. In addition to certification by the American Chemical Society, Thiel College maintains affiliations with:

- The Evangelical Lutheran Church in America
- Pennsylvania Department of Education
- National Assoc. of Independent Colleges and Universities
- Pennsylvania Assoc. of Colleges and Universities
- Council of Independent Colleges
- Assoc. of Independent Colleges and Universities of Pennsylvania

The College has an enrollment of 923 (with a capacity for 871 in on-campus housing) with 97 full and part-time faculty members and 163 additional non-faculty employees.

Thiel College is located on a 135-acre, tree-lined campus in Greenville PA, a small town in the heart of western Pennsylvania's hill country.

The campus is a 90-minute drive from both Pittsburgh and Cleveland, and a 60-minute drive from Erie. Thiel has ready access to metropolitan culture but is distant enough to be safe and free from distractions.

Thiel's unique location allows our students and visitors to enjoy the wonders of nature abundant in the western Pennsylvania countryside, including a myriad of outdoor activities, and take advantage of the dynamic cultural experiences offered in nearby cities.

This publication is prepared in accordance with Pennsylvania Legislative Act 180 of 2004, the Uniform Crime Reporting Act. It is also prepared in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Reporting Act (20 USC 1092(f) as codified by 34 CFR 668.46, Institutional security policies and crime statistics and 34 CFR 668.41(e), Annual Security Report.

The purpose of the Clery Act is to provide the campus community with timely, accurate and complete information about crime and the safety of campus so that they can make informed decisions to keep themselves safe.

PUBLIC SAFETY

The Public Safety Director/Chief of Police is the administrator directly responsible for the safety and security programs of Thiel College. The department maintains a full-time police department to provide police protection 24 hours a day, 7 days a week.

The department consists of sworn, armed police officers who have met the standards of Pennsylvania Municipal Police officer training, and are trained in emergency response procedures, First Aid, CPR and Act 180 (mandatory in-service training each year).

The Campus Police officers perform many functions for the College community. Their primary function is to preserve the safety of the people living and working within the College community, and to protect College property. Regular vehicle and foot patrols cover the campus, including all entrances and exits of all buildings, parking lots, and walkways. Secondary functions include locking and unlocking buildings, vehicle lockouts, battery jumps, enforcing traffic regulations and checking building equipment to ensure that proper safety and operating conditions are maintained.

The Chief of Police maintains a working relationship with the Greenville/West Salem Police department as well as the Hempfield Twp. Police department. The Chief of Police as well as all the Campus officers have the authority to arrest, if necessary. The police officers are armed. Authority to exercise the power of arrest or to issue state citations is retained by the Chief of Police. The Campus Police department also provides an on-campus escort service 24 hours a day, 7 days a week. To request an escort, call Public Safety at 724-589-2222**.**

The Chief of Police prepares the Annual Security Report. Crime statistics are reported annually to the State Police according to the Uniform Crime Reporting Procedure and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

REPORTING AN EMERGENCY

The following section contains the recommended guidelines to be followed during specific types of emergencies. The procedures should always be followed in sequence, unless conditions dictate otherwise.

The Thiel Police Department is staffed 24/7/365. Emergencies can be reported to the office in any of the following ways:

A. Ext. 2222—from any campus extension
B. 724-589-2222—from any off-campus phone
C. **Telephone Contact:** In an emergency, Do NOT dial 911 from a campus phone. Instead dial ext. 2222. Campus Police have direct contact with Fire/Police/EMS and will be able to determine your location.
D. **Cell Phones:** Cellular 911 phone calls are answered by the Mercer County State Police and will be directed to the appropriate agency for action. Therefore, it is important to give accurate information regarding your location and the incident.
E. In order to assist the operator in processing the call quickly and efficiently, please be prepared to give the following information:
   a. What you saw, heard or found.
   b. Exact location of incident.
   c. The phone number of the phone you are using.
   d. Details of situation.
   e. Your name and address.
   f. Stay on the line until you are told to hang up.

EMERGENCY CONTACT NUMBERS

ORGANIZATION	PHONE NUMBER
All On-Campus Emergencies	724-589-2222 or Ext. 2222
Ambulance	911
American Red Cross	724-962-9180
Fire Department	911
Hospital (UMPC Horizon)	724-588-2100
Mercer County Behavioral Health	724-662-2227
Poison Control	800-222-1222
Police Emergency	911
Greenville/West Salem Police	724-588-4190
Mercer County State Police	724-662-4200
FBI – Pittsburgh Branch	412-432-4000
Mercer County Emergency Center	724-662-6110
Mercer County Sheriff	724-662-6135
Hempfield Police Department	724-588-7369
EmergyCare Ambulance Service	724-589-5474

Anyone who is aware of criminal, suspicious activity or other emergencies, medical or non-medical, is encouraged to notify the Campus Police immediately by dialing 724-589-2222 or 2222 from any campus phone. The Public Safety office answers telephone calls 24 hours a day. The daytime dispatcher has radio access to police officers and telephone and radio access to the Mercer County 911 dispatcher. The officer will be dispatched and will assess the situation. The officer, along with other College officials if needed, will determine the need for further assistance such as ambulance, fire department and/or residence life staff. Any problems are reported to the Chief of Police.

Individuals may report crimes in person at the Campus Police Office located in the Howard Miller Student Center (HMSC) on the 2nd floor.

Anyone aware of someone on campus whose behavior is causing concern, or who has made a threatening remark or overt act of physical violence against self or another person(s) or property, should report that behavior to the Campus Police.

In accordance with The College and University Security Information Act (Act 180 of 2004), all crimes on campus are reported to the Pennsylvania State Police. We work closely with the Greenville-West Salem Township Police Department, the Hempfield Township Police Department and the Mercer County District Attorney's Office when incidents of a serious nature arise.

For medical issues, the Health Center provides many services for the students within the campus community such as treatment of minor illness and injuries; distribution of non-prescription cold, sinus and flu medicines; basic first aid supplies; blood pressure screening; and referrals to local health care providers and health agencies. During the regular academic year, the office is staffed by a licensed practical nurse. Public Safety is available to provide emergency care and transportation to an emergency room when the office is closed.

A wide variety of educational brochures and literature are available on health topics. The resources of the Health Center are free to students. The Health Center is located on the ground floor of the Howard Miller Student Center (HMSC).

Students are encouraged to call with any problems. All records and consultations are confidential. If the Health Center is unable to help you, they will try to assist you in locating available resources. Students with health problems or injuries are encouraged to see the nurse during office hours. Students who encounter an injury or serious health problem that needs immediate attention when the nurse is not available on campus are advised to contact a Residence Life Staff member or the Campus Police department for assistance.

EMERGENCY NOTIFICATION

Emergency notification is triggered by an event that is currently occurring on, or imminently threatening, the campus. Initiate emergency notification procedures for any significant emergency or dangerous situation occurring on the campus involving an immediate threat to the health or safety of students and/or employees.

TIMELY WARNINGS

Timely warnings are triggered by crimes that have already occurred but represent an ongoing threat. Issue a timely warning for a *Clery Act* crime committed on your *Clery Act* geography that is reported to your campus security authorities or a local law enforcement agency, and that is considered by the institution to represent a serious or continuing threat to students and employees.

AUTHORITY

The Emergency Management Plan is promulgated under the authority of the President of Thiel College and the President's Cabinet. The President's Cabinet is comprised of the President, Vice President of Academic Affairs and Dean of the College, Vice President for Finance and Administration, Vice President for College Advancement, Vice President for Enrollment, Student Life, and Athletics/Dean of Students, Vice President for Communications and Marketing, and the Managing Director of the President's Office and Board Liaison.

RESPONSIBILITY

The plan and the maintenance thereof are the responsibility of the Thiel College Director of Public Safety/Chief of Police. The plan is to be reviewed on an annual basis at minimum, revised as necessary and annual training programs will be coordinated and facilitated by the Director of Public Safety/Chief of Police.

The plan is distributed and available to all College faculty, staff and students through the official Thiel College web site (https://www.thiel.edu). Faculty, staff and students will also be reminded of the existence of the plan every August and/or September, via email and other orientation or training programs.

NOTIFICATION SYSTEM PROTOCOL

In a major emergency, notification should begin immediately and may use any or all of these components:

TEXT AND EMAIL MESSAGING

Cell phone users can receive emergency text messages in the event of an emergency by signing up for the Tomcat Alert (https://thiel.app.regroup.com/contacts/password_create). Messages will be brief and will be activated by Thiel College officials. All campus email users will also receive email messages regarding the emergency.

The College has determined that the following situations may require sending emergency alert messages:

- Imminent danger including a major fire or shooting
- Imminent disaster including an earthquake or flood
- Severe weather, including tornado and lightning warnings
- Major interruptions of services such as snow closings and water emergencies

DEFINITIONS OF EMERGENCIES

Level 1 – Minor Emergency: Any emergency, potential or actual, that does not seriously affect the overall functionality of the College, such as a minor power outage or plumbing problem. This type of event would involve the notification and alert of selected College officials, as dictated by the scope and type of incident.

Level 2 – Moderate Emergency: Any emergency situation, potential or actual, that affects an entire building; a piece of key equipment; or any other significant incident that has the potential to impact the operation or reputation of the College. Examples might include a building fire or chemical spill confined to one building; a serious injury or death on campus; a violent criminal act that has or is occurring on campus.

Level 3 – Major Emergency: Any emergency situation, potential or actual, that has or could seriously impair or halt the operation of the College. Examples might include a direct tornado hit, or a protracted loss of vital services (water, electricity, heat). In some cases, personnel casualties and severe property damage may have been sustained. Outside emergency services will likely be involved in this type of event. A “major emergency” on the campus will require the coordinated effort of most or all campus-wide resources to effectively control and manage the situation.

SCOPE – College Activities

Level 1 – Minimal and localized; most College activities not impacted.

Level 2 – Significant; College activities maybe be subject to localized shutdown.

Level 3 – Very significant; College activities shut down for a period of time.

SCOPE – **Faculty, Staff, Students**

Level 1 – Site-specific localized impact; injuries possible.

Level 2 – Site-specific or general impact with possible disruptions; injuries possible.

Level 3 – General impact with probable disruptions; injuries and possible fatalities a concern.

SCOPE – **Media Coverage**

Level 1 – None expected or possibly local coverage.

Level 2 – Local/regional coverage.

Level 3 – Local, regional, and possibly national coverage.

SCOPE – **Public & Government Concern**

Level 1 – Limited

Level 2 – Potential exists for an embarrassing situation; government agencies may investigate prevention/response/recovery efforts.

Level 3 – Potential exists for an embarrassing situation; government attention (investigations) likely.

SCOPE – EMT Involvement

Level – Little or none

Level 2 – Conditionally involved

Level 3 – Actively involved

DECLARATION OF EMERGENCIES

Based on information received from the Director of Public Safety, Vice President for Enrollment, Student Life, and Athletics/Dean of Students or another officer of the College, the College President will determine whether an occurrence will be declared a "Level 2" or "Level 3" Emergency and whether the Cabinet and the Incident Command Team will need to be assembled. In the absence of the President, the Vice President for Finance and Administration will make that determination.

Levels 2 and 3 Emergencies are ones that require immediate action to ensure a safe environment, and/or to ensure the maintenance or restoration of College operations.

Unless unusual circumstances are present, a Level 1 (“minor emergency”) will generally not result in the assembly of the Cabinet and/or Incident Command Team.

1. The declaration of a Level 2 or 3 Emergency will specify the locations of the Incident Command Team and Cabinet for that particular event. The physical locations of either group can vary due to the unique circumstances of an incident, but in most cases the Cabinet will be located in the President’s office and the Incident Command Center will be located in or around the Department of Public Safety Offices.

2. The Managing Director of the President’s Office (and Board Liaison) will notify the President’s Cabinet when Level 2 or 3 Emergencies have been declared.

3. The President’s Cabinet will likely be asked to meet in order to take whatever actions are deemed appropriate.

4. The Vice President for Enrollment, Student Life, and Athletics/Dean of Students will serve as the liaison between the President/Cabinet and the Incident Command Team to help manage the response and facilitate the formation of the Incident Command Center.

5. The Incident Command Team will be comprised of Vice President for Enrollment, Student Life, and Athletics/Dean of Students, Director of Public Safety/Chief of Police, Director of Facilities, Director of Residence Life, Vice President for Communications and Marketing, Director of Health Services, and others as appropriate (i.e. Director of Human Resources, Campus Pastor, Campus Counselor, Director of Food Services, etc.).

6. Declaration of a Level 2 or 3 Emergency will also prompt a notification to the entire campus community as soon as practical. The Vice President for Communications and Marketing in collaboration with the Vice President for Enrollment, Student Life, and Athletics/Dean of Students will ensure that this notification is made by e-mail, Thiel College web site, and/or other appropriate methods. The College Dispatcher will manage the switchboard, phone lines, and the Tomcat Alert System (when necessary) while the Coordinator of Housing/Assistant to the Vice President for Enrollment, Student Life, and Athletics/Dean of Students will be there to assist.

EMERGNECY MANAGEMENT TEAMS & ROLES

President's Cabinet: Senior administrators who have the responsibility and oversight over the primary operating units of the College. These individuals have the authority to make decisions regarding the course of actions taken to address the emergency situation.

Members: President, Vice President for Academic Affairs and Dean of the College, Vice President for Finance and Administration, Vice President for College Advancement, Vice President for Enrollment, Student Life, and Athletics/Dean of Students, Vice President for Communications and Marketing and the Managing Director of the President's Office (and Board Liaison).

Incident Command Team: This group is responsible for responding to and assessing the situation. Primary responsibilities include the logistical management of the situation and providing necessary information to the Cabinet. Some frontline staff may be called to serve on this group depending on the specific situation (i.e. Director of Human Resources, Campus Pastor, Campus Counselor, etc.).

Members: Vice President for Enrollment, Student Life, and Athletics/Dean of Students, Director of Public Safety/Chief of Police, Director of Facilities, Vice President for Communications and Marketing, Director of Residence Life.

Frontline Staff: These employees are called upon to carry out specific tasks that arise in response to an incident/situation. Examples include the dispatch staff handling specific communications, residence life staff helping to manage student response, Campus Pastor and Counselor forming care teams, etc.

Community Partners: Designated community members and/or organizations identified to provide support in the event of specific circumstances. Examples include counseling services provided by local pastors and counselors, temporary relocation areas, etc.

Initiators: This can be any campus constituent that comes upon a potential accident/incident on campus. These individuals should immediately contact Public Safety at ext. 2222 or by calling 724-589-2222 from an outside line.

CHAIN OF COMMAND

This following provides an actual "Chain of Command" as it relates to the Emergency Management Teams and their roles. In the absence of a member within the "Chain of

Command", that individual's role will either be delegated to another member (i.e. Cabinet) or an identified back-up individual will fill the role.

PRESIDENT'S CABINET CHAIN OF COMMAND

President
Vice President for Finance and Administration
Vice President for Enrollment, Student Life, and Athletics/Dean of Students
Vice President for Academic Affairs and Dean of the College
Vice President for Communications and Marketing
Vice President for College Advancement
Managing Director of the President's Office and Board Liaison
Delegated leader from the remaining members of Cabinet

CABINET'S GENERAL ROLE & RESPONSIBILITIES

President: The President of the College is ultimately responsible for the decisions made during emergency situations.

The President may delegate the implementation of these decisions, and in special circumstances, he/she may also delegate authority to make decisions on his/her behalf.

Vice President for Academic Affairs/Dean of the College: The Vice President for Academic Affairs/Dean of the College is responsible for advising the President on matters that relate to faculty members and academic matters (i.e. class schedules, class rosters, etc.).

The Vice President for Academic Affairs/Dean of the College is responsible for making decisions related to delaying or canceling classes due to an emergency.

The Vice President for Academic Affairs/Dean of the College is responsible for notifying the faculty of the emergency and whether or not classes will be cancelled.

If the Vice President for Academic Affairs/Dean of the College is unable to respond to the emergency, the Associate Academic Dean and/or Assistant Academic Dean will act on his/her behalf.

If others are unavailable, the Chair of the Faculty Executive Committee will act on their behalf.

Vice President for Finance and Administration: The Vice President for Finance and Administration is responsible for making critical decisions concerning risk management, financial or accounting services, human resources, workers compensation, potential liability, and insurance claims in the aftermath of an emergency.

The Vice President for Finance and Administration or his/her designee will review and approve all information or reports regarding the possible cause of accidents, emergencies, potential liability for accidents or injuries, and all other legal concerns or problems.

The Vice President for Finance and Administration will be responsible for seeking external legal advice or counsel at his/her discretion.

The Vice President for Finance and Administration will oversee and appoint an Information Technology (IT) designee(s) for the technical requirements related to communication of information, phone, data and other electronic systems necessary for emergency situations, including the recovery and return to normal operations.

The Vice President for Finance and Administration will appoint an IT designee(s) to set-up and maintain a Call Center if needed.

Vice President for Enrollment, Student Life, and Athletics/Dean of Students: Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for overseeing the implementation of the Incident Command Team, for monitoring activities, and serving as the liaison between the Incident Command Team and President/Cabinet.

The Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for establishing an alternative Chain of Command for emergency activities in the absence of key participants.

The Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for coordinating the response to a serious incident involving a student and coordinating residence life, food service and mental health support services during an emergency.

The Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for advising the President on matters that relate to the students and providing pertinent student information to the President or other emergency responders as needed (i.e. date of birth, residence, emergency contact information, etc.).

The Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for advising the President on matters that relate to student athletes and Department of Athletics activities (i.e. competition or practice schedules, team rosters, etc.).

The Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for providing travel schedules and information (i.e. rosters, itineraries, etc.) in the event of emergencies related to athletic travel.

If the Vice President for Enrollment, Student Life, and Athletics/Dean of Students is unable to respond to the emergency, the Director of Residence Life will act on his/her behalf.

Vice President for College Advancement: The Vice President for College Advancement is responsible for advising the President on matters related to institutional reputation and/or matters that have the potential of directly impacting alumni.

The Vice President for College Advancement will assist in the review of all press releases and external communications that take place in the aftermath of an emergency situation.

Vice President for Communications and Marketing: The Vice President for Communications and Marketing in collaboration with the Vice President for Enrollment, Student Life, and Athletics/Dean of Students will ensure that notifications are made by e-mail, Thiel College web site, and/or other appropriate methods to the entire campus during Level 2 or 3 Emergencies.

He/she shall be in accordance with the Crisis Communication Plan.

He/she is responsible for advising the President on matters related to institutional reputation and Public Relations.

In collaboration with the Vice President for Finance and Administration will ensure that notifications are made by e-mail, Thiel College web site, and/or appropriate methods to the entire campus during Level 2 or 3 Emergencies. They will assist in the review of all press releases and external communications that take place in the aftermath of an emergency situation.

Managing Director of the President's Office and Board Liaison: The Managing Director of the President's Office and Board Liaison is responsible for notifying the

President's Cabinet of the declaration of Level 2 or 3 Emergencies and making arrangements for having copies of the Emergency Management Plan available for Cabinet's use.

The Managing Director of the President's Office and Board Liaison is responsible for providing administrative support to the President and Cabinet during Level 2 and 3 Emergencies.

INCIDENT COMMAND TEAM

The responsibility of the Incident Command Team is to respond to and assess an incident/emergency situation. The group's responsibilities include the logistical coordination and management of the situation. Their goal is to properly coordinate the activities of internal departments and staff, as well as external parties in the handling of the situation. In addition, they assess and disseminate the appropriate information to the President's Cabinet.

In the event of activation, the following provides a general overview of oversight responsibilities and roles members of the Incident Command Team may play. Depending upon the type of situation, a subset of the Incident Command Team may be asked to remain at the meeting location point to coordinate the incident and to ensure that all aspects of the incident are being addressed.

The following is the Chain of Command and some individual responsibilities of team members:

INCIDENT COMMAND TEAM CHAIN OF COMMAND

Vice President for Enrollment, Student Life, and Athletics/Dean of Students
Director of Public Safety/Chief of Police
Director or Residence Life
Director of Facilities
Vice President for Communications and Marketing
Delegated leader from the remaining members of the Incident Command Team

VICE PRESIDENT FOR ENROLLMENT, STUDENT LIFE, AND ATHLETICS/DEAN OF STUDENTS: The Vice President for Enrollment, Student Life, and Athletics/Dean of Students is responsible for activating the Incident Command Team and engaging the President in times of emergency. He/she will serve as the primary liaison between the Incident Command Team and the President and Cabinet.

Director of Public Safety/Chief of Police: The Director of Public Safety/Chief of Police serves as the lead facilitator of the Incident Command Team. He/she will lead the Incident Command Center and serve as the Officer in Command.

Director of Residence Life: In the event that the Vice President for Enrollment, Student Life, and Athletics/Dean of Students is unavailable, the Director of Residence Life shall fill the role of Vice President for Enrollment, Student Life, and Athletics/Dean of Students. Otherwise, the Director of Residence Life shall assist the incident commander by being the lead logistics communicator between the Incident Command Team Members. The Director of Residence Life is responsible for identifying and working to support any needs that relate to the student population (e.g. housing, food, physical and mental health, etc.)

Director of Facilities: The Director of Facilities is responsible for all activities involving utilities, building plans and activating additional staff to assist where deemed appropriate. The Director of Facilities will serve as the facilitator of the Incident Command Team in the absence of the Director of Public Safety/Chief of Police.

Vice President for Communications and Marketing: The Vice President for Communications and Marketing is responsible for advising on all communications to all constituents and advising the team on decisions that will impact the institution's reputation.

INFORMATION FOR FACULTY/INSTRUCTORS

The instructor is an authority figure for students, whether consciously or subconsciously, and can influence how students respond in an emergency. Instructors who are prepared for emergencies will be able to help calm students by being in control and giving calm and clear directions.

Classrooms and Laboratory Emergency Guidelines for Faculty/Instructors
Consistent with this guideline, instructors must:

A. Provide their classes or audience with general information relating to emergency procedures. This information should be shared during the first week of class or at the start of a seminar.
B. Know how to report an emergency from each classroom used.
C. Assure that individuals with disabilities have the information they need. The instructor should be familiar with disabled students' plans and also be able to direct visitors with disabilities.

D. Take responsible charge of the classroom and follow emergency procedures for all building alarms and emergencies.

Evacuation Routes

The College is in the process of implementing new floor plans on building walls showing evacuation routes. Check your classroom(s) to see if the plans are posted. If they are not posted, please contact the Department of Public Safety for information on the evacuation route for a specific room.

Emergency Assembly Points

After a class leaves the alarmed building or area, it is important for them to go to a predetermined area where each person's presence can be documented. This "safe area" will be a designated Emergency Assembly Point where the class will not interfere with responding emergency services nor place themselves at risk of injury from the emergency. Evacuation routes in most College buildings lead the occupants out of the building.

- Look at the building evacuation route floor plans for the designated Emergency Assembly Points.

Accounting for all students can be very difficult, particularly with a large class. However, an attempt must be made. For example, it might be possible for the instructor to: wait until all the students have left the room/lab, use the class roster, use a head count, or have students see if the students seated next to them are at the assembly point. You must also account for persons with disabilities (see below).

Evacuation for persons with Disabilities

If there is a person with a disability in the class, the instructor must know the person's response plan and who may be assisting him/her. Four options are available to persons with disabilities (refer to additional procedures in the section on Evacuation Procedures):

- Horizontal Evacuation to outside or another building, if available
- Stairway Evacuation
- Stay in Place unless danger is imminent
- Area of Refuge if available
- Elevators cannot be used during an emergency evacuation!

Reporting to Campus Police

After exiting and accounting for students, Campus Police will notify emergency personnel of persons missing or trapped or persons with disabilities that are waiting assistance in areas of refuge.

MONITORING AND RECORDING THROUGH LOCAL LAW ENFORCEMENT OF CRIMINAL ACTIVITY BY STUDENTS AT NON-CAMPUS LOCATIONS OF STUDENT ORGANIZATIONS

If the Greenville Borough Police/Hempfield Township or another law enforcement agency with jurisdiction respond to a “non-campus” property in response to a citizen complaint or police officer concern, the police may notify Thiel Police Department to provide support assistance to one of those locations. However, the police do this out of a courtesy, and they are not “required” to notify or involve Thiel Police Department when they respond to a call involving private property. Thiel Police Department does provide oversight, patrol, and monitoring of recognized non-campus student facilities/residences, as these properties fall within the College’s Clery geography, as previously stipulated. Thiel Police Department does not patrol or provide oversight of privately-owned property/residences rented by students that fall outside of the College’s Clery geography. See campus map, page 114.

Fire Alarms

Fire alarms will be sound and may include strobe lights for people with hearing disabilities. When the alarm sounds, everyone must exit the alarmed area according to the evacuation plan.

- Everyone Must Evacuate Immediately!
- Procedures that may be hazardous if left unattended should be shut down.
- Verify that everyone leaves and that all the doors are closed. Closed doors significantly reduce fire and smoke damage.

Shelter in Place

During certain emergency situations—such as armed intruder(s), chemical releases, and some weather emergencies—you may be advised to "shelter in place" rather than evacuate the building.

- Go inside or stay inside the building.
- Do not use elevators.
- Shut and lock all windows and doors.
- Turn off the heat, air conditioning, or ventilation system, if you have local controls for these systems.

- Close fireplace dampers.
- Quickly locate supplies you may need, e.g., food, water, radio, etc.
- If possible, go to a room or corridor where there are no windows. In the event of a chemical release, go to an above-ground level of the building, since some chemicals are heavier than air and may seep into basements even if the windows are closed.
- If possible, monitor main College web page (www.thiel.edu), radio, or television for further information and instructions.
- Do not call Campus Police unless you are reporting a life-threatening situation.
- When the "all clear" is announced: Open windows and doors, turn on heating, air conditioning, or ventilation systems. Go outside and wait until the building has been vented.

SAFETY OF AND ACCESS TO FACILITIES

The Facility Management staff works in cooperation with the Chief of Police to maintain a safe environment. The Chief of Police makes recommendations for the maintenance of grounds to remove potential danger areas. Locks are changed when room keys are lost. Public Safety is responsible for locking and unlocking campus buildings according to scheduled usage.

Public Safety and Facility Management staff members report any needed repairs to the Facility Management Office. This includes burned out lights, broken locks, inoperable doors and other safety problems.

STUDENT HOUSING

STAFF

There is a Resident Leader (RL) on each floor of the residence halls, in strategic locations in Theme Housing, and in the apartments. These upper-class students are trained to assist in developing a community conducive to student growth. If you have any problems, your RL may be able to help. In addition, each campus residence space has a Resident Director or House Manager who oversees the well-being of the whole building and is also available to assist the residents. The staff members are here to work with the residents in ensuring that the environment of your hall is comfortable and conducive to learning.

HOUSING

Thiel College **REQUIRES** that **ALL** students live in college housing and participate in a meal plan throughout their enrollment at the College, excluding summer sessions.

Exemptions to this requirement must be requested **in writing** and **submitted** to the Student Life Office at least two (2) weeks prior to the semester for which the request is made. Exemptions may be granted on a yearly basis to students who:

1. Commute to class from the home of their parent(s) or legal guardian(s) which, determined by zip code, are within a radius of approximately 35 miles from Thiel campus;
2. Are veterans with one or more years of active service;
3. Are twenty-three (23) years of age or older;
4. Are married;
5. Are single parents;
6. Have previously lived on campus for eight (8) semesters, excluding summer sessions;
7. Can demonstrate other acceptable extenuating circumstances.

Thiel College provides room and board accommodations without regard to race, color, creed, national origin, or sexual orientation. Facilities are provided without discrimination on the basis of sex or handicap, although buildings and areas are predesignated for male and female residency and on the basis of accessibility. No family housing is available; therefore, children are not permitted to live in the residence halls.

Student housing is available through application and an online room selection process. Three traditional-style residence halls (Florence West, Hodge, and Sawhill) are co-ed halls that typically house first year students. Bane and Stewart are traditional-style residence halls, co-ed by floor, and are available to upper-class students through the general room draw process. The Theme Houses are small, house-style residences that are available to upper-class students through the theme housing application process. The Davis Square, College Avenue, and Townhouse apartments are one-to-five person apartments that house upper-class students and include living room, kitchen, bathroom, and one to four bedrooms in each apartment. All residences are appropriately furnished.

All students have identification (ID) cards to control restricted usage of the dining hall, library, and residence halls. ID's or ID replacements can be secured at the Campus

Police dispatch office. A lost or stolen ID can be re-issued at a charge of $25.00 and your old ID will be deactivated.

VISITATION

All College residences have established visitation hours for members of the opposite sex. These hours are:

Sunday – Thursday 9:00 am to 12:00 am

Friday & Saturday 9:00 am to 2:00 am

During these times, members of the opposite sex may visit student rooms. When visitation is over, no members of the opposite sex are permitted in students' rooms or apartments or on the floors of the residence halls.

All students who do not live in the building they are visiting, and visitors to the College, must sign in when they enter College residences starting at 8:30 p.m.

Overnight Guests:
Co-habitation is prohibited and represents a serious breach of conduct. Thiel College is opposed to the exploitation of any individual and concerned with the moral development of students. In addition, children are not permitted to live in the College residences. If guests are 17 years of age or older and of the same sex, they may stay overnight providing they follow the guidelines for overnight guests. If guests are 16 years of age or younger and of the same sex, they may stay overnight providing they gain prior approval from Campus Police and the Resident Director of that building.

Overnight guests of the same sex are allowed, provided that the hosting resident:

1. Receives permission for the guest to stay from his/her roommate;
2. Takes the guest to the designated location and registers the guest there (see postings in your College Residence as to where your designated location is). Identification will be required of both the resident and the guest. A visitor pass will be issued, which the guest must have in his/her possession at all times while on campus. When checking into a College residence, the host must show his/her Thiel ID, and the guest must leave the visitor pass at the desk, to be picked up when leaving the residence;
3. Accompanies his/her guest at all times. All students are responsible for their guests, and as such must be with them at all times while on campus, and;
4. Does not have guests staying overnight more than three nights per month.

MISSING STUDENT NOTIFICATION PROCEDURES

It is the policy of Thiel College to actively investigate any report of a missing student who is enrolled at the College as either a full or part-time student. There will be no waiting period before the commencement of an investigation, and procedures will be governed by federal, state, and local law.

A. Contact the Public Safety Department at 724-589-2222 or ext. 2222 if you know of a missing student.
B. The Campus Police Officer will investigate the incident in the manner described below.
C. The Director of Public Safety/Chief of Police will notify the Incident Command Team as deemed necessary by the information received.

INVESTIGATIVE CHECKLIST

General Questions:

- Is the student missing from the campus, his or her family residence, or another location?
- Is there a witness to or physical evidence of abduction or other foul play?
- Is the student despondent or mentally or physically disabled?
- Is the student experiencing academic, personal, or financial problems?
- Has the student disappeared before?
- Does the student have a known drug and/or alcohol problem?
- Has the student received any threats or warnings?
- What was the student's lifestyle?
- Does the student have a criminal record?
- Did the student or perpetrator leave a note?
- Have similar incidents been reported within the area (attempted abductions, suspicious persons)?

INITIAL RESPONSE

- Begin an incident report. Obtain as many details as possible from complainant.
- Promptly dispatch officer(s) to conduct a preliminary investigation.
- Inform responding officer(s) of all pertinent information.
- Provide pertinent information to appropriate area law enforcement agencies.
- Obtain a photograph of the student.
- Inform supervision about the incident. The Chief of Police (or designee) will advise the Incident Command Team.

- Maintain all notes, records, and recordings of telephone and radio communications.
- Search department records and advise investigating officer(s) and/or supervision about any pertinent information found.
- As the investigation progresses, ensure that pertinent details are continually relayed to patrols and to other area agencies.
- Make notifications to college/university administration in accordance with established policies and procedures.
- Prepare a flyer/bulletin and distribute.

INVESTIGATIVE STEPS

- Interview the person(s) who reported the disappearance; verify accuracy of information already provided.
- Determine if outside assistance is necessary and request if needed.
- Determine the circumstances associated with the disappearance.
- Obtain and document all available details regarding circumstances associated with the disappearance.
- Secure and evaluate the abduction site, last known location and/or scene and residence.
- If a witnessed abduction, obtain all details pertaining to the missing student, perpetrator, and event.
- If the cause of the disappearance is uncertain, obtain relevant background information.
- Make an initial determination regarding the disappearance category.
- Obtain detailed descriptions of the missing student, abductor, vehicles and circumstances.
- Obtain his or her student identification, campus account, and social security numbers.
- Obtain locations of his or her residences, places frequented, and employment.
- Obtain his or her academic and work schedules.
- Obtain information about automobiles registered to or used by the student.
- Obtain information about parents/family members, romantic interests, roommate(s), and friends/acquaintances.
- Obtain information about instructors/professors, workplace colleagues, residence hall staff, and others.
- Continue to verify when, where, and by whom the missing student was last seen.
- Interview individuals who may have had contact with the student prior to the disappearance.

- If abduction is suspected, obtain descriptions of the perpetrator.
- Obtain information about involved vehicles, including time and direction of travel.
- Search the abduction site, place where the student was last seen, and/or any others.
- Secure the student's residence as a potential source of information and evidence.
- Request investigative and/or supervisory assistance, if warranted.
- Ensure that all additional responding personnel are thoroughly briefed.
- Institute (or continue) area canvasses for witness information and searches of all surrounding areas, including vehicles.
- Ensure that all potential evidence is properly handled.
- Everyone should be interviewed separately. Obtain, document, and evaluate all information provided.
- Ensure that use of student accounts/passwords is monitored.
- Prepare, update, and disseminate informational bulletins to police agencies.
- Ensure that all computers used by the missing student are handled as evidence.
- Ensure that family members have been notified and interviewed.
- Advise family members about support services.
- Advise parents/family members to maintain a log that records information about all visitors and callers.
- Assign a liaison to ensure that family members are provided with information and support.
- Obtain and examine Internet service provider and e-mail records. Monitor instant messaging and chat room activity.

CRIME PREVENTION

As a member of the Thiel community, it is your responsibility to uphold the laws of the community in spirit and in action. You can help to keep Thiel a safe community by following the campus rules and regulations and by reporting suspicious activity at 724-589-2222. Please comply with requests that you may receive from an officer on campus; the intent is to protect the safety of you, your friends and the campus.

Thiel College is a safe community and by following the tips below, you can do your part to help keep it safe.

1. Lock your door and take your keys with you when you leave your room.
2. Lock your room at night when you are sleeping.
3. Report immediately to Campus Police on any incident that jeopardizes your safety or the safety of your possessions.

4. Do not loan out your room or car keys.
5. Register your vehicle at the Campus Police Department even if you are keeping it on campus for only a few days.
6. Do not prop open exit doors of campus housing. Any building is only as secure as its occupants wish it to be.
7. If possible, do not walk alone after dark. Use the escort service at 724-589-2222.

The Public Safety Department provides programming for students and employees in the following areas: Sexual and Domestic Violence, Personal Safety, and Drugs and Alcohol. If you should have any questions concerning Campus Police or find you need assistance, please contact 724-589-2222.

POLICY ON ALCOHOL & OTHER DRUGS

Student Alcohol Policy

The Thiel College Alcohol Policy and related educational programs are, as far as possible, educational in nature and designed to promote responsible decision-making concerning the use of alcohol in this community. The goals of this policy are: to create an environment dedicated to student success, to help educate our students about the effects of alcohol and laws associated with alcohol, to ensure compliance with the law, and to maintain an informed community where the effects of alcohol abuse and the behavioral problems associated are minimized. The College expects all members of the community to be respectful of the right of others in order to contribute to an environment conducive to educational and personal development.

This policy reflects local and state laws governing the use and distribution of alcohol and recognizes the rights of individuals who are 21 years of age or older to consume alcohol in a legal and responsible manner. The College expects community members to abide by the laws of the State of Pennsylvania and the policies of the College. Any member of the community, including Residence Life and Campus Police personnel, may confront and report individuals whose behavior is in violation of these policies. Sanctions will be imposed upon students who violate this policy or other policies of the College. Intoxication is not justification for violating any College policy.

All students and students' guests within the Thiel community are expected to observe the College Alcohol Policy, which includes the following rules and regulations:

1. Persons 21 years of age and older may possess and consume alcohol in west campus residence hall rooms, suites and apartments upon applying for and

receiving Over-21 Status from the Department of Residence Life (see Over-21 Status Policy).

2. Since our first-year residence halls are all located on east campus, it is fair to assume that the majority of first year students living in those halls are under the legal age to consume alcohol. No alcohol is permitted in east campus housing unless authorized by the Vice President for Enrollment, Student Life, and Athletics/Dean of Students and/or President's Office.
3. Possession of alcohol paraphernalia by individuals under 21, including, but not limited to, cans, bottles, "beer bongs", drinking game materials, cups containing alcohol, etc. are prohibited.
4. Open containers of alcohol are not permitted in common areas unless given prior approval by the Vice President for Enrollment, Student Life, and Athletics/Dean of Students or his/her designee. Common areas include, but are not limited to, academic and office buildings, residence hall lounges, bathrooms and hallways, athletic facilities, and outdoors. For the purpose of this policy, individual apartment and/or townhouse common spaces are not included unless the apartment/townhouse is occupied by individuals under 21 or has not received Over-21 Status.
5. Gatherings with bulk alcohol (defined as any quantity of beer in excess of two cases (48 twelve oz. cans) or the alcohol equivalent of wine) are not permitted in the residential facilities (except where noted in the Thiel College Student Sponsored Social Events with Alcohol Policy found below). Kegs (with or without alcohol), beer balls and/or taps are not permitted in residential facilities (except where noted in the Student-Sponsored Social Events with Alcohol Policy).
6. Gatherings with bulk alcohol may be permitted in College-designated social spaces. Social hosts are required to comply with the Student-Sponsored Social Events with Alcohol Policy, published here and in a Guide to Social Programming with Alcohol available in the Office of Student Activities.
7. Spirits (i.e. hard liquor or drinks with more than 14% alcohol content) are not permitted anywhere on campus unless authorized by the President.
8. The College reserves the right to notify the parents or guardian of a student who is transported to the hospital for an alcohol overdose or cited by Campus Police for alcohol related behavior, and to require that the student participate in an educational program on alcohol and/or other drugs at his/her own expense. The College may also choose to notify parents or guardian of any alcohol or drug related violation.
9. No drinking games or contests of any kind are permitted on campus (i.e., beer pong, flip-cup, waterfall, etc.).
10. Students and College officials may request the use of breathalyzers in determining if a student has consumed alcohol.

11. Any over 21-year-old found present in an under 21-year old room when alcohol is being consumed may be found guilty of furnishing alcohol to the underage student and may face disciplinary action.

Student-Sponsored Social Events with Alcohol

Students over 21 years of age who have attended the Social Host Preparation Workshop and TIPS Training may be permitted to host social events with alcohol in College-approved areas, provided the events are conducted in accordance with the following policies:

1. Events must be registered, approved, and implemented in accordance with the regulations set forth by the Student Activities Office.
2. All Student-Sponsored Social Events with Alcohol require the use of a third-party vendor. Regulations, requirements, and third-party vendor contract information can be obtained in the Office of Student Activities.
3. Provision and consumption of alcohol must comply with Thiel College policy and Pennsylvania State law, which prohibit dispensing alcohol to anyone under the age of 21, or to any visibly intoxicated person. The social host(s) will be held personally and individually accountable for ensuring that the event is conducted in a safe, responsible, and legal manner, in accordance with these regulations. Social hosts who violate these regulations will be subject to disciplinary action through the College disciplinary process, which may include suspension from the College. Social hosts may also be subject to criminal sanctions and/or civil liability if a person to whom alcohol is served injures him/herself or a third party. In addition, organizations may also be held accountable for events that violate these regulations.
4. The hosts of student-sponsored events with alcohol are responsible for the actions of their guests, whether invited or uninvited, and may be held responsible for any damages to the area where the event is held, as well as entries, exits, common areas and bathrooms used by guests. All events must be conducted in a safe, responsible, and legal manner that is not disruptive to the surrounding area. Campus Police may close any gathering that fails to meet this requirement and disciplinary action will follow.
5. The yellow copy of the Social Host Responsibility Form (SHRF) must be prominently displayed throughout the duration of the event. Failure to do so may result in termination of the event.
6. The social host(s) must be present at all times while alcohol is available and/or served.
7. The social host(s) will refrain from consuming alcohol and remain sober for the duration of the event.
8. The social host(s) will not exceed the amount of alcohol approved on the Social Host Responsibility Form (SHRF).

9. The social host(s) and sponsoring organization are responsible for enforcing the NO SMOKING policy and all other College policies throughout the duration of the event.
10. Members of the sponsoring organization must staff the entrance, maintain an occupancy list, and monitor the event throughout its duration.
11. Proper identification indicating that a guest is 21 years of age must be presented before alcohol is served. A State Driver's Licenses or State Identification Card are the preferred forms of identification.
12. Hosts must identify students of legal drinking age with bracelets provided by the Student Activities Office.
13. Non-alcoholic beverages and low sodium/solid food must be easily accessible and provided in quantities appropriate for the number in attendance.
14. The sale of alcohol, including charging admission at the door of an event where alcohol is distributed free of charge, IS PROHIBITED. It is illegal to sell alcohol without a Liquor License from the State of Pennsylvania.
15. College funds may not be used to purchase alcohol at any student-sponsored event.
16. Student-sponsored social events with alcohol may not be scheduled during New Student Orientation, study days, or exam periods.
17. Alcohol may not be served after 2AM.
18. Cleanup of the area must be completed by 7AM on the day after the event.
19. Public advertising (including announcements through email, mass mailings, and/or internet sites) for student-sponsored events may not mention alcohol or display alcohol related content (i.e., brand names and logos, photos or pictures of paraphernalia, etc.).
20. Greek Letter Organizations will be responsible for following the Risk Management rules and regulations established by their national organizations.

Over 21-Status

Students of legal drinking age who live on campus and meet the prerequisites established by the College may be accorded Over-21 Status for their individual apartments and/or room by the Department of Residence Life. Over-21 Status is a privilege granted to students and can be rescinded should students fail to use alcohol responsibly and in accordance with College policy. Students living in spaces that have been designated and approved as Over-21 Status must comply with the following rules:

1. The Over-21 Status Card must be placed on the inside of the entrance door to the room, apartment, and/or townhouse. This status will only be given to rooms and/or apartments where all residents are over 21 years of age.
2. No residence hall, theme house, apartment, or townhouse room may have more than one case of beer, wine coolers, or similar drink (24 twelve ounce cans) or 4

(750ml) bottles of wine, unless given approval by the Vice President for Enrollment, Student Life, and Athletics/Dean of Students or his/her designee.

3. No open containers of alcoholic beverages are permitted if minors (individuals under the legal age to consume alcohol) are in the room and/or apartment.
4. Occupancy rates must be upheld in each residential facility (see Maximum Number of People in a Room/Apartment Policy).
5. Residents may not consume or possess open containers of alcohol in common areas, as defined previously in the College Alcohol Policy.
6. The door to the apartment, residence hall, or theme house room must be closed when alcohol is being consumed.
7. All empty containers will be treated as “in use” by students of any age. Empty containers in a room of a Student with Over 21 Status will be counted towards the permitted amount of alcohol.
8. It is unlawful for a person to sell or furnish any alcoholic beverage to a person who is less than 21 years of age. Anyone who does furnish may face disciplinary action.

Thiel College Good Samaritan & Medical Amnesty Policy

The health and safety of our students is of principal concern to Thiel College. In cases of extreme intoxication or other medical emergency due to the use of alcohol or drugs, the College encourages individuals to seek medical assistance for themselves or others. If an individual seeks such medical attention, the Student Life Office will not pursue disciplinary sanctions against the student for violations of the Alcohol and/or Drug Policy found in the Thiel College Student Code of Conduct.

Further, those students who assist in obtaining medical attention for others will not receive disciplinary sanctions from the College for violations of the Alcohol and/or Drug Policy. However, this policy does not grant amnesty for all actions, including, but not limited to, possession with the intent to sell.

In lieu of sanctions under the Student Code of Conduct, the student receiving medical attention, as well as the referring student(s), will be required to meet with a member of the Student Life Staff and may be issued educational requirements that could include, but are not limited to, alcohol and/or drug education, counseling, and/or a substance abuse assessment. Serious or repeated incidents will prompt a higher degree of concern/response. Failure to complete educational assignments or treatment recommendations issued under this policy normally will result in disciplinary action. Also, the student will be responsible for any costs associated with drug or alcohol education interventions.

The Medical Amnesty Policy does not preclude sanctions due to any other violations of the Code of Conduct. Also, this policy does not prevent action by police or other law enforcement personnel and does not excuse or protect students who repeatedly violate the College's Alcohol and/or Drug Policies. In cases where repetitive violations occur, appropriate disciplinary action will be taken.

Application to Student Organizations

In circumstances where an organization is found to be hosting an event where medical assistance is sought for a member or guest, the organization (depending upon the circumstances) may be held responsible for violations of the Alcohol or Drug Policy. However, the organization's willingness to seek medical assistance for a member or guest will be considered in determining sanction(s) for violations of the Thiel College Code of Conduct.

Culpability and the Alcohol Policy

Each student present in a room or area at the time of a violation may be held responsible for any rule violation that occurs when they are present. Students are advised in advance to avoid such situations that may put them at risk for disciplinary action.

DRUG POLICY

Thiel College has a prime concern for the psychological and medical well-being of its students and employees, and recognizes the problems created by the misuse of controlled substances. The College prohibits the possession, distribution, sale, or use of controlled substances, and all other drugs prohibited by state and federal law (i.e., marijuana, narcotics, barbiturates, hallucinogens or amphetamines). The College also prohibits the possession of drug paraphernalia (i.e., hookah's/bongs, one hitters, pipes, clips, rolling papers, scales, etc.). Any drug paraphernalia found will be confiscated and disposed of.

Medical marijuana is also prohibited on campus property because it remains a drug prohibited by federal law. Permission for off-campus housing regarding medical marijuana use may be considered on a case-by-case basis. Any student who violates this policy may be subject to disciplinary action within the school or may face federal prosecution.

Students who violate this policy are subject to disciplinary action by the College and/or criminal prosecution under State and Federal law.

Sale: When, in the opinion of the Student Life representative, there is sufficient and credible information that a student is or has been trafficking in controlled substances, the student may be "Summarily Suspended" by the Office of Student Life pending further action as described in the Student Handbook. Authorities outside the College may also be notified.

Use: Students are urged to seek help for themselves or on the behalf of others in any matter of drug use.

Sanctioning:

A. A drug offense under Pennsylvania or Federal Law can be a misdemeanor or a felony depending on the charge and the amount of drugs involved. In either case, a criminal record will very likely hamper a person's chances of gaining admission to another school or securing future employment.
B. Court-imposed penalties for a first offense for possession, distribution, or use of drugs depends upon the circumstances of the case. They can include: (1) Fines of $500 to $250,000; (2) Jail terms of 30 days to 15 years; (3) Community Service hours; (4) Driver's License suspension for up to two years. Such penalties can be combined in a single sentence.
C. Student Life will issue Thiel College sanctions. This sanctioning is based on a three-strike system. The first strike will result in a monetary fine plus a drug education class. The second strike will result in a doubling of the initial fine. Lastly, the third strike will result in court-imposed penalties along with a disciplinary 48 suspension from the institution, up to one year
D. If found responsible for violation of College Drug Policy, students may be required to undergo drug testing, paid for by the individual, as a condition of their admittance to campus housing.
E. Federal Government guidelines state that anyone receiving Federal Financial Aid (Pell Grants) who is convicted of violating established Federal or State controlled substance laws may lose financial aid.
F. College sanctions may be imposed for violation of the College Drug Policy independent of or in addition to any sanction imposed by civil or criminal authorities.

If students of Thiel College feel that they may be experiencing an alcohol or drug problem, they are encouraged to contact the Student Health Center, the Student Life Office or the College Counselor. Counseling is available for confidential consultation on

a voluntary walk-in basis or by appointment. A student will not be disciplined for coming in on a voluntary basis. These offices will be able to provide information or assist in making a referral to a local agency or treatment facility.

Anti-Hazing Agreement

Please read this section thoroughly.

Thiel College has a zero-tolerance policy toward hazing and follows the state laws that govern this issue. All new members of fraternities and sororities are required to read the Pennsylvania Hazing Law, the Thiel College Student Code of Conduct anti-hazing policy, and then sign his or her name to certify that he or she understands and accepts these laws and policies, as well as the repercussions of violating them.

Pennsylvania Hazing Law [P.S.] § 5352. Definitions
The following words and phrases when used in this act shall have the meanings given to them in this section unless the context clearly indicates otherwise:

"HAZING." Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student, or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization operating under the sanction of or recognized as an organization by an institution of higher education. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

"INSTITUTION OF HIGHER EDUCATION" or "INSTITUTION." Any public or private institution within this Commonwealth authorized to grant an associate degree or higher academic degree.

[P.S.] § 5353. Hazing prohibited
Any person who causes or participates in hazing commits a misdemeanor of the third degree. [P.S.] § 5354. Enforcement by institution.

(A) ANTIHAZING POLICY. Each institution shall adopt a written anti-hazing policy and, pursuant to that policy, shall adopt rules prohibiting students or other persons associated with any organization operating under the sanction of or recognized as an organization by the institution from engaging in any activity which can be described as hazing.

(B) ENFORCEMENT AND PENALTIES.

(1) Each institution shall provide a program for the enforcement of such rules and shall adopt appropriate penalties for violations of such rules to be administered by the person or agency at the institution responsible for the sanctioning or recognition of such organizations.

(2) Such penalties may include the imposition of fines, the withholding of diplomas or transcripts pending compliance with the rules or pending payment of fines and the imposition of probation, suspension or dismissal.

(3) In the case of an organization which authorizes hazing in blatant disregard of such rules, penalties may also include rescission of permission for that organization to operate on campus property or to otherwise operate under the sanction or recognition of the institution.

(4) All penalties imposed under the authority of this section shall be in addition to any penalty imposed for violation of section 3 or any of the criminal laws of this state or for violation of any other institutional rule to which the violator may be subject.

(5) Rules adopted pursuant hereto shall apply to acts conducted on or off campus whenever such acts are deemed to constitute hazing.

Thiel College Anti-Hazing Policy

Hazing is prohibited at Thiel College per the Student Code of Conduct:
Engaging in Hazing students and student organizations are prohibited from engaging in any activity that can be described as hazing. Hazing can be defined as any act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of admission into, initiation, affiliation with, or as a condition for, continued membership in a group or organization.

Hazing Report

On Oct. 19, 2018, Pennsylvania Gov. Tom Wolf signed the "Timothy J. Piazza Anti-Hazing Law," which defines hazing, sets forth different grades of the offense and related penalties, describes institutional enforcement and report requirements and provides a safe harbor provision.

The 2025-2026 Student Handbook (https://www.thiel.edu/pdfs/Thiel-College-Student-Handbook.pdf) bans hazing and other offensive, intimidating or dangerous behaviors, and Thiel College takes seriously any allegations and investigates and addresses reports of hazing.

Thiel College has no reported incidents classified as hazing for the reporting period from January 2014 through December 2025.

If you or anyone you know has or is experiencing any form of hazing, please contact Thiel College Public Safety at 724-589-2222 or the anonymous Campus Conduct Hotline at 866-943-5787. The Campus Conduct Hotline is anonymous and handled by an off-campus third party.

- Read more about the anonymous Campus Conduct Hotline

For parents, guardians and family members of Thiel College students, if you have any questions, or are concerned about the activities of a fraternity or sorority, please email greeklife@thiel.edu. Parents, guardians and family members of Thiel College students concerned about the activities of a club or organization, please email studentlife@thiel.edu.

- Review the Timothy J. Piazza Anti-Hazing Law
- Read the full text of the Pennsylvania State Law, Act No. 2018-80, S.B. 1090

College Counseling Center

The Thiel College Counseling Center is a free and confidential service available to enrolled students. The Counseling Center provides support in managing emotional and psychological needs. The primary objective of the Counseling Center is to help students identify problems they are facing and explore skills to effectively manage or cope with their individual situation. The counselor conducts individual sessions with students to foster positive change to meet identified treatment goals. Group sessions are conducted based upon identified needs of students. If a student has a need that cannot

be met within the Counseling Center, a referral will be made to a community provider. The counselor also provides consultation to staff and faculty members as requested.

There are many reasons students present to the Counseling Center. These reasons include, but are not limited to, homesickness, changes in mood state such as feelings of depression or anxiety, relationship or family stressors, drug or alcohol issues, grief/ loss, difficulty adapting to college life or expectations, and personal or academic stressors. The Counseling Center is staffed by licensed mental health professionals. It is located on the ground floor of the Howard Miller Student Center. Hours of operation are Monday through Friday from 8:00 a.m.– 4:30 p.m. Appointments can be scheduled by calling the Counseling Center at 724-589-2754.

Student Health Services

The Student Wellness Center at Thiel College is located on the ground floor of the Howard Miller Student Center. The Wellness Center is staffed by a full-time Licensed Practical Nurse. The Wellness Center provides a variety of services for students within the campus community such as treatment of minor illness and injuries, distribution of non-prescription cold medicine, sinus and flu medicines; basic first aid supplies, blood pressure screenings, and referrals to local health care providers and health agencies. Educational health brochures and literature are available to all students as well. These resources at the Wellness Center are complimentary for all students and they are encouraged to utilize these services. All consultations to the wellness center are free of charge and confidential. Hours of operation are Monday through Friday from 8:00 a.m.–4:30 p.m. Appointments can be scheduled by contacting the counselor at 724-589-2356.

Illness and Injury

Students experiencing an illness or injury and who need to schedule a doctor's appointment, but do not have an emergency, are encouraged to report to the Wellness Center as early as possible in the day to set up the appointment and arrange for transportation

Students who have a serious injury or serious health problem that need immediate attention are advised to contact a Residence Life Staff member, Campus Police or call 911 for emergency assistance. Campus Police can be reached at all times at ext. 2222 from any campus phone or 724-589-2222 from a cell phone or private phone. Campus Police will notify health services if it is during office hours.

FIREARMS

POSSESSION OF FIREARMS, DANGEROUS WEAPONS, EXPLOSIVES OR FIREWORKS

Students are not to possess any unauthorized firearm, ammunition, explosive device, or other weapon on College-owned or controlled property. This includes, but is not limited to, guns, knives, toy or low-powered guns (i.e. airsoft guns), and firecrackers. Possession of such items may result in suspension or expulsion from the College.

SMOKING & TOBACCO

Smoking is prohibited in all College buildings and indoor facilities, at any indoor and outdoor athletic events, areas identified as non-smoking space, and all areas where non-smokers cannot avoid environmental smoke. Tobacco products (smoking and smokeless) are not allowed in any College vehicle. In addition, smokeless tobacco is prohibited in all College buildings, with the exception of individual rooms within our residential facilities. The student(s) renting the room and/or apartment can choose to allow or prohibit smokeless tobacco in that space. In shared residential space, all residents must agree to allow the use of smokeless tobacco in order for it to be permitted.

SEX OFFENSES

SEXUAL HARASSMENT POLICY

Sexual harassment is a form of discrimination that violates College rules as well as various laws, such as Title VII of the Federal Civil Rights Act of 1964. Such behavior has the potential of threatening an individual's academic performance, economic livelihood, career advancement, psychological and spiritual well-being, and our Thiel College community life.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment.

Sexual harassment most often occurs in situations where one person abuses the power he or she has over another person, thereby violating the boundaries and trust implicit in

that relationship. However, harassment can also occur between equals (i.e., student to student). Any member of the Thiel community may be a victim of sexual harassment, although historically women are most often victimized.

Sexual Harassment Can Take Many Forms

- Verbal/written harassment may include innuendo, humor and jokes about sex or gender-specific traits, implied or blatant threats.
- Physical harassment may include offensive contact (patting, pinching, brushing against the body, etc.), blocking movement, attempted or actual fondling or kissing, or any other form or coerced physical contact. (A separate section on sexual assault follows the harassment information.)
- Non-verbal harassment may include insulting whistling, gestures, or leering.

Sexual Harassment Can Have a Wide Range of Effects

- Denial of a promotion.
- Termination, forced resignation, quitting.
- Failing an exam, receiving poor grades or performance reviews.
- Dropping a class, changing a major, dropping out of school.
- Low morale or a tense, unproductive working or learning environment.
- Confusion, self-doubt, anxiety, embarrassment, guilt, insomnia, stress.

How to Deal With a Sexual Harassment Situation

Thiel College takes sexual harassment complaints very seriously. Sexual harassment hurts our whole community when it occurs. In addition to violating the law as well as College policy, it violates our goal of developing a community where relationships are built on trust and mutual respect.

Any student believing he/she is being harassed, or otherwise feeling in need of advice or support, is encouraged to immediately see one of the following people:

- Vice President for Enrollment, Student Life, and Athletics/Dean of Students
- Director of Residence Life
- Campus Minister
- College Counselor
- Coordinator of Student Wellness Center/College Nurse
- Residence Life Staff
- Public Safety Staff

Students are encouraged to seek assistance even if they are unsure that what they are experiencing is sexual harassment. Do not allow sexual harassment to jeopardize your rights and opportunities as a student here at Thiel College for work or education. The College wants to work with students to attempt to resolve sexual harassment issues but cannot do so unless the appropriate personnel listed above receive reports.

Thiel College's Response to Sexual Harassment

The Vice President for Enrollment, Student Life, and Athletics/Dean of Students, Student Life Staff, or Student Conduct Board will issue Thiel College sanctions. Possible sanctions include, but are not limited to, those listed in the Disciplinary Sanctions section of the handbook.

SEXUAL ASSAULT POLICY

Thiel College is committed to providing a safe learning and working environment. In compliance with federal law, specifically the Jeanne Clery Act (Clery Act). Thiel College has adopted policies and procedures to prevent and respond to incidents of sexual assault, domestic violence, dating violence, and stalking. These guidelines apply to all members of the Thiel College community (students, faculty, and staff) as well as contractors and visitors.

The Thiel College community strictly prohibits acts of sexual assault, domestic violence, dating violence, and stalking. We take violations of these acts very seriously and anyone found in violation of them will be dealt with by the appropriate authorities. Disciplinary sanctions for these acts can vary from internal penalties (fines, community service, mandated counseling, suspension, and/or expulsion) to external penalties like prosecution. These will be looked at strictly on a case-to-case basis.

Thiel College is continually offering educational programs to our faculty, staff and students about sexual violent acts on campus. Through the AWARE and RAD programs, the Thiel College community is up to date on current trends and policies, and members are trained on how to deal with and report sexual crimes on campus. For more information about our policies and procedures for handling situations of sexual violence, dating violence, domestic violence, and stalking, please visit the Thiel College website.

The policy also provides for pro-active measures and a structure that will deal with the prevention of sexual assault through educational programming as well as a continuing institutional dialogue to assess services for victims.

DEFINITION OF TERMS

In dealing with these issues, it is often helpful to define terms. The formal definition of rape is adapted from the **Textbook of Emergency Physicians:**

Rape is the carnal knowledge, to a lesser or greater degree, of a victim without consent and by compulsion, through fear, force or fraud, singly or in combination. Thus, there are three elements of rape: (1) carnal knowledge, (2) non-consensual coitus, and (3) compulsion. Carnal knowledge can consist of anything from complete coitus to slight penile penetration of female genitalia irrespective of seminal emission. Non-consent must be an integral part of coitus unless the victim is a minor (under statutory age of consent), intoxicated, drugged, asleep, or mentally incompetent. Finally, there should be compulsion or fear of great harm, threats with real or alleged weapon, or use of threat of brute force. Any use of intimidation invalidates any consent on the victim's part.

In addition to rape, the spectrum of sexual assault for both men and women shall include but not be limited to the following unwanted acts: inappropriate disrobing and nudity; genital exposure; fondling of breasts or genitals; single or mutual masturbation; fellatio, cunnilingus and/or sodomy; and digital or object penetration of the anus and/or vagina.

Sexual Assault refers to any sexual act directed against another person, forcibly and/or against the person's will; or not forcibly or against the person's will where the survivor is incapable of giving consent, as well as incest or statutory rape.

Domestic Violence includes felony or misdemeanor crimes of violence committed by:

- A current or former spouse or intimate partner of the survivor;
- A person with whom the survivor shares a child in common;
- A person who is or was residing in the same household as the survivor; or
- Any person against someone who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence refers to violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the survivor.

Stalking occurs when an individual engages 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.

REPORTING AN INCIDENT:

Thiel College encourages any member of the Thiel community who has experienced sexual assault, domestic violence, dating violence, or stalking, or knows of another member of the community who has experienced sexual assault, domestic violence, dating violence, or stalking to report the incident to the College.

If a Thiel College student, faculty or staff member, visitor, or contractor has experienced a sexual assault, domestic violence, dating violence, or stalking, they should immediately report the incident to the Thiel College Police Department at ext. 2222 from an on-campus telephone, or 724-589-2222 from an off-campus telephone.

Individuals who are on campus can also make an in-person report with Thiel College Police. Thiel College Police will assist all members of the Thiel community by assessing the incident, advising the survivor on how he or she can seek legal protection, and making the survivor aware of medical, counseling, and other support services. If a reported incident did not occur on campus, Thiel College Police can assist the survivor in notifying the local police department with jurisdiction over the crime. **In case of an emergency or ongoing threat, a survivor should get to a safe location and call 911.** Calling 911 will put you in touch with local police.

Students who have experienced a sexual assault, domestic violence, dating violence, or stalking may also report an incident to the Director of Residence Life at 724-589-2011, or to the College's Title IX Coordinator, Jennifer Clark (724-589-2858 – office located on the 1st floor Roth Hall) or the Deputy Title IX Coordinator, Makaela Rust (724-589-2353 – office located in the Student Life suite, 1st floor Howard Miller Student Center).

Employees who have experienced a sexual assault, domestic violence, dating violence, or stalking may also report an incident to Jennifer Clark, Director of Human Resources, at 724-589-2858 (office located on the 1st floor of Roth Hall).

These offices will provide survivors of sexual assault, domestic violence, dating violence, and stalking with information about available support services and resources, and also assist any survivor in notifying law enforcement, including the local police, if the survivor elects to do so.

Survivors are not required to report to area law enforcement in order to receive assistance from or pursue any options within Thiel College. For more information, please visit the Thiel College website.

Reporting sexual assault, domestic violence, dating violence, and stalking to the police (including the Thiel College Police Department) does not commit the survivor to further legal action. However, the earlier an incident is reported, the easier it will be for the police to investigate, if the survivor decides to proceed with criminal charges.

PROCEDURES SURVIVORS SHOULD FOLLOW

If an incident of sexual assault, domestic assault, dating violence, or stalking occurs, it is important to preserve evidence so that successful criminal prosecution remains an option.

The survivor of a sexual assault should not wash, shower or bathe, douche, brush teeth, comb hair, or change clothes prior to a medical exam or treatment. If a survivor has removed the clothing he or she was wearing during the assault prior to seeking medical treatment, that clothing should be placed in a brown paper, not plastic, bag and brought to the hospital when treatment is sought. If the survivor is still wearing the clothes that he or she was wearing during an assault, he or she should bring a change of clothes with him or her to the hospital so that the clothes containing possible evidence can be preserved and examined for evidence of the crime.
Evidence of violence, such as bruising or other visible injuries, following an incident of sexual assault, or domestic or dating violence, should be documented by taking a photograph. Evidence of stalking, including any communications such as written notes, email, voice mail, or other electronic communications sent by the stalker, should be saved and not altered in any way.

WRITTEN NOTIFICATION OF RIGHT AND OPTIONS

Any student or employee, who reports an incident of sexual assault, domestic violence, dating violence, or stalking, whether the incident occurred on or off campus, shall receive a written explanation of their rights and options as provided for under this policy.

These rights and options include the right(s) of a survivor to:

A. Go to court, and file a domestic abuse complaint requesting an order restraining your attacker from abusing you, and/or an order directing your attacker to leave your household, building, school, college, or workplace;
B. Seek a criminal complaint for threats, assault and battery, or other related offenses;

C. Seek medical treatment (the police will arrange transportation for you to the nearest hospital or otherwise assist you in obtaining medical treatment if you wish);
D. Request the police remain at the scene until your safety is otherwise ensured;
E. Request that a police officer assist you by arranging transportation or by taking you to a safe place, such as a shelter or a family or friend's residence; and
F. Obtain a copy of the police incident report at no cost from the police department.

WARNING SIGNS OF RELATIONSHIP/DATING VIOLENCE OR ABUSE:

- Having angry outbursts
- Blames others for their problems
- Threatens to hurt you during arguments
- Gets extremely jealous for no reason
- Acting cruel towards animals or children
- Trying to control you by belittling you or your ideas

WHAT CAN YOU DO TO HELP PREVENT BEING A VICTIM TO A SEXUAL CRIME:

- Date people you know and trust
- Be extra careful about meeting people on-line
- Tell your parents or a friend when you are going out on a date, where and when
- Know your limits and express them
- Avoid drugs and alcohol
- Go out, don’t hang out

IMMEDIATE MEDICAL ATTENTION:

Victims will be encouraged to seek immediate medical attention at UPMC Horizon-Greenville or Sharon Regional Medical Center. Because of the extent of physical specimens required legally in cases of sexual assault, a complete and timely examination is necessary. If desired, Public Safety will provide transportation to UPMC Horizon-Greenville.

If the victim requests immediate attention he/she will be referred to AWARE Rape Crisis Center hotline at 888-981-1457, UPMC Horizon-Greenville 724-588-2100, or Sharon Regional Medical Center 724-983-3911. Individual counseling most likely will be offered for the victim and/or alleged perpetrator.

ASSESSMENT/PREVENTION:

As needed, the Director of Residence Life will convene a meeting of appropriate personnel to discuss sexual assaults and related campus violence incidents. The group, chaired by the Director of Residence Life, should consist of the College Counselors, the Campus Minister, the Director of Public Safety, the Director of Residence Life, and the Director of the Wellness Center. The goals of this group are:

- To evaluate procedures regarding cases of sexual assault and to ensure that a victim's needs are being met through proper institutional responses and delivery of services. This evaluation may result in developing additional policies, services, and/or strategies related to sexual assault and other incidents of campus violence.

- To gather information on the frequency and nature of sexual assault cases/incidents on campus. The goal of gathering this information is to accurately assess the campus environment and to aid in the development of prevention efforts. Examples of specific information include date, time and location of assault, involvement of alcohol/drugs, whether the victim/alleged perpetrator are students, whether other forms of physical abuse were used, whether the victim's safety was in jeopardy, and whether the victim received prompt medical attention. It should be noted that information generated in this fashion would be for internal committee use only.

- To develop and coordinate campus-wide educational programs aimed at the prevention of sexual assaults. Part of this plan may involve a session in the New Student Orientation Program and first year experience. Ongoing programs are encouraged and available to students throughout the year by the Public Safety Office, Health Services Office, Student Activities Office, Residence Life Office and the VP for Student Life and Athletics Office.

The Office of Student Life will always be notified in alleged cases of Sexual Assault. Further, the Office of Student Life will assist with arrangements for alternate housing if the victim feels his/her safety is in jeopardy. The Vice President for Enrollment, Student Life, and Athletics/Dean of Students or his/her designee will be the College representative in discussions with parents and/or significant others when the victim so requests, and in all cases in which a minor (person under 18 years of age) is involved.

The victim will be made aware of the counseling options at Thiel College and encouraged to seek counseling, if necessary.

Statement of Mission

Thiel College empowers individuals to reach their full potential by creating a diverse and inclusive learning environment that ensures educational excellence, stimulates global awareness, and promotes ethical leadership. In doing so, Thiel College prepares students for careers and lives of meaning and purpose.

TITLE 71 PENNSYLVANIA STATUTES

STATE GOVERNMENT: THE ADMINISTRATIVE CODE OF 1929
Subsection 646.1 (Adm. Code Subsection 24.16.1) Campus Police Powers and Duties

A. Campus police shall have the power and their duty shall be:
   (1) to enforce good order on the grounds and in the buildings of the college or university;
   (2) to protect the grounds and buildings of the college or university;
   (3) to exclude all disorderly persons from the grounds and buildings of the college or university;
   (4) to adopt whatever means may be necessary for the performance of their duties;
   (5) to exercise the same powers as are now or may hereafter be exercised under authority of law or ordinance by the police of the municipalities wherein the college or university is located, including, but not limited to, those powers conferred pursuant to 42 Pa.C.S. Ch. 89 Subch. D (relating to municipal police jurisdiction);
   (6) to prevent crime, investigate criminal acts, apprehend, arrest and charge criminal offenders and issue summary citations for acts committed on the grounds and in the buildings of the college or university and carry the offender before the proper alderman, justice of the peace, magistrate or bail commissioner and prefer charges against him under the laws of this Commonwealth. Except when acting pursuant to 42 Pa.C.S. Ch. 89 Subch. D, campus police shall exercise these powers and perform these duties only on the grounds or within 500 yards of the grounds of the college or university. For the purposes of applying the provisions of 42 Pa.C.S. Ch. 89 Subch. D, the grounds and within 500 yards of the grounds of the college or university shall constitute the primary jurisdiction of the campus police;
   (7) to order off the grounds and out of the buildings of the college or university all vagrants, loafers, trespassers and persons under the influence of liquor and, if necessary, remove them by force and, in case of resistance, carry such offenders before an alderman, justice of the peace, bail commissioner or magistrate; and
   (8) to arrest any person who damages, mutilates or destroys the trees, plants, shrubbery, turf, grass plots, benches, buildings and structures or commits any other offense on the grounds and in the buildings of the college or university

and carry the offender before the proper alderman, justice of the peace, bail commissioner or magistrate and prefer charges against him under the laws of this Commonwealth.

B. Campus police and municipalities are authorized to enter into an agreement with the municipality wherein the college or university is located to exercise concurrently those powers and to perform those duties conferred pursuant to a cooperative police service agreement in accordance with 42 Pa.C.S. § 8953 (relating to statewide municipal police jurisdiction). When so acting, the campus police of the college or university shall have the same powers, immunities and benefits granted to police officers in 42 Pa.C.S. Ch. 89 Subch. D.

C. When acting within the scope of the authority of this section, campus police are at all times employees of the college or university and shall be entitled to all of the rights and benefits accruing therefrom.

D. As used in this section:
"Campus police" means all law enforcement personnel employed by a State-aided or State-related college or university who have successfully completed a campus police course of training approved under 53 Pa.C.S. Ch. 21 Subch. D (relating to municipal police education and training).

"College" or "university" means all State-aided or State-related colleges and universities.

"Grounds" means all lands and buildings owned, controlled, leased or managed by a college or university.

Hate Crimes

Hate crimes are reported in narrative form and are separated by category of prejudice. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense that was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim's race, sexual orientation, gender, religion, ethnicity, national origin, gender identity, or disability, the assault is then also classified as a hate crime. For Clery Act Purposes, Hate Crimes include any of the following offenses that are motivated by the offender's bias: Murder and Non-negligent Manslaughter, Sexual Offenses (rape, fondling, incest and statutory rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property.

Violence Against Women Act (VAWA)

Thiel College does not discriminate on the basis of race, color, gender (including gender expression and gender identity), sexual orientation, religious belief, national origin, ethnicity, veteran status, age or disability as those terms are defined under applicable law. This policy of nondiscrimination applies in connection with admission to and participation in all programs and activities sponsored by Thiel College and to all employment practices of Thiel College. Inquiries concerning compliance with this policy should be addressed to: ATTN: Jennifer Clark, Human Resources, 75 College Avenue, Greenville, PA 16125; or by calling **724-589-2858**.

For a complete copy of Thiel College's policy governing sexual misconduct, visit www.thiel.edu.

Sexual Misconduct Policy for Thiel College ("College")

INTRODUCTION

This Policy sets forth Thiel College's obligations under the 2020 Title IX Regulations and incorporates the definitions and procedural requirements from the 2013 Clery Amendments pertaining to sexual assault, dating violence, domestic violence, and stalking. Pursuant to this Policy, Thiel College will:

- Respond to all reports of sexual discrimination and/or retaliation.
- It will take necessary measures to end conduct that is in violation of this Policy, prevent its recurrence, and remedy its effect on individuals and the community.
- Within any process related to this Policy, Thiel College provides reasonable accommodations to persons with disabilities and reasonable religious accommodations, consistent with state and federal law.

Situations involving other conduct that may be in violation of other Thiel College student or employee conduct policies should be reported to Student Life Office for matters involving students, or the Human Resources Office for matters involving faculty or staff. Situations involving other conduct relating to nonaffiliates should be reported to Human Resources or Public Safety.

Any concerns related to conduct prohibited by this Policy should be reported to Thiel College's Title IX Coordinator:

Name: Jennifer Clark, Director of Human Resources and Lead Title IX Coordinator
Physical Address: 1st Floor Roth Hall, 75 College Avenue, Greenville, PA 16125
Email Address: jclark@thiel.edu
Telephone No.: 724-589-2858

A. Statement of Nondiscrimination

As set forth in this Policy, Thiel College prohibits discrimination on the basis of sex in its programs and activities. As defined by Title IX, discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

Thiel College does not discriminate in its admissions practices, except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of sex. Thiel College also prohibits retaliation against any person opposing sex discrimination or participating in any sex discrimination investigation or complaint process, whether internal or external to Thiel College. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by this Policy.

When brought to the attention of Thiel College, conduct prohibited by this Policy will be addressed by Thiel College according to the procedures set forth in this Policy. Discrimination on the basis of any other protected category will be addressed in accordance with the College's full non-discrimination policy.

I. SCOPE AND JURISDICTION OF THIS POLICY

This policy applies to all students, faculty, and staff who experience Prohibited Sexual Harassment (as defined in this policy) in Thiel College's education programs or activities. This policy also applies to participants in Thiel College's program and activities (such as summer programs or alumni who are attempting to participate in alumni activities). This includes locations, events, or circumstances over which Thiel College exercises substantial control and the context in which the Prohibited Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College. Thiel College has other policies and procedures that may be applicable if the conduct does not meet the definition of Prohibited Sexual Harassment under this policy or otherwise falls within the scope of this policy.

Any individual covered by this Policy is expected to provide truthful information in any report, meeting, or proceeding under this Policy.

Unless otherwise specified in this Policy, any individual who is accused of engaging in conduct prohibited by this Policy who is not a student, faculty member, or staff member is generally considered a third party. Thiel College's ability to take corrective action against a third party may be limited and will depend on the nature of the third party's relationship, if any, with Thiel College. When appropriate, the Title IX Coordinator will refer such allegations against a third party to the appropriate office.

The status of a party may impact which resources and remedies are available to them under this Policy.

If there is a conflict between the provisions of this Policy and other Thiel College policies, procedures, rules, regulations, or terms or conditions of employment, the provisions of this Policy will govern unless otherwise stated.

II. PROHIBITED SEXUAL HARASSMENT

In accordance with its obligations under the Title IX Regulations of 2020, Thiel College prohibits sexual harassment, which is conduct based on sex, including gender identity, gender expression, or sexual orientation,[1] that satisfies one or more of the following definitions (collectively referred to as "Prohibited Sexual Harassment"):

A. Quid Pro Quo Harassment:

Quid pro quo harassment occurs when an employee, agent, or other person authorized by Thiel College to provide an aid, benefit, or service under Thiel College's education program or activity, explicitly or impliedly conditions the provision of such aid, benefit, or service on a person's participation in unwelcome sexual conduct.

B. Hostile Environment Harassment

Hostile Environment – An environment where the conduct of one or more individuals is sufficiently serious that it denies or limits a student's, faculty member's, or staff member's ability to participate in or benefit from the College's program based on sex. In determining whether a hostile environment exists, the College shall consider all relevant circumstances, including the following factors:

1) the degree to which the conduct affected the College's educational programs,
2) the type, frequency, and duration of the conduct,
3) the age and sex of the alleged harasser and the subject or subjects of the harassment,
4) the location of the incidents and the context in which they occurred,
5) other incidents at the College, and
6) incidents of gender-based, but nonsexual harassment.

C. Sexual Assault

Sexual assault is defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Sexual assault includes:

1) **Sex Offenses**—Any sexual act directed against another person, without the affirmative consent of the victim including instances where the victim is incapable of giving affirmative consent. Sexual Act is defined as conduct between persons consisting of:

   a. Contact between the penis and the vulva, or between penises and vulvas;

   b. Contact between the penis and the anus;

   c. Contact between the mouth and the penis;

   d. Contact between the mouth and the vulva;

   e. Contact between the mouth and anus;

   f. Contact between anuses; or,

   g. Contact involving any of the above or the buttocks or breasts

2) **Non-Consensual Penetration** – Actual or attempted 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 affirmative consent of the victim. This includes penetration forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving affirmative consent because of their temporary or permanent mental or physical incapacity.

3) **Fondling**—The non-consensual touching of the private body parts of another person for the purpose of sexual gratification, without affirmative consent, whether forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving affirmative consent because of their youth or because of their temporary or permanent mental or physical incapacity. Private body parts include all of the body parts specified above, including genitals, groin area, breasts and buttocks.

4) **Other Lawfully Prohibited Sexual Intercourse -**

   This category includes conduct constituting sexual assault that does not meet the definition of Non-Consensual Penetration or Fondling:

   - Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law, regardless of affirmative consent.

- Nonforcible sexual intercourse with a person who is under the statutory age of consent, regardless of affirmative consent.

5) **Dating Violence**

This includes 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:

    1. The length of the relationship;
    2. The type of relationship; and
    3. The frequency of interaction between the persons involved in the relationship.

Emotional and psychological abuse do not constitute violence for the purposes of this definition.

6) **Domestic Violence**

This includes felony or misdemeanor crimes of violence committed by a person who:

a. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of Thiel College, or a person similarly situated to a spouse of the victim;

b. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;

c. Shares a child in common with the victim; or

d. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of Pennsylvania.

Emotional and psychological abuse do not constitute violence for the purposes of this definition.

7) **Stalking**

Engaging in a course of conduct, on the basis of sex, directed at a specific person that would cause a reasonable person to— (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

8) **Sexual Exploitation**

Sexual exploitation means a person taking sexual advantage of another person for the benefit of anyone other than that person without that person's consent, including, but not limited to, any of the following acts:

a. The prostituting of another person;

b. The trafficking of another person, defined as the inducement of a person to perform a commercial sex act, or labor or services, through force, fraud, or coercion;

c. The recording of images, including video or photograph, or audio of another person's sexual activity or intimate parts, without that person's consent;

d. The distribution of images, including video or photograph, or audio of another person's sexual activity or intimate parts, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure.

e. The viewing of another person's sexual activity or intimate parts, in a place where that other person would have a reasonable expectation of privacy, without that person's consent, for the purpose of arousing or gratifying sexual desire.

III. DEFINITIONS

A. Affirmative Consent

Affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in the sexual activity. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time.

- Lack of protest or resistance does not mean consent.
- Silence does not mean consent.

- The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

It shall not be a valid excuse that the Respondent believed that the Complainant affirmatively consented to the sexual activity if the Respondent knew or reasonably should have known that the Complainant was unable to consent to the sexual activity under any of the following circumstances:

- The Complainant was asleep or unconscious.
- The Complainant was incapacitated due to the influence of drugs, alcohol, or medication, so that the Complainant could not understand the fact, nature, or extent of the sexual activity.
- The Complainant was unable to communicate due to a mental or physical condition.

In addition, it shall not be a valid excuse to alleged lack of affirmative consent that the Respondent believed that the Complainant consented to the sexual activity under either of the following circumstances:

- The Respondent's belief in affirmative consent arose from the intoxication or recklessness of the Respondent.
- The Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the Complainant affirmatively consented.

B. Complainant

Complainant is any individual, including a student or employee (including applicants for employment, student-employees, unpaid interns, volunteers, contractors), or participant in an education program or activity who has reported being, or is alleged to be, impacted by Prohibited Sexual Harassment as defined by this Policy, and who was employed, or participating or attempting to participate in a program or activity offered by Thiel College at the time of the alleged Prohibited Sexual Harassment.

C. Formal complaint

Formal Complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging Prohibited Sexual Harassment against a Respondent and requesting that Thiel College investigate the allegation of Prohibited Sexual Harassment. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the education program or activity of Thiel College with which the Formal Complaint is filed.

D. Grievance Process

Grievance Process means the fact-finding process from the time of the filing of the Formal Complaint through the final determination of an appeal (if any).

E. Respondent

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute Prohibited Sexual Harassment under this policy.

F. Supportive Measures

Supportive Measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to Thiel College's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or Thiel College's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. Supportive measures may also include written notification about available services both within the institution and the community and options for available assistance as required by the Clery Act. Supportive measures are not disciplinary measures.

IV. REPORTING PROHIBITED SEXUAL HARASSMENT

A. Notice of Allegations.

Thiel College has notice of Prohibited Sexual Harassment or allegations of Prohibited Sexual Harassment under this policy when such conduct is reported to the Title IX Coordinator or any official of Thiel College who has authority to institute corrective measures on behalf of Thiel College. However, all employees are encouraged/required to report Prohibited Sexual Harassment, as defined and prohibited by this policy, to the Title IX Coordinator, consistent with the requests of the Complainant.

B. Response to a Report.

With or without a Formal Complaint, upon a report of Prohibited Sexual Harassment, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint.

C. Informational Materials.

Upon receipt of a report of sexual assault, dating violence, domestic violence, or stalking, Thiel College shall provide informational materials via electronic or physical format that contain procedures to follow if a sex offense, domestic violence, dating violence, sexual assault, or stalking has occurred, including information in writing about—

1. The importance of preserving evidence as may be necessary to the proof of criminal domestic violence, dating violence, sexual assault, or stalking, or in obtaining a protection order and the identification and location of witnesses;
2. How and to whom the alleged offense should be reported;
3. Options regarding law enforcement and campus authorities, including notification of the option to:

    a. notify proper law enforcement authorities, including on-campus and local police;
    b. be assisted by campus authorities in voluntarily notifying law enforcement authorities; and
    c. decline to notify such authorities;
4. Where applicable, their rights and the institution's responsibilities regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court;
5. Information about appropriate and available services both at the institution and in the community including information about the availability of, and contact information for, on- and off-campus resources and services, and coordination with law enforcement, as appropriate; and
6. Options for, available reasonably available assistance and accommodations and how to request them; and
7. Information about the participation of victim advocates and other supporting people. Thiel College's Clery/VAWA mandated information packet for victims of sexual assault, dating violence, domestic violence and stalking is located here or available from the Title IX Coordinator.

D. Implementation of Supportive Measures.

Thiel College shall treat parties equitably by offering Supportive Measures to the Complainant, and by following a grievance process that complies with this policy before the imposition of any disciplinary sanctions or other actions that are not Supportive Measures as against the Respondent. Thiel College will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of Thiel College to provide the Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures. The Title IX Coordinator should record and retain records regarding requests and provision of Supportive Measure in accordance with the requirements set out at XIV. Record Keeping, below.

E. Emergency removal.

Nothing in this part precludes Thiel College from removing a Respondent from Thiel College's education program or activity on an emergency basis, provided that Thiel College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Prohibited Sexual Harassment justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

F. Administrative Leave.

Thiel College reserves the right to place a non-student employee Respondent on administrative leave during the pendency of a grievance process.

G. Amnesty for Student Code of Conduct Violations.

Sometimes, individuals are reluctant to come forward to report perceived violations of this policy out of fear that they may be charged with violations of other policies. To ensure that all perceived violations of this policy are reported so that those affected can receive the support and resources needed Thiel College may choose not to charge students who report violations of this policy with violations of other policies.

V. PROCEDURES FOR RESOLVING COMPLAINTS OF PROHIBITED SEXUAL HARASSMENT

A. Informal Resolution

Consistent with the requirements of this section, at any time prior to reaching a determination regarding responsibility Thiel College may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that Thiel College:

1. Provides to the parties a written notice disclosing:
    a. The allegations,
    b. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint, and
    c. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
2. Obtains the parties' voluntary, written consent to the informal resolution process; and
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee engaged in Prohibited Sexual Harassment against a student.

4. Completes the informal resolution process within 60 days of receiving the Formal Complaint, unless unusual or complex circumstances exist.

Thiel College does not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of Formal Complaints of Prohibited Sexual Harassment under this policy. Thiel College shall not require the parties to participate in an informal resolution process and will not offer an informal resolution process unless a Formal Complaint is filed.

B. Formal Complaint and the Grievance Process

1. Filing a Formal Complaint.

A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information listed for the Title IX Coordinator above. (Add any additional method designated by Thiel College.) A ‘‘document filed by a Complainant’’ means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by Thiel College) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party. A Formal Complaint shall trigger an investigation except as specified below. The Formal Complaint should include the date(s) of the alleged incident(s), the name of the Respondent, and should describe the circumstances of the incident(s), where known.

2. Dismissal of a Formal Complaint.

Thiel College shall investigate the allegations in a Formal Complaint, except as follows:

3. Mandatory Dismissal.

Thiel College shall dismiss the Formal Complaint if the conduct alleged in the Formal Complaint

a. would not constitute sex Prohibited Sexual Harassment as defined by this policy, even if proved,
b. did not occur in Thiel College’s education program or activity,
c. or did not occur against a person in the United States.
d. This dismissal does not preclude action under another policy or procedure of Thiel College.

4. **Discretionary Dismissal**.

Thiel College may dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or hearing:

a. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
b. The Respondent is no longer enrolled in or employed by Thiel College; or
c. Specific circumstances prevent Thiel College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.
d. Occurred prior to August 14, 2020, in which case, Thiel College's relevant Title IX policy and procedures shall be used.

Thiel College may dismiss a Formal Complaint at any time in the process if it becomes known that one of the foregoing reasons for dismissal applies.

Upon a dismissal required or permitted under this section, Thiel College will promptly send written notice of the dismissal and reason(s) there of simultaneously to the parties. Thiel College may also refer the matter to the appropriate department for resolution.

5. **Consolidation of Formal Complaints**.

Thiel College may consolidate Formal Complaints as to allegations of Prohibited Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Prohibited Sexual Harassment arise out of the same facts or circumstances. Where a grievance process involves more than one Complainant or more than one Respondent, references in this section to the singular ''party,'' ''Complainant,'' or ''Respondent'' include the plural, as applicable.

6. **Notice of Charges**

a. **Initial Notice of Charges.** Upon receipt of a Formal Complaint, prior to commencing the investigation, Thiel College shall provide the following written notice to the parties who are known. This notice shall include:
   i. This policy (as a link or attachment).
   ii. Notice of the allegations potentially constituting Prohibited Sexual Harassment as defined in this policy, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Prohibited Sexual Harassment under this policy, and the date and location of the alleged incident, if known.
   iii. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.

iv. Notification to the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney.
v. Notification to the parties that they may inspect and review evidence, as set forth in this policy.
vi. Any provision in Thiel College's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.
vii. Describes the standard of evidence that will be used.
viii. Lists all possible sanctions the institution may impose.

b. **Amended Notice of Charges.** If, in the course of an investigation, Thiel College decides to investigate allegations about the Complainant or Respondent that are not included in the initial notice of charge, Thiel College must provide notice of the additional allegations to the parties whose identities are known.

7. **Principles for the Grievance Process**

Under this grievance process, Thiel College shall:

a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on Thiel College and not on the parties, provided that Thiel College cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless Thiel College obtains that party's voluntary, written consent to do so for a grievance process under this section (if a party is not an ''eligible student,'' as defined in 34 CFR 99.3, then Thiel College must obtain the voluntary, written consent of a ''parent,'' as defined in 34 CFR 99.3).

b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

c. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

d. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be a friend, family member, Thiel employee, attorney, etc. and not limit the choice or presence of advisor for either the Complainant or Respondent in any meeting or grievance proceeding; however, Thiel College may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. For the purposes of this policy, the role of the advisor is limited to the following: the advisor may attend

any interview or meeting connected with the grievance process, but may not actively participate in interviews nor provide testimony or argument on behalf of the party. The advisor may attend the live hearing and may conduct cross-examination of the other party and any witness at the hearing; otherwise, the advisor may not actively participate in the hearing.

e. Allow each party to be accompanied by a support person if they do not wish to have an advisor. Each party may be accompanied by only one other person unless there is good cause, such as a disability-related accommodation or union representative.

f. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

g. Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence— and provide that credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.

h. Require that any individual designated as a Title IX Coordinator, investigator, decisionmaker, or any person to facilitate an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual Complainant or Respondent. Thiel College may use internal personnel or external parties in the informal resolution process or the grievance process, provided that they meet this requirement.

i. Include a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

j. Use the following standard of evidence to determine responsibility for allegations in a Formal Complaint of sexual harassment: preponderance of evidence. The standard of evidence shall be the same for Formal Complaints against students as for Formal Complaints against faculty and staff.

k. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

8. **Extensions of the Grievance Process**

The Title IX Coordinator may grant or deny requests from either party to temporarily delay the grievance process or may issue the limited extension of time frames for

good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action.

Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

9. **Investigation of Formal Complaints**

If not serving as the Investigator, the Title IX Coordinator will appoint an Investigator, who may be an employee or official of Thiel College or may be an external investigator with appropriate experience or expertise. The parties will be provided with notice of the identity of the appointed Investigator, and will be informed that any objections to the service of the appointed Investigator on grounds of conflict of interest or a lack of impartiality should be submitted in writing to the Title IX Coordinator within three days of notice of the appointment. The Title IX Coordinator will decide promptly whether the appointed Investigator will or will not continue to conduct the investigation. Any materials collected or notes prepared by the Investigator during the objection period will be turned over to any replacement Investigator. The replacement Investigator will decide whether to use such materials or not.

When investigating a Formal Complaint Thiel College shall, within 30 days of receiving the Formal Complaint, unless unusual or complex circumstances exist:

a. Engage in fact-gathering of all relevant facts. Credibility resolutions and fact-finding shall be conducted in the live hearing phase of the grievance process.

b. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which Thiel College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

c. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report.

d. Make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and

e. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, the Title IX Coordinator shall send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Upon finalization of the investigative report, the Title IX Coordinator shall provide it to the decision maker(s).

C. Live Hearings Under the Grievance Process

1. **Requirement of a Live Hearing for Fact-Finding and Determining Responsibility**.

a. Following the investigation, within 30 days of sending the final investigative report to the parties, unless unusual or complex circumstances exist, Thiel College shall conduct a live hearing in front of the decision-maker(s), which may be an individual or a Review Panel, for the purposes of determining responsibility for allegations of sexual harassment in the Formal Complaint. The decision-maker(s) cannot be the same person(s) as the Title IX Coordinator or the investigator(s). A decision-maker may include internal employees or external third-parties contracted by Thiel College. All decision-makers will receive annual training as specified by this policy. The parties each may challenge the participation of the decision-maker for conflict of interest or other good cause. The Title IX Coordinator will make the final decision whether to select an alternate upon a challenge from a party.

b. The live hearing will be closed. The only individuals permitted to participate in the hearing are as follows: the Complainant and Respondent, the decision-maker(s), the advisor for each party, any witnesses (only while being questioned), and any individual providing authorized accommodations or assistive services.

c. If a party does not have an advisor present at the live hearing, Thiel College shall provide without fee or charge to that party, an advisor of Thiel College's choice, who may be but is not required to be, an attorney, to conduct cross-examination on behalf of that party. Thiel College is obligated to ensure each party has an advisor, either of the party's or Thiel College's choice regardless of whether or not the party is present at the hearing. To ensure timely proceedings, a party shall alert the Title IX Coordinator as soon as practicable if the party will need an advisor. If a party's selected advisor is unavailable for a hearing date, the live hearing date may be postponed for good cause.

d. Live hearings may be conducted with all parties physically present in the same geographic location or, at Thiel Colleges discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

e. At the request of either party, Thiel College shall provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions.

f. Thiel College shall create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review. Any other recording is prohibited, and violations may result in discipline.

g. The Decision Maker will notify both parties to go over the process and administration of the live hearing. The Decision Maker will set the deadlines for submitting and exchanging names of witnesses, evidence, and pre-hearing questions. (The parties will also be permitted to submit questions to the Decision Maker during the live hearing.) Participation is required to facilitate the efficient and fair administration of the live hearing process.

2. **Questioning at the Live Hearing**

a. At the live hearing, the decision-maker(s) must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.

b. Only relevant cross-examinations and other questions may be asked of a party or witness. Questions must be submitted to the Decision Maker before asking so that the Decision Maker can determine relevancy. The Decision Maker can deny a question if it is deemed not relevant.

c. Decision makers also have the right to question a party or witness.

d. Cross examinations at the live hearing must be conducted directly, orally, and in real-time by the party's advisor of choice and never by a party personally, notwithstanding Thiel College's ability to otherwise restrict the extent to which advisors may participate in the proceedings.

e. Before the Complainant, Respondent, or witness answers a cross-examination or other question, the decision maker must first determine whether the question is relevant. The decision maker must explain to the party by proposing the questions any decision to exclude a question as not relevant.

f. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern

specific incidents of the complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

3. **Use of Witness Statements**

The decision maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions.

4. **Written Determination of the Decision Maker**

a. The decision maker(s) shall issue a written determination regarding responsibility. To reach this determination, the decision maker must apply the standard of evidence required by this policy. The written determination must include:

i. Identification of the allegations potentially constituting sexual harassment as defined by this policy;

ii. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

iii. Findings of fact supporting the determination;

iv. Conclusions regarding the application of Thiel College's policy to the facts;

v. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and whether remedies designed to restore or preserve equal access to Thiel College's education program or activity will be provided to the complainant; and

b. The procedures and permissible bases for the Complainant and Respondent to appeal, as set forth in this policy.

i. Thiel College shall provide the written determination to the parties simultaneously.

ii. The determination regarding responsibility becomes final either on the date that Thiel College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an

appeal is not filed, the date on which an appeal would no longer be considered timely.

VI. APPEALS

A. Grounds

Within 10 days of receiving the written determination, either party may appeal from a determination regarding responsibility, and from Thiel College's dismissal of a Formal Complaint or any allegations therein, on the following grounds:

Ground 1: Procedural irregularity that affected the outcome of the matter;

Ground 2: New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

Ground 3: The Title IX Coordinator, investigator(s), or decision maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

Appeals must be sent to the Title IX Coordinator in writing.

B. Response to Appeals

As to all appeals, the Title IX Coordinator (or designee) shall:

1. Notify the other party in writing immediately when an appeal is filed and implement appeal procedures equally for both parties;

2. Ensure that the decision-maker(s) for the appeal is not the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

3. Ensure that the decision-maker(s) for the appeal complies with the standards set forth in this policy;

    a. Give the non-appealing party an opportunity to submit a written statement in response to the appeal within 10 days of receiving the appeal, which shall be transmitted within 2 business days to the Appeal decision-maker(s).

C. Decision on Appeal

Within 20 days of receiving the appeal and the response, the Appeal decision-maker(s) shall issue a written decision describing the result of the appeal and the rationale for the result; and provide the written decision simultaneously to both parties. The Appeal decision-maker(s) may deny the appeal or, if the appeal ground(s) has or have been

met, may return the case to the initial decision-maker(s) for reconsideration, or convene a new hearing. If a case is returned to the initial decision-maker(s), the Appeal decision-maker(s) shall identify which aspects merit further review.

VII. REMEDIES AND SANCTIONS

Remedies must be designed to restore or preserve equal access to Thiel College's education program or activity.

Sanctions: One or more of the sanctions or disciplinary steps listed here may be imposed on a Respondent who is found responsible for a violation of Thiel College's policies. Sanctions or disciplinary steps not listed here may be imposed in consultation with the Title IX Coordinator.

The form of sanction or discipline used will depend on the nature of the offense, as well as any prior disciplinary history. Such discipline or sanction will be imposed pursuant to and in accordance with any and all applicable Thiel College rules, policies and procedures. Factors considered when determining a sanction/responsive action may include:

A. The nature, severity of, and circumstances surrounding the violation;
B. An individual's disciplinary history;
C. Previous Resolutions or allegations involving similar conduct;
D. The need for sanctions/responsive actions to bring an end to the sex discrimination or retaliation;
E. The need for sanctions/responsive actions to prevent the future recurrence of sex discrimination or retaliation;
F. The need to remedy the effects of the sex discrimination or retaliation on the victim and the campus community.

Student sanctions imposed are implemented when the decision is final (after an appeal, or, if there was no appeal, after the appeals period expires).

Faculty found responsible for violating this Policy may be referred to the appropriate academic official for any other applicable processes.

Possible sanctions and disciplinary steps for student Respondents include, but are not limited to the following:

1. Disciplinary Warning
2. Disciplinary Probation
3. Disciplinary Suspension
4. Disciplinary Dismissal
5. Disciplinary Expulsion

Possible sanctions and disciplinary steps for staff and faculty Respondents include, but are not limited to:

1. Suspension
2. Termination

Remedies may include but are not limited to:

- Counseling;
- Extensions of deadlines or other course-related adjustments, in coordination with the relevant Faculty member;
- Modifications of work or class schedules, in coordination with the relevant Faculty member and/or supervisor;
- Campus escort services;
- Restrictions on contact and communication applied to one or more parties, including no contact directives (which may be mutual or unilateral, and at the discretion of Thiel College's Title IX Coordinator as set forth below);
- Changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative;
- Training and education programs related to Prohibited Sexual Harassment; • Leaves of absence;
- Increased security and monitoring of certain areas of campus; and,
- Other similar measures based on the specific facts of each case

The Title IX Coordinator is responsible for effective implementation of any remedies.

VIII. RETALIATION PROHIBITED

No student, faculty or staff member may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right established by this policy or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or

a report or Formal Complaint of Prohibited Sexual Harassment, for the purpose of interfering with any right under this Policy constitutes retaliation.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.

Complaints alleging retaliation may be filed according to the grievance procedures for sex discrimination available at [ADD CROSS REFERENCE(S)]. The complaints may be processed under this policy at the discretion of the Title IX Coordinator.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy does not constitute retaliation prohibited under of this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

IX. CONFIDENTIALITY

Consistent with the requirements of this policy, Thiel College shall keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of Prohibited Sexual Harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. This means that Thiel College will protect the party's privacy consistent with this Policy but may disclose information to those who have a legitimate need to know to process complaints under this policy.

Confidentiality is not absolute. Such as, where criminal conduct has occurred, or where the health and/or safety of others in the community may be in danger, it may be necessary for Thiel College to take appropriate steps to protect the safety of its students and employees, including the person who has reported the misconduct.

Counselors and medical providers working at or on behalf of Thiel College are Confidential Resources. In most cases, Confidential Resources at Thiel College will not share the substance of any such communications or that such communications occurred without consent. Individuals who wish to talk about issues related to sexual harassment or sexual misconduct confidentially, with the understanding that Thiel College will not take any action based on such confidential communications, are encouraged to contact one of these Confidential Resources.

Confidential resources may, however, have an obligation to disclose otherwise privileged information where they perceive an immediate and/or serious threat to a person and/or property. This is a limited exception to the privileged nature of communications with Confidential Resources. Reports or records maintained by Thiel College (including

Counseling Service records), and other confidential, non-privileged records may, however, be subject to a subpoena if civil or criminal charges are filed in court.

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Confidential Resources will not report Clery crimes they learn about through confidential communications for purposes of Thiel College's compilation of campus crime statistics.[2] In addition, when appropriate and legally permissible, Thiel College shall conduct record-keeping on reports of dating violence, domestic violence, stalking and sexual assault, such as that collected for legally Counseling:

• Extensions of deadlines or other course-related adjustments, in coordination with the relevant Faculty member;

• Modifications of work or class schedules, in coordination with the relevant Faculty member and/or supervisor;

• Campus escort services;

• Restrictions on contact and communication applied to one or more parties, including no contact directives (which may be mutual or unilateral, and at the discretion of Thiel College's Title IX Coordinator as set forth below);

• Changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative;

• Training and education programs related to Prohibited Sexual Harassment;

• Leaves of absence;

• Increased security and monitoring of certain areas of campus; and

• Other similar measures based on the specific facts of each case

The Title IX Coordinator is responsible for effective implementation of any remedies.

VII. RESOURCES

On-Campus Counseling Services	Name: Thiel College Counseling Center Physical Address: Lower Level of the Howard Miller Student Center (HMSC) Email Address: mbroadwater@thiel.edu Telephone No.: 724-589-2754
Off-Campus Counseling Services	Name: Community Counseling

[2] Crimes reported to a pastoral or professional counselor are not required to be reported by an institution under the Clery Act; however, institutions are strongly encouraged to establish voluntary, confidential reporting processes so that incidents of crime that are reported exclusively to professional and pastoral counselors will be included in the annual crime statistics. 34 C.F.R. §668.46(b)(2)(iii).

	Physical Address: Center77 N. Main St. Greenville, PA 16125 Telephone No.: 724-588-6490
On-Campus Healthcare Services	Name: Thiel College Student Health Center Physical Address: Lower Level of the Howard Miller Student Center (HMSC) Email Address: health_services@thiel.edu Telephone No.: 724-589-2356
Off-Campus Healthcare Services	Name: UPMC Greenville Medical Center Physical Address: 90 Shenango St., Greenville, PA 16125 Telephone No.: 724-588-4478 Name: Primary Health Network Greenville PA Physical Address: 348 Main Street, Greenville, PA 16125 Telephone No.: 724-588-5250
On-Campus Mental Health Services	Name: Thiel College Counseling Center Physical Address: Lower Level of the Howard Miller Student Center (HMSC) Email Address: mbroadwater@thiel.edu Telephone No.: 724-589-2754
Off-Campus Mental Health Services	Name: Community Counseling Center Physical Address: 77 N. Main St. Greenville, PA 16125 Telephone No.: 724-588-6490
On-Campus Ministry Office	Pastoral care and counseling is available to students through our Campus Pastor. This service is open to members of the community from all faiths and backgrounds. *Phone:* 724-589-2130 *Hours of Operation:* Tuesday – Friday 8:00am – 5:00pm and the Pastor can be reached through Campus Police or Residence Life Departments should a crisis situation occur in off hours. *Location:* 1st floor of the Howard Miller Student Center or at the David Johnson Memorial Chapel located on College Avenue http://www.thiel.edu/campus_life/spiritual-life
Victim Advocacy Services	Name: AWARE of Mercer County Physical Address: 109 S. Sharpsville Ave., Suite D, Sharon, PA 16146 Telephone No.: 724-342-4934 or 24-hour hotline: 888-981-1457
Legal Services	Name: Wallace & Dibble Law Firm Physical Address: 47 Clinton St. Greenville, PA 16125 Telephone No.: 724-588-5005 Name: Whalen Law Offices Physical Address: 64 Clinton St. Greenville, PA 16125 Telephone No.: 724-588-0306 Name: Douglas M Watson Attorney Physical Address: 259 Main St. Greenville, PA 16125 Telephone No.: 724-588-8404

	Name: Halliday & Halliday Physical Address: 273 Main St. #1 Greenville, PA 16125 Telephone No.: 724-588-8300
Emergency Medical Services	Name: UPMC Horizon Greenville Hospital Physical Address: 110 N. Main St., Greenville, PA 16125 Telephone No.:724-588-2100
Campus Security/Police Department	Name: Thiel College Public Safety Department Physical Address: 2nd Floor of the Howard Miller Student Center (HMSC) Email Address: dbish@thiel.edu Telephone No.: 724-589-2222
Local Police Department	Name: Greenville Police Department Physical Address: 125 Main St., Greenville, PA 16125 Telephone No.: 724-589-4190
Local Sheriff's Office	Name: Mercer County Sherriff's Office Physical Address: 205 South Erie St., Mercer, PA 16137 Email Address: brosa@mcc.co.mercer.pa.us Telephone No.: 724-662-6135
State Police	Name: PA State Police Meadville Barracks Physical Address: 11025 Murray Rd., Meadville, PA 16335 Telephone No.: 814-332-6911

Possible Sanctions or Supportive Measures That College May Impose Following the Results of Any College Disciplinary Proceeding under this Policy

The following sets forth a non-exhaustive list of potential remedies for complainants, which the School may impose. Possible sanctions include disciplinary warning, loss of privilege, restitution, fines, community service, educational sanction, residence hall suspension or eviction from on campus housing, disciplinary probation, summary suspension, disciplinary suspension, disciplinary dismissal, and disciplinary expulsion.

The School may provide immediate steps and interim measures to ensure the safety and well-being of the complainant, such as no-contact orders; housing reassignments; changes to employment or academic assignments (including the ability to withdraw from a course without penalty); modifications to work schedules, work locations, and/or work responsibilities; interim separation of a student from the College; restricted campus access; provision of escort by Public Safety Officers; temporary or interim suspensions; restricted participation in College activities or programs for which the respondent might otherwise be eligible; holds on a student respondent's records as appropriate; or any other measures the College deems appropriate.

REPORTING AN INCIDENT OF SEXUAL MISCONDUCT (Including Harassment)

Thiel College encourages any member of the Thiel community who has experienced an incident of sexual misconduct or knows of another member of the community who has experienced sexual misconduct to report the incident to the College. This would include sexual harassment, sexual assault, sexual discrimination, domestic violence, dating violence, sexual violence or stalking.

If a Thiel College student, faculty or staff member, visitor, or contractor has experienced an incident of sexual misconduct, she or he is encouraged to immediately report the incident to one of the following campus resources:

- Thiel College Police Department: 724-589-2222 (ext. 2222 if calling from a campus phone) – Location: 2nd floor of the Howard Miller Student Center (HMSC) – Hours: Reachable by phone 24/7
- Jennifer Clark, Title IX Coordinator, Director of Human Resources: 724-589-2858 – Location: 1st floor Roth Hall – Hours Monday-Friday 8:00 a.m. – 5:00 p.m.
- Makaela Rust, Title IX Deputy Coordinator, and Assistant Director of Residence Life: 724-589-2353 –Location: 1st floor of the Howard Miller Student Center (HMSC)

Individuals who are on campus can also make an in-person report with the previously listed individuals. Any of those individuals will assist all members of the Thiel community by assessing the incident, advising the survivor on how he or she can seek legal protection, and making the survivor aware of medical, counseling, and other support services. Likewise, the officials will provide the survivor information about her or his rights, campus processes and procedures related to incidents of sexual misconduct, confidentiality, and accommodations the institution can make in order to protect and support the survivor.

If a reported incident did not occur on campus or if the reporting person would prefer to work with outside legal or medical resources, Thiel College Police and Title IX Coordinators can assist the survivor in notifying the local police department with jurisdiction over the crime and/or contacting another local resource. **In case of an emergency or ongoing threat, a survivor should get to a safe location and call 911.** Calling 911 will put you in touch with local police.

Survivors are not required to report to area law enforcement in order to receive assistance from or pursue any options within Thiel College.

Reporting sexual misconduct to the police (including the Thiel College Police Department) does not commit the survivor to further legal action. However, the earlier an incident is reported, the easier it will be for the police to investigate, if the survivor decides to proceed with criminal charges.

PROCEDURES SURVIVORS SHOULD FOLLOW

If an incident of sexual assault, domestic assault, dating violence, or stalking occurs, it is important to preserve evidence so that successful criminal prosecution remains an option.

The survivor of a sexual assault should not wash, shower or bathe, douche, brush teeth, comb hair, or change clothes prior to a medical exam or treatment. If a survivor has removed the clothing he or she was wearing during the assault prior to seeking medical treatment, that clothing should be placed in a brown paper, not plastic, bag and brought to the hospital when treatment is sought. If the survivor is still wearing the clothes that he or she was wearing during an assault, he or she should bring a change of clothes (including shoes) with her or him to the hospital so that the clothes containing possible evidence can be preserved and examined for evidence of the crime.

Evidence of violence, such as bruising or other visible injuries, following an incident of sexual assault, or domestic or dating violence, should be documented by taking a photograph. Evidence of stalking, including any communications such as written notes, email, voice mail, text messages, or other electronic communications sent by the stalker, should be saved and not altered in any way.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the College, the below are the procedures that the College will follow as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

Incident Being Reported:	Procedure Institution Will Follow:	Evidentiary Standard
Sexual Assault	1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care 2. Institution will assess immediate safety needs of complainant 3. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for the Thiel College Campus police department 4. Institution will provide complainant with referrals to on and off campus mental health providers 5. Institution will assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties 6. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate 7. Institution will provide written instructions on how to apply for Protective Order 8. Institution will provide a copy of the Sexual Misconduct Policy to complainant and inform the	Sexual assault cases are referred to the Title IX Coordinator and are adjudicated by the institution's Student Conduct process using the *preponderance of the evidence* standard.

	complainant regarding timeframes for inquiry, investigation and resolution 9. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is 10. Institution will enforce the antiretaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation	

Stalking	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate	Stalking cases are referred to the Student Conduct Officer and adjudicated using the *clear and convincing* evidentiary standard. If the stalking is sexually based, it may fall under the institution's Sexual Misconduct Policy and if so, would be referred to the Title IX Coordinator and adjudicated under the institution's Sexual Misconduct Board using the *preponderance of the evidence* standard.

Dating Violence	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order	Dating Violence cases are referred to the Student Conduct Officer and adjudicated using the *clear and convincing* evidentiary standard. If the dating violence incident is sexually based, it may fall under the institution's Sexual Misconduct Policy and if so, would be referred to the
	4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate	Title IX Coordinator and adjudicated under the institution's student discipline process using the *preponderance of the evidence* standard.
Domestic Violence	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate	Domestic Violence Cases are referred to the Student Conduct Officer and adjudicated using the *clear and convincing* evidentiary standard. If the act of domestic violence is sexually based, it may fall under the institution's Sexual Misconduct Policy and if so, would be referred to the Title IX Coordinator and adjudicated under the institution's student discipline process using the *preponderance of the evidence* standard.

WRITTEN NOTIFICATION OF RIGHT AND OPTIONS

Any student or employee that reports an incident of sexual assault, sexual harassment, domestic violence, dating violence, or stalking, whether the incident occurred on or off campus, shall receive a written explanation of their rights and options as provided for under this policy.

These rights and options include the right(s) of a survivor to:

A. Go to court and file a domestic abuse complaint requesting an order restraining your attacker from abusing you, and/or an order directing your attacker to leave your household, building, school, college, or workplace;

B. Seek a criminal complaint for threats, assault and battery, or other related offenses;

C. Seek medical treatment (the police will arrange transportation for you to the nearest hospital or otherwise assist you in obtaining medical treatment if you wish);

D. Request the police remain at the scene until your safety is otherwise ensured;

E. Request that a police officer assist you by arranging transportation or by taking you to a safe place, such as a shelter or a family or friend's residence; and

F. Obtain a copy of the police incident report at no cost from the police department.

POSSIBLE INTERIM MEASURES

When the College receives a report of an alleged incident of sexual misconduct, there are Interim Measures the College can take during the initial fact-finding or investigative process to help minimize the impact of the incident, decrease the chance of recurrence, and provide a safe educational and/or work environment. Interim Measures can be taken regardless as to whether or not a reporter or alleged victim chooses to pursue the complaint. In most cases, a Title IX Coordinator will organize accommodations, remedies, and protective measures with various campus departments. Privacy will be safeguarded as best as possible while these arrangements are being made. The steps taken will be determined on a case-by-case basis, and other contextual factors, including the need to ensure individual and community safety. The reporter, alleged victim, or respondent are encouraged to contact the Title IX Coordinator for assistance with activating any number of interim measures.

Interim Measures can include, but are not limited to, no-contact orders, housing reassignments, changes to employment or academic assignments (including the ability to withdrawal from a course without penalty), modifications to work schedules, work locations or responsibilities, interim separation of a student from the College, restricted campus access, provision of escort by Public Safety Officers, temporary or interim suspensions, or any other measures the Colleges deems appropriate. In some cases,

the Title IX Coordinator may restrict participation in College activities or programs for which the respondent might otherwise be eligible. The College may also put a hold on a student respondent's records, as appropriate. These measures may remain in effect through any appeal process, and to the extent possible, the reason for the interim measures will remain confidential.

Interim Measures do not replace a Resolution Pathway, defined in this material, which shall proceed according to the defined process.

Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking

On-Campus

Campus Police Department	75 College Avenue Greenville PA 16125	724-589-2222
Residence Life Office	75 College Avenue Greenville PA 16125	724-589-2011
Thiel Counseling Services	75 College Avenue Greenville PA 16125	724-589-2754
Campus Ministry	75 College Avenue Greenville PA 16125	724-589-2130
Student Wellness Services	75 College Avenue Greenville PA 16125	724-589-2356
Title IX Coordinator	75 College Avenue Greenville PA 16125	724-589-2858

In the Greenville Area

Greenville Police Department	125 Main Street Greenville PA 16125	724-588-4190
UPMC Horizon	110 N Main Street Greenville PA 16125	724-588-2100

AWARE	109 S. Sharpsville Ave. Suite D Sharon PA 16146	888-981-1457
National Domestic Violence Hotline		800-799-7233
Protective Orders:		
Mercer County Courthouse	105 Mercer Co. Courthouse Mercer PA 16137	724-662-7561
Magistrate Brian Arthur	14 N Race Street Greenville PA 16125	724-588-3210
Mercer County Crisis Hotline		724-622-2227

UNDERSTANDING CONFIDENTIALITY

Privacy concerns are typically at the forefront when someone has experienced an incident of sexual misconduct. It is important to understand the degree of confidentiality that individuals can expect from College resources. College officials are trained in the importance of confidentiality and the protocols for maintaining that confidentiality.

Confidential Employees

College Counselor and Pastor

If a student wishes to seek complete confidentiality, the best option is to consult first with a College Counselor or the Campus Pastor. The Counselor or Pastor can provide confidential advice, share resources, and inform the student about the process for making an official report to the College without any requirement to disclose information to the Title IX Coordinator

Mostly Confidential Employees

Wellness Center Staff

The Director of Student Wellness Center/Campus Nurse can talk to a student complainant, alleged victim, or reporter without being required to disclose personally identifiable information about the alleged victim to the Title IX Coordinators. Students can seek assistance and support from the Director/Campus Nurse without triggering an investigation that would reveal the identity of the alleged victim. The Director/Campus Nurse is only required to share a limited report to inform the Title IX Coordinator of the date, time, general location and nature of the incident. She is not required to report information that would identify the alleged victim. The general information is necessary in order for the College to appropriately track patterns, evaluate the scope of the problem and formulate appropriate campus-wide responses. Before sharing the general report with the Title IX Coordinator, the Director/Campus Nurse will work to consult with

the reporter to ensure that no personally identifiable details about the reporter or victim are shared.

Responsible Employees/Mandatory Reporters
All other College offices and resources are committed to protecting your privacy, but they also have an obligation to protect campus safety. Employees of the College that do not fall under the above two categories (including student Resident Leaders) are considered "Responsible Employees" under Title IX. As a result, they have an obligation to share information with the Title IX Coordinators and/or Campus Police. Other administrators may also learn some limited information on a "need to know" basis.

According to this policy, whenever a Responsible Employee becomes aware of any information related to a report of sexual harassment, sexual misconduct, sexual exploitation, stalking, dating violence, or domestic violence, the Responsible Employee must share all relevant details about the alleged incident with a Thiel College Title IX Coordinator. This information includes all the details necessary for the College to determine what happened – including the names of the reporter, the alleged victim, the respondent(s), and any witnesses, and any other relevant facts, including but not limited to, the date, time and specific location of the alleged incident. To the extent possible, information reported to a Responsible Employee will be shared only with people responsible for handling the College's response to the report. A Responsible Employee generally will not share information with local law enforcement without the alleged victim's consent, or unless the alleged victim has also reported the incident to law enforcement.

Before a reporter or alleged victim reveals any information to a Responsible Employee about an incident covered by this policy, the Responsible Employee will make all best efforts to ensure that the reporter or alleged victim understands the limitations for confidentiality and the obligations to disclose personally identifiable information to College officials. If the reporter or alleged victim prefers to consult with a more confidential resource person, the Responsible Employee should assist with an appropriate referral.

If the reporter or alleged victim decides to report an incident to a Responsible Employee, but then requests that the Responsible Employee maintain confidentiality or requests that no investigation into the alleged incident be conducted or no disciplinary action be taken, the Responsible Employee should inform the reporter or alleged victim that the Title IX Coordinator will review the information and consider the request for such confidentiality/non-action, but that confidentiality/non-action cannot be guaranteed.

The Responsible Employee should not ever pressure a reporter or alleged victim to request confidentiality or to make a full report.

Confidential community resources for an immediate or emergency response include:

- UPMC Horizon Greenville Hospital / 110 N. Main Street, Greenville, PA 16125 / 724-588-2100
- Sharon Regional Health System / 740 East State Street, Sharon, PA 16146 / 724-983-3911
- AWARE of Mercer County / 109 S. Sharpsville Avenue, Suite D, Sharon, PA 16416 / 724-342-4934 / 24-Hour Hotline: 888-981-1457

Title IX Coordinators

As part of the College's general monitoring process and according to the Title IX amendment, all information about incidents of sexual misconduct are shared with the College Title IX Coordinator, who is charged with taking steps to end the sexual misconduct, prevent its recurrence, and repair or reduce harm as best as possible. Students in official roles – such as Resident Leaders – are also required to make such reports. If a Title IX Coordinator received information about an incident of sexual misconduct, she or he may reach out to a reporter or alleged victim to offer to explain options and accommodations, and to assess the situation. In cases of sexual assault or other criminal conduct, Title IX Coordinator will share information with the Thiel College Police and will advise you about the resources and assistant the Police can provide.

If you decide to pursue remedies and/or a complaint, a few more people may become involved in your case, but your privacy will still be respected and safeguarded to the fullest extent possible. You can also ask that a complaint not be pursued, or that a complaint be pursued only if you remain anonymous – your request will be accommodated to the extent possible, balanced against the need to maintain campus safety. In situations where confidentiality request limits and investigation or prevents the College from taking direct disciplinary action, it will take other reasonable steps to minimize the effects of the reported misconduct and prevent its recurrence.

Thiel College Police

The Thiel College Police may receive reports from a Title IX Coordinator, or directly from you. The Thiel College Police can offer confidential consultations regarding possible criminal investigation. They are subject to state requirements for investigating and responding to reports of crime, but ordinarily the decision about whether or not to press criminal charges is up to the alleged victim. In cases of sexual misconduct, the Thiel Police will share information with the Title IX Coordinator and will advise the alleged victim about the resources and assistance the College can provide.

The confidentiality of a police report shifts over time. Once a case is closed, it becomes a matter of public record. This does not mean it is widely released, but it will be available upon request. It is practice to redact (black out) the names of victims, along

with any other identifying information. So, while it is not “confidential,” your name would not be public in most cases.

Information Shared with the Broader Community

Under the Clery Act, the College is responsible for issuing “timely warnings” (emergency alert messages”) in response to some reports. Only specific crimes, such as sexual assault, trigger a warning. The crime must have occurred within the officially designated campus area, and there must be a serious or ongoing threat to the community to require an alert. If you report an incident of sexual misconduct that meets these strict criteria, a message will be sent out from the College emergency alert system. The warning message will contain a brief description of the crime and may indicate the location where the incident occurred. It will not include any information that would identify you or other individuals involved (with the exception of the alleged perpetrator). In all, but with exceptional circumstances, you would be informed in advance of distribution of the message.

PURSUING A COMPLAINT

Complaints may be pursued with the Thiel College Police/Public Safety Department or with the Title IX Coordinators and Deputy Coordinators. Each party receives comprehensive annual training on relevant laws, regulations, and disciplinary codes; the dynamics and patterns of sexual misconduct; the importance of confidentiality, fair process, and impartiality; safety considerations when determining interim measures; and appropriate criminal and disciplinary sanctions. These officials coordinate closely to streamline complaint processes. In the absence of an acute threat to individual or community safety, you may decide which among the available options you wish to pursue. These options are not mutually exclusive. Whichever resolution pathway you choose (when given the choice), you have the right to have a support person present at every stage. Respondents also have the right to a support person of their choice. All proceedings are designed to be fair, prompt, and impartial.

Retaliation

Thiel College strictly prohibits retaliation against any person for, in good faith, using this reporting procedure, or for filing, testifying, assisting or participating in any manner in any investigation or proceeding involving allegations of sexual misconduct. Any person who violates this policy will be subject to discipline, up to and including termination if they are an employee, and/or dismissal if they are a student.

Definition of Retaliation

Retaliation is any action by any person that is perceived as: intimidating, hostile, harassing, retribution, or violent that occurred in connection with the making and investigation of the report. The retaliation can be direct (coming directly from a specific person), or indirect (coming from social media, groups, etc.). Either form is prohibited and will be subject to disciplinary action.

Notification of Outcomes
Written notification of the outcome of the College's investigation into an alleged violation of this Policy will be issued by the Title IX Coordinator with a copy sent to the Coordinator of Student Discipline and/or the Vice President for Enrollment, Student Life, and Athletics/Dean of Students and/or Director of Human Resources (depending on whether the respondent is a student or employee). The outcome of and sanctions resulting from a resolution are part of the student Respondent's confidential student discipline record, or the employee's employment file maintained in the Human Resource Office. The College will notify the Complainant and Respondent in writing contemporaneously. When applicable, the written notification will be deemed to be received on the date the notification is sent via email.

Under this Policy, Complainants have a right to be informed of interim measures. Only information which directly impacts the Complainant's rights under this Policy will be shared.

The College reserves the right to take whatever measures it deems necessary in response to an allegation of sexual harassment, sexual misconduct, sexual violence, sexual exploitation, domestic violence, dating violence, or stalking in order to protect the rights and personal safety of community members. If a student is found responsible for violating this Policy, sanctions may be imposed. The Title IX Coordinator will consult the Coordinator of Student Discipline and/or the Vice President for Enrollment, Student Life, and Athletics/Dean of Students to determine appropriate sanctions. Appropriate and reasonable sanctions will be based on the current violation and any previous violations made by the Respondent. When determining sanctions, the College will consider the concerns and rights of the Complainant, Victim, Respondent, and campus community.

Not all violations of this Policy will be deemed equal, and the College reserves the right to impose differing sanctions for students depending on the severity of the offense and previous conduct. The College also reserves the right to refer any report of a violation of this Policy to the local police or other law enforcement agencies. However, the College typically will not do so if the Alleged Victim objects to such reporting. Even if criminal justice authorities do not prosecute Thiel College students or employees, the College can pursue disciplinary action.

In situations with a student facing criminal charges or subject to a criminal investigation, the College's response may be initiated at any time during such investigation or criminal proceedings. Typically, the College will not wait for an outcome of an ongoing criminal proceeding or investigation.

Retaliation will not be tolerated at Thiel College. Any student or employee of the College found to be engaged in retaliation will be subject to disciplinary action.

Examples of possible disciplinary sanctions for violation of this Policy have been provided below. However, the College reserves the right to assign alternative sanctions not listed below. Multiple sanctions may be imposed, and sanctions may be imposed upon individual students, student organizations, or groups of students. Failure to comply with disciplinary sanctions may result in more severe sanctioning.

Possible Disciplinary Sanctions for Students

Disciplinary Expulsion. Disciplinary expulsion is the permanent withdrawal of the privilege of registration, class attendance, or residence on the campus. The privilege of the use of college facilities is withdrawn by this action. Parents of the student may be notified of the disciplinary expulsion status. (Any refund due the student would be consistent with the College refund policy.)

Disciplinary Dismissal. Disciplinary dismissal is the withdrawal of the privilege of registration, class attendance, and residence on the campus with no promise (implied or otherwise) that the student may return at any future time. The privilege of the use of college facilities is withdrawn by this action unless specific permission is obtained from the President of the College or his/her designee. Parents of the student may be notified of the disciplinary dismissal status. A student on disciplinary dismissal may be readmitted only by action of the President of the College or his/her designee. A student who has been dismissed is not eligible for readmission sooner than one year from the date of dismissal. If the student is readmitted, established proof of further incident of misconduct may result in expulsion. (Any refund due to the student would be consistent with the College refund policy.)

Disciplinary Suspension. Disciplinary suspension is an action that may exclude the student from registration, class attendance, and residence on the campus, the use of College facilities, or all of the above for a specified period of time. In unusual circumstances (when the presence of the student on campus is deemed to be acceptable), college suspension action decided after the eighth week of the term may be deferred to the next term, upon such terms as may be imposed by the college. Parents may be notified of the suspension status. Upon termination of the period of suspension, the student must petition, in writing, to be reviewed for possible readmission based on the conditions of the suspension and review by the Student Life Office. If readmission is granted, the student may be considered for registration in compliance with academic admission standards then in effect. If a student is found to have committed an additional violation of College policy after the student is readmitted, he/she will likely be dismissed or expelled. (Any refund due to the student would be consistent with the College refund policy.)

Disciplinary Probation. Disciplinary probation is a trial period during which a student(s) must behave in a manner acceptable to the College. The status of disciplinary probation is assigned for a specific period of time. While on disciplinary probation, a student is

encouraged and may be required to seek advice and counsel from appropriate College and/or community offices. Terms of probation may be set forth that restrict the student's participation in co-curricular activities. Disciplinary probation status may affect qualification for some awards, prizes, or student aid (particularly those stipulating conduct acceptable to the College). Further incidents of misconduct while on probation may result in disciplinary suspension from the College as well as sanctions for the offense. Parents may be notified of the probationary status for certain violations. Disciplinary probation is recorded in the confidential discipline records of the Student Life Office.

Disciplinary Warning. This written action is taken when conduct or disciplinary involvement merits an official admonition. A disciplinary warning is a notice to the student(s) that the conduct in question was inappropriate and that future breaches of conduct will be treated more severely. The warning is recorded in the confidential discipline records of the Student Life Office.

Other Possible Sanctions for Students:

Loss of Privilege - Loss of privilege is the withdrawal of a privilege or use of a service for a specific period of time consistent with the offense committed and the rehabilitation of the student. Loss of privilege is recorded in the confidential discipline records of the Student Life Office.

Restitution - Restitution requires the student(s) to pay for damages or misappropriation of College property or the property of members or visitors of the College community. Such reimbursement shall be charged to any student(s) who alone or through group-concerted activities organizes or participates in the events causing the damages or costs. Restitution may also be required of members of a residence hall, apartment or theme house floor or building if responsible parties for damages are not found. Parents may be notified of this action, and grades are withheld if restitution is not paid.

Fines - Violations of the Student Code of Conduct can result in assessment against a student(s) by the College for previously published rules and regulations. Fines, if not paid, will result in the amount being added to a student's Student Account and listed as student disciplinary charges.

Community Service - This may include work assignments, community service projects, written assignments or a related discretionary sanction.

Educational Sanction - This may include written assignments, hall presentations, job shadowing opportunities, or other related sanctions.

Residence Hall Suspension/Eviction from On-Campus Housing - This entails removal or the separation of the student(s) from on campus housing and termination of

the housing agreement for a definite period of time, after which the student(s) may be eligible to return. Particular conditions for readmission may be specified in writing. (Any refund due to the student(s) would be consistent with the College refund policy.) Parents may be notified of the residence hall suspension.

Possible Sanctions or Outcomes for Employees:

- **Suspension –** An employee may receive an unpaid suspension from his/her duties for a period of time determined by the College
- **Termination** – An employee may also be terminated from his/her position as a result of violating this Policy.

Presence of a Support Person

The Complainant and the Respondent both have the right to be accompanied by one support person of their choice during the course of any investigation or resolution process under this Policy. The support representative may be any person, including an attorney, but the role of that person is limited to that of a support representative.

Two days prior to any scheduled resolution meeting or proceeding, the Complainant or Respondent must provide the name of their support person, if any, to the investigator or Title IX Coordinator; otherwise, the College reserves the right to prohibit a Complainant's or Respondent's support person from attending any resolution meeting or proceeding. The College also reserves the right to have its own legal counsel present during these meetings or proceedings.

Delays will not normally be allowed due to the scheduling conflicts of a support person. Support persons, including attorneys, are there to provide emotional support to a party; they cannot speak, respond, or otherwise participate in the meeting. They may not take notes or otherwise record the proceedings. If a support person disrupts the process, including but not limited to failing to abide by this Policy or related instruction from the authorized representative of the College, the support person may be asked to leave the room, or the meeting may need to be rescheduled and without the presence of that same support person.

A person alleging sexual assault, domestic violence, dating violence, or stalking may also utilize the complaint and investigatory procedures set forth in the college's policy against Sexual Harassment located on page 48 of the Student Handbook in order to remedy any hostile environment.[3] All conduct proceedings against students, however, will be resolved through The Vice President for Enrollment, Student Life, and Athletics/Dean of Students, Student Life Staff or Student Conduct Board. The Title IX

[3] "Hostile Environment" is the term used by Title VII in employment law as it relates to action taken against a person in retaliation of a complaint of sexual harassment or for cooperating with a sexual harassment investigation. Under Title IX, the term used is "retaliation." Institutions may choose to provide both terms for clarification although it is not required.

Coordinator will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to: an order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved.[4] Violations of the Title IX Coordinator's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary, pending the results of an investigation or may become permanent as determined by Thiel College.

Sex Offender Registration

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

In Pennsylvania, convicted sex offenders must register with the Pennsylvania State Police. You can find this information, which appears on https://www.meganslaw.psp.pa.gov/InformationalPages/Registration .

Education and Prevention Programs

The College engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

a. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
b. Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
c. Defines what behavior and actions constitute consent to sexual activity in the State of Pennsylvania;
d. Provides 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

[4] Applicable law requires that, when taking such steps to separate the complainant and the accused, the University must minimize the burden on the complainant and thus should not, as a matter of course, remove the complainant from his or her job, classes or housing while allowing the accused to remain.

of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander;

e. Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks;
f. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

The College has developed an annual educational campaign[5] consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation; participating in the spring and fall Faculty orientation program; presenting programs throughout the year.

Prevention Strategies and Techniques Sexual Harassment

Be a role model - A community free from sexual harassment requires effort from all of us. Engage respectfully with your peers and colleagues and think carefully about how words or actions that may seem insignificant to you could hurt someone else. If you are a teacher or supervisor, set high standards for your community and model the behavior you expect. ***Remember: we are all entitled to study and work in a respectful environment*** - If there are elements of an environment that feel hostile, seek ways to intervene. Call on friends, colleagues, and other allies, as well as authority figures including Title IX Coordinators, supervisors, deans, and professors who should be able to help you.

Stalking

Take repeated unwanted attention seriously - Stalking can sometimes seem merely annoying or even flattering, especially if it is happening primarily online or via phone. But the intrusive nature of stalking must be taken seriously, and it can escalate to a pressing threat quickly. Don't dismiss concerns—either your own or others'. ***Be safe*** - In an emergency, you should always call 911 or Campus Police (724) 589-2222. If you need to make a longer-term plan for your safety, Student Life, Thiel Police, or your Title IX Coordinators can help.

[5] Under the 2013 Reauthorization of the Violence Against Women Act, institutions must implement "primary prevention and awareness programs for **all incoming students and new employees" AND** "ongoing prevention and awareness campaigns **for students and faculty"** that include a-f above under section B. While "campaign" is yet to be defined, examples of "primary prevention programs" as they relate to incoming students may be found here: www.justice.gov

Intimate Partner Violence (IPV)
Look out for your friends - Sometimes, people worry that expressing concern about a friend's relationship will be perceived as meddling. If you're worried about a friend, Student Life, Thiel Police, or a Title IX Coordinator can guide you on how to help.
Be alert to patterns - Relationships are complicated, and IPV can be difficult to identify. Individual actions may not seem troubling in isolation, but may work together in dangerous ways. Be on the lookout for patterns of isolation, control, and intimidation.

Sexual Assault
Take sexual pressure seriously - Many sexual assaults begin with low-level sexual pressure. Though sexual pressure and disregard don't always lead to assault, you deserve to have your boundaries respected, not pushed. ***Hold out for enthusiasm*** - In general, it's easy to tell if someone is enthusiastic about an encounter or not. Take any signs of reluctance or refusal, including nonverbal signs, very seriously. If the signs are ambiguous, be sure to stop, and then check in or ask questions.

Thiel College offers a number of programs and services aimed at helping our community to become better educated on these specific issues.

Examples of such programs include:

Sexual Misconduct Orientation Trainings

All new students and new employees will be required to participate in Sexual Misconduct Training as part of their orientation. This training takes shape in two different styles. We offer online training to all employees and students, and students receive live training as part of the new student orientation process. For more information about these trainings, please contact one of your Title IX Coordinators.

AWARE Training
The Thiel College Police and Residence Life departments invite the Mercer County victims advocacy group, AWARE, to come in on an annual basis and provide live training opportunities for students and employees. Typically, these trainings are held at the beginning of each semester. Please contact Chief of Police, Dennis Bish (724-589-2186), to schedule additional trainings.

Online Training
The Thiel College Title IX Coordinators have arranged for an online sexual misconduct training for all Thiel employees and students. Each year an email notification will be sent out to encourage participation. All students and employees are responsible for participating in this training.

Training Brochures
Each year sexual misconduct training brochures will be made available to all students and employees. These brochures will be strategically located in various high traffic buildings throughout campus (i.e. Residence halls, academic center, etc.). For a copy of the brochure, please contact a Title IX Coordinator.

The College offered the following **primary prevention and awareness programs for all incoming students** in 2025:

Name of Program	Date Held	Location Held	Complied with Section B a-e?	Which Prohibited Behavior Covered?
AWARE Sexual/Domestic violence on campus	August 2025	Bly Hall	Yes	DoV DaV SA
Support Resources on Campus/Community	August 2025	HMSC	Yes	DoV DaV SA S

✞ DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The College offered the following **primary prevention and awareness programs for all new employees** in 2025:

Name of Program	Date Held	Location Held	Complied with Section B a-e?	Which Prohibited Behavior Covered?
New Employee Orientation	At time of hire	On line modules	Yes	SA
Building a Supportive Community	On going	Online	Yes	DoV DaV SA S

Intersections Sexual harassment, discrimination, retaliation, abusive conduct, Title IX, Campus SaVE Act.	On going	Online	Yes	DoV DaV SA S

The College offered the following **ongoing awareness and prevention programs** for **students** in 2025:

Name of Program	**Date Held**	**Location Held**	**Complied with Section B a-e?**	**Which Prohibited Behavior Covered?**
Sexual/Domestic violence on campus	August 2025 October 2025	HMSC Bly Hall	Yes	DoV DaV SA S
"Think About It" Alcohol, drugs, sexual assault-harm reduction	On going	Online	Yes	DoV DaV SA S
"Good Friends" Safe & positive bystander intervention strategies on and off campus	On going	Online	Yes	DoV DaV SA
"The Way Forward" Prevent stalking & relationship violence, and support survivors of sexual assault	On going	Online	Yes	DoV DaV SA S

"Rape Myths and Realities" Dispel common rape myths and reinforce positive attitudes & behaviors	On going	Online	Yes	DoV DaV SA S

✞ DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Thiel College
Three Year Crime Statistics Comparison

Criminal Offenses Reporting Table						
		GEOGRAPHIC LOCATON				
OFFENSE	YEAR	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property	Total
MURDER/NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
RAPE	2023	0	0	0	0	0
	2024	0	2	0	0	2
	2025	0	1	0	0	1
FONDLING	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	2	0	0	2
INCEST	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
STATUTORY RAPE	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
ROBBERY	2023	0	0	0	0	0
	2024	0	0	0	0	0

	2025	0	0	0	0	0
AGGRAVATED ASSUALT	2023	0	0	0	0	0
	2024	0	1	0	0	1
	2025	0	0	0	0	0
BURGLARY	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
MOTOR VEHICLE THEFT	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
ARSON	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
HAZING	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

***VAWA* Offences Reporting Table**

		GEOGRAPHIC LOCATON				
OFFENSE	YEAR	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property	Total
DOMESTIC VIOLENCE	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
DATING VIOLENCE	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
STALKING	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

Arrests and Disciplinary Referrals Reporting Table

OFFENSE		GEOGRAPHIC LOCATON				
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	YEAR	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property	Total
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC. **DISCIPLINARY REFERRALS:** WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC. **ARRESTS:** DRUG ABUSE VIOLATIONS	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS **DISCIPLINARY REFERRALS:** DRUG ABUSE VIOLATIONS	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS **ARRESTS:** LIQUOR LAW VIOLATIONS	2023	0	28	0	0	28
	2024	0	31	0	0	31
	2025	0	35	0	0	35
ARRESTS: LIQUOR LAW VIOLATIONS **DISCIPLINARY REFERRALS:** LIQUOR LAW VIOLATIONS	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2023	0	16	0	0	16
	2024	0	1	0	0	1
	2025	0	10	0	0	10

Hate Crime Reporting Table

OFFENSE		GEOGRAPHIC LOCATON				
HATE CRIME	YEAR	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property	Total
HATE CRIME	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

Other: Parking lots, baseball/softball fields, non-resident buildings, property, etc.

*****All figures are for the calendar year of the appropriate column.***

RESIDENCE LIFE FIRE POLICIES & PROCEDURES

In order to protect the health and property of residents, the College has established the following procedures for fire safety in campus housing:

1. **Before a fire:**
    a. Know the location of all fire alarm stations and fire safety equipment on the floor.
    b. Know the location of all exits throughout the building.

2. **Discovering a fire:**
    a. Immediately pull the handle on the nearest fire alarm station.
    b. If time permits, notify **Public Safety (ext. 2222)** and a Residence Life Staff member.
    c. Vacate the building as quickly and safely as possible by the nearest accessible exit.

3. **Hearing the Fire Alarm Sound:**
    a. Open curtains.
    b. Put on shoes and coat and take a towel to cover face.
    c. Turn off all lights.
    d. Vacate the room, close the door and lock it if time permits.
    e. Vacate the building as quickly and safely as possible by the nearest accessible exit.
    f. If you encounter smoke while exiting, keep as low to the floor as possible.

    NOTE: If your door or doorknob is hot, do not attempt to leave your room. Keep your door closed. Place a blanket or towel along the bottom of the door to keep smoke out of the room. Hang something out of your window and shout for help to attract attention.

4. **After vacating the building**:
    a. Leave the immediate area of the building.
    b. Remain at least 200 feet from the building until you receive further instructions from emergency personnel and/or staff members.

Tampering with fire/safety equipment or sounding a false fire alarm is against the law. Violators could be referred to the District Magistrate's Office and will face a Campus Disciplinary Hearing. Violators could be fined up to $1000, be dismissed from the residence halls, and/or be suspended from the College, and have a police record.

Students are not to alter or misuse any fire- fighting equipment, protective devices designed for such equipment, or other emergency device. Tampering with or otherwise rendering useless any College equipment or property intended for use in preserving or protecting the safety of members of the College community such as sprinkler heads, exit signs, fire extinguishers, fire alarms, fire boxes, smoke alarms, water/steam pipes, first aid equipment, or emergency telephones is prohibited. Obstructing fire escape routes, such as hallways or stairwells, is also prohibited.

5. **Illegal Items for fire safety include, but are not limited to:**
    a. All types of neon signs, extension cords, microwave ovens, toaster ovens, toasters, halogen lamps, hot plates, candles, incense, air conditioners, paint, paint thinner, and any open coil cooking equipment.

6. **Maximum number of people in a room/apartment:**
    a. In a residence hall room, no more than 6 people (including the resident(s) may be in a room at one time.
    b. In an apartment/townhouse, no more than 10 people (including the resident(s) may be in an apartment/townhouse at one time.
    c. In a small house, no more than double the occupancy of the house (including the resident(s) may be in a house at one time. (For example, if 42 College Ave. has 8 current residents, the maximum number of people who may be in 42 College Ave. at one time is 16; if 58 College Ave. has 20 residents, then the maximum number of people who may be in 58 College Ave. at one time is 40).

7. **Holiday Decorations Policy.** Because of the potential for accidents or fires, the following regulations must be observed by anyone wishing to exhibit decorations:
    a. Only artificial trees shall be permitted in all College residences.
    b. Only UL approved, or listed, electrical lights may be used. If foreign-made light sets are used, be sure that the electrical wiring and receptacles, as well as the bulbs, are listed by Underwriters Laboratories and are so marked. Lights are not to be placed around doors or windows with the power line passing through the doorway or window frame to an outlet. The opening or closing of the door or window could short the power line.
    c. Decorations are not to be placed in any corridor or area that might obstruct an exit.
    d. All decorations used on the inside of a College building must be flameproof or be made of a material that is flame retardant.
    e. No open flames (candles, sterno, liquid fuel, etc.) may be used.
    f. At no time will hallway lights, exit lights, etc., be painted or covered over.
    g. All decorations must be removed before leaving for breaks.

All occupants must exit a building when the alarm has sounded and remain outside of a building until given the all clear by College personnel. A member of the fire department will determine when it is safe for the residents to re-enter the building. In the event of inclement weather, Campus Police Officers will open a building with adequate space close to the residence hall for residents to seek refuge until the all clear is given.

The Greenville Fire Department conducts annual training for all residence life staff. The training consists of fire extinguisher use and general fire safety. They are briefed on the procedures for evacuation and to notify the Campus Police Department. Residence life staff, in turn, briefs students on their responsibility for evacuation of the residence hall and evacuation is practiced once each semester.

All fire alarm system devices and components are tested and inspected annually in accordance with NFPA 72.

Illegal Items for fire safety include, but are not limited to: All types of neon signs, extension cords, microwave ovens, toaster ovens, toasters, halogen lamps, hot plates, candles, candle warmer, incense, air conditioners, paint, paint thinner, and any open coil cooking equipment. Microwave ovens are **not** allowed in residents' rooms because of the electrical power they require. One microwave oven is provided in each residence hall for community use.

DAILY CRIME AND FIRE LOG

The Department of Public Safety combines its Daily Crime Log and Fire Log into one public document. DPS makes the Daily Crime and Fire Logs for the most recent 60-day period open to public inspection during normal business hours (typically Monday through Friday, from 8am to 4pm, except holidays). Any portion of these crime and fire logs that are older than 60 days are made available for public inspection within two business days of a request. All confirmed fires occurring within or on any and all on campus residential facilities will also be included in the Daily Crime and Fire Log. The information in the crime and fire log typically includes the incident number, crime classification or nature of the fire, date reported, date occurred, general location of crime or fire, and disposition of each reported crime or fire. Faculty, staff, and students are encouraged to review these logs periodically to become more familiar with the types and locations of criminal incidents and fires that may impact the College's campus community.

Additionally, in accordance with the Pennsylvania Uniform Crime Reporting (UCR) Act, the personal identifying information (name and address) of all non-juveniles arrested (by

summons, citation, or custodial arrest) during an incident that gets listed in the Daily Crime and Fire Log will be included in the log's disposition category. The names of crime victims will not be listed on the Daily Crime and Fire Log.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes/incidents within the college's Clery geography and updated information regarding previously reported crimes are entered onto the Daily Crime and Fire Log within two business days of when it is reported to the Department of Public Safety. It is important to note that DPS has no expanded patrol jurisdiction outside of its identified Clery geography.

Thiel College
Fire Safety Systems - Residence Halls

2025

Name of Residence	Street Address	Sprinkler System		Smoke Detector	Fire extinguisher Devices	Evacuation plan/placard	No. evacuation (fire) drills each calendar year
		Common Areas	Rooms				
Theme House	42 College Avenue	X	X	X	X	X	2
Theme House	58 College Avenue	X	X	X	X	X	2
Theme House	60 College Avenue	X	X	X	X	X	2
Theme House	62 College Avenue	X	X	X	X	X	2
Theme House	66 College Avenue	X	X	X	X	X	2
College Ave. Apts.	112 College Avenue	X	X	X	X	X	2
Theme House	121 College Avenue			X	X	X	2
Theme House	123 College Avenue	X	X	X	X	X	2
Davis Apt. 43	43 Davis Street			X	X	X	2
Davis Apt. 44	44 Davis Street			X	X	X	2
West Townhouses	52 Roy Johnson Drive	X		X	X	X	2
East Townhouses	56 Roy Johnson Drive	X		X	X	X	2
Bane Hall	1 W Packard Avenue			X	X	X	2
Stewart Hall	2 W Packard Avenue			X	X	X	2
Florence West Hall	25 Packard Avenue			X	X	X	2
Sawhill Hall	35 Packard Avenue			X	X	X	2

Hodge Hall	60 Irvin Drive	X		X	X	X	2
17 buildings							

Fire Alarms 2025	
False	71
Actual	0

CLERY CSA POLICY

Purpose:

The purpose of this policy is to set forth crime reporting requirements for all employees who are designated by role or position as Campus Security Authorities (CSAs) in accordance with the Clery Act federal crime reporting law for the purposes of accurate statistical reporting as well as the assessment of incidents for the need to issue a timely warning to the College community. The intent of including non-Public Safety personnel in the CSA role is to acknowledge that some community members and students, in particular, may be hesitant about reporting crimes to Public Safety, but may be more inclined to report incidents to other campus-affiliated individuals.

Scope:

This policy applies to all Thiel College employees, including student employees and graduate assistants, who have significant responsibility for campus security or student and campus activities, including, but not limited to Public Safety officers, designated Student Life and Campus Ministry employees, resident advisors, academic deans, advisors to student groups, and coaches and other Athletic Department administrators. Employees falling within these categories are deemed by the College to be CSA's and will be notified of their responsibilities under this policy.

Definitions:

Campus Security Authority: Campus security authority is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution: 1) A campus police or security department; 2) any individual or group of individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department; 3) any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report crimes; 4) an official of an institution who has significant responsibility for student and campus activities, including, but not limited to student housing, student discipline, and campus judicial proceedings. An **official** is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution. Note: This definition taken from the Handbook for Campus Safety and Security Reporting, Department of Education, 2016 Edition.

Clery Act Crimes: murder/non-negligent manslaughter, negligent manslaughter, forcible sex offenses (rape and forcible fondling), statutory rape, incest, robbery, aggravated assault, burglary, motor vehicle theft, arson, stalking, dating violence, domestic violence, liquor law violations, drug violations and/or illegal weapons possession. See definitions below.

Good Faith: There is a reasonable basis for believing that the information is not simply rumor or hearsay and there is little or no reason to doubt the validity of the information.

Hate crime: A criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, gender identity, ethnicity or national origin. Bias related crimes that are reportable as hate crimes include murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, dating violence, domestic violence, stalking, larceny, vandalism, intimidation, and simple assault.

On Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.

Non-Campus Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Examples include but are not limited to off-campus athletic fields, stadiums, tracks, and other venues owned or leased by the College for athletic practices or events, as well as off campus property owned or leased by the College used for distance and continuing education classes. Non-campus properties also include certain foreign locations, where the College has a written agreement to own or control housing.

Public Property: All thoroughfares, streets, sidewalks, and parking facilities that are within the campus, or immediately adjacent to and accessible from the campus.

Report: Crimes are considered "reported" when brought to the attention of a CSA by a victim, witness, other third party or even the offender.

Timely: As soon as pertinent information about an incident is available, but without unnecessary delay.

Policy:

Upon receiving a good faith report of a Clery Act crime or hate crime which is reported to have occurred on campus, on public property or on non-campus property, persons designated as Campus Security Authorities (CSAs) are required to file a report in the manner identified in this policy.

This policy does not relieve individuals identified as CSAs of possible additional reporting responsibilities under Title IX. CSAs who receive a report of sexual assault, sexual harassment and other sexual misconduct should review the Sexual Assault, Sexual Harassment, and Other Sexual Misconduct.

Procedure:

Identification and Notification of CSA's

The Department of Public Safety is responsible for identifying those individuals whose job responsibilities place them in the role of a CSA. The list of CSAs is maintained and updated by the Department of Public Safety, in collaboration with the Office of Human Resources.

The Department of Public Safety shall annually notify CSAs in writing of their role and responsibilities for reporting crimes in accordance with this policy. The Department of Public Safety shall ensure that CSAs are adequately trained and will establish the method and delivery of training to CSAs based on their roles and responsibilities. These methods may include online training, in person training or training in the form of written materials.

Responsibilities of CSA's

1. When a crime is reported to a CSA, first ask the person if they would like to report it to Public Safety. If so, contact Public Safety at (724) 589-2222. If the CSA has firsthand knowledge / confirmation that the reporting party filed a report with Public Safety, then they are not obligated to complete and submit a Campus Security Authority Crime Report Form. However, if the reporting party says they will file a report with Public Safety and leaves (thus, no CSA firsthand knowledge / confirmation that a Public Safety report was filed), then the CSA must still report the incident to Public Safety.
2. Timely reporting by the CSA to Public Safety is extremely important. If a serious crime that may cause an ongoing threat to the Thiel community is reported to anyone who is defined as a CSA, that individual should not delay reporting the incident to the Thiel College Department of Public Safety. The College has a responsibility to notify the campus community about any crimes which pose a serious or ongoing threat to the community, and as such, CSAs are obligated by law to report crimes immediately to the Thiel College Department of Public Safety.

If there is any question about whether a serious or ongoing threat exists, immediately contact the Director of Thiel College Department of Public Safety.

3. CSAs should base their report on a good faith belief of the reporting person and should not investigate the incident or judge the credibility of the reporting person.
4. CSAs are required reporters regardless of the wishes of the reporting person, victim, witness, or offender to have the matter reported in accordance with this policy.
5. Thiel College permits victims or witnesses to report crimes to CSAs on a voluntary, anonymous basis (and includes such anonymous reports in reported Annual Security Report crime totals) but encourages individuals who report crime to provide identifying information so that the College can adequately investigate the report. Should the reporting person wish to remain anonymous, CSAs are not required to provide the name of the reporting person or any other party involved.

Reporting Procedures for CSAs

1. Any CSA who wishes to report crimes in a way that maintains the confidentiality of the involved parties may do so by using the online form found below.
2. Public Safety employees should report Clery Act crimes or hate crimes using the Departmental records management system software and in accordance with Departmental procedures.
3. Resident Leaders and Graduate Assistants in the Office of Residence Life should report Clery Act crimes through the completion of Residence Life incident reports or by one of the other methods described below. The Director of Residence Life or his/her designee is responsible for forwarding reports of Clery Act crimes or hate crimes to the Department of Public Safety.
4. The Vice President for Enrollment, Student Life, and Athletics/Dean of Students Office should report referrals for drug and liquor law offenses to the Department of Public Safety on an annual basis for inclusion in the Annual Security and Fire Safety Report. The Vice President for Enrollment, Student Life, and Athletics/Dean of Students Office is required to report all other Clery offenses and Hate Crime offenses in the manner described below.
5. All other CSAs should report Clery Act crimes or hate crimes without unnecessary delay, through any of the following methods:
   - By reporting the incident to the Department of Public Safety by calling (724) 589-2222.
   - By personally notifying the Director of Public Safety by phone, email, or letter.
   - By completing the online CSA Crime Reporting Form, found on the Department of Public Safety website.

https://thielcollege.wufoo.com/forms/q16l6n7p0ne1cys/

CLERY ACT AND HATE CRIME DEFINITIONS

The following definitions are to be used for reporting crimes. The definitions were obtained from the Campus Crime Reporting Handbook.

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.

Criminal Homicide-Manslaughter by Negligence - The killing of another person through gross negligence.

Criminal Homicide-Murder and Non-negligent Manslaughter - The willful (nonnegligent) killing of one human being by another.

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. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

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

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

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

Drug Abuse Violations -Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The

relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

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

Sexual Assault (Sex Offenses) - Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Include attempted Sexual Assaults, but do not include in your Clery Act statistics any Sexual Assaults other than the four types of Sexual Assaults described in this chapter.

Rape - is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

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

Statutory Rape - is sexual intercourse with a person who is under the statutory age of consent. In Pennsylvania, the age of consent is considered any person who is under the age of 16 and who has intercourse with a person who is four or more years older than the victim.

Domestic Violence - felony or misdemeanor crimes of violence committed by:

- A current or former spouse of the victim.
- A person with whom the victim shares a child in common.
- A person who is cohabitating with or has cohabitated with the victim as a spouse.
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies.
- Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence - 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
  - The frequency of interaction between the persons involved in the relationship.

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.

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

- **Race.** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
- **Gender**. A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Religion.** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).
- **Sexual orientation.** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).
- **Ethnicity**. A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin.** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Gender Identity.** A person's internal sense of being male, female, or a combination of both; that internal sense of a person's gender may be different from the person's gender as assigned at birth. Gender identity bias is a

preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.

- **Disability.** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

The following crimes (as defined above) are considered hate crimes when motivated in whole or in part by the offender's bias against one of the groups named above:

- **Murder and non-negligent manslaughter**
- **Sexual Assault**
- **Robbery**
- **Aggravated assault**
- **Burglary**
- **Motor vehicle theft**
- **Arson**

In addition, the following crimes are also considered hate crimes under the Clery Act:

- **Larceny-Theft** is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- **Simple Assault** is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation** is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property** is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

Academic and Administrative Buildings:

The Thiel College campus is open to the public. The majority of academic and administrative buildings are open during normal business hours (typically Monday through Friday from 8am to 5pm, except holidays) and are typically secured during the late evening hours, depending upon special event scheduling and community usage. The designated 24-hour academic/administrative buildings are typically secured from 11pm to 6am each night, and access is gained to these buildings via the access control systems. The Langenheim Memorial Library's hours fluctuate, but the library is normally accessible Sunday 4pm to 9pm, Monday-Thursday 8am to 9pm, Friday 8am to 5pm, and closed on Saturday. Members of the Department of Public Safety regularly patrol the interiors and exteriors of all campus facilities.

Residence Halls:

Access to residence halls is restricted to Thiel College students and authorized staff, and the halls are secured by key and lock systems 24 hours a day/7 days a week. First-year residence halls and other select large scale residential facilities are restricted to Thiel College students and authorized staff and are secured 24 hours a day/7 days a week by an access control system. Members of the Department of Public Safety routinely patrol the interior common areas, spaces, and hallways of buildings equipped with such common spaces and regularly patrol the exteriors of all campus residence halls. Residence hall professional and student staff also enforce campus policies and security measures within the residence halls to achieve a community respectful of individual and group rights and responsibilities.

Break Housing:

During the academic year, the College officially closes for Thanksgiving and Winter breaks. The residence halls close for Winter Break. Notices of specific times and dates are publicized in the College's Academic Calendar and before each break. Students are reminded to make travel arrangements accordingly; all students must vacate the residence halls during this break. Break Housing for students who cannot return home or leave campus may be provided. Should a student need break housing accommodations during any portion of the break, they must make arrangements with the Housing Coordinator in the Student Life office. When the residence halls close for break, students are expected to take out trash and perishable food, unplug items in the room, turn out the lights, and shut and lock the windows. Bedroom doors that are lockable and apartment doors must be closed and

locked. A list of complete closing procedures will be distributed about two weeks prior to break closing. Residents may leave personal items in their room during all breaks, except for the summer. However, due to the "unoccupied" status of the campus during breaks, it is suggested that students take valuable items with them to ensure their safety. Staff members from Student Life and Department of Public Safety conduct inspections during breaks. Any infractions will be noted, and the student will be notified and/or charged accordingly. Any student requesting access to their residence hall or room during winter break when the residence halls are officially closed shall present themselves to the Department of Public Safety and request permission for access. Public Safety will authorize a student access to their respective room for legitimate reasons only. Public Safety officers authorize full discretion in determining a student's legitimacy to enter the closed residence hall based on the information given. For example, access should be limited to medical needs and necessities and similar related urgent requests. Once the legitimacy of the request is established, access requests will be managed as follows: the student's identity, resident status, and room assignment will be verified; after this verification, an officer will escort the student to their room, allow drop-off or retrieval of the item(s) in question, and then escort the student from the building.

DAILY CRIME AND FIRE LOG

The Department of Public Safety makes the Daily Crime and Fire Logs for the most recent 60-day period open to public inspection during normal business hours (typically Monday through Friday, from 8am to 5pm, except holidays). Any portion of these crime and fire logs that are older than 60 days are made available for public inspection within two business days of a request. All confirmed fires occurring within or on any and all on-campus residential facilities will also be included in the Daily Crime and Fire Log. The information in the crime and fire log typically includes the incident number, crime classification or nature of the fire, date reported, date occurred, general location of crime or fire, and disposition of each reported crime or fire. Faculty, staff, and students are encouraged to review these logs periodically to become more familiar with the types and locations of criminal incidents and fires that may impact the College’s campus community. Additionally, in accordance with the Pennsylvania Uniform Crime Reporting (UCR) Act, the personal identifying information (name and address) of all non-juveniles arrested (by summons, citation, or custodial arrest) during an incident that gets listed in the Daily Crime and Fire Log will be included in the log’s disposition category. The names of crime victims will not be listed on the Daily Crime and Fire Log. Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes/incidents within the college’s Clery geography and updated information regarding previously

reported crimes are entered onto the Daily Crime and Fire Log within two business days of when it is reported to the Department of Public Safety. It is important to note that DPS has no jurisdiction outside of its identified Clery geography.

TESTING, EXERCISE PREPAREDNESS DRILLS

In accordance with the institution's Emergency Operations Plan (EOP), Thiel College will use its emergency procedures and plans for testing emergency notification, response, and evacuation. A Test is defined as regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities.

After-Action Reports of Tests/Exercises: After-action reviews will be conducted following each test and/or exercise that documents the test/exercise, provides a description for each test/exercise, the date, time, whether the test was announced or unannounced, and an assessment of the lessons learned from the exercise.

PENNSYLVANIA ANTIHAZING LAW

The Timothy J. Piazza Anti Hazing Law was signed into Pennsylvania law in October of 2018. The law requires primary and secondary schools along with institutions of higher educations (IHEs) in the State of Pennsylvania to publish an annual hazing report twice each year; on January 1st and August 1st. The law also requires schools to issue anti hazing policies and develop and implement anti hazing awareness and education programs.

• The law defines hazing as: A person or persons who intentionally, knowingly or recklessly, for the purposes of initiation, admitting or affiliating a minor or student into or with an organization, or for the purposes of continuing or enhancing a minor or student's membership or status in an organization causes, coerces or forces a minor or student to do any of the following items:

– Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm;

– Ensure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;

– Endure brutality of a sexual nature; and/or

– Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Campus Map

Campus map.pdf

1 Bane Residence Hall
2 Stewart Residence Hall
3 Pedas Communication Center
Admissions, TCTV & WXTC Studios, Restrooms, Stamm Lecture Hall
4 Greenville Hall
Dietrich Honors Institute
5 David Johnson Memorial Chapel
6 Florence West Residence Hall
7 William A. Robinson Theater
8 Rhodehouse Science Building
9 Haer Family Science & Arts Connector
10 Greenhouse
11 Hodge Residence Hall
12 Beaver Building
Art Studios
13 East Acres
14 Sawhill Residence Hall
15 Tomcat Park
Softball, Baseball, Press Box
16 Rissell-Beeghly Gymnasia
Paul Bush '66 Memorial Fitness Center, Athletics Hall of Fame
17 Football Offices
18 DocuCenter
19 Roth Memorial Hall
Advancement Alumni/Annual Fund, Academic Dean, Academic Records, Communications and Marketing, Financial Services, Human Resources, President
20 Langenheim Memorial Library
Career Development Center, Thiel Learning Commons
21 Stoeber Field at Alumni Stadium
Restrooms and Concessions, Press Box
Rissell-Schreyer Dome (winter months)
22 Academic Center
Bly Hall, IT Solution Center
23 Howard Miller Student Center
Lower Level: Commuter Lounge, TC Cafe/Dining Services, Game Room
First Floor: Campus Ministry, Campus Store, Conference rooms, Health Services/Counseling, Lutheran Heritage Room, Restrooms, Rotunda Bistro, Sawhill Georgian Room, Special Events, Post Office, Student Services, Weyers-Sampson Art Gallery Second Floor: Livingston Guest Suite, Public Safety
24 Brother Martin's Walk
25 Sister Katherine's Walk
26 Glen Johnson Community Center
27 Tennis Courts
30 Track and Field Complex
34 Zimmerman Guest House
38 Passavant Center
59 Maintenance Building
112 Elson House (Apts.)
43, 44 Davis Square Apartments
52, 56 West Campus Townhouses