Annual Security and Fire safety Report
2025

UNIVERSITY OF CENTRAL MISSOURI

Information for the Warrensburg Campus, Skyhaven Campus, and Lee's Summit Campus

This report was prepared by the University of Central Missouri Department of Public Safety located at 306 Broad Street, Warrensburg, Missouri. This report was prepared with the cooperation of several other departments including Residence Life, Life safety, Student Experience and Engagement, Facilities Planning and Operations, and others.

Introduction

We are glad you are concerned about crime on campus. We are, too. That is why we work hard to ensure the safety and security of students, faculty, staff, and visitors to the University of Central Missouri at all our locations.

The University of Central Missouri is a community of approximately 12,000 students from the state, regional, national, and international levels. This diverse community represents most states and many countries.

The University's Warrensburg campus encompasses 1,561 acres with about 4 million square feet of building space. The University's main campus is located within the city of Warrensburg, and as part of the larger community, the University of Central Missouri shares many of the same interests and concerns, including crime. Crime is a national problem that affects even the rural areas around the University of Central Missouri and Warrensburg. Although this is a safe campus, crime does occur.

UCM Lee's Summit campus officially moved to the Missouri Innovation Campus in August of 2017. The University of Central Missouri and the Lee's Summit R-7 School District partnered to create this state-of-the-art facility in Lee's Summit Missouri. At UCM Lee's Summit, you will benefit from programs built for your busy life, taught by faculty with practical, real-world expertise in the Kansas City metro. Our evening and weekend courses allow you to advance your career while balancing your education with work and family. Our career placement rates are consistently above the national average, with many in-demand programs boasting a 100 percent job placement rate.

This information is provided in compliance with the Jeanne Clery Campus Safety Act, which is more commonly referred to as the Clery Act. It provides students and employees of the University with information on the University's security arrangements, policies, and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. It also includes crime statistics for the three previous calendar years. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others. This report is prepared in cooperation with local law enforcement authorities and includes information provided by them as well as by the University's campus security authorities and various other elements of the University. Each year an e-mail notification is made to all enrolled students that provide the website link to access this report. Faculty and staff receive similar notifications.

Unless otherwise indicated in the report, all policies and procedures described herein apply to Warrensburg, Skyhaven, and Lee's Summit campuses. If you have any questions or comments concerning the information contained in this report or if you would like a hard copy of this report at no cost, please contact the Assistant Director of Media Relations in the Office of Integrated Marketing and Communications at (660)543-4640 or the Director of the Department of Public Safety at (660)543-4123.

Contents

Introduction 1

Overview of Police Department 6

Department of Public Safety – Warrensburg Campus and Skyhaven Campus 6

Lee's Summit Police Department – Lee's Summit Missouri Innovation Campus 7

Reporting Procedures 7

Policies Regarding Reporting Criminal Actions or Emergencies – Warrensburg and Skyhaven Campuses 7

Policies Regarding Reporting Criminal Actions or Emergencies – Lee's Summit Campus 8

Voluntary Confidential Reporting 9

Timely Warning Procedures 9

Notification of the University Community about Reported Crimes 9

Timely Warning Notification 10

Emergency Evacuation Procedures and Policies 11

Immediate Notification 11

Responsible Authorities 11

Dissemination of Emergency Information 12

School Cancellations / Office Closings 13

Text Messaging Service 13

Outdoor Warning System 14

Emergency Response and Evacuation Procedure Testing 14

Local Police Department 14

Warrensburg Police Department – Warrensburg Campus 14

Johnson County Sheriff's Office – Skyhaven Campus 14

Lee's Summit Police Department – Lee's Summit Missouri Innovation Campus 15

Monitoring of Criminal Activity at Off-Campus Locations of Recognized Student Organizations 15

Access to Campus Facilities 15

Academic and Administrative Buildings – Warrensburg and Skyhaven Campus 15
Lee's Summit Campus 16
Residence Halls – Warrensburg Campus Only 16
Maintenance of Campus Facilities 17
Maintenance of Campus Facilities - Warrensburg and Skyhaven 17
Maintenance of Campus Facilities – Lee's Summit Missouri Innovation Campus 17
Education Programs 17
Alcohol and Drug Policies 18
UCM's Drug Free Schools and Workplace Statement 19
Biennial Review 19
Housing Alcohol Policies 19
Legal Sanctions 20
Purchase or Possession of Alcohol by a Minor 20
Health Risks 23
Resources for Substance Abuse Information, Education, & Counseling 23
University Discipline 24
Crime Statistics 24
Preparing for the Annual Disclosure of Crime Statistics 24
Classifying Crime Statistics 24
2022, 2023, and 2024 Crime Statistics (UCM - Warrensburg Campus, Skyhaven Campus, and Lee's Summit Campus) 25
Hate Crimes Statistics 30
Missing Students 30
Missing Student Notification Policy 30
Policies, Procedures, and Programming Relating to Sexual Assault, Domestic Violence, Dating Violence, and Stalking 33
Introduction 33
Discrimination, Harassment & Sexual Misconduct 33

Applicable Definitions: 34
Other Crimes that could be considered Sexual Assault 37
Educational and Awareness Programs 41
UCM's Reporting Policy, including Confidentiality Considerations 44
Reporting a Crime 44
Confidential Reporting of a Crime 44
Confidential Reporting Options 45
Reporting to Those Who Can Maintain Privacy but Not Confidentiality 45
Non-Confidential Reporting Options 45
Federal Statistic Reporting Obligations 46
Federal Timely Warning Reporting Obligations 46
What Victims Can Expect from the University 46
Options regarding notification to law enforcement 47
What to Expect from the Campus Judicial System 48
Protective Orders: 52
UCM 24-hour assistance: 54
Off-Campus Advocacy Resources 54
On-campus Confidential Counseling Services 55
Limiting Contact with the Perpetrator 55
Academic and Housing Accommodations 55
Removing Directory Information 56
Making Charges against the Perpetrator 56
General Medical Services 56
Sexual Assault Nurse Examiner (SANE) Service 56
Student Financial Aid 57
Legal Aid & Visa and Immigration Assistance 57

Additional Resources - Transportation 57
24-Hour Hotlines 58
Additional Resources 58
Sex Offender Registry 58
Policies, Procedures, and Programming Relating to Hazing 58
Anti-Hazing Policy 58
Purpose/Policy Statement 58
Scope 58
Definitions 58
Procedure 60
Legal Sanctions for Hazing 67
Annual Fire safety Report 68
Reporting Fires – Warrensburg and Skyhaven Campuses 68
Reporting Fires and Fire Procedures – Lee's Summit Campus 68
Residence Facilities 68
Open Flames 68
Portable Electrical Appliances 69
Smoking 69
Fire safety 69
Fire safety Training and Education 70
Fire Procedures 70
On-Campus Student Housing Facility Fire Safety System Description 71
Plans for Future Improvements in Fire Safety 73
On-Campus Student Housing Fire Drills in 2024 and Fire Systems in Buildings 74
On-Campus Student Housing Fire Statistics 2022, 2023, and 2024 75

Overview of Police Department

Department of Public Safety – Warrensburg Campus and Skyhaven Campus

The University Department of Public Safety, located at 306 Broad Street, consists of three divisions - University Police, Parking Services, and Access Control. The police division is the largest and consists of 20 positions for trained, state certified peace officers, most of whom hold bachelor's degrees and many master's degrees in criminal justice or other related fields.

Officers are commissioned by the University as state peace officers and by the Warrensburg Police Department. This means University Police Officers have jurisdiction over all property owned or controlled by the University and all property within the city limits of Warrensburg. Department of Public Safety has primary responsibility for all law enforcement and safety on the Warrensburg and Skyhaven campuses and works closely with the Warrensburg Police Department. The Warrensburg Police Department maintains primary responsibility for everything in the city limits that is not on university property. This working relationship with the local police also allows Public Safety to monitor criminal activity engaged in by students at off-campus locations and in relation to student organizations within the City of Warrensburg. Public Safety also maintains liaison with other law enforcement agencies throughout the State of Missouri, including the Missouri State Highway Patrol and Johnson County Sheriff's Department.

University police officers have adopted and are committed to a community police philosophy in their daily operations. Police Officers with full arrest authority are always on duty. In addition, there is a crime prevention program, a bicycle patrol unit, and the Safe Team, which is a group of uniformed student employees who patrol the campus on foot at night to help deter crime and provide a walking escort from building exits to building entrance or parking areas for students, faculty, staff, and visitors. Safe Team members have no arrest authority.

The Safe Team is in operation primarily during the regular academic year when the University is in session, hours of availability vary in the evenings depending on staffing. To request a Safe Team escort during the evening and overnight hours, call (660)543-4123 and a Safe Team member will be dispatched to walk you wherever you wish to go on campus.

The Department of Public Safety does not have a MOU or memoranda of understanding with the Warrensburg Police Department concerning the investigation of criminal offenses. Criminal offenses are investigated by police officers and detectives of the police division of the University of Central Missouri's Department of Public Safety. UCM DPS can request the assistance of any agency including the Warrensburg Police Department as part of mutual aid agreements between agencies. UCM DPS officers also actively participate in the Mid-Missouri Rural Major Case squad which brings together many agencies including agencies from Johnson, Pettis, Henry, Bates, Saline, and Lafayette counties to investigate major cases such as homicides to the benefit of the agency tasked with investigating the major crime.

Students, faculty, and staff are encouraged to report emergencies and criminal activity to the Department of Public Safety at (660)543-4123. The campus is also served by a 911 system available from all campus telephones. This 911 system is a Vesta 911 system that allows for growth as the next generation systems are implemented. A TIPS online form and Voluntary Confidential Report form are available for confidential reports at http://www.ucmo.edu/tips for reporting crime.

All crimes reported to Public Safety are investigated by the University Police or appropriate law enforcement agency of jurisdiction. An officer will complete a report and investigate your complaint in a timely manner.

Lee's Summit Police Department – Lee's Summit Missouri Innovation Campus

The UCM Department of Public Safety does not maintain a police unit at the Missouri Innovation Campus in Lee's Summit. The Lee's Summit Police Department responds to calls at the Missouri Innovation Campus.

The Lee's Summit Police Department located at 10 NE Tudor Road in Lee's Summit, Missouri illustrates its commitment to a positive image and value-based quality of life for citizens and visitors through its motto, "Committed to Excellence." LSPD received Advanced Accreditation through the Commission on Accreditation of Law Enforcement Agencies (CALEA) in July of 2011. Rapid and steady expansion has earned Lee's Summit the distinction as "one of the fastest-growing communities in the state of Missouri." As our community grows, the LSPD holds tight to the community-oriented policing style, emphasizing interaction between officers and those within our thriving neighborhoods, recreation areas and business districts.

LSPD Police Officers are sworn police officers with full arrest powers.

The University of Central Missouri has no MOU or memoranda of understanding with the Lee's Summit Police Department concerning the investigation of criminal offenses. LSPD investigates all crimes occurring at UCM's Lee's Summit campus.

The R-7 School District is responsible for on-site security. They have an SRO (school resource officer) assigned to Lee's Summit North High School (.25 miles away). The SRO is available to address any security issues that arise at the MIC Building. There is an automated lock system that ties into the security camera system.

Reporting Procedures

Policies Regarding Reporting Criminal Actions or Emergencies – Warrensburg and Skyhaven Campuses

The University of Central Missouri encourages accurate and prompt reporting of all crimes occurring on the Warrensburg and Skyhaven campuses to the University of Central Missouri Department of Public Safety (UCM DPS or DPS). The University also identifies other individuals as additional

Campus Security Authorities to ensure that crimes reported to other individuals on campus will be included in our annual crime statistics. The preferred method of reporting crimes on campus is to report them directly to Public Safety.

These Campus Security Authorities include:

Corey Bowman – Associate Vice President for Student Services/Title IX Coordinator
Office of Student Experience and Engagement, 214 Administration Building, (660)543-4114

Heather Jennings – Title IX Investigator/Deputy Title IX Coordinator
Office of Student Experience and Engagement, 213 Administration Building, (660)543-8030

A report can be made in person by going to the DPS office at 306 Broad Street or by telephone at (660)543-4123. During an emergency call 911. You may still dial 911 from your cell phone and the call will be directed to the Johnson County Central Dispatch center, evaluated, and referred to the appropriate agency for emergency action. DPS also offers the ability to contact them in situations where it may not be easy to make a phone call by sending a text message to (660)422-2632. The text service is not a replacement for calling Public Safety. If a response is not immediately received it would be recommended to find a safe place and call (660)543-4123 or 911.

Crimes occurring off campus should be reported to the appropriate jurisdiction. Crimes occurring off campus, but within the city limits of Warrensburg should be reported to the Warrensburg Police Department, located at 102 S. Holden, or by calling (660)747-9134. Crimes occurring off campus and outside of the city limits of Warrensburg but in Johnson County should be reported to the Johnson County Sheriff's Department at 278 SW 871 Road in Centerview, or by calling (660)747-5511. DPS Dispatchers and Police Officers will gladly assist in determining the appropriate jurisdiction for any report.

DPS Dispatchers and Police Officers are available 24 hours a day to answer your calls. In response to a call, UCM DPS will respond as required by dispatching a police officer to the caller's location and by contacting the appropriate jurisdiction if necessary to contact the caller. UCM DPS incident reports may in addition to the police investigation, also be forwarded to the appropriate University department as needed for separate disciplinary action.

Policies Regarding Reporting Criminal Actions or Emergencies – Lee's Summit Campus

The University of Central Missouri encourages accurate and prompt reporting of all crimes occurring at the MIC Building to the UCM Staff at that location including: the Director, Operations Manager, Network Specialist, Student Services Coordinator, and Office Professional. They can be reached by calling the MIC Building's main phone line at (816)347-1612. UCM Staff will then contact Lee's Summit Police Department to investigate

and the UCM Department of Public Safety. This will ensure timely warnings can be made if necessary and that the incident is included in our annual disclosure of crime statistics.

Lee's Summit Police Department can be contacted by calling (816)969-7390 for non-emergency calls and by calling 911 for emergencies 24 hours a day.

LSPD reports may, in addition to the police investigation also be forwarded to the appropriate University department as needed for separate disciplinary action.

Voluntary Confidential Reporting

The University of Central Missouri has a Voluntary Confidential Report form online available at http://www.ucmo.edu/tips that will allow individuals to voluntarily submit reports in a confidential manner if they choose. The previous link will bring you to a page that gives you several reporting options including the Voluntary Confidential Report form. The person submitting the report can also provide their name and phone number if they wish to be contacted concerning the incident. Incident reports generated through the Voluntary Confidential Report form will be included in the University's annual disclosure of crime statistics and the daily crime log as required by the Clery Act. The information included in these disclosures maintains the confidentiality of victims by disclosing only what is necessary and by giving only general location information for the incident. UCM DPS works closely with the Counseling Center to ensure, if they deem it appropriate, they inform individuals they are counseling about the procedures to report crimes on a voluntary and confidential basis for inclusion in the annual disclosure of crime statistics.

Timely Warning Procedures

Notification of the University Community about Reported Crimes

Numerous efforts are made to encourage the University community to report crime. As mentioned in the previous section, this is done through a variety of ways, including several official University publications, crime prevention materials and presentations, emergency telephones, 911 service, a Tips online reporting form, the Public Safety business phone number (660) 543-4123, and through the reporting process in place at the Missouri Innovation campus. In addition, other efforts advise members of the University community in a timely manner about crime on campus. These include the following:

Media: Media outlets such as the student newspaper, *The Muleskinner*, or others may be utilized as necessary.

Crime Alerts: If circumstances warrant it, special printed, electronic mail, and text message crime alerts are prepared and distributed either selectively or throughout the campus community.

Website: Public Safety has a website on the University of Central Missouri's homepage. Information about crime or crimes on campus, as well as special crime alerts and bulletins are prepared and distributed on the web at ucm.4unow.us. The University will also post information on the ucmo.edu homepage at times.

Public Information Release Logs: Any individual that wishes to view a log of the police daily activity, media log, crime log, and on-campus residential fire log may stop by the Department of Public Safety at 306 Broad Street and request to do so. These logs are also available on Public Safety's website at http://www.ucmo.edu/crime. These logs are maintained in compliance with Missouri Sunshine Laws and the Clery Act. The Missouri Innovation Campus is not required to maintain a crime log though the Lee's Summit Police Department has public release information available on their website http://cityofls.net/police-department concerning crimes. UCM DPS will track crimes reported at the Missouri Innovation Campus and at Skyhaven as they are reported to Public Safety and logged in our crime log.

All reports to Public Safety or Lee's Summit Police Department are a matter of public record, pursuant to Missouri Revised Statutes Chapter 610 (RSMo 610). Victims of sex offenses may request that their identity be kept confidential until a charge relating to such incident is filed.

Timely Warning Notification

The University of Central Missouri Department of Public Safety is responsible for issuing timely warnings in compliance with the Clery Act. Timely warnings will be issued in response to reported crimes committed either on campus or, in some cases off campus, that in the judgment of the University, represent a serious or continuing threat to students and employees.

Anyone with information believed to warrant a timely warning should promptly report the circumstances to the Department of Public Safety by phone at (660)543-4123 or in person at the dispatch center at 306 Broad Street.

The Director of the Department of Public Safety, or designee, will consult, as appropriate and necessary, with other university officials regarding whether a timely warning should be issued. The decision to issue a timely warning will be made on a case-by-case basis after consideration of the available facts, including factors such as the nature of the crime, the continuing danger or risk to the campus community, and the possible risk of compromising law enforcement efforts.

Timely warnings are considered for the following classifications of reported crimes: criminal homicide, sex offenses, robbery, aggravated assault, burglary, dating violence, domestic violence, stalking, motor vehicle theft and arson. Timely warnings may also be issued for other reported crimes as deemed appropriate under the circumstances. The decision will be made in compliance with the Clery Act and to prevent similar crimes from occurring.

When a determination is made that a timely warning should be issued, the Director of the Department of Public Safety or designee will take appropriate steps to ensure timely notification of the campus community. Options for notification include, but are not limited to, the university's

email system, TextCaster®, physical postings on doors and bulletin boards, the Muleskinner newspaper, and the Department of Public Safety website. The warnings will include some or all the following information: the date, time and location of the reported crime; a summary of the incident; a description of the suspect and/or vehicle, if available; and any other special instructions or incident specific safety tips.

Emergency Evacuation Procedures and Policies

Immediate Notification

The University will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on the campus. The Director of Public Safety or designee will consult with the persons involved to confirm the significant emergency or dangerous situation to determine if it involves an immediate threat to make this decision in a timely manner. The Crisis Response Team will continue to evaluate after convening.

The University will, without delay, and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

In a time of crisis, it may become necessary to evacuate campus buildings. Diagrams of designated exit routes are posted in each campus building and are available to view in each building manager's office. All students, faculty and staff members should take time to study these diagrams and familiarize themselves with the closest exits.

The University regularly educates students, faculty and staff members using the A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate) program through informational sessions throughout the year for use during armed intruder situations. This program provides a plan of action to increase chances of survival, increase confidence, and to reduce fear. "Alert" means to listen and to know what they are listening to. "Lockdown" is a decision concerning the best course of action in securing a place. "Inform" is to call 911 to communicate information to help determine your best decision. "Counter" is when caught in a fight, flight, or freeze situation to use what you have to your advantage by creating chaos and distracting the threat. Finally, "Evacuate" is the most important part of the A.L.I.C.E. program. If you are not there, then you will not be a target or in harm's way. Look for ways to escape, either through a door, window, or some other means. If you are able to leave and to avoid the threat, why would you lockdown?

Responsible Authorities

In the event of an emerging, imminent, or actual crisis, the university's Crisis Response Team will convene. The team consists of the Associate Vice President for Student Experience and Engagement, the Director of Public Safety, and the Vice President for Integrated Marketing and

Communications. Depending on the nature of the crisis, the team may be expanded to include certain vice presidents, deans, chairs, directors, or others who have a relevant responsibility or expertise. The response team convenes at the call of the president or any member of the Crisis Response Team. The team is responsible for planning for the crisis and for managing it once it occurs. This includes determining the appropriate segment or segments of the campus community to receive notification and determining the content of the notification. The team also develops procedures and action plans as necessary depending on the circumstances of the crisis.

Dissemination of Emergency Information

The Crisis Response Team is responsible for keeping the president and the other officers of the university informed about crisis management efforts. In turn, these administrators are responsible for informing deans and directors who report to them, who in turn are responsible for informing their employees. Members of the campus community will be informed about the initial situation and further developments through special editions of *UCM News*, fliers, memos, KMOS-TV and KTBGFM, the campus voice-mail system, electronic mail, TextCaster®, etc. The Office of the President will keep members of the Board of Governors and state government officials informed of developments. The incident command structure established to handle the situation will include local officials and agencies as appropriate and will ensure they are informed of developments.

In most cases, the response team will select a spokesperson to help ensure messages are consistent, authoritative, accurate and clear. It may be necessary to select more than one spokesperson, particularly if information of a highly technical or specialized nature is to be communicated. Generally, the spokesperson selected is the individual with direct responsibility for the area involved who will have the greatest credibility. In a major crisis, the university president may be the appropriate spokesperson, or a particular vice president, dean or director may be more directly involved in the situation and may be in a better position to convey all the necessary information. The Office of Integrated Marketing and Communications will work closely with the spokesperson in responding to media inquiries, arranging interviews, initiating media conferences, providing news releases, fact sheets, internal memos, letters, and other types of correspondence needed to reach the appropriate audience.

As the response team assesses the crisis and selects the spokesperson, all available information will be assembled as quickly as possible, and a plan of action formulated. Pertinent, accurate details and university actions will be included in an initial statement for distribution to the public and the media. If the situation prompts an increase in telephone calls, such as concerned parents wanting to determine the safety of their students, personnel in key offices, the university's main switchboard operator, residence hall front offices, and campus information desks will be provided with written information that can be used to formulate consistent responses. They will also be notified where to refer calls pertaining to the crisis that they can't handle. In addition, the Office of Integrated Marketing and Communications staff will inform the general campus community as quickly as possible so that everyone can help answer questions accurately. Media calls during a crisis will increase dramatically and will not always come directly to the Office of Integrated Marketing and Communications. If possible, calls from media representatives should be forwarded to the news bureau manager, the director of the Office of Integrated Marketing and Communications or other members of the UR staff, even if they must

be reached at home, away from campus or in the middle of the night. During a crisis, media representatives may arrive on campus unannounced. Individuals approached by members of the media may respond if they feel comfortable doing so, or they may defer to the spokesperson or the Office of Integrated Marketing and Communications. In any event, they should contact the Office of Integrated Marketing and Communications to make its staff members aware that reporters are on campus so they can seek out media representatives and ensure they are provided with accurate information.

School Cancellations / Office Closings

If inclement weather or a crisis requires class cancellations and/or office closings, the following guidelines will be followed:

1. The decision will be made by the president in consultation with the provost. In the case of inclement weather, the earlier a decision can be made, the better, preferably before 5 a.m.

2. The president will notify the vice presidents and the president's staff, who notify supervisors, who will notify employees throughout the chain of command. If the cancellation/closing occurs outside of normal business hours, individuals at each level who reside outside of Warrensburg should be contacted first.

3. Once the cancellation/closing decision is made, the Office of Integrated Marketing and Communications staff will notify the following appropriate media.

- work with the chief information officer in Information Services to place electronic messages on the campus email systems.
- work with the Webmaster to place electronic messages on the university's web site.
- send text messages as needed.

Text Messaging Service

As part of an effort to improve timely communication to the campus community, especially when it relates to campus safety and inclement weather, UCM has implemented a voluntary text messaging program. TextCaster® provides the web-based wireless communication infrastructure for this service. Faculty, staff, and students who opt-in to the program can receive emergency alerts, severe weather alerts, and information about school closings or delays due to weather at the Warrensburg campus and Missouri Innovation Campus in Lee's Summit. Individuals with disabilities and other campus members who are interested can also sign up for accessibility notices. Individuals who are interested in participating can sign up via the web at ucmo.edu/textcaster. Easy-to-follow directions are on that site. All participants can select which types of alerts they wish to receive. Participants are encouraged to contact their wireless carrier to learn more about charges that may apply to text messaging. Those who desire more information can call the Office of Integrated Marketing and Communications at (660)543-4640.

Outdoor Warning System

The Warrensburg and Skyhaven campus have an outdoor warning system used for severe weather warnings and other warning messages. This system allows the University to quickly communicate information to students located outdoors. This information allows individuals to decide to take shelter or evacuate the area depending on the situation. These siren and public announcement systems are tested monthly on the first Wednesday of each month at 10:00 a.m. unless rescheduled due to weather. These sirens are not intended to be heard indoors but can be supplemented by an indoor severe weather alert radio or other alerts using a smart phone.

The Missouri Innovation Campus in Lee's Summit relies on the existing city outdoor warning system consisting of approximately 33 sirens spread across the city that are tested monthly (unless cancelled due to weather) on the first Wednesday of each month at 11:00 a.m. These sirens are not intended to be heard indoors but can be supplemented by an indoor severe weather alert radio.

Emergency Response and Evacuation Procedure Testing

The University will annually test emergency response and evacuation procedures and then conduct appropriate follow-through activities. These tests may be announced or unannounced and are documented with a description of each, the date and time it was held and a notation as to whether it was announced or unannounced. These follow-through activities are designed for assessment and evaluation of emergency plans and capabilities. The tests are scheduled in advance and will include an after-action report. In conjunction with at least one test per calendar year, the University publicizes to its employees and students the University's emergency response and evacuation procedures.

Local Police Department

Warrensburg Police Department – Warrensburg Campus

The mission of the Warrensburg Police Department is to ensure the safety, security, and well-being of the Warrensburg community through proactive patrol, community-based interaction, crime prevention programs, investigation of offenses, accidents and enforcement of ordinances and statutes. Warrensburg Police Department Chief Andrew Munsterman guides them in this mission.

UCM DPS and WPD have a close working relationship. UCM DPS and WPD Officers at times respond to calls together and work together during training exercises. UCM DPS Officers hold a dual commission through the State of Missouri and a reserve commission through the City of Warrensburg.

Johnson County Sheriff's Office – Skyhaven Campus

The Johnson County Missouri Sheriff's Office operates on the principles of responsibility, accountability, and commitment. The Office under direction of Sheriff Scott Munsterman is committed to protecting visitors and citizens of Johnson County. UCM DPS has worked closely with the Sheriff's Office for many years.

Lee's Summit Police Department – Lee's Summit Missouri Innovation Campus

The Operations Division of the Lee's Summit Police Department is the largest unit within the police department with over 70 officers assigned to the Patrol Unit and Traffic safety Unit. Officers provide 24-hour preventative patrol and immediate response to 65 square miles from "state of the art" patrol vehicles.

The LSPD also has a Criminal Investigations Division that is comprised of 3 separate units: Criminal Investigations, Special Investigations, and Juvenile Investigations. Each unit's primary responsibility is follow-up investigation of criminal offenses. In addition, detectives are assigned to the Metro Squad, the Jackson County Drug Task Force, and are actively involved in Lee's Summit Youth Court and Lee's Summit CARES.

The University does not have any officially recognized student organizations that have housing facilities "off-campus" associated with the Missouri Innovation Campus in Lee's Summit.

Monitoring of Criminal Activity at Off-Campus Locations of Recognized Student Organizations

If Warrensburg Police Department (WPD) is contacted about criminal activity occurring off-campus involving UCM students or UCM Student Organizations they regularly contact UCM DPS; however, there is no official policy requiring such notification. UCM DPS Police Officers respond to WPD calls as necessary or requested by WPD. WPD will respond to assist with calls on university property as necessary or requested by UCM DPS; however, reports concerning the criminal activity will be taken by UCM DPS Officers for the purpose of inclusion in our annual disclosure of crime statistics.

Access to Campus Facilities

Academic and Administrative Buildings – Warrensburg and Skyhaven Campus

The University of Central Missouri's Warrensburg and Skyhaven campuses are open to the public and thus accessible to members of the University community, guests, and visitors during regular business hours. Many of these buildings have individual hours that vary throughout the year. University personnel lock these buildings each night or verify they are locked. UCM DPS Police Officers check the buildings in Warrensburg and at Skyhaven to ensure they are secure. In addition, members of Student Assistant Foot Patrol Escort Team (Safe Team) also check the buildings at our Warrensburg campus.

Academic and administrative buildings are patrolled on a regular basis. Work orders are placed as necessary to repair any doors that need repairs to ensure they secure properly. UCM DPS personnel document doors found to be unlocked, propped open, or not securing properly and a list is sent out to various administrators and individuals on campus to ensure any issues are addressed.

Additional information on access or scheduling University facilities can be obtained by contacting the office of Meetings and Conference Services by telephone at (660)543-4342 or in person at the University Union in room 307.

Lee's Summit Campus

UCM's Lee's Summit or Missouri Innovation Campus does not have any residential facilities. The MIC Building consists of approximately 140,000 square feet that is leased from the Lee's Summit R-7 School District. Both UCM and the Lee's Summit R-7 School District utilize the MIC Building, UCM occupies 60% of the building. The MIC Building has 3 parking lots. The north lot is for R-7 students, the west lot is for staff of UCM and R-7, and the south lot is for UCM students, staff, faculty, and guests. The R-7 School District is responsible for making sure the building is secure through an automated locking system and security cameras. During the day, the MIC Building is open to the public and thus accessible to members of the University community, guests, and visitors during regular business hours. The MIC Building is open 7:30 a.m. to 9:30 p.m. - Monday through Friday and 8:00 a.m. to 5:00 p.m. on Saturday. The R-7 School District's staff ensures the building is secure after hours.

Residence Halls – Warrensburg Campus Only

The University reserves the right for authorized University representatives to enter all rooms for housekeeping purposes, repair or maintenance, health, safety, or disciplinary reasons. Residence Hall Buildings except for The Crossing at South and Holden are accessible to members of the University community, guests, and visitors during regular business hours. Main entries for buildings will be secured by Housing Staff at 10:00 p.m. and will be unlocked by Housing Staff at 6:00 a.m. All other doors will remain secured 24 hours a day. The residential portion of The Crossing is always secure.

UCM DPS Police Officers and Safe Team members patrol residence hall buildings on a regular basis. Members of the Student Assistant Foot Patrol Escort Team (Safe Team) or UCM DPS Police Officer check these buildings to ensure they are secure. Work orders are placed as necessary to repair any doors that need repairs to ensure they secure properly. UCM DPS personnel document door found to be unlocked, propped open, or not securing properly and a list is sent out to various administrators and individuals on campus to ensure any issues are addressed.

Keys kept in the key box at the front desks of buildings will be kept secured with the door closed and locked. Only the Community Advisor (CA) or Residence Hall Director (RHD) should have access to the key box. Staff members should follow the same check-out procedures as any other resident. At no time should the CA need both keys to their room. Staff abuse of keys will be reported to the RHD.

Maintenance of Campus Facilities

Maintenance of Campus Facilities - Warrensburg and Skyhaven

UCM DPS regularly patrols the University of Central Missouri's Warrensburg and Skyhaven campuses and reports malfunctioning lights and other unsafe physical conditions to Facilities Planning and Operations. Other personnel and members of the University community also report problems to UCM DPS or Facilities Planning and Operations for correction. Facilities Planning and Operations conducts periodic inspections and monitoring of campus night and security lighting, tree pruning to preserve night lighting, and sidewalk and trip hazard surveys to minimize trip and fall hazards.

Maintenance of Campus Facilities – Lee's Summit Missouri Innovation Campus

UCM's Missouri Innovation Campus (MIC) Building staff monitor the facility for malfunctioning lights and other unsafe physical conditions and reports them to the R-7 School District. Students and visitors may also report any unsafe conditions to the MIC Building's staff for repair.

Education Programs

Most crimes on the University campus are the result of opportunity and can be prevented. The Department of Public Safety attempts to inform the University community of this fact through programs designed to reduce the risk of becoming a crime victim. University police officers have been trained in crime prevention techniques, and the police/community services sergeant is a campus crime prevention professional, responsible for coordinating Public Safety's crime prevention efforts. These programs are presented at various times throughout the year and upon request. Crime prevention, security awareness, and material that encourages students and employees to be responsible for their own security and the security of others is presented during student orientations and during employee orientations. We also cover how to report crimes, timely warnings, procedures, practices, jurisdiction, and many other topics during these programs.

The University's crime prevention program is based upon the dual concepts of eliminating or minimizing criminal opportunities, whenever possible, and encouraging students and employees to be responsible for their own security and the security of others.

The following list describes university crime prevention programs and projects designed to inform students and employees about campus security, safety procedures, practices, and the prevention of crimes.

Campus 911: All campus telephones have 911 capability which provides direct access to the Department of Public Safety. All such calls are immediately traced, and the phone number and location of the phone are displayed on a screen for the Public Safety Dispatcher.

TIPS-Online: A TIPS online form is available for persons who wish to report crime anonymously or provide confidential information about crime at http://www.ucmo.edu/tips for investigation by UCM DPS.

Crime Prevention Presentations: Numerous crime prevention presentations are available to university groups on vehicle security, burglary prevention, neighborhood watch, office security, bicycle security, child safety, conflict management, alcohol and drug awareness and other topics.

Crime Prevention Brochures: Printed materials such as brochures, posters, and bookmarks are available to the University community on such topics as personal safety, residence hall, office, library, vehicle and bicycle security, telephone security, sexual assault, alcohol awareness, drug awareness, domestic violence, and obscene and harassing phone calls.

Security and safety Surveys: Public Safety completes detailed surveys of exterior lighting, door locking mechanisms, and campus grounds including completion of job orders when deficiencies are found. Public Safety works closely with Facilities, Planning and Operations, and when maintenance issues are identified, they are promptly reported. Security considerations are a high priority in the maintenance of campus facilities.

Rape Awareness Prevention, Education, and Self Defense: University police officers and staff from the Office of Health Promotion, make numerous presentations to members of the university community each year on rape awareness, prevention, and education. In addition, four Public Safety officers are nationally certified R.A.D. instructors and offer the course free several times each semester. The R.A.D. System Basic, Advanced, and Keychain programs are comprehensive women-only courses that begin with awareness, prevention, risk reduction and risk avoidance, while progressing on to the basics of hands-on defense training. This course is offered on campus and is free to students, employees, and dependents. In addition, R.A.D for Men and R.A.D. Kids are offered. For more information about the R.A.D. classes, and a current schedule, please visit http://www.ucmo.edu/rad.

Educational programs are provided upon request to groups and areas on campus that address crime reporting, timely warnings, building access, maintenance, and other topics. These topics are also targeted specifically by the Department of Public Safety through student and employee orientations and to other persons through regular presentations such as A.L.I.C.E. training.

Alcohol and Drug Policies

All alcohol and drug policies are available online in the UCM Student Handbook. If a student requests a policy, they are directed online or to the Office of Student Experience and Engagement, Administration Building 214. All policies and procedures regarding standards of conduct, alcohol, tobacco and other drugs can be found in full text in UCM's Student Handbook, which is available online at: https://issuu.com/ucentralmo/docs/ucmguidetogooddecisionmaking?e=9595811/51394453.

All new UCM employees are briefed on the AOD policies during new employee orientation, which occurs twice a month. All employees also have access to the policies through the UCM website: available at http://www.ucmo.edu/offices/general-counsel/university-policy-library. Requests for policy are directed to Human Resources.

UCM's Drug Free Schools and Workplace Statement

The University has established and is committed to enforcing clear policies that promote an educational environment free from the abuse of alcohol and other substances. The University complies with federal regulations that require an alcohol and drug testing program for safety sensitive positions. The University enforces local ordinances and state statutes prohibiting individuals under the age of 21 from drinking or having alcohol in their possession. Drinking or possession of alcoholic beverages is prohibited in university buildings and residence halls except in those places where an explicit exception has been granted. The University also enforces state and federal laws that govern the possession, use, distribution, and sale of alcohol and illicit drugs. Anyone found to be in violation of such laws shall be subject to all applicable criminal penalties, as well as disciplinary action in accordance with applicable policies of the University of Central Missouri. Students under the age of 21 are reminded it is unlawful to use fictitious identification for purchasing alcohol. Health risks associated with the use of illicit drugs and alcohol include, but are not limited to, addiction, accidents because of impaired judgment and ability, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior. Information on referral and assistance with alcohol or drug-related problems is available from the Counseling Center (660)543-4060, University Health Center (660)543-4770, or Human Resources (660)543-4255.

Biennial Review

The University shall conduct biennial reviews of the university's drug prevention program to determine the effectiveness of the program and to recommend or implement changes as appropriate. Each review shall also include an evaluation of disciplinary sanctions imposed during the review period to ensure that these sanctions are consistently enforced. A copy of this review shall be made available to the Department of Education and the public upon request. Requests can be made to the Division of Student Experience and Engagement.

Housing Alcohol Policies

Housing staff members strive to create a vibrant and dynamic community while preserving a learning atmosphere. This is a difficult balance. In general, no noise should be heard in the hallways or by neighbors including those above or below the student's room. Residents should refrain from running, horseplay and loud communications in the hallways, stairwells, and other public areas and slamming doors. Residents should be able to study and sleep without undue disturbance. Specific courtesy and quiet hours may be developed for your hall community, and you are expected to honor these covenants.

To maintain an environment conducive to learning, Housing has placed additional specific restrictions on how and when alcohol can be used in the halls.

- Alcohol is allowed on upper class floors in residence hall rooms if the owners of the room and everyone present are all 21 or older. Alcohol is not allowed in first year communities or in common areas of the halls. To prevent a disruptive party-like atmosphere, no more than 4 people can be present in a room where alcohol is being consumed.
- Mass quantities of alcohol (such as kegs) are not congruent with the responsible atmosphere we are trying to create and will not be allowed in the halls.
- For this same reason, alcohol competitions (beer pong, etc.) are also not allowed in the residence halls.
- Beer bottles and cans must be disposed of properly.
- The door must remain closed when alcohol is being consumed.

Legal Sanctions

Local, State, and Federal Laws prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines of up to $20,000 to imprisonment for terms up to and including life. Students under 21 years of age are reminded it is unlawful to use fictitious identification for purchasing alcohol.

Most alcohol and drug offenses are prosecuted under state law or by municipal ordinance though federal charges are possible in certain cases. For example, transporting illegal drugs across state lines can lead to federal charges. The severity of the sanctions may depend on the type and quantity of drug, criminal history, and whether death or serious injury resulted. Federal law may require forfeiture of property and even denial of federal benefits such as student financial aid and more.

Purchase or Possession of Alcohol by a Minor

- It shall be unlawful for any person under the age of twenty-one (21) years to *purchase* or attempt to *purchase*, or have in his *possession*, any intoxicating liquor or to be visibly intoxicated as defined by Missouri Statute or to have a detectable blood alcohol content of more than two-hundredths of one percent.
- The municipal penalty can be up to $500 fine and or up to 3 months in jail, court costs, and probation. Probation may allow the offender to avoid jail if they abide by conditions set by the court for a set length of time.
- The state penalty can be a fine of $50 to $1,000 and or imprisonment for up to 1 year.

Possession of an Open Container of Alcohol in Public

- It shall be unlawful for any person to drink from or have in his possession an open container of intoxicating liquor in any public place within the city, except when a liquor license has been issued and is in effect for such public place.
- The municipal penalty can be up to $500 fine and or up to 3 months in jail, court costs, and probation. Probation may allow the offender to avoid jail if they abide by conditions set by the court for a set length of time.

Allowing Minors to Consume Alcohol

- It shall be unlawful for any owner, occupant, or other person with a lawful right to the exclusive use and enjoyment of any property to knowingly permit or allow a person under the age of twenty-one (21) to drink or *possess* intoxicating liquor or knowingly fail to stop a person under the age of twenty-one (21) from drinking or possessing intoxicating liquor on such property, unless such person allowing the person under the age of twenty-one (21) to drink or *possess* intoxicating liquor is his or her parent or guardian.
- The municipal penalty can be up to $500 fine and or up to 3 months in jail, court costs, and probation. Probation may allow the offender to avoid jail if they abide by conditions set by the court for a set length of time.
- The state penalty can be a fine of $50 to $1,000 and or imprisonment for up to 1 year.

Misrepresentation of Age by Minors Prohibited / False ID

- Any person under the age of twenty-one (21) years who shall represent that he has attained the age of twenty-one (21) years for the purpose of *purchasing*, asking for or in any way receiving any intoxicating liquor, except in cases authorized by law, shall be guilty of an offense.
- Any person who is less than twenty-one (21) years of age who uses a reproduced, modified, or altered chauffeur's license, motor vehicle operator's license, or state identification card, for the purpose of *purchasing*, asking for or in any way receiving any intoxicating liquor, shall be guilty of an offense and shall be subject to a fine of five hundred dollars ($500.00) for each separate offense.
- The municipal penalty can be up to $500 fine and or up to 3 months in jail, court costs, and probation. Probation may allow the offender to avoid jail if they abide by conditions set by the court for a set length of time.
- The state penalty can be a fine of $50 to $1,000 and or imprisonment for up to 1 year.

Driving While Intoxicated

- A person commits the offense of *driving while intoxicated* if he operates a motor vehicle *while* in an intoxicated or drugged condition.
- The municipal penalty can be up to $500 fine and or up to 3 months in jail, court costs, and probation. Probation may allow the offender to avoid jail if they abide by conditions set by the court for a set length of time.
- The state penalty varies depending on number of offenses and criminal history.
- The first offense is subject to a fine up to $500 and/or six months imprisonment. The offender will participate in a Substance Abuse Traffic Offender Program (SATOP).
- Multiple offenses range from a fine up to $1,000 and/or 1 year imprisonment up to 5 to 15 years in prison. For multiple offenses Missouri law typically requires the driver to install an ignition interlock device on a vehicle for 6 months after reinstatement of a driver's license.
- Missouri may also impose administrative sanctions for individuals arrested for DWI. Your license is suspended or revoked for 90 days for the 1st offense. The second alcohol or drug-related offense will normally result in a 1-year revocation of your driver's license. Additional convictions within 5 years may result in a 5-year revocation. Three or more convictions will result in a 10-year revocation of driving privileges.

Refusal to Take Blood Alcohol Test

- Missouri law specifies that if you are driving then, you have given consent to submit to a chemical test to determine the amount of alcohol in your blood. Refusal to take a test could result in the suspension of your license for 1 year.

Missouri Abuse and Lose Law

- In Missouri, the blood alcohol limit for drivers under 21 years old is .02. The penalty for violation of this law is administrative and include suspension of license for 90 days for the 1st offense and 1 year for subsequent offenses. This law also includes the possession or use of alcohol and drugs while driving or using a fake ID.

Distribution or Manufacturing of a Controlled Substance Near a University in Missouri

- Distribution or manufacturing of a controlled substance within 2,000 feet of a school is a class A felony of which the sentence shall be served without probation or parole if the offender is found to be a persistent drug offender.
- Federal penalties for trafficking within 1,000 feet of a university can include prison terms and fines which are twice as high as regular penalties with a mandatory prison sentence of at least 1 year.

Possession of Marijuana

- In November of 2022, Missouri voters approved Missouri Constitutional Amendment 3, which allows for the recreation use of marijuana for people over possess up to six ounces of marijuana.
- It shall be unlawful for any person under the age of twenty-one to possess marijuana. The municipal penalty can be up to a civil fine up to $500.
- It shall be unlawful for any person to deliver or distribution of marijuana to any person under the age of twenty-one. The municipal penalty can be up to a civil fine up to $500.
- It shall be unlawful for anyone to smoke marijuana within a motor vehicle while such vehicle is being operated. The municipal penalty is a civil penalty of up to $100.
- It shall be unlawful for possession of marijuana or marijuana accessories on the grounds of any public or private school or university. The municipal penalty is a civil fine up to $500.
- It shall be unlawfully for anyone to possess of three ounces or more but less than six ounces of marijuana. The municipal penalty is a civil fine of up to $250. Possession of more than six ounces of marijuana carries a municipal penalty of a civil fine of up to $500.00.
- It shall be unlawfully to cultivate marijuana plants without a license from the state of Missouri. The municipal penalty is civil fine of up to $250.
- The state penalty can be a fine of $50 to $1,000 and or imprisonment for up to 1 year. For less than 10 grams of marijuana with no previous drug convictions you will not serve jail time.
- It is unlawful for anyone to ingest marijuana into their body within a public place.
- Marijuana possession remains prohibited on campus under federal law.

Possession of Drug Paraphernalia

- It shall be unlawful for any person to possess drug paraphernalia.

- For this purpose, "drug paraphernalia" means all equipment, products and materials of any kind which are used, intended for use, or designed for use, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body a controlled substance as defined by the statutes of the state, as amended. In determining whether an object is drug paraphernalia, the court should consider, in addition to other logically relevant factors, the proximity of the object to a controlled substance and the existence of any residue of a controlled substance found on or in the object.
- The municipal penalty can be up to $500 fine and or up to 3 months in jail, court costs, and probation. Probation may allow the offender to avoid jail if they abide by conditions set by the court for a set length of time.
- The state penalty can be a fine of $50 to $1,000 and or imprisonment for up to 1 year.

Possession of a Controlled Substance

- The manufacturing, possession, sale, distribution and use of controlled substances or imitation controlled substances are prohibited by state law. Penalties for first time offenses for a drug possession violation can range from a fine of up to $1,000 to life imprisonment depending on the incident and criminal history of the offender.

Health Risks

Specific serious health risks are associated with the use of illicit drugs and alcohol. Some of the major risks are listed here:

- Alcohol and other depressants (barbiturates, sedatives, and tranquilizers) --Addiction, accidents because of impaired ability and judgment, overdose when used with other depressants, damage to a developing fetus, heart, and liver damage.
- Marijuana-- Addiction, panic reaction, impaired short-term memory, increased risk of lung cancer and emphysema (particularly for cigarette smokers), impaired driving.
- Cocaine-- Addiction, heart attack, seizures, lung damage, depression, paranoia, psychosis. Similar risks are associated with other stimulants such as "speed" and "uppers".
- Hallucinogens - (acid, LSD, PCP, MDMA, etc.) Unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsions, coma.
- Inhalants - (gas, aerosols, glue, nitrates, etc.) Loss of consciousness, suffocation, damage to brain and central nervous system, sudden death

Resources for Substance Abuse Information, Education, & Counseling

A variety of resources exist for drug and alcohol counseling, treatment, or rehabilitation programs. For detailed information concerning these resources available from the University and/or community agencies, contact the University Health Center, the Counseling Center, or Human Resources. Such referrals will respect individual confidentiality.

The following resources are available on campus for education, counseling, and referral services:

The Counseling Center - The Counseling Center is a safe place for students to begin addressing their concerns. In counseling, an objective person helps you explore what is bothering you and find solutions to your problems. Some people benefit from one meeting, while others are seen regularly for a brief period. If our time limited services are not appropriate for your needs, we will help you access more fitting services in the community. Located in Humphreys 131, (660)543-4060. All services are confidential and free of charge.

Office of Health Promotion - Alcohol and other substance abuse intervention services. Also provides consultations, presentations to campus groups, and printed materials on the dangers of alcohol and other drugs. Provides leadership in the planning and coordination of alcohol and drug awareness. Located at College and Clark streets, (660)543-4770.

University Discipline

Violation of university regulations can result in disciplinary action up to and including expulsion of students and discharge of faculty and staff members.

Crime Statistics

Preparing for the Annual Disclosure of Crime Statistics

Written requests for statistical information are made on an annual basis to Campus Security Authorities (as defined by federal law), the Warrensburg Police Department, the Johnson County Sheriff's Department, and to the Lee's Summit Police Department (for our Lee's Summit Campus). Statistics are gathered, compiled with statistics collected by the University of Central Missouri Department of Public Safety, and reported to the University community in the Annual Security and Fire safety Report published by UCM DPS. UCM DPS submits the annual crime statistics published in this report to the Department of Education. The Department of Education makes this information available through their website.

Media Relations sends an e-mail to every enrolled student and current employee on an annual basis. The e-mail includes a summary of the contents of this report, the address for the UCM DPS website where the report can be found on-line (http://www.ucmo.edu/clery), and information on obtaining a physical copy by contacting UCM DPS.

Classifying Crime Statistics

The statistics in this report are published in accordance with the standards and guidelines used by the FBI Uniform Crime Reporting Handbook and relevant federal law (the Clery Act).

The number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Rape, Fondling, Statutory Rape, Incest, and Aggravated Assault. For example, if an

aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics. With a similar scenario only now, there are three persons who assault one victim, this would be counted as one aggravated assault since we only have one victim.

The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, Vandalism, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of Motor Vehicle Theft, each vehicle stolen is counted.

2022, 2023, and 2024 Crime Statistics (UCM - Warrensburg Campus, Skyhaven Campus, and Lee's Summit Campus)

This report provides crimes statistics compiled by the UCM Department of Public Safety for the past three years (2021, 2022, and 2023). The charts are required to show crimes that occur in three geographic areas: On-Campus, Non-Campus Building or Property, and Public Property. In addition, statistics are pulled from the On-Campus category to create the subcategory of On-Campus Student Housing.

On-Campus is defined in two ways:

1. Owned or controlled by the institution within the same contiguous geographic area and used in direct support of or in a manner related to the institution's educational purposes. Examples of this would be academic buildings, administrative buildings, residence halls and other on-campus housing facilities.
2. Any building or property on campus owned by the institution but controlled by another person, frequently used by students, and used to support institutional purposes. Examples of this would include restaurants or food vendors and bookstores or other retail vendors.

On-Campus Student Housing (subset of On-Campus):

1. Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the contiguous geographic area that makes up the campus. Examples of this would include undergraduate, graduate, married student housing, traditional residence halls, and building that are owned by a third party but have a written agreement with the institution to provide student housing.

Non-Campus Building or Property:

1. Any building or property not part of the core campus and that does not fit the definition of separate campus and is owned or controlled by the institution, used in direct support of or in relation to the institution's educational purposes, frequently used by students, and is not within the same reasonable contiguous geographic area of the institution. Examples could include research facilities, athletic facilities, and residential facilities outside of the core campus.

Public Property:

1. All public property, including thoroughfares, streets, sidewalks, and parking facilities, which is within the campus, or immediately adjacent to and accessible from the campus. Examples of this would include sidewalks and parking lots.

UCM's Skyhaven campus includes no Non-Campus Buildings or Property or On-Campus Student Housing. The campus is located at 130 NW 251 Road in Johnson County, Missouri. The property includes more than 400 acres and the Max B. Swisher Skyhaven Airport. The Johnson County Sheriff's Office does provide a list of any relevant incidents occurring on or near the Skyhaven Campus.

University of Central Missouri
Warrensburg Campus

	2022						2023						2024					
	On-Campus (Includes Housing)	On-Campus (Housing Only)	Non-Campus	Public Property	Unfounded (Withheld from Statistics)		On-Campus (Includes Housing)	On-Campus (Housing Only)	Non-Campus	Public Property	Unfounded (Withheld from Statistics)		On-Campus (Includes Housing)	On-Campus (Housing Only)	Non-Campus	Public Property	Unfounded (Withheld from Statistics)	
	Subtotal	Subsection of On-Campus	Subtotal	Subtotal		Total	Subtotal	Subsection of On-Campus	Subtotal	Subtotal		Total	Subtotal	Subsection of On-Campus	Subtotal	Subtotal		Total
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Aggravated Assault	0	0	0	1	0	1	2	0	0	2	0	4	0	0	0	1	0	1
Motor Vehicle Theft	1	0	0	5	0	6	2	0	0	3	0	5	0	0	0	4	0	4
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	6	2	0	0	0	6	2	1	0	0	0	2	3	2	0	0	0	3
Rape	5	5	0	1	0	6	3	3	0	1	0	4	1	1	0	0	0	1
Fondling	2	2	0	1	1	3	1	1	0	0	0	1	2	2	0	0	0	2
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	5	4	0	28	0	33	4	1	0	23	0	27	4	2	0	20	0	24
Liquor Law Referrals	4	2	0	0	0	4	6	6	0	0	0	6	24	24	0	1	0	25
Drug Law Arrests	11	9	0	45	0	56	0	0	0	4	0	4	5	0	0	3	0	8
Drug Law Referrals	4	3	0	4	0	8	5	5	0	0	0	5	9	9	0	0	0	9
Weapons Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Weapons Referral	0	0	0	0	0	0	1	1	0	0	0	1	2	2	0	0	0	2
Domestic Violence	6	5	0	1	0	7	3	3	0	0	0	3	4	2	0	0	0	4
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	4	2	0	1	0	5	0	0	0	0	0	0

University of Central Missouri
Skyhaven Campus

	2022				2023				2024			
	On-Campus	Public	Unfounded (Withheld from Statistics)		On-Campus	Public	Unfounded (Withheld from Statistics)		On-Campus	Public	Unfounded (Withheld from Statistics)	
	Subtotal	Subtotal		Total	Subtotal	Subtotal		Total	Subtotal	Subtotal		Total
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Referrals	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0	1	0	1
Drug Law Referrals	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Referral	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

* Caveat: UCM's Skyhaven campus includes no residential facilities.

University of Central Missouri
Missouri Innovation Campus

	2022			2023			2024		
	On-Campus	Unfounded (Withheld from Statistics)		On-Campus	Unfounded (Withheld from Statistics)		On-Campus	Unfounded (Withheld from Statistics)	
	Subtotal		Total	Subtotal		Total	Subtotal		Total
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	1	0	1
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Referrals	0	0	0	0	0	0	0	0	0
Weapons Arrests	0	0	0	0	0	0	0	0	0
Weapons Referral	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

* Caveat: UCM's Missouri Innovation Campus in Lee's Summit includes no residential facilities.

Hate Crimes Statistics

UCM's Warrensburg campus reported no hate crimes in 2022, 1 robbery classified as hate by national origin in 2023, and 1 assault classified as hate by national origin in 2024.

Lee's Summit and Skyhaven Campus reported no hate crimes for 2022, 2023 and 2024.

Missing Students

Missing Student Notification Policy

I. Purpose

In accordance with Section 485 of the Higher Education (HEA), every institution of higher education that provides on-campus housing must provide a missing student notification policy for those students residing in on-campus housing.

II. Policy

The University of Central Missouri takes student safety very seriously. To this end, the following policy and procedures have been established to assist in locating UCM students living in university owned on-campus housing who, based on the known facts and circumstances, UCM has determined to be missing.

III. Procedures

A. Procedure for Informing Students

At the beginning of each academic year, UCM will inform students residing in on-campus housing that UCM will notify either a custodial parent or guardian (if the student is under 18 and not emancipated) or an individual, including a confidential contact, selected by the student not later than 24 hours after the time the student is determined to be missing.

This information will include the following:

- Students have the option of identifying a confidential contact to be contacted by UCM not later than 24 hours after the time the student has been determined missing. This is in addition to any general emergency contact the student has identified. The 24-hour period begins when a report of a missing student is reported to at least one of the three university offices listed in paragraph III.B.(1) below and it has been determined that the student is missing.

- Students can register this confidential contact information through Student Experience and Engagement. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation may have access to this information.

- If the student is under 18 years of age, and not an emancipated individual, UCM is required to notify a custodial parent or guardian not later than 24 hours after the time that the student is determined to be missing.

- UCM will notify the appropriate law enforcement agency not later than 24 hours after the time that the student is determined to be missing unless it was that law enforcement agency that made the determination.

- If on investigation of the official report UCM Public Safety or other law enforcement personnel determine that the missing student has been missing for more than 24 hours, UCM will initiate the emergency contact procedures in accordance with the student's designation.

- Even if a student chooses not to identify a confidential contact person, appropriate law enforcement agencies will be notified that a student is missing if the situation arises.

B. Notification Procedure for a Missing Student Who Resides in On-campus Housing.

1. Students, employees or other individuals should report that a student is missing to at least one of the following university offices:

a. Department of Public Safety
306 Broad Street
Telephone: (660)543-4123 (Answered 24 hours)

b. Office of Student Experience and Engagement
Administration Building 213
Telephone: (660)543-4114

c. Office of University Housing
Ellis L23
Telephone: (660)543-4515

2. Once UCM receives a missing student report via the Department of Public Safety ("Public Safety"), the Office of Student Experience and Engagement ("Student Experience and Engagement"), the Office of University Housing ("University Housing") or other source, the following offices shall be notified:

a. Public Safety

b. Student Experience and Engagement

c. University Housing

3. Any official missing person report as set out above shall be referred immediately to UCM Public Safety.

If UCM Public Safety, after investigating the official report, determines the student is missing or has been missing for more than 24 hours, Public Safety or Student Experience and Engagement will contact the confidential contact identified by the student, the custodial parent or legal guardian if the student is under 18 and not emancipated. It will also notify appropriate law enforcement agencies unless one of them was the entity that made the determination that the student is missing.

4. Upon notification from any entity that any student residing in on-campus housing may be missing, UCM may use any of the following resources to assist in locating the student. These resources may be used in any order and combination.

a. Through University Housing, UCM staff may be asked to physically locate the student by keying into the student's assigned room. and talking with known associates.

b. UCM dining services may be asked to confirm if the student has purchased a meal.

c. Public Safety may search on campus public locations to find the student (library, cafeteria, etc.).

d. Public Safety may issue a student's official student identifications picture to assist in identifying the missing student.

e. Student Experience and Engagement or academic departments may be contacted to seek information on last sighting or other contact information.

f. Public Safety may access student identification card access logs to determine last use of card and track the card for future uses.

g. Public Safety may access vehicle registration information for vehicle location and distribution to local authorities.

h. Information Services may be asked to look up computer access logs for last login and use of UCM Blackboard or UCM email systems.

i. If there is any indication of foul play, Public Safety may contact appropriate law enforcement agencies for assistance.

C. The assistant vice provost for student services is charged with developing procedures to implement this "Missing Student Notification Policy." The assistant vice provost for student services should work with the general counsel, provost and other university vice presidents to develop procedures that meet the standards set forth in this policy.

Policies, Procedures, and Programming Relating to Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Introduction

Discrimination, Harassment & Sexual Misconduct

The University of Central Missouri (UCM) seeks to foster a safe and healthy environment where discrimination, harassment, and sexual misconduct will not be tolerated in university programs, activities, employment and education.

UCM's Discrimination, Harassment & Sexual Misconduct Grievance Process, coupled with UCM's Nondiscrimination and Equal Opportunity Statement (UCM BOG Policy 1.2.150), prohibits sexual misconduct, including sex-based harassment, domestic violence, dating violence, stalking, and sexual exploitation in the University's education programs and activities, and further prohibit discrimination on the basis of any protected characteristic, including under this policy sex, pregnancy, gender identity, gender expression, and gender (non)conformity. UCM does not tolerate sex discrimination. As used in this policy, the word "sex" is also inclusive of the term "gender."

UCM Nondiscrimination and Equal Opportunity Statement (BOG Policy 1.2.150) states the following: The University of Central Missouri actively follows a policy of nondiscrimination regarding age, race, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, and all other legally protected classes. This policy applies to educational programs and activities including athletics, instruction, grading, the awarding of student financial aid, recruitment, admission, employment, housing, placement and retention of students, faculty and staff. The university complies with applicable federal and state laws and regulations related to discrimination.

The University treats all disclosures and reports of discrimination, harassment, and sexual misconduct with great care and discretion. UCM provides support for members of the University community who have experienced discrimination, harassment, or sexual misconduct while also providing an equitable resolution process. A complaint does not need to be filed to seek assistance or supportive measures. The University does not tolerate unlawful discrimination, harassment, or sexual misconduct in any education program or activity that it operates, including in admission and employment. The University has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Equity Administrator /Title IX Coordinator, alleging any action that would be prohibited by the University's Board of Governors Policy 1.2.150.

UCM's Nondiscrimination and Equal Opportunity Statement, and UCM's Discrimination, Harassment and Sexual Misconduct Grievance Process applies to all students, employees, volunteers, visitors, contractors, customers, and other participants in any of the university's education programs or activities, whether such programs or activities occur on-campus or off-campus. This policy extends to all aspects of the University's educational programs and activities, including but not limited to admissions, employment, academics, athletics, housing, and student services, and includes any building owned or controlled by a student organization that is officially recognized by the University.

UCM recognizes that sexual assault, domestic violence, dating violence, and stalking can happen to anyone. UCM is fully committed to developing and fully implementing effective sexual misconduct policies, procedures, and to providing training on this issue for students and staff. General information regarding University policy and procedures can be found at UCM's Discrimination, Harassment & Sexual Misconduct Home Page.

Applicable Definitions:

In compliance with Title IX, the Violence Against Women Reauthorization Act of 2013 ("VAWA"), and the Clery Act, the University uses definitions from applicable federal Title IX regulations, Uniform Crime Reporting (UCR) system, the State of Missouri's Criminal Code's definitions, and laws of the jurisdiction where the university resides.

For purposes of the discussion that follows, the following definitions are contained in **Missouri statutes**:

Domestic violence - Mo. Rev. Stat. § 455.010(5) and (7)

(5) Abuse or stalking committed by a family or household member, as such terms are defined in Mo. Rev. Stat. § 455.010. (7) "Family" or "household member", [includes] spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Domestic assault - Mo. Rev. Stat. §§ 565.072-565.074

A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.

Mo Rev. Stat. § 565.002(6) indicates that a "domestic victim" is a household or family member as the term "family" or "household member" is defined in 455.010, including any child who is a member of the household or family.

A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and he or she:

1. Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or

2. Recklessly causes serious physical injury to such domestic victim; or

3. Recklessly causes physical injury to such domestic victim by means of any deadly weapon.

A person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term "domestic victim" is defined under section 565.002.

A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and:

1. The person attempts to cause or recklessly causes physical injury, physical pain, or illness to such domestic victim.

2. With criminal negligence the person causes physical injury to such domestic victim by means of a deadly weapon or dangerous instrument.

3. The person purposely places such domestic victim in apprehension of immediate physical injury by any means.

4. The person recklessly engages in conduct which creates a substantial risk of death or serious physical injury to such domestic victim.

5. The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or

6. The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting his or her access to other persons, telecommunication devices or transportation for the purpose of isolation.

Dating violence

Based on good-faith research, the University has determined that “dating violence” is not separately defined in Missouri law but note that the definition above of “domestic assault” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The statute does not further define such a relationship, but the Violence Against Women Act states that it is characterized by the expectation of affection or sexual involvement between the parties and that the existence of such a relationship shall be determined based the reporting party’s statement with a consideration of the following factors:

(1) length of the relationship,
(2) type of relationship, and
(3) frequency of interaction between the persons involved in the relationship.

For this definition dating violence will include but not be limited to sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking - Mo. Rev. Stat. § 565.225 and 565.227

• As used below, the term "disturbs" shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.

Missouri defines “Emotional Distress” as something markedly greater than the level of uneasiness, nervousness, unhappiness, or the like, which are commonly experienced in day-to-day living.

A person commits the offense of stalking in the first degree if he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and:

1. Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or

2. At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or

3. At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or

4. At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or

5. He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or

6. At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.

A person commits the offense of stalking in the second degree if he or she purposely, through his or her course of conduct, disturbs, or follows with the intent to disturb another person.

Sexual assault – Mo. Rev. Stat. § 455.010(1)(e)

Causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person’s consent.

Rape, Fondling, Incest, Statutory Rape

For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Missouri law are as follows:

Rape (Mo. Rev. Stat. §§ 566.030 and 566.032)

A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

Fondling: The institution has determined, based on good-faith research, that Missouri law does not define the specific term of fondling. In Missouri, fondling is considered sexual abuse (see sexual abuse definition).

Incest (Mo. Rev. Stat. § 568.020): A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her:

1. Ancestor or descendant by blood or adoption; or

2. Stepchild, while the marriage creating that relationship exists; or

3. Brother or sister of the whole or half-blood; or

4. Uncle, aunt, nephew or niece of the whole blood.

Statutory Rape (Mo. Rev. Stat. §§ 566.032 and 566.034):

A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age.

o A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

Other Crimes that could be considered Sexual Assault

Other crimes under Missouri law that may be classified as a “sexual assault” include the following:

Sodomy (Mo. Rev. Stat. §§ 566.060 and 566.061):

o A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent.

Statutory Sodomy (Mo. Rev. Stat. §§ 566.062 and 566.064):

o A person commits the offense of statutory sodomy in the first degree if he or she has deviate sexual intercourse with another person who is less than fourteen years of age.

36

o A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age.

Child Molestation (Mo. Rev. Stat. §§ 566.067 to 566.071):

o A person commits the offense of child molestation in the first degree if he or she subjects another person who is less than fourteen years of age to sexual contact and the offense is an aggravated sexual offense.

o A person commits the offense of child molestation in the second degree if he or she:

1. Subjects a child who is less than twelve years of age to sexual contact; or

2. Being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact and the offense is an aggravated sexual offense.

A person commits the offense of child molestation in the third degree if he or she subjects a child who is less than fourteen years of age to sexual contact.

A person commits the offense of child molestation in the fourth degree if, being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact.

Sexual Misconduct Involving a Child (Mo. Rev. Stat. § 566.083):

A person commits the offense of sexual misconduct involving a child if such person:

1. Knowingly exposes his or her genitals to a child less than fifteen years of age under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm to the child.

2. Knowingly exposes his or her genitals to a child less than fifteen years of age for the purpose of arousing or gratifying the sexual desire of any person, including the child.

3. Knowingly coerces or induces a child less than fifteen years of age to expose the child's genitals for the purpose of arousing or gratifying the sexual desire of any person, including the child; or

4. Knowingly coerces or induces a child who is known by such person to be less than fifteen years of age to expose the breasts of a female child through the internet or other electronic means for the purpose of arousing or gratifying the sexual desire of any person, including the child.

Sexual Misconduct (Mo. Rev. Stat. §§ 566.093 and 566.095):

A person commits the offense of sexual misconduct in the first degree if such person:

1. Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm.

2. Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or

3. Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person.

A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm.

Sexual Abuse (Mo. Rev. Stat. §§ 566.100 and 566.101):

A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

Consent - Mo. Rev. Stat. § 556.061(14).

Consent or lack of consent may be expressed or implied. Assent does not constitute consent if:

a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or

b) It is given by a person who by reason of youth, mental disease or defect, or intoxication, is manifestly unable to (or known by the actor to be unable to) make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or

c) It is induced by force, duress or deception.

In addition to the definition of consent under Missouri law, the University defines consent in its sexual misconduct definitions, for the purpose of determining whether sexual violence (including sexual assault) occurred, as follows:

With all cases of a sexual nature, "consent" is permission and willingness to engage in sexual activity.

• Consent is clear, knowing and voluntary.

• Consent is active, not passive.

• Silence, or lack of resistance, does not equate consent.

• The person consenting must act freely and voluntarily, have knowledge of the nature of the act and be capable of making a reasonable judgment concerning the nature of the act.

• Legal minors are not capable of giving consent.

• Individuals with mental or physical disabilities may be unable to give consent.

• Those who are intoxicated by alcohol or drugs may be unable to give consent.

• A current or previous dating relationship is not sufficient to constitute consent.

• Consent to engage in sexual activity with one person or in one instance does not imply consent to any other forms of sexual activity or other person(s).

• Previous relationships or prior consent cannot imply consent to future sexual acts.

Coercion, force, intimidation, or the threat of any of these, invalidates consent. Any member of the University community who encourages, aids, assists or participates in any act of sexual misconduct against another will also be considered to have committed a violation of university policy.

“Incapacitation” is a state where someone cannot make rational, purposeful decisions because they lack the capacity to give knowing consent (e.g., they lack the ability to understand the "who, what, when, where, why, or how" of their sexual interaction). This definition also covers a person whose incapacity results from mental disability, sleep, illness, involuntary physical restraint, or from the effect of illegal drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Burundanga, etc. is prohibited, and knowingly administering one of these drugs to a student or employee is a violation of this policy.

Sexual activity with someone who is known to be - or based on the circumstances should reasonably have known to be - mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), constitutes a violation of this policy.

Relevant factors may include, but are not limited to, the following: lack of awareness of circumstances or surroundings, inability to communicate coherently, and/or lack of control over physical movements. The use of alcohol and other drugs never makes someone at fault for being sexually assaulted. The use of alcohol or other drugs will not function as a defense to a violation of university policy.

Educational and Awareness Programs

The University recognizes that the prevention of discrimination, harassment, and sexual misconduct is important.

The University offers educational programming to a variety of groups such as: campus personnel; incoming students and new employees participating in orientation; and members of student organizations. Among other elements, such training will cover relevant definitions, procedures, and sanctions; will provide safe and positive options for bystander intervention; and will provide risk reduction information, including recognizing warning signs of abusive behavior and how to avoid potential attacks.

The University provides education through many forms, such as educational programming, campus and community events, and electronic and hard copy educational resources.

UCM offers a variety of educational programming, including a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees, and an Ongoing Awareness and Prevention Campaign (OPAC) for students and employees that reinforces the information provided in the PPAP. Among other items, such training informs students and employees that the University prohibits the offenses of sexual assault, domestic and dating violence and stalking. The programming also covers relevant definitions (as noted above), procedures with rights & options a complainant and respondent should follow, procedures the University will follow when a report is received, resources and supportive measures available to complainants and respondents, confidentiality, and sanctions. The training also addresses safe and positive options for bystander intervention and information on risk reduction, including recognizing warning signs of abusive behavior and how to avoid potential attacks. Much of this information is covered in the upcoming section of this report.

These prevention and education programs are created in consultation with local, state, and national sexual assault, dating violence, domestic violence, and stalking victim advocacy, victim services, or prevention organizations, and local law enforcement.

PPAP and OPAC programming includes instruction on risk reduction, including how to avoid becoming a victim and the warning signs of abusive behavior, the recognition of which will help mitigate the likelihood of perpetration, victimization or bystander inaction.

Specifically, campus community members are advised:

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits and boundaries clear and known before and during sexual activity.
- Consent to sexual activity can be withdrawn at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct about wanting to leave the environment or wanting to stop sexual activity.
- Notify someone nearby and ask for help.
- Be responsible about alcohol and/or drug use. Alcohol and drugs can lower sexual inhibitions and may make you vulnerable to someone who views an intoxicated/drugged person as a sexual opportunity.

- Attend large parties with trustworthy friends. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB. Do not leave drinks alone.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Don’t make assumptions about the other person’s consent or about how far he or she is willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner indicates a withdrawal of consent (implicitly or expressly), stop immediately.
- Clearly communicate your sexual intentions. The other person also has a chance to clearly tell you his or her intentions.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.

Don’t take advantage of someone whose judgment is impaired because of the consumption of alcohol or drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a person whose judgment is impaired.

- Be aware of the signs of impairment, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.
- Respect limits and boundaries.

It is also important to be aware of the warning signs of an abusive person. Some examples include past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

Programming also includes encouraging individuals to take safe and positive steps to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault or stalking against another person. This includes reporting such incidents to appropriate authorities. Other steps that can be taken include:

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don’t hesitate to contact the police.

PPAP and OPAC presentations include:

Campus Community Health – Office of Health Promotion

Coordinates several campus and community efforts to promote a safe environment for learning. Present educational trainings for classes or student organizations on topics such as bystander intervention skills training (how to step in and help in problematic situations), alcohol refusal skills (how to stick to your decision not to drink), alcohol harm reduction (how to drink more safely if you choose to do so), and sexual assault prevention for men and for women. Contact them online or at healthpromotion@ucmo.edu.

Online Sexual Violence Prevention Programs

At UCM, we believe all students should have the opportunity to learn in a safe and civil environment, free from sexual and interpersonal violence. Therefore, all new freshmen, new graduate students and new transfer students are required to complete an online Sexual Violence Prevention (SVP) education program at the beginning of their college career at UCM. SVP is offered through Vector Solutions and will take approximately 50 minutes to complete. On-going SVP, including workplace discrimination, harassment and sexual misconduct is also provided to all employees every year through Vector Solutions.

These programs clarify sexual misconduct and sex-based harassment, helps students identify what it is, how they can help, and shares statistics and reporting options. These programs teach bystander intervention, uses video to facilitate discussion, discusses support, and teaches intervening by utilizing Direct, Delegate and Distract techniques.

Care to Act

UCM's Care To Act approach is about each of us being prepared to make a positive difference on our campus and to act on our sense of caring for each other. Through a brief online overview, facilitated, in-person group conversations, and purposeful connection with existing programs and services, the Care To Act approach focuses on how each of us can be engaged community members, working together to support a culture of care on our campus.

Care To Act focuses on how to be an engaged community member by addressing concerns such as interpersonal violence, substance misuse, bias and discrimination, and mental well-being and suicidality.

UCM Public Safety

UCM Public Safety offers many crime prevention programs to the university community, including Personal safety and Protection, Alcohol Awareness, Drug Awareness, Rape and Sexual Assault, Theft Prevention, Domestic Violence, Conflict Management, Child safety, and Rape Aggression Defense. Other program topics may be available upon request. For more information, please contact: The Department of Public Safety at 306 Broad Street, Warrensburg, Missouri 64093 or by phone: (660) 543-4123.

Reporting a Crime

If you are the victim of a crime, you are encouraged to report it immediately.

Crimes can be reported in any of the following manners:

- Campus 911 (emergencies only).
- The Department of Public Safety business phone number – (660) 543-4123.
- In person at the Public Safety building, located at 306 Broad Street.
- To any of the other Campus Security Authorities (CSA) listed earlier in this report.

Confidential Reporting of a Crime

For confidential reporting, please use the anonymous TIPS online form at: http://www.ucmo.edu/tips if you intend for a police investigation to follow. To report a crime for statistical purposes only (Clery Act Compliance) you may use the Incident Reporting Form at: http://www.ucmo.edu/crime or specifically: https://cm.maxient.com/reportingform.php?UnivofCentralMissouri

Different people on campus have different reporting responsibilities and different abilities to maintain confidentiality, depending on their roles at the university and upon university policy. When consulting campus resources, all parties should be aware of confidentiality, privacy, and mandatory reporting to make informed choices. All UCM employees are expected to protect privacy, but not all UCM's employees can maintain confidentiality. Nevertheless, the University will protect confidentiality, including not placing identifying information in publicly available records, to the extent permissible by law.

If a complainant discloses an incident to a Mandated Reporter but wishes to maintain confidentiality or requests that the University not investigate the matter, the University must weigh that request against the University's obligation to provide a safe, non-discriminatory environment for the entire University community, including the complainant.

On campus, some resources can offer confidentiality, reporting options, and advice without any obligation to tell anyone unless there is specific permission provided to release information. Other resources are expressly available to report crimes and policy violations and those areas may act when a report is received.

To facilitate the University response, all University employees (other than student employees or temporary employees) are identified as Mandated Reporters. This includes faculty and staff, except those designated as confidential in their role. Mandated Reporters are required to report incidents of discrimination, harassment or sexual misconduct to the Title IX Coordinator, regardless of whether the recipient of the alleged behavior is a student, employee, volunteer, or visitor of the University.

Mandated Reporters are required to report known information, and not try to resolve the situation themselves. Information provided to a mandated reporter will be shared only with people responsible for handling the University's response to the report.

UCM does not prohibit an individual from intervening in a circumstance to effectuate immediate physical safety or to involve emergency authorities, such as calling 911 or UCM Public Safety.

Anyone who has experienced sexual misconduct may speak with any University employee, as designated above, to have a report filed on their behalf. UCM Public Safety officials are also Mandated Reporters.

Confidential Reporting Options

If one desires that details of the incident be kept confidential, they are encouraged to visit with on-campus confidential resources, such as the University's Counseling Center (660) 543-4060 or health service providers at the University Health Center (660) 543-4770. Off-campus resources can also maintain confidentiality and do not have an obligation to report to the University.

On-campus counselors are available to help you free of charge and can be seen on an emergency/crisis basis during business hours. In addition, you may speak with on and off-campus members of the clergy and chaplains, who will also keep reports made to them confidential. An individual may also receive immediate, confidential support through the UCM 24-hour Crisis and Counseling Support Line at (660) 543-8008. A complete list of on-campus confidential counseling services is provided further in this section.

Reporting to Those Who Can Maintain Privacy but Not Confidentiality

You can also seek advice from certain resources who will keep your personal information private unless there is cause for fear for your safety, or the safety of others. These individuals (such as faculty members, coaches, advisors, staff members, admissions officers, and student activities personnel,) are outstanding resources. Please be aware that as a part of their role, they are Mandated Reporters and have an obligation to report to the Title IX Coordinator but will be instructed to share incident reports with university officials only.

In the rare event that the incident reveals a need to protect you or other members of the community, your personally identifiable information may be shared within university officials and with the Department of Public Safety.

If you are unsure of someone's duties and ability to maintain your confidentiality or privacy, ask them before you talk to them. They will be able to tell you, and help you make informed decisions about who can help you best.

In all cases, your personal information will only be shared as necessary with as few people as possible, and all efforts will be made to protect your privacy.

Non-Confidential Reporting Options

You may also choose to make a non-confidential report to officials of the institution (Public Safety, Student Experience & Engagement, Title IX, University Housing, and/or Human Resources). The university considers these people to be "Mandated Reporters." Notice to them is considered notice to the institution. When a non-confidential report is made, you have the right and have the option to have incidents of sexual misconduct impartially investigated and properly

resolved through administrative procedures. Non-confidential reporting means that only people who need to know will be told, and information will be shared only as necessary with coordinators, investigators, support services staff, witnesses, and the accused individual.

Reporting options may be found on UCM's Discrimination, Harassment, and Sexual Misconduct Home Page: Reporting Options.

Federal Statistic Reporting Obligations

Certain campus officials, called Campus Security Authorities or CSAs, have a duty to report sexual misconduct for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be reported to campus law enforcement regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given) for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Federally mandated campus security authorities include student/conduct affairs, campus law enforcement, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations, and any other official with significant responsibility for student and campus activities.

The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the victim and may be done anonymously.

Federal Timely Warning Reporting Obligations

Victims of sexual misconduct should also be aware that university administrators must issue timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The university will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions considering the danger. The reporters for timely warning purposes are the same as detailed at the end of the above paragraph.

What Victims Can Expect from the University

Students or employees who report being a victim of sexual assault, domestic violence, dating violence, or stalking will be notified in writing of their Rights and Options and procedures to follow. The notification will include information on:

- The importance of preserving evidence as may be necessary to prove the offense or to obtain a protective order.
- Victims will be provided information on where a forensic examination can be obtained. Such an examination is available at the University Health Center (UHC) on the main campus in Warrensburg, Western Missouri Medical Center in Warrensburg, St. Luke's East in Lee's Summit, or Lee's Summit Medical Center. Getting a forensic exam does not require the victim to file a police report or pursue immediate charges, but it does allow evidence to be preserved if a decision to file a police report is made later.

Therefore, victims should follow these guidelines:

Do not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence.

Don't bathe or wash, or otherwise clean the environment in which the assault occurred.

Options for pressing charges can be deferred; you may go to the local hospital emergency room and ask for a forensic sexual assault exam (SANE exam) and for evidence of the sexual assault to be collected and sealed.

Victims of stalking should also preserve evidence of the crime to the extent possible, specifically any evidence in electronic formats such as text messages, emails, photos, videos, social media, etc. This type of evidence is important and may be the only available evidence in cases of stalking or harassment.

To whom and how the alleged offense should be reported (which is explained above).

Options regarding notification to law enforcement

Option to notify either on-campus or local police.

To make a police report, a victim should contact one of the police agencies listed in this report by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

Option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses; or

Option to decline to notify such authorities.

Where applicable, the rights of victims 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. (See the Protective Orders section below for more information).

In addition, a victim will be notified in writing about existing counseling, health, mental health, advocacy, legal assistance, visa and immigration assistance and other services available for victims both on and off the campus. Further, a victim will be notified in writing about options for and available assistance in changing academic, living, transportation and working situations, if requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus or local law enforcement.

To request an accommodation, victims should contact the Associate Vice President for Student Services/Title IX Coordinator, Dr. Corey Bowman, in the Office of Student Experience and Engagement in room 214 of the Administration Building, or by telephone at (660) 543-4114.

Factors that might be considered during this process include, but are not limited to, the following: the specific need expressed by the complainant; the age of the persons involved; the severity or pervasiveness of the allegations; any continuing effects on the complainant; whether the complainant and the alleged perpetrator share common University facilities; and whether other judicial measures have been taken to protect the complainant. The University will maintain, as confidential as possible, any accommodations or protective measures provided to a victim, to the extent that maintaining confidentiality would not impair the institution's ability to provide them. If necessary to disclose the victim's personal information to provide the accommodation, the University will advise the victim in advance of the information to be disclosed, to whom, and the reason for such disclosure.

Student and Employee Processes:

The University has adopted grievance procedures that provide for the prompt and equitable resolution of complaints. Student and employee concerns will be addressed under the University's Discrimination, Harassment & Sexual Misconduct Grievance Process. Any other student concerns may be addressed through the Student Conduct Process, while any other employee concerns may be addressed through the Employee Grievance Process through Human Resources. While there may be minor procedural differences due to the unique needs of each population, university administrative procedures are based on the same policy and share a common philosophy to foster a safe and healthy environment built on mutual respect and trust and is committed to affording equal opportunity in employment and education.

University Administrative Response:

The University will address all complaints of a sexual nature with due regard to the parties' concerns of privacy. Once a formal complaint is initiated, both the complainant (victim) and respondent (suspect) will be provided equal rights and provided a prompt and equitable resolution process that adheres to the principles of due process and fundamental fairness.

Someone who has filed a complaint of sexual misconduct will not be expected to be in the same room as the respondent. The fact a report has been filed does not mean the University has reached any conclusions about whether the reported conduct has occurred. Respondents are presumed not responsible for the behavior unless responsibility is established through a formal grievance process.

As an important early step in this process, the complainant will be advised of options including immediate steps the University can take. For example, relocation to another residence, relocation to another class or other class accommodations, grant temporary absence from classes, make temporary alterations to work schedules, as well as the option for a formal investigation or additional resolution options.

UCM will assist you if you ask for help in relation to an incident of sexual misconduct. Please understand, the University will only act against the respondent if you decide to file a formal university complaint and a formal grievance process is completed, which establishes responsibility of the respondent for the alleged conduct.

The University's actions are guided by federal regulations and the safety needs of the community. Due regard and respect will be given to the wishes of the complainant and, if requested, the desire not to be identified. Please understand, if the situation demonstrates a threat to others in the campus community, an investigation may proceed without the permission of the complainant (victim), although this will always be evaluated on a case-by-case basis with deep consideration of the complainant's wishes.

If any occurrences of a sexual nature pose a general threat to the University community, the University will determine whether to, and how to take affirmative steps to notify students, faculty and staff of the potential danger. Appropriate notification will be made to local law enforcement.

No Contact Orders:

When a complainant makes a report of sexual misconduct, the University may issue "No Contact" orders to protect both parties from retaliation and prevent the situation from escalating. This is usually implemented by Public Safety or the Title IX Coordinator when a concern is first reported.

"No contact" means no communication whatsoever including direct communication (talking, calling, texting, etc.), indirect communication (through friends or third parties), contact through social media (Facebook, Twitter, Snapchat etc.), or through any other means.

In extreme cases, the University may need to make temporary changes to living accommodations or class enrollments to ensure the safety of the parties involved. In other cases, due to safety concerns, the University may restrict a party from returning to campus until they have first met with the Associate Vice President for Student Services/Title IX Coordinator.

"No Contact" orders do not imply any wrongdoing; it is a supportive measure for both parties involved. A violation of the "No Contact" order, however, may be considered a serious and potentially threatening breach of university policy and may result in immediate disciplinary action, separate from the original complaint.

Investigations:

The University's administrative process acts independently of any legal proceedings, but a complainant may decide to proceed with a criminal investigation at any time. University investigations of possible sexual misconduct will be prompt and equitable, free from bias.

Once a complaint has been made, the University will provide supportive measures or interim measures to both the complainant(s) and respondent(s). Supportive measures are individualized services offered as appropriate and reasonably available, without fee or charge, which are non-punitive, non-disciplinary, and do not unreasonably burdensome to the other party or to the University while designed to ensure equal educational access, protect safety, or deter sexual misconduct. The Title IX Coordinator or designee is authorized to coordinate and implement supportive measures through other offices and departments, as deemed appropriate.

The following are examples of support and interim measures available, which include but are not limited to:

- No Contact Orders
- Temporary location restrictions
- Campus escort services, when available
- Increased security and monitoring of certain areas of the campus
- Connection with counselors or therapists, medical assistance, law enforcement, and referrals to attorneys or legal aid
- Academic accommodations and schedule changes, as reasonably appropriate

- Leaves of absence
- Non-punitive adjustments to work schedules or temporary relocation to another work assignment for the protection of both parties
- The ability to withdraw from/retake a class without penalty.
- Access to academic support such as tutoring, retaking exams or requesting extensions of deadlines or other course-related adjustments.
- The ability to change living arrangements or dining facilities as space allows.
- Off campus resources and support

In campus investigations, common legal terms like "guilt," "innocence," and "burdens of proof" are not strictly applicable. In a university investigation, all parties will have the opportunity to have a support person or advisor accompany them at all stages of the grievance process, provide witnesses, and provide evidence. Campus investigations are conducted to take into account the totality of all evidence available, including directly related exculpatory and inculpatory evidence, and a decision will be based on the "preponderance of evidence" standard (i.e., it is more likely than not that sexual harassment or misconduct occurred).

Investigations will be thorough, and the university will generally resolve complaints within 99 business days from the initial receipt of a complaint where the complainant requests university resolution. Some complaints may not require the 99 business-day time frame whereas other complaints may require more time. Both the complainant and respondent will be given periodic updates regarding the status of the investigation and explanations of any delays.

Administrative Hearing:

The University will provide a fair and equitable hearing process adhering to the principles of due process and fundamental fairness. The University exists first and foremost to provide educational services to students; it is not a court of law and is not vested with subpoena powers. The hearing process will include objective evaluation of all relevant evidence including both inculpatory and exculpatory evidence. The standard of evidence to be used to determine responsibility is the preponderance of the evidence standard.

The role of the hearing officer is to review the content of the investigation and determine whether it is more likely than not that the alleged behavior occurred and, if so, whether it constitutes sexual misconduct under university policy.

The hearing officer will facilitate an administrative hearing, where the hearing officer may meet with the involved parties, at hearing officer's sole discretion, or rely solely upon the investigative report to make their decision. The hearing officer may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The hearing officer will not draw an inference about whether the alleged behavior occurred based solely on a party's or witness's refusal to respond to such questions.

The hearing officer will objectively evaluate all relevant evidence, inculpatory and exculpatory, and will avoid basing credibility determinations on a person's status as a complainant, respondent, or witness.

Notification of results and appeals:

After the conclusion of the hearing, the Hearing Officer will prepare and issue a written determination regarding responsibility. All parties will be notified simultaneously, in writing, of the determination or findings, of the procedures to appeal, any change in results prior to becoming final, and when the findings become final. Moreover, notification of the findings will include any sanctions imposed by the University and the rationale for reaching the findings. Either party may appeal the findings based on specific grounds within the university policy. Appeals must be filed with the Title IX Coordinator at (660) 543-4114 or ADM 214. Appeals must be filed within ten (10) calendar days of the original findings.

The Appellate Officer will be assigned by the Title IX Coordinator and will resolve the appeal generally within ten (10) days of receiving it and may take any and all actions that he/she determines to be in the interest of a fair and just decision. The Appellate Officer shall issue a short and plain written statement of the resolution of the appeal, including whether the appeal states sufficient grounds for appeal as set forth in the university policy, and any changes made to the Hearing Officer's previous written determination. The written statement shall be provided to the complainant, respondent, and the Title IX Coordinator simultaneously, via email or hard copy. The decision of the Appellate Officer is final and not subject to further review within the University.

Sanction Guidelines:

The University will carefully review each incident on an individual basis. Depending on the specifics of the incident, more or less severe sanctions may be imposed. The University reserves the right to impose various sanctions, ranging from verbal warning to expulsion or termination of employment, depending on the severity of the offense. Sanctions or remedies will be determined by the hearing officer after a hearing has concluded as specified in the University's grievance process, and a determination of responsibility has been reached.

If the respondent is found in violation of the University's Discrimination, Harassment and Sexual Misconduct policy, the University may impose disciplinary sanctions. Sanctions may include but are not limited to:

- Verbal warning
- Written reprimand
- Probation
- Transferring the respondent to another residence hall or other classes
- Temporary or long-term campus restrictions
- Reassignment of work duties
- Mandatory participation in appropriate educational programs
- Requiring no contact between the parties until both parties graduate and otherwise exit the university.

- Prohibiting the respondent from attending school, work, or other campus events for a period of time
- Suspension or removal from extracurricular activities or student organizations, if appropriate, related, and within the University's control
- Removal from classes
- Suspension
- Expulsion
- Alteration, suspension, administrative leave or termination of employment

Protective Orders:

A survivor of sexual violence may consider filing a petition for a legal Order of Protection. An Order of Protection is a court order to stop violent and harassing behavior and to protect you and your family from an abuser or attacker. While an order of protection is primarily designed to protect victims of domestic violence (abuse by a family or household member), victims of sexual assault, stalking and harassment may qualify as well.

Pursuant to the Missouri Domestic Violence Act, a person may seek an order of protection from acts, attempts or threats to him or her from a family or household member or intimate partner, or from acts of stalking or sexual assault. More information is available at: https://www.courts.mo.gov/page.jsp?id=533.

An Order of Protection can direct your attacker to refrain from any further acts of abuse, sexual assault or harassment, as well as other appropriate remedies, restrictions or requirements as ordered by the judge.

There are two types of orders:

1. **Ex Parte Order of Protection:** If you are in immediate danger and have been abused or threatened with abuse, a judge may grant you an ex parte order. Ex parte orders may be granted without the abuser's knowledge or consent. An ex parte order lasts until your court hearing for a full order of protection, which will take place within 15 days of filing your petition.

2. **Full Order of Protection:** A full order of protection can be issued only after a court hearing in which you and the abuser or attacker both have a chance to tell your sides of the story. A full order of protection will protect you for a period of not less than 180 days, and not more than one year.

For complete information about orders of protection and assistance filing court paperwork, contact the Survival Court Advocate in Warrensburg, serving Johnson and Henry Counties in Missouri:

Survival Adult Abuse Center

137 E. Culton Street, Warrensburg

(660)429-1088 (Office)
http://survivalhouse.org/

or the Johnson County (MO) Courthouse:
http://www.jococourthouse.com

You may also contact the Eastern Jackson County Courthouse in Independence (*for Blue Springs, Independence, Lee's Summit, Raytown, etc*):

Eastern Jackson County - Independence Courthouse
308 W. Kansas Ave, Independence
(816) 881-4555
https://www.16thcircuit.org

The University will enforce any temporary restraining order or other protective order from a criminal, civil, or tribal court. Any student or employee who has a legal protection order or no contact order should notify the Title IX Coordinator and/or Department of Public Safety and provide a copy of the order so that it may be kept on file and can be enforced on campus, if necessary. Upon learning of any orders, the University will take all reasonable and legal action to allow the implementation and to not interfere with the implementation of the order.

Remediation:

If a policy violation is found, the hearing officer will outline reasonable steps to correct the effects of such conduct on the complainant and others and to prevent the recurrence of discrimination, harassment, or sexual misconduct, and retaliation. Sanctions, remediation, and other appropriate actions are individualized to each situation. In complaints involving university employees, this may involve coordination with complainant and respondent supervisors; this is not a violation of confidentiality.

If no violation of this policy is found, it does not necessarily mean that the complainant's allegations were false, unfounded, made it bad faith, or that no other policy was violated. An allegation may be true and lack sufficient evidence to meet a standard of evidence proving responsibility, or an allegation may be inaccurate but not intentionally falsified.

Retaliation will not be tolerated:

Retaliation is strictly prohibited. This includes peer retaliation. Involved parties may not interfere with any right or privilege secured by Title IX or university policy, or because the individual has engaged in protected conduct, to include that they made a report or complaint, testified, assisted, or participated or

refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination constitute retaliation if based on the underlying protected conduct.

Engaging in retaliation is a separate violation of policy and can result in disciplinary action regardless of the outcome of the investigation and resolution of the initial complaint. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination of employment.

The exercise of rights protected under the First Amendment does not constitute retaliation. Charging an individual with a code of conduct violation for making a materially false statement in bad faith during a grievance proceeding under this part does not constitute retaliation.

Complaints alleging retaliation under this policy should be filed with the Title IX Coordinator.

Seeking Assistance and Supportive Measures

The University is committed to providing support for members of the University community who have experienced sexual misconduct, such as sexual assault, rape, acquaintance rape, domestic violence, dating violence, and/or stalking. If someone has experienced discrimination, harassment, or sexual misconduct, the University can provide an individual with assistance.

A complaint does not need to be filed to seek assistance or supportive measures.

The Title IX Coordinator can assist in supporting survivors of sexual violence by providing a wide range of supportive measures, such as crisis intervention services, health and safety referrals, advocacy referrals, counseling services and confidential reporting in a centralized location. Here, survivors or their loved ones can receive information, validation, explore options, reduce the stigma of victimization, and recognize the right to self-determination.

To request more information on policies, procedures, and supportive measures, please contact:

Dr. Corey Bowman, Title IX Coordinator, (660) 543-4114, bowman@ucmo.edu, Administration 214

UCM 24-hour assistance:

The 24-hour UCM Crisis and Counseling Support Line is also available at (660) 543-8008.

For an emergency, please contact:

UCM Public Safety, (660) 543-4123 OR Dial 911, 306 Broad Street.

Off-Campus Advocacy Resources

Survival Adult Abuse Center: Available 24 hours daily. Survival Adult Abuse Center offers a crisis hotline, 24-hour emergency shelter, referrals, case management, crisis intervention, court advocacy, resource advocacy, sexual assault advocacy, support groups, and a volunteer program. A sexual assault advocate may be contacted by calling the Survival House hotline at (800) 846-7597 or (660) 429-2847.

Metropolitan Organization to Counter Sexual Assault (MOCSA): Available 24 hours daily. MOCSA serves the greater Kansas City area and can provide individuals with advocacy and confidential support. Their hotline is 816-531-0233 or 913-642-0233.

Missouri Coalition Against Domestic & Sexual Violence (MOCADSV): MOCADSV is a coalition that provides domestic and sexual violence education and technical assistance to interpersonal violence service providers and member agencies. The MOCADSV website allows users to search for specific services, program types, or locations at the state level.

Hope House (Lee's Summit, MO): The mission is to break the cycle of domestic violence by providing safe refuge and supportive services.

On-campus Confidential Counseling Services

For emergencies/life-threatening situations, including suicidality, at all times, call Public Safety at (660)543-4123, call 911, or go directly to the emergency room at Western Missouri Medical Center at 403 Burkarth Road, Warrensburg.

UCM Counseling Center: Offers free, confidential personal and social support through qualified mental health professionals. If you or someone you know is experiencing urgent, but not life-threatening concerns, a crisis appointment will be provided the same day with a clinician in our office. Contact the UCM Counseling Center at (660) 543-4060 or in Administration 102.

The Central Missouri Clinic (MFT): Offers private and confidential sessions with student therapists who are supervised by experienced therapists and faculty. MFT session fees are affordable and on a sliding scale based on the individual or family seeking assistance. Discounts are offered for UCM students. Contact MFT at (660) 543-4813, at mft@ucmo.edu, or visit them at the lower level of the UHC.

Michael Hough Education and Counseling Center: Provides confidential, individual and group counseling services on the Warrensburg campus, MIC campus in Lee's Summit, and virtually. Counseling services are provided by UCM student counselors-in-training, who receive supervision from UCM faculty. Services are free to UCM students. Contact them at (660) 543-4239 or by email at coecounseling@ucmo.edu.

Limiting Contact with the Perpetrator

Office of Student Experience and Engagement (SEE): If the respondent is in the same classroom or housing area, or is scheduled to be in future semesters, works directly with you, or interacts regularly in close proximity during university programs, contact SEE at (660) 543-4114 for assistance, or stop in their office in Administration 214. Hours: M-F, 8:00 a.m. - 5:00 p.m.

Academic and Housing Accommodations

Office of Student Experience and Engagement (SEE)**:** The Office of Student Experience and Engagement will work to ensure reasonable accommodations are available, if requested. If you wish to change your housing because the perpetrator lives nearby, or if you have missed classes or classroom assignments, or need other housing or academic support, contact SEE at (660) 543-4114, or visit them in Administration 214. Hours: M-F, 8:00 a.m. - 5:00 p.m.

University Housing: University Housing can assist with general and specific Housing concerns, such as temporary or permanent housing adjustments, room accommodations, or relocations, as necessary and appropriate. Contact Housing at (660) 543-4515 or at Ellis Complex L23. Hours: M-F, 8:00 a.m. - 5:00 p.m.

Removing Directory Information

Office of the Registrar and Student Records (students): If students wish to remove their directory information (name, email address, etc.) from the University website, please contact the Office of the Registrar and Student Records at (660) 543-4900 or visit them in Ward Edwards 1000. Hours: M-F, 8:00 a.m. - 5:00 p.m.

Human Resources (employees): For information on removing directory information for employees, workplace accommodations, or disability accommodations, contact HR at (660) 543-4255 or in Administration 101. Hours: M-F, 8:00 a.m. - 5:00 p.m.

Making Charges against the Perpetrator

UCM Department of Public Safety: To report a crime on the main UCM campus in Warrensburg, contact UCM Public Safety at (660) 543-4123 or visit them at 306 Broad Street, Warrensburg, MO 64093.

Warrensburg Police Department (WPD): To report a crime off campus in Warrensburg, contact WPD at (660) 747-9133 (regular business hours), Johnson County Central Dispatch at (660) 747-2265 (non-emergency and after-hours), or call 911 for emergencies. You can visit WPD at 102B South Holden Street, Warrensburg, MO 64093.

Lee's Summit Police Department (LSPD): LSPD is responsible for law enforcement response at the UCM campus in Lee's Summit—MIC. In an emergency, call 911 to reach LSPD. For non-emergency or after-hours calls, call LSPD at (816) 969-1700 (business hours) or (816) 969-7390 (after hours), or visit them at 10 NE Tudor Rd, Lee's Summit, MO 64086.

General Medical Services

University Health Center: The University Health Center (UHC) offers non-emergency medical care for injuries and follow-up appointments. It is staffed by nurse practitioners, including a psychiatric nurse practitioner, nurses, a pharmacy, a lab, and a SANE nurse. UHC SANE nurses are specifically trained in providing free, confidential exams to individuals who have experienced sexual assault, including collecting evidence and discussing other services that may be needed, such as treatment and testing for sexually transmitted infections.

Contact UHC at (660) 543-4770 or visit them at 600 South College Avenue. Hours: M-F, 8:00 a.m. - 12:00 p.m., 1:00 p.m. - 5:00 p.m.

Western Missouri Medical Center (WMMC): For comprehensive and emergency medical care in Warrensburg, contact Western Missouri Medical Center at (660) 747-2500 or visit them at 403 Burkarth Road, Warrensburg, MO 64093. WMMC ER is available 24 hours a day.

Sexual Assault Nurse Examiner (SANE) Service

Western Missouri Medical Center (WMMC): WMMC can respond to needs specific to sexual assault in the Emergency Room. Contact Western Missouri Medical Center at (660) 747-2500 or visit them at 403 Burkarth Road, Warrensburg, MO 64093. Western Missouri Medical Center is available 24 hours a day.

Lee's Summit Medical Center: For emergency medical care, contact Lee's Summit Medical Center at 816-282-5150 or visit them at 2100 SE Blue Parkway, Lee's Summit, MO 64063. Lee's Summit Medical Center is available 24 hours a day. Lee's Summit Medical Center can provide certified SANE services to respond to needs specific to sexual assault.

Saint Luke's Health System: This hospital provides certified SANE/SAFE services to respond to needs specific to sexual assault. Contact the nearest St. Luke's hospital at (816) 347- 5000 or visit them at 100 N.E. Saint Luke's Blvd., Lee's Summit, MO 64086. Saint Luke's is available 24 hours a day.

Bothwell Regional Health Center: This hospital provides certified SANE/SAFE services to respond to needs specific to sexual assault. Contact them at (660) 826-8833 or visit them at 601 East 14th Street, Sedalia, MO 65301. Bothwell Regional Health Center is available 24 hours a day.

Golden Valley Memorial Healthcare (GVMH): GVMH is a rural, comprehensive healthcare organization in Henry County, MO. It has a 24/7 emergency department, specialty physicians, SANE services, clinics, and much more to meet and fulfill healthcare needs.

Planned Parenthood: Planned Parenthood provides nation-wide access to vital reproductive health care, sex education, and information. Services vary by location and locations can be located on their website. For more information and assistance, call 1-800-230-PLAN.

Student Financial Aid

Office of Student Financial Services (SFS): SFS may help navigate financial roadblocks, the FAFSA, types of aid, and scholarship options and provide the resources a student needs to make educated financial decisions. SFS can help navigate financial aid implications in taking leaves of absence. The Title IX Coordinator can assist in facilitating this conversation, if desired. You may contact SFS at (660) 543-8266 or in Ward Edwards 1100.

Legal Aid & Visa and Immigration Assistance

• Free or low-cost legal services may be available through various legal services in Missouri. You can visit the following websites for more information: http://www.lawmo.org and http://www.lsmo.org/.

• Immigration Advocates Network: http://www.immigrationadvocates.org/nonprofit/legaldirectory/search?state=MO.

• U.S. Citizenship and Immigration Services: https://egov.uscis.gov/office-locator/#/.

Additional Resources - Transportation

Night Ryder: The Night Ryder program provides a free, safe transportation option when UCM classes are in session during the Fall and Spring semesters. Night Ryder operates Thursdays through Saturdays, for UCM students traveling around Warrensburg. Night Ryder is sponsored by the Office of Student Activities and the Student Government Association. For additional information, call the SRWC at (660) 543-8643 or visit https://www.ucmo.edu/current-students/student-services/transportation-services/shuttle-service-local-warrensburg/

24-Hour Hotlines

UCM Crisis Support Line: (660)543-8008
24-Hour Behavioral Health Crisis Hotline: 888-237-4567
LGBT National Hotline: 888-843-4564
National Domestic Violence Hotline: 800-799-7233
National Sexual Assault Hotline: 800-656-HOPE (4673)
National Suicide Prevention Hotline: 988
Poison Control Hotline: 800-222-1222
Substance Abuse & Mental Health Services Administration (SAMHSA): 800-662-HELP (4357)

Additional Resources

Ask - Listen - Refer suicide prevention tutorial: https://asklistenrefer.org/university-of-central-missouri/

Sex Offender Registry

To obtain a list of currently registered sex offenders who work or attend school on a full-time or part-time basis at the University of Central Missouri, please contact the Department of Public Safety at (660) 543-4123 or at 306 Broad Street, Warrensburg, for assistance.

The Missouri Department of Public Safety lists registered sex offenders in Missouri on their website at https://www.mshp.dps.missouri.gov/CJ38/search.jsp.

Offenders can be searched by location or name. You can register with the website to receive e-mail notifications concerning sex offenders in your area.

Policies, Procedures, and Programming Relating to Hazing

Anti-Hazing Policy

Purpose/Policy Statement

The University of Central Missouri seeks to promote a safe environment where all individuals may participate in activities and organizations without compromising their health, safety, or welfare. It is, therefore, the University's policy that hazing is prohibited.

Scope

This policy applies to all UCM faculty, staff, all organizations, fraternity and sorority organizations, intramural sports teams or clubs, and athletic teams.

Definitions

"Hazing" means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person, regardless of the willingness of such other person or persons to participate, and in which both of the following apply:

1. The act was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in any organization that is affiliated with the University; and

2. The act causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury, including:

    a. 'whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

    b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

    c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

    d. causing, coercing, or otherwise inducing another person to perform sexual acts;

    e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

    f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

    g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.''.

3. An individual is also in violation of this policy if they commit an act of hazing as defined by the state of Missouri. Missouri statute states:

    a. A person commits the offense of hazing if he or she knowingly participates in or causes a willful act, occurring on or off the campus of a public or private college or university, directed against a student or a prospective member of an organization operating under the sanction of a public or private college or university, that recklessly endangers the mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm. Acts of hazing include:

        i. Any activity that recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or forced smoking or chewing of tobacco products;

        ii. Any activity that recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or

iii. Any activity that requires the student or prospective member to perform a duty or task that involves a violation of the criminal laws of this state or any political subdivision in this state.

4. Consent is not a defense to hazing.

"Organization" means an organization at an institution of higher education including an athletic team, association, order, society, corps, band, student government, cooperative, club, student organization, fraternity, sorority, or other similar group, in which two or more of the members are student enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

"Student" means any person who is enrolled at the University, any person who has been promoted or accepted for enrollment at the University, or any person who intends to enroll at or be promoted to the University within the next twelve (12) calendar months. A person who meets the definition of a student for purposes of this paragraph shall continue to be defined as a student for purposes of this policy until the person graduates, transfers, is promoted, or withdraws from the University.

“Party” or “Parties” means the alleged victim or accused.

“Investigator” means the UCM employee designated to gather facts related to the incident and responsible for making a determination and issuing sanctions.

Procedure

Any student or group that commits hazing will be subject to the student conduct process as appropriate. A faculty or staff member who commits hazing will be subject to disciplinary action under the appropriate procedure. The UCM process for investigating and adjudicating incidents of hazing is not a legal proceeding and is independent from any criminal investigation that may occur simultaneously. UCM will cooperate with local law enforcement conducting investigations and may coordinate with a concurrent investigation to limit subjecting alleged victims to revictimization.

I. Reporting Hazing

A. Any person can make a report of hazing. To report hazing, please provide specific information about the incident to any of the following:

- In an urgent or life-threatening situation, please call 911 or Public Safety at (660)543-4123
- Incident Report Form or https://cm.maxient.com/reportingform.php?UnivofCentralMissouri
- For all other reports, please contact:
  Office of Community Standards and Support:
- Administration Building 214
- Tel: (660)543-4962

B. The following information can be beneficial for reporting and investigation:

- Organization(s) involved
- Individual(s) involved
- Place of incident(s)
- Date/Time of incidents
- Incident(s) description including as much detail as possible
- Contact information (when possible)
- Pictures or documentation (when possible)

C. Additional information

The more information you can provide, the better. It is most important to identify the individuals affected or the organization(s) involved. If the name of the organization or individual is not provided, it is difficult to investigate.

The ability to investigate reported incidents and enforce the University's policies depends on the accuracy and specificity of the information provided. Concerned individuals are encouraged to provide as much specific detail (i.e., names, dates, times, location, nature of the behavior, etc.) as possible so that appropriate action may be taken.

Concerned individuals have the option to submit a report anonymously, though officials prefer contact information be provided for necessary follow-up. Should contact information not be provided, the University's ability to investigate and address the behaviors reported may be limited. To the extent possible, identity may be kept confidential. Concerned individuals should contact appropriate officials for further information.

II. Investigation of Hazing Incidents

Once an incident of Hazing has been reported, an investigation is triggered. Reports of Hazing are assigned to an investigator who will conduct the investigation, make a report and determination, and issue sanctions or resolutions if applicable.

A. Notice: The Investigator will send separate written notice to all parties involved in the Hazing incident, including the alleged victims and the organization and/or students accused of violating the Anti-Hazing Policy. The Notice will include:

a. Details of the allegation, including known individuals involved and date of the incident

b. Next steps in the Investigation Process

c. The UCM Anti-Hazing Policy and Procedure

B. Investigation and Report:

a. The Investigator will interview all parties involved, which may include the alleged victims, individuals accused of violating the policy, and witnesses.

b. The burden of gathering evidence is the University's, not the parties.

c. The University will not restrict the ability of the parties to discuss the allegations or present evidence.

d. The University will take reasonable steps to prevent and address parties' unauthorized disclosure of evidence obtained solely through grievance procedures.

e. The Investigator will review the evidence and information gathered from the interview process and record it in an investigative report

C. Determination: Based on the investigative report, the investigator will make a determination of whether or not an incident of hazing occurred.

a. The investigator will use the preponderance of the evidence standard of proof to determine whether hazing occurred.

b. The Investigator will issue a final report and determination to all parties involved. The determination will notify the parties of the outcome of the investigation and if a violation was found, the sanctions being imposed on the party that violated the policy.

c. The final report will also include the process for appeals and any other necessary next steps.

d. The Investigator will attempt to resolve any alleged violations of this policy within thirty (30) days of a hazing violation report. However, the Investigator reserves the right to extend this deadline to ensure that the matter is investigated thoroughly and all parties are provided a fair and just process. The investigator will keep all parties informed of any delays and will not cause any unreasonable delays in the process.

D. Appeal

a. Student Organizations, Athletic teams, Students, or individuals have the right to appeal the decision made by the Investigator. Parties found in violation of the Anti-Hazing Policy must submit a written appeal within ten (10) days of receiving the final report and determination from the Investigator to one of the following individuals:

i. Vice President for Student Experience and Engagement

ii. Vice President of Intercollegiate of Athletics (Athletes and athletic team appeals only)

b. Parties wishing to appeal may only do so for the following reasons:

i. Conflict of interest or bias by the investigator

ii. Procedural error that affected the outcome of the matter

iii. New Evidence that could affect the outcome of the matter

c. The Appeal Officer will review the investigation, including interviews and final report and determination. The Appeal Officer should resolve the matter within ten (10) days. The Appeal Officer will issue a short and plain written statement of the resolution of the appeal, including whether the appeal states sufficient grounds set forth for an appeal and if any changes will be made to the previous determination. This written statement will be sent to all parties involved.

d. Appeal Officer determination is final and not subject to further review by the University.

III. Sanctions or Resolutions

If found in violation, parties who commit hazing violations will be subject to disciplinary action, which may include but are not limited to:

- Removal of the Student Organization
- Disciplinary action from the coach
- Mandatory education
- Limitations on facility use
- Limitations on events, including types and times
- Extended Improvement plans, including membership limitations
- Notification to National Organizations
- Suspension or Expulsion from the University.

IV. Resources

A. Seeking Assistance and Supportive Measures

- The Office of Student Experience and Engagement (SEE) and Community Standards and Support (CSS): In conjunction with the Equity Administrator/Title IX Coordinator or a Deputy Equity Administrator/Title IX Coordinator, SEE will ensure appropriate and reasonable supportive measures and accommodations are available if requested. If a student wishes to explore options or request changes to their academic, living, transportation, or work accommodations, has missed class or assignments, or needs to attend class with the other party, they should speak with SEE about these concerns.
    - Location: Administration 214
    - Main Office Phone: (660)543-4114
- University Housing: University Housing provides residential experiences that empower students to become confident and successful lifelong learners dedicated to service.
    - Location: Ellis Complex L23
    - Email: housing@ucmo.edu
    - Phone: (660)543-4515
- Office of Accessibility Services (OAS): The Office of Accessibility Services (OAS) is dedicated to helping students with physical and mental disabilities and impairments have equal opportunity at UCM. If a student identifies as having a disability, we encourage them to contact OAS as soon as possible so that we can work together to help them pursue success during their time at UCM.
    - Location: Union 224
    - Phone: (660)543-4421
- Office of the Registrar and Student Records (students): If students wish to remove their directory information (name, email address, etc.) from the University website, please contact the Office of the Registrar and Student Records.
    - Location: Ward Edwards 1000
    - Phone: (660)543-4900
- Office of Student Financial Services (SFS): SFS is the go-to source for financing a student's education. It may help navigate financial roadblocks, the FAFSA, types of aid, and scholarship options and provide the resources a student needs to make educated financial decisions.

    - Location: Ward Edwards 1100
    - Phone: (660) 543-8266
- Human Resources (employees): For information on removing directory information for employees, workplace accommodations, or disability accommodations.
    - Employee Assistance Program (EAP): This program allows all employees to obtain confidential assistance in resolving personal and work problems as they arise. Confidential support for employees, offering counseling and resources for navigating work-related stress, personal issues, and the impacts of discrimination.
    - Location: Administration Building 101
    - Phone: (660)543-4255
- University Health Center (UHC): The UHC offers students non-emergency medical care for injuries and follow-up appointments. It is staffed by physicians and nurse practitioners, including a psychiatric nurse practitioner, nurses, a pharmacy, a lab, and a SANE nurse.
    - Location: 600 South College Avenue, Warrensburg, MO 64093
    - Phone: (660)543-4770
    - Hours: M-F, 8:00 am - 12:00 pm, 1:00 pm - 5:00 pm
- Department of Public Safety (DPS): The Department of Public Safety at UCM is responsible for all law enforcement response and safety on the UCM campus in Warrensburg. Fully trained and state-certified peace officers can respond 24/7, 365 days a year. To report a crime on campus, contact Public Safety.
    - Location: 306 Broad Street, Warrensburg, MO 64093
    - Phone: (660)543-4123
    - Text Line: (660) 422-2632
    - Safe Team: The Safe Team consists of uniformed student employees who patrol the Warrensburg campus on foot and can provide a walking escort from building exits to building entrances or parking areas on campus during the regular academic year.
- Lee's Summit Police Department (LSPD): LSPD is responsible for law enforcement response at the UCM campus in Lee's Summit—MIC. In an emergency, call 911 to reach LSPD. For non-emergency or after-hours calls, call LSPD.

- Location: 10 NE Tudor Rd., Lee's Summit, MO 64086
- Phone: 816-969-1700 (business hours), 816-969-7390 (after hours)

- UCM Counseling Center (students): Offers free, confidential personal and social support through qualified mental health professionals.
  - Location: Administration 102
  - Phone: (660)543-4060
  - Hours: M- F, 8:00 am - 12:00 pm, 1:00 pm - 5:00 pm
- The Central Missouri Clinic (MFT): Offers private and confidential sessions with student therapists who are supervised by experienced therapists and faculty. MFT session fees are affordable and on a sliding scale based on the individual or family seeking assistance. Discounts are offered for UCM students.
  - Location: Bottom level of the UHC
  - Phone: (660)543-4813
  - Email: mft@ucmo.edu (for scheduling and general questions)
  - Hours: M-Tr, 1:00 pm - 6:00 pm
- Michael Hough Education and Counseling Center: Provides confidential, individual, and group counseling services on the Warrensburg campus, MIC campus in Lee's Summit, and virtually. Counseling services are provided by UCM student counselors-in-training, who receive supervision from UCM faculty. Services are free to UCM students.
  - Phone: (660)543-4239
  - Email: coecounseling@ucmo.edu

B. Anti-Hazing Prevention and Awareness Programs

- All University of Central Missouri student athletes must agree and sign an acknowledgement of the Student Athlete Handbook at the beginning of each academic year. The Student Athlete Handbook explains UCM's Anti-Hazing policy and prohibits such conduct by student Athletes.
- Fraternity and Sorority Life

- The Fraternity and Sorority Life community at the University of Central Missouri requires every member to complete the Hazing Policy Agreement at the beginning of the Fall semester.

V. **Training**

A. Required Training: The University of Central Missouri provides Anti-Hazing training to all students, faculty, and staff through online training portal. All students, faculty, and staff must complete the anti-hazing training annually.

VI. **Campus Hazing Transparency Report**

In accordance with federal requirements, reported incidents of hazing are documented and reported in the Clery Annual Security and Fire Safety Report. Campus and community members can access statistics regarding annual hazing incidents in the Annual Security and Fire Safety Report online beginning in the 2026 report published by October 1, 2026.

The Campus Hazing Transparency Report ("Transparency Report") is available and summarizes findings of hazing concerning student organizations that are recognized by the University of Central Missouri and found to be in violation of this policy. The Transparency Report is updated in July and December of each year. The report includes incidents reported for the last 5 years. A historical reference is available at the bottom of the report.

*The Campus Hazing Transparency Report will be made available July 2025.

Legal Sanctions for Hazing

Missouri's anti-hazing law, known as "Danny's Law," criminalizes knowing participation in acts that recklessly endanger a student's mental or physical health for organizational initiation or membership. This law applies to sanctioned organizations at public and private colleges and universities.

Missouri Revised Statute § 578.365

Under Missouri Revised Statute § 578.365, hazing is defined as knowingly participating in or causing a willful act, on or off campus, that "recklessly endangers the mental or physical health or safety" of a student or member for initiation or membership purposes. This includes prospective, current, and former members. Hazing can involve physical or mental endangerment, forced consumption of substances, and requiring criminal acts.

Penalties can vary. Hazing charge is generally a Class A misdemeanor, punishable by up to a year in jail and/or a fine up to $1,000. If the act creates a "substantial risk to the life" of the student, it is a Class D felony, punishable by up to seven years in prison and/or a fine up to $10,000.

Annual Fire safety Report

Reporting Fires – Warrensburg and Skyhaven Campuses

All fires or suspected fires should be immediately reported to UCM's Department of Public Safety. This will ensure a quick response by police officers, firefighters, and medical personnel if necessary. If unable to contact UCM DPS for some reason immediately contact 911 and the call will be handled appropriately by Johnson County Central Dispatch. This includes even those fires quickly extinguished for which a 911 call was not required. This also allows statistics concerning fires to be collected. Statistics concerning fires in On-Campus Student Housing are then included in this report and published annually.

Reporting Fires and Fire Procedures – Lee's Summit Campus

All fires or suspected fires should be immediately reported to UCM's MIC Building staff; this will ensure a quick response by officers, firefighters, and medical personnel if necessary. If unable to contact UCM's MIC Building staff for some reason immediately contact 911 and the call will be handled appropriately, and fire personnel dispatched. UCM's MIC Building has no residential facilities requiring the annual disclosure of statistics.

Residence Facilities

The University's student housing program is designed to promote a safe and secure environment for residents. About 3,500 students live in the University's residence halls and apartments. Sophisticated heat and smoke sensors, fire alarms, and emergency lighting provide extra protection for residents. Additionally, all residence hall locks are part of a special keyway system, making it difficult for room keys to be duplicated by unauthorized personnel.

Each first-year student hall or adjacent residence hall area has a central front desk at the main entrance staffed 24 hours per day. University housing staff live in each hall. A staff member is on duty in each hall from 6:00 p.m. to 8:00 a.m. A Residence Hall Director or Area Coordinator is on duty each evening for the residence hall system.

Upper class halls and University apartments are more like private apartment situations. Residents, therefore, bear more responsibility for following safety and security practices to protect themselves and their property.

The varied types of housing available and the policies and procedures for university residence facilities are described more thoroughly in the publications University Housing Residence Hall Guidebook and University Apartments Handbook.

Open Flames

1. Students are not allowed to burn candles or incense in their residence hall rooms. Candles can only be used as decorations. No burnt wicks are allowed. Candles and incense are allowed in Greenwood Park and Central Village.

2. No cooking outside of the microwave or coffee pot is permitted in student rooms.

Portable Electrical Appliances

1. Refrigerators are permitted in the halls if they are 4.5 cubic feet or smaller and/or do not use more than 1000 watts of electricity.

2. Halogen lamps with bulbs over 100 watts are not permitted in the residence halls.

3. Microwave ovens operating with no more than 1000 watts are permitted.

4. UL (Underwriters Laboratories) electrical appliances (hair dryers, curling irons, toasters, irons, coffee pots, candle warmers, crock pots, etc.) are allowed to be used in the student rooms if someone is in the room at all times while items are in use.

5. Hot plates, toaster ovens, and space heaters are not allowed in the residence hall rooms.

6. Appliances within the apartments are all electrical and meet industry standards. Appliances included are refrigerator, stove/range with hood and a garbage disposal.

Smoking

At UCM, we value the health and safety of all students, employees, and visitors. In support of this value, UCM has been a tobacco-free campus since 2014. The use of tobacco products is prohibited on university property. Tobacco products include vapes/e-cigarettes, chewing tobacco, hookah, cigarettes, and all forms of smoke-generating products.

Fire safety

1. Fire horns are tested twice a year before each semester to check the working condition of fire horn notification in each residence hall.

2. Students are prohibited from creating a fire, safety, or health hazard.

3. Students are prohibited from activating a fire or emergency alarm, extinguisher or other safety device without good cause or reasonable justification.

4. Students are prohibited from rendering inoperable, abusing, or degrading the effectiveness of a fire or emergency alarm, extinguisher or other safety device without good cause or reasonable justification. A $225 fine for tampering with the smoke alarm/fire protection equipment in addition to other sanctions.

5. Students are expected to comply with the directives of University Housing staff during evacuation and must leave the building immediately when the fire alarm has sounded.

6. Fire Extinguishers are provided for each apartment.

7. Hazardous materials and containers are prohibited.

8. Possession or use of explosives or lethal weapons on all University property, including main campus (including classroom demonstrations), airport, farm, parking lots, and all residences is prohibited except designated ranges. Ammunition, fireworks, and knives (including pocketknives with any blade more than four inches in length) are also prohibited.

Fire safety Training and Education

Fire safety procedures, including an explanation of the procedures students and employees are to following case of a fire, are discussed during new student orientation with Housing staff. Housing staff also use annual fire drills as an opportunity to familiarize students with procedures to follow in case of fire and to correct any issues that arise. These safety issues are addressed during new employee orientation also. A member of the Department of Public Safety passes along a wide variety of information including how to deal with various emergencies and how to report them to UCM DPS to be addressed.

Fire Procedures

1. Activate the nearest fire alarm pull station and call **911** or **(660)543-4123** if possible, to report the location and cause of the fire if you know what it is.

2. **EVERYONE MUST LEAVE IMMEDIATELY** when a fire alarm is activated, even if there are no obvious signs of an emergency!

3. **DO NOT** use the elevator!

4. Remain calm and assist others in safely getting out.

5. Confine the fire by closing all doors and windows if possible.

6. Extinguish the fire if you have been trained and it is safe to do so.

7. Evacuate the building to a safe location away from the structure.

8. If circumstances permit, secure your area by closing doors and locking them if you would normally do so when you leave for the day.

9. Follow directions given by emergency personnel and respond to the location designated by your building manager outside the structure to await further instructions so that everyone can be easily accounted for before leaving the area.

10. Do not re-enter until authorized to do so.

11. Alarms mean LEAVE THE BUILDING IMMEDIATELY!

Student Housing Evacuation in Case of a Fire Students are expected to comply with the directives of University Housing staff during evacuation and must leave the building immediately when the fire alarm has sounded.

Fire evacuation notices are posted on the back of every residential room door including the apartments in Foster/Knox and Nickerson. In Greenwood Park and Central Village, plans are on the inside door of a cabinet in the kitchen. The evacuation routes are indicated on the posting. The annual fire drill evacuations are practiced.

Residence Hall and University Apartment staffs are trained at the beginning or every year on fire and other emergency procedures. For fire emergencies, they are trained on the proper use of fire extinguishers and other fire lessons by the staff from the Life safety area of campus. Staff are instructed to document any incident involving fire alarms for any reason.

On-Campus Student Housing Facility Fire Safety System Description

The Crossing

This complex has EST 3 fire alarm control panels and system that were installed during construction in 2015. There are smoke detectors with sounder bases in all apartments. There are 13 apartments that have devices installed permanently for hearing impaired residents. Pull stations installed at exits. There are detectors and pull stations located in each commercial business located in the building. This building is monitored for alarms, troubles, and supervisory issues at Public Safety. The notification system is speaker/strobes and strobes. Mass Notification is possible from the building's main fire alarm panel, and from Dispatch in Public Safety. This building is fully sprinklered with fire pump installation. The system has battery and generator backup power.

Ellis Complex

This complex has EST 3 fire alarm control panels; the fire alarm system was installed in 2010. There are smoke detectors with sounder bases in all rooms. Smoke detectors are in common areas, and detectors in the mechanical rooms. Pull stations are located by each exit. The notification devices in this complex include speaker/strobes and strobes. Mass notification capabilities are from the main office in Ellis and from Public Safety. This system is monitored at Public Safety. The system has battery backup power.

Fitzgerald

This building has an EST 3 fire alarm panel and system. It is an addressable system that is monitored at Public Safety for alarm, troubles, and supervisory alerts. It was installed during the summer of 2015. The system has battery backup power. There are smoke detectors with sounder bases located in each room, smoke detectors in common areas and detectors in the mechanical rooms. Pull stations are located by the exits. The notification devices are speaker/strobes and strobes. This system has mass notification capabilities from the main FACP in the student office, and from Public Safety.

Foster / Knox

This complex has an EST 3 fire panel and system that was installed in the summer of 2017. Smoke detectors with sounder bases are in each apartment, smoke detectors in the common areas and mechanical rooms. There are pull stations located by the exits. The notification devices are speakers and speaker/strobes. The system has mass notification capabilities from the main fire panel and from Public Safety. This system is monitored by Public Safety. The system has backup power from batteries and a generator.

Houts / Hosey

This complex has an EST 3 fire panel and system that was installed in the summer of 2013. Smoke detectors with sounder bases are in each room, detectors in the common areas and mechanical rooms. There are pull stations located by the exits. The notification devices are speakers and speaker/strobes. The system has mass notification capabilities from the main fire panel and from Public Safety. This system is monitored by Public Safety. Backup power is from batteries and a generator.

Nickerson

Nickerson has an EST 3 fire panel and system that was installed in the summer of 2012. There are smoke detectors with sounder bases in each room, detectors in common areas and mechanical rooms. There are pull stations located at each exit. This system has Mass Notification capabilities from the main fire panel and from Public Safety. There are speakers/strobes throughout the building and speakers in each room. This FACP is monitored by Public Safety. The system has backup power from batteries and a generator.

Panhellenic

This building has an EST3 Fire Alarm Control Panel. It was installed during the summer of 2019. The system has battery backup power. There are smoke detectors with sounder bases located in each room, smoke detectors in the common areas and detectors in the mechanical rooms. Pull stations are located by the exits and in the student office on the first floor. The notification devices are speakers and speaker/strobes. The system has mass notification capability from Public Safety and at the main FACP. The system is monitored for alarms, supervisory and troubles at Public Safety.

Todd

This complex has an EST 3 Fire Alarm Control Panel that was installed during the summer of 2019. The system has generator and battery backup power. There are smoke detectors with sounder bases located in each room/apartment, smoke detectors in the common areas, and detectors in the mechanical rooms. Pull stations are located by the exits and in the student office on the first floor. The notification devices are speakers, and speaker/strobes. The fire panel and power supplies have backup power from batteries and a generator. This system has mass notification capabilities from Public Safety and at the main FACP. This system is monitored by Public Safety.

South Yeater

This building has an EST 3 fire panel and system that was installed in the summer of 2018. Smoke detectors with sounder bases are in each room, smoke detectors in the common areas and detectors in mechanical rooms. There are pull stations located by the exits. The notification devices are speakers and speaker/strobes. The system has mass notification capabilities from the main fire panel and from Public Safety. This system is monitored by Public Safety. The system has backup power from batteries and a generator.

Greenwood

The apartment complexes have stand-alone 120v with battery backup, combination smoke/carbon monoxide alarms installed in 2011 and 2012, with some being replaced in 2019/2020. The Community Center Building has a conventional zoned fire alarm system that is monitored at Public Safety for alarms and troubles.

Central Village

The Community Building has a Gamewell/FCI zone fire alarm system with smoke detectors in the rooms, common areas and heat detection in the mechanical room. The apartment complexes have stand-alone 120v with battery backup, combination smoke/carbon monoxide alarms installed in 2011 and 2012 with some being replaced in 2019/2020.

Plans for Future Improvements in Fire Safety

The University continues to monitor, assess, and upgrade fire safety equipment as an ongoing process to ensure that all equipment is safe and reliable. Future improvements will be made as needed as part of the ongoing process. We are currently working to begin to upgrade systems to the new EST 4 and we are upgrading the Fireworks software and hardware platform. This will include transitioning to a server-based system to allow more flexibility. This will give us the ability to remotely monitor and to add an additional backup location.

On-Campus Student Housing Fire Drills in 2024 and Fire Systems in Buildings

Building	Fire Drills	Smoke Detectors in Rooms	Fire Alarm Monitored Locally	Fire Alarm Monitored by Public Safety	Fire Extinguishers	Building Sprinklered	Mass Notification Capable
Ellis Complex	2	Yes	Yes	Yes - Fireworks	Common areas / Kitchen Ansul	No	Yes
Fitzgerald	2	Yes	Yes	Yes - Fireworks	Common areas	No	Yes
Fraternity	0	NA	NA	No - Building Demolished	NA	NA	NA
Foster/Knox	2	Yes	Yes	Yes - Fireworks	Rooms / Hallways and Childcare	No / Childcare Only	Yes
Houts/Hosey	2	Yes	Yes	Yes - Fireworks	Common areas	No	Yes
Nickerson	2	Yes	Yes	Yes - Fireworks	Common areas, apts., Theatre	No	Yes
Nattinger/Bradshaw	NA	NA	NA	No - Building Demolished	NA	NA	NA
Panhellenic	2	Yes	Yes	Yes - Fireworks	Common areas / Kitchens	No	Yes
Todd	2	Yes	Yes	Yes - Fireworks	Common areas, apts., Kitchen Ansul	No	Yes
University Conference Center	0	Yes	Yes	No - Building Closed	Common areas	No	No
South Yeater	2	Yes	Yes	Yes - Fireworks	Common areas	No	Yes
Greenwood Park	0	Yes - Smoke and CO Alarms	No	No / Except Community Center	Yes	No	No
Central Village	0	Yes - Smoke and CO Alarms	No	No / Except Community Center	Yes	No	No
The Crossing	2	Yes	Yes	Yes - Fireworks	Yes	Yes	Yes

Date	Building and Address	Cause of Fire	Notes	Injured	Deaths	Property Damage
	Ellis Complex, 301 Anderson St.	**No Fires 2022-2024**				
None						
	Fitzgerald, 100 Houx St.	**No Fires 2022-2024**				
None						
	Fraternity Complex, 900 S. Holden St.	**No Fires 2022-2024**				
None	*Building Demolished - Last Year in Report					
	Foster/Knox, 311 E. Clark St.	**2022 - None, 2023 - None, 2024 - 1 fire**				
2/20/2024	Foster/Knox, 1st Floor	Unintentional	Grease Fire	0	0	$0-$99
	Houts/Hosey, 615 S. Washington St.	**2022 - 1 fire, 2023 - None, 2024 - None**				
1/22/2022	Houts-Hosey Elevator	Unintentional	Overhead light sparking	0	0	$0-$99
	Nickerson, 603 S. Washington St.	**2022 - 1 fire, 2023 - None, 2024 - None**				
10/18/2022	Nickerson, Boiler Room	Unintentional	Boiler Pump	0	0	$100-$999
	Nattinger/Bradshaw, 620 S. Washington	**No Fires 2022-2024**				
None	*Building Demolished - Last Year in Report					
	Panhellenic, 614 S. College St.	**No Fires 2022-2024**				
None						
	Todd/South Todd, 113 Houx St.	**No Fires 2022-2024**				
None						
	University Conference Center, 400 Anderson St.	**No Fires 2022-2024**				
None	*Building Closed - Last Year in Report					
	South Yeater, 606 S. Holden St.	**No Fires 2022-2024**				
None						
	Greenwood Park, 900 S. Washington St.	**No Fires 2022-2024**				
None						
	Central Village, 1010 S. Holden St.	**2022 - 1 fire, 2023 - None, 2024 - None**				
10/24/2022	Central Village Building 9	Unintentional	Stovetop Fire	0	0	$100-$999
	The Crossing, 114 W. South St.	**2022 - 2 fires, 2023 - 1 fire, 2024 - None**				
10/14/2022	The Crossing, 2nd Floor	Unintentional	Grease Fire	0	0	$0-$99
11/8/2022	The Crossing, 4th Floor	Unintentional	Stovetop Fire	0	0	$0-$99
3/15/2023	The Crossing, 2nd Floor	Unintentional	Stovetop Fire	0	0	$0-$99