CAMPUS SAFETY PLAN

UNITING FOR A SAFE AND EMPOWERED CAMPUS COMMUNITY

THE UNIVERSITY OF UTAH

ANNUAL SECURITY REPORT, FIRE REPORT, AND CAMPUS SAFETY PLAN

INCLUDES CRIME STATISTICS FOR 2023, 2024, AND 2025

PUBLISHED SEPTEMBER 2026

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ANNUAL SECURITY REPORT, FIRE REPORT, AND CAMPUS SAFETY PLAN

The University of Utah's Annual Security Report, Fire Report, and Campus Safety Plan ("Annual Security Report") is published each year to provide annual crime and fire statistics and information on safety and security-related services offered by the university. This report is designed to provide students, staff, faculty, and visitors with personal and fire safety information and to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This report also complies with the Campus Safety Plan requirement of Utah Code Ann. 53B-28-301. This report covers the University of Utah main campus in Salt Lake City, Utah, the University of Utah Sandy Center in Sandy, Utah, the University of Utah Graduate Center at St. George in St. George, Utah, the Herriman Campus, Herriman, Utah, the Bonderman Field Station at Rio Mesa in Grand County, Utah, the Range Creek Field Station in Emery County, Utah, and the Taft-Nicholson Environmental Humanities Center in Lima, Montana. The University of Utah Asia Campus in Incheon, South Korea, is covered in a separate Annual Security Report.

PREPARATION OF THE ANNUAL SECURITY REPORT

The Annual Security Report is prepared with data and information provided by the University of Utah Safety Department, the Office of the Dean of Students, Occupational and Environmental Health and Safety, the Office of Equal Opportunity and Affirmative Action, the Center for Campus Wellness, Housing & Residential Education, Campus Security Authorities, U-Health, and numerous law enforcement agencies that provide services to university-controlled facilities and properties within their jurisdictions. These resources are formally brought together on a regular basis via the formation of a "Clery Committee" in 2014. There is the primary Clery Committee who meets quarterly to discuss Clery items and two sub-Clery committees who meet monthly to classify Clery crimes. The report summarizes university and campus safety policies and procedures and is designed to enhance your personal safety while you are at the University of Utah. All data for the Annual Security Report is collected and complied by the Associate Director of Clery Programming & Compliance.

The University Safety Department encourages members of the university community to use this report as a guide for safe practices on and off campus. Each member of the university community receives an email that describes this report and provides its web address (safety.utah.edu). For more information about this report, or to receive a physical copy of the report, please visit the University of Utah's Department of Public Safety Building at 1658 East 500 South during business hours, 8 a.m. to 5 p.m., or email the Associate Director of Clery Compliance at t.justesen@utah.edu or call 801-646-6629. For questions about campus safety, email the Office of the Chief Safety Officer at safeu@utah.edu or call 801-587-1582.

REGULATIONS LIBRARY

The University of Utah Regulations Library includes the text of university policies and links to university rules, procedures, guidelines, forms, and other information. Individuals can access the Regulations Library at regulations.utah.edu.

UNIVERSITY SAFETY

MESSAGE FROM THE CHIEF SAFETY OFFICER

One of the greatest privileges of serving as the University of Utah's Chief Safety Officer is watching dedicated professionals continually strive to become better at serving our community. Every day I see members of the Department of Public Safety asking thoughtful questions, seeking new ideas, and finding ways to improve the services we provide to students, faculty, staff, patients, and visitors. That commitment to continuous improvement reflects the values of our department and the University of Utah. We recognize that earning the trust of our community is not a one-time achievement, but something we work to strengthen through our actions every day.

This year marks an important milestone for our department. I am proud to share that the Department of Public Safety received accreditation through the Utah Chiefs of Police Association (UCOPA). UCOPA accreditation is a state-level recognition that requires demonstrated compliance with 177 professional standards reflecting best practices for law enforcement agencies. Achieving this accreditation represents countless hours of work by staff across our department who carefully evaluated our policies, procedures, training, and operations. More importantly, it reflects our ongoing commitment to accountability, transparency, and providing professional public safety services to everyone we serve. While we celebrate this accomplishment, we also recognize that accreditation is not the finish line. It is another step in our continued pursuit of excellence and our promise to continually improve.

As you read through this Annual Security Report, I encourage you to view it not only as a collection of crime statistics, but also as a resource for understanding the many programs, partnerships, and services available to support our campus community. Transparency remains one of our guiding principles, and we believe that sharing information openly helps our community make informed decisions while strengthening our collective responsibility for safety. Together, we can continue building a campus where every individual feels respected, supported, and empowered to succeed.

Feeling safe, welcomed, and having a sense of belonging is imperative for members of our community to thrive, heal, and focus on their aspirations and goals. I am committed to leading with respect and empathy as we work together to create a safe and empowered campus community.

Keith D. Squires
Chief Safety Officer

STAYING SAFE AND SECURE AT THE U

CAMPUS LAW ENFORCEMENT

The University of Utah's policy concerning campus law enforcement can be found in the Regulations Library at Policy 1-011(III)(C) (located at: regulations.utah.edu/general/1-011.php). University of Utah Police officers are fully trained and certified Utah peace officers, and have the same arrest, detention, and police authority as any other police officer in Utah. Additionally, University Police officers have the authority to enforce University of Utah regulations. See Utah Code Ann. § 53B-3-105. University security personnel have no enforcement or arrest authority.

The University of Utah Department of Public Safety includes University Police, Campus Security, Community Services, Emergency Communications, Emergency Management, U Health Security, and the Office of the Chief Safety Officer. The Department of Public Safety works closely with other Salt Lake City and County law enforcement agencies as well as state and federal authorities. University Police maintains a written mutual aid agreement between all municipal agencies and the Salt Lake County Sheriff's Office. Within this MOU, it is outlined that University Police will handle all reports taken on Clery geography as well as all investigation will be lead by University Police. The MOU does allow University Police to request assistance from other agencies including staffing resources and equipment. University Police has primary jurisdiction on the University of Utah Campus, at University Student Apartments, and at university-owned offices in Research Park. The Department of Public Safety shares responsibility with the Salt Lake Police for portions of Research Park not owned by the university, roadways adjoining campus, and the athletic complex on Guardsman Way. Off-campus offices, clinics, and remote campus sites receive police services from the local jurisdictions in which the sites are located.

Non-sworn security officers on the University of Utah campus assist with campus patrols, security escorts, building locking/unlocking, motor vehicle assists, contracted security services, and event security. They do not have arrest authority and only operate on campus in their designated posts.

CONTACT INFORMATION

University of Utah Department of Public Safety
1658 East 500 South
Salt Lake City, UT 84112
safety.utah.edu
801-585-2677

EMERGENCIES

All campus and other phones:
Dial 911

TIPS FOR STAYING SAFE

The University of Utah seeks to provide a safe and enriching experience for students, employees, and others who make use of campus facilities. Responsibility for a crime lies with the person committing it; however, there are some things individuals can do to reduce their risk of experiencing crime.

GENERAL SAFETY

- Report any suspicious activity, crimes, or other concerns to the Department of Public Safety Dispatch at 801-585-2677.
- Safety hazards such as unsafe lighting or landscape hazards should be reported to Environmental Health and Safety at 801-581-6590.
- Be aware of your surroundings and avoid distractions, especially when walking alone. Try to avoid isolated or dark areas. Walk in groups whenever you can—there is safety in numbers.
- Let a family member or friend know when you're going somewhere and your estimated time of arrival or return. This allows them to notify police as quickly as possible if there is a problem.
- For bike security, use a U lock to secure your bike and be sure to register your bike with University Police. Keep a record of the serial number for your bike to assist police with recovery in the case of theft.
- Use the U's URIDE program or a courtesy escort (Main campus: 801-585-2677; University Hospital: 801-581-2294) to get around main campus.

The University of Utah's Department of Public Safety is committed to safety that is grounded in prevention and preparedness across our institution. This includes responding to interpersonal violence and active aggressor situations, as well as natural disasters. By empowering our employees and students with knowledge, training,

and resources, we can improve our ability to identify safety concerns early and be better prepared to respond if/when emergency situations occur. https://publicsafety.utah.edu/safety-tips/

IN CAMPUS BUILDINGS

- Most property crimes are committed in response to an opportunity. The best prevention is to eliminate opportunities for a crime to be committed. Crimes related to assault, interpersonal violence, sexual assault, stalking, and sexual harassment are related to choices perpetrators make related to power and control. It is never the fault of the victims of these crimes when they occur.
- Avoid working or studying alone in a building at night.
- Avoid stairs in remote sections of buildings.
- Keep purses and bags locked up in a drawer or cabinet instead of underneath or on top of your desk.
- Keep money, electronics, and other valuables locked away.
- Keep personal belongings in sight or take them with you as you move around a building.
- Never prop doors open, even for a short time.
- Be cautious of removing jewelry to wash hands. These items are easily lost or stolen.
- Get involved in prevention of crimes of interpersonal violence. More at violenceprevention.utah.edu.

IN RESIDENTIAL LIVING AREAS OR AT HOME

- Develop a relationship with a neighbor that will encourage checking in on one another often.
- Always lock your door, even if you intend to be gone only a moment or are just going down the hall.
- Lock all doors and windows when you are sleeping or are alone.
- Do not allow strangers to enter your living area.
- Keep emergency numbers stored in your phone.
- Report any emergencies to 911 immediately. Your call may save a life or stop a crime.
- Do not put your address anywhere a stranger can get access, such as a hang tag or key chain.
- Learn basic first aid.

FINANCIAL ACCOUNTS

- Utilize a bank account rather than keeping money in your room.
- Keep ATM, debit and credit cards in a safe place. Never reveal a PIN number to anyone.
- Never loan your ATM card to anyone, no matter who they are.
- When possible, use ATM cards in daylight. If that is not possible, use an indoor ATM or one in an otherwise well-lit area.

REPORTING OF ON-CAMPUS CRIMES OR EMERGENCIES

University of Utah Regulations Library Policy 1-011(III)(A)(1) (located at regulations.utah.edu/general/1-011.php), and Procedure P1-011A(III)(A)(1) (located at regulations.utah.edu/general/procedures/P1-011A.php) inform students and other members of the university community about the procedures to follow for reporting crimes. Students and others who become aware of criminal actions or other emergencies anywhere on the main campus, extended campuses or research locations should report these to University Safety. To report a crime, individuals may call the Department of Public Safety at 801-585-2677. To report emergencies, individuals may call 911. Individuals may also use any emergency phone located in some parking lots and public areas on the main campus, to report an emergency or a crime, and may also report in person at the Department of Public Safety, 1658 East 500 South, Salt Lake City, UT 84112.

Individuals at the extended campuses and research locations should report emergencies by dialing 911 and/or reporting to the following police agencies:

For the Juniper Building at the Herriman Campus:
Department of Public Safety - Utah Highway Patrol
801-957-3800

For the University of Utah Sandy Center
Sandy City Police Department
10000 Centennial Pkwy # 111
Sandy, UT 84070
801-568-7200

For the University of Utah Graduate Center at St. George
St. George Police Department
265 N. 200 East
St. George, UT 84770
435-627-4300

For the Bonderman Field Station at Rio Mesa
Grand County Sheriff
25 S. 100 East
Moab, UT 84532
435-259-8115

For the Range Creek Field Station
Emery County Sheriff
80 Farrer St.
Green River, UT 84525
435-564-3431

For the Taft-Nicholson Environmental Humanities Center
Beaverhead County Sheriff
2 S. Pacific St. # 13
Dillon, MT 59725
406-683-3700

The university encourages accurate and prompt reporting of all crimes to University Police and other appropriate police agencies when the victim of such crimes elects to or is able to make such a report.

Incidents reported to University Police will be investigated for the purpose of reducing crime, improving safety, making disciplinary referrals, and imposing criminal sanctions as appropriate. Additionally, incidents reported to Public Safety will be included in the statistical report contained in the Campus Security Report prepared annually by the university.

REPORTING OF OFF-CAMPUS CRIMES

Crimes that occur off campus should be reported to the local police agency where the incident occurred. Salt Lake City Police (801-799-3000) has jurisdiction of most areas immediately adjacent to campus, the remaining majority of Salt Lake County is covered by multiple agencies. These agencies are serviced by a consolidated dispatch center, Valley Emergency Communications Center. Non-emergency incidents can be reported to 801-743-7000 (for Unified Police agencies) or 801-840-4000 (for all other agencies) and the center will send the correct agency based on location of the incident. Emergencies reported via 911 will be routed to the correct agency through dispatch.

S.B. 134 CAMPUS SAFETY REQUIREMENTS

In 2019, the Utah Legislature passed Senate Bill 134. The bill requires each higher education institution in Utah to develop and annually update its campus safety plan. The campus safety plan must include information about policies and procedures, crime reporting, victim rights, past and future campus safety improvements, internal resource coordination and coordination with local law enforcement. Because the bill's requirements overlap with many requirements of the Clery Act, the University of Utah has elected to incorporate its campus safety plan into this Annual Security Report. The bill also requires each institution to develop and implement a campus safety training curriculum. In addition, the bill requires student organizations to undergo annual safety training for purposes of recognition.

CRIME REPORTING, UNIVERSITY RESPONSE, AND STATISTICS

Incidents involving student misconduct that are investigated by University Police may be referred to the Office of the Dean of Students for disciplinary action. Incidents that take place in the residence halls may be referred to Housing & Residential Education. Incidents involving staff misconduct may be referred to Human Resources for possible disciplinary action. Incidents involving faculty misconduct may be referred to the cognizant dean or senior vice president. Incidents involving any type of discrimination or harassment are referred to and investigated by the Office of Equal Opportunity and Affirmative Action.

Criminal actions may also be reported to the offices listed below:

University of Utah Health Security
50 North Medical Drive
Salt Lake City, UT 84112
801-581-2294

Office of the Dean of Students
200 S. Central Campus Drive
Room 270
Salt Lake City, UT 84112
deanofstudents.utah.edu
801-581-7066

Office of Equal Opportunty and Title IX
383 S University Street, Level 1
OEO Suite
Salt Lake City, UT 84112
oeo.utah.edu
801-581-8365

Division of Human Resources
420 Wakara Way Suite 105
Salt Lake City, UT 84108
hr.utah.edu
801-581-2169

Office of Residence Life
822 Benchmark Plaza
Salt Lake City, UT 84112
housing.utah.edu
801-587-2002

Sunnyside Apartments
1945 Sunnyside Ave.
Salt Lake City, UT 84108
apartments.utah.edu
801-581-8667

Student Affairs, School of Medicine
30 N. 1900 East #1C101
Salt Lake City, UT 84123
medicine.utah.edu
801-551-7201

University of Utah Sandy Center
Manager
10011 Centennial Parkway, Suite 100
Sandy, UT 84070
801-587-2520

University of Utah Herriman Campus
Juniper Building
14551 Sentinel Ridge Blvd
Herrimna, UT 84065
801-646-7480

University of Utah Graduate Center at St. George
1071 E 100 S, Suite A100
St. George, UT 84770
435-879-4760

Bonderman Field Station at Rio Mesa
On-Site Manager
Entrada Ranch/Shura Road at Delores River
Grand County, UT 84532
hau.truong@utah.edu

Range Creek Field Station
On-Site Manager
801-638-7400

Taft-Nicholson Environmental Humanities Center
Manager
27700 South Valley Road
Lima, MT 59739

Reports made to these offices, and not also made to University Police, will be included in the statistical report in the Campus Security Report but generally will not be investigated by the police.

ANONYMOUS REPORTING

Individuals who witness or are the victim of crime, but who wish to remain anonymous, may report the crime to the University Police anonymously. To do so, submit the form at police.utah.edu/silent-witness-form/. Individuals should specifically request that they remain anonymous. The report ensures that the occurrence of the crime will be included in the university's annual report, assists the police in determining if there is a pattern of crime with regard to a particular location, method, or suspect, and enables the police, in appropriate circumstances, to alert the campus community to potential dangers. Filing an anonymous report may limit the ability of the police to provide specific assistance or to investigate or solve a crime.

VOLUNTARY CONFIDENTIAL REPORTING

University of Utah Regulations Library Policy 1-011(III)(C)(5) (located at regulations.utah.edu/general/1-011.php), inform students that pastoral and professional counselors working at the University Counseling Center, and University Hospital as the Chaplain, when acting in their professional designated roles, are not required to report crimes disclosed to them for inclusion in the annual disclosure of crime statistics. However pastoral and professional counselors are encouraged, if and when they deem it appropriate, to inform the persons they are counseling of how to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Individuals who wish to report with or without identifying data can do so at police.utah.edu/silent-witness-form/.

TIMELY WARNING (SAFETY WARNING) NOTIFICATIONS

The University of Utah must provide timely warning notices to the campus community when certain crimes are reported to Campus Security Authorities (as defined by federal law) and are determined by the Chief Safety Officer (or the chief's designee) to represent a serious or continuing threat to students and employees. These notifications are called Safety Warnings at the University of Utah and are issued by the Emergency Management Division. Anyone with information warranting a timely warning should report the circumstances to the Department of Public Safety by calling 801-585-2677 or 911. Timely warnings will generally be issued without delay after the crime has been reported to University Safety, a determination has been made that the report is credible, and the determination has been made that the crime presents a serious or continuing threat to the campus community. These warnings will include sufficient information to allow members of the community to protect themselves from harm. These warnings will withhold the names of victims as confidential. The university may issue these warnings via postings on campus, through the Campus Alert system, through local news media, or in other ways. The individual or office responsible for issuing the warning will vary depending on how the warning is issued. For further information regarding these warnings notifications, please refer to the Emergency Evacuation, Response, and Notification section.

DAILY CRIME LOG

The University Police maintains a Daily Crime log to record criminal incidents and alleged criminal incidents to students, faculty, staff and visitors. Crimes reported to University Police will be added to the Daily Crime log within two business days of a report. The Daily Crime log is located at safety.utah.edu/crimelog/.

EDUCATIONAL PROGRAMS, TRAININGS, AND SERVICES

The University of Utah takes seriously the safety and security of the campus. Public Safety and other departments on campus provide various programs and trainings to facilitate the safety of students and employees. The university provides comprehensive programming intended to prevent dating violence, domestic violence, sexual assault, and stalking. Several of these programs are listed below. Presentations on any campus safety, security, or law enforcement topic can be made by emailing safeu@utah.edu.

Emergency Phones (E-Phone or Blue Light phone)- Emergency phones are strategically placed on main campus and in the Health Sciences Center in some campus walkways, parking lots, parking structures, some elevators, and other locations. These phones provide direct emergency access to U dispatchers to report an emergency. All blue light emergency phones are displayed on a campus map which can be found at map.utah.edu. For immediate assistance, dial 911).

Supporting Students in Distress- The Office of the Dean of Students, the University Counseling Center and the Center for Campus Wellness provide a training for faculty and staff on how to learn how to best support students in distress, empower them to regain control, and learn more about how to refer students to helpful resources on campus. This training is available upon request by contacting the Student Support Case Manager

within the Office of the Dean of Students or using the request for presentation form available at **deanofstudents.utah.edu**.

Dealing with Disruptive People Presentations- Prepared and presented by Public Safety in conjunction with University Human Resources and the Office of the Dean of Students, this presentation focuses on identifying disruptive, threatening, or violent behaviors and taking appropriate actions when encountering individuals with these behaviors. Training is provided upon request.

Student and Family Orientation- Organized by the Office of Orientation and Transition and offered on an ongoing basis throughout the year, the Center for Campus Wellness and the Office of the Dean of Students present on topics affecting the student community and the expectation that students will take care of their wellness and look out for the wellness of their peers. In this presentation, CCW and ODOS staff cover common wellness issues (violence and harm support, sexual wellness, health education, alcohol and substance use, wellness coaching, peer well-being navigation and basic needs) and the offices students can count on for more information and support in those areas (e.g. CCW, ODOS, OEO, UCC, and University Safety).

Campus Staff and Faculty Safety Meetings- Public Safety provides presentations to various department on campus that address topics ranging from specific crime-related issues to safety tips, crime prevention, and safety awareness. University Safety will provide these presentations on request of any department on campus.

Walk After Dark- Environmental Health and Safety plans a yearly campus wide Walk After Dark. This is a program that engages students, staff, and faculty and takes preventative measures for our campus safety. The objectives of the walk are to observe and document lighting issues, shrubbery/landscaping issues, and uneven or broken pavement that may impact university community members' safety while on campus after dark.

Sunnyside Apartments Block Party and Emergency Preparedness Fair- Public Safety participates in these family events, held annually. The event also includes representatives from the university's Student Health Services, and the Department of Public Safety and Fire departments. The Center for Campus Wellness provides information about Victim-Survivor Advocacy, bystander intervention, violence prevention,

healthy relationships, low-risk alcohol and other drug use, sexual health, and other collegiate wellness concerns. University Safety provides security personnel and police officers to:

» Provide crime prevention, safety tips and information about the escort program.

» Provide information about campus safety, skateboard policies and the RAD program.

» Provide safety tips for Halloween.

Presentations for International Students- Organized by the International Student and Scholar Services office, and offered on an ongoing basis throughout the year, representatives from the Center for Campus Wellness, the Office of the Dean of Students, and University Safety present on topics affecting the student community and the expectation that students will take care of their wellness and look out for the wellness of their peers. In this presentation, CCW and ODOS staff cover common wellness issues (interpersonal violence, alcohol and other drug use, mental health, and sexual health) and the offices students can count on for more information and support in those areas (e.g. CCW, ODOS, OEO, UCC, and University Safety). The presenters pay special attention to the unique challenges that international students may face during their transition to the U.

Wellness Fair- The Center for Campus Wellness coordinates an annual resource fair providing comprehensive wellness and safety information and services. University Safety and other campus and wellness resources participate to provide education about safety, prevention, and services available for the campus community. Free services are provided for students including STI testing, and other wellness and mental health screenings.

Community Standards Courses- These online prevention modules focus on proactive prevention behaviors to contribute to making our community a safe and welcoming place.

All new degree-seeking students are required to complete an online sexual assault prevention training in their first semester, after which they will be required to complete an online refresher training on an annual basis. When any sexual assault prevention course is assigned, a hold is placed on the student's account, preventing future registration until the training has been completed.

The mandatory training for undergraduate students also weaves in important content about identity, inclusion, hazing, bullying, and alcohol and other drugs. Additionally, every new student is also invited to complete a series of optional online prevention modules that go into those topics in greater depth.

Active Aggressor Video and Presentation- Students and employees can view a video, available at **emergency.utah.edu/active-aggressor**. The video provides information on how to respond to an active shooter on campus and steps students and employees can take to prevent such a situation. Additionally, on request, staff from the Department of Public Safety will show the video and facilitate a discussion on appropriate safety precautions, having a survivor mindset, and maintaining awareness of one's surroundings.

The Utah Experience- This annual program welcomes athletes to the university football program. The program features short presentations on a wide variety of topics designed to assure a successful experience for athletes on the football team. One portion of the program is presented by University Police and discusses appropriate behavior toward and treatment of women, the effect of drugs and alcohol on judgment, and sexual assault prevention.

Student Conduct Understanding Form- This information is provided by Housing & Residential Education as part of the student application to live on campus and focuses on the choices students make that enhance or impact their safety and their collegiate experience.

Bystander Intervention Training- The Center for Campus Wellness offers Bystander Intervention training, which informs students about the importance of noticing and intervening upon potentially harmful situations. This skill-building training teaches students how to identify their personal barriers to intervening and brainstorm ways to overcome those barriers, so that they may intervene safely and effectively in a wide range of scenarios.

Alcohol and Other Drug Education Sessions- The Center for Campus Wellness provides tailored education sessions with students to address high-risk drinking and drug use. Educators help students identify barriers, learn about risks associated with alcohol and drug use, and discuss harm-reduction strategies to reduce their risk.

Peer Well-Being Ambassadors (PWAs)- The Center for Campus Wellness houses our Peer Health Educator program. This is a paid position of up to 12 hours per week. We have 2 types of positions:

Generalist: PHEs assist CCW staff from the Prevention Education team to plan, implement, and evaluate health education programs for students at the U.

FSL Embedded: These PWAs train with CCW and assist staff from the Fraternity and Sorority Life office to plan, implement, and evaluate health education programs for their FSL peers. These programs include many of the workshops that the generalists lead, but will also include some programming that is specifically designed for Fraternity and Sorority Life. Some examples include hazing prevention, campus resource education, risk reduction training, etc.

Our general programs include annual campaigns like Suicide Prevention, Domestic Violence, Healthy Relationships, Harm Reduction, and Sexual Assault Awareness months; frequent mobile STI testing clinics; educational workshops on healthy relationships, bystander intervention, etc.; and so much more.

COORDINATION AND COMMUNICATION WITH OFF-CAMPUS POLICE AGENCIES AND OTHER RESOURCES

University Police works closely with multiple off-campus police agencies, both in and out of state, as well as many other community resources. University Police regularly communicates with other agencies by sharing and receiving information relevant to campus safety, as well as coordinating efforts for investigations, events, and any other needs that arise.

The Center for Campus Wellness partners with organizations and agencies in the community who work to prevent and respond to interpersonal violence. Partners including Utah Coalition Against Sexual Assault and Utah Domestic Violence Advisory Council attend resource fairs to provide information to share with students, faculty, and staff about prevention and education.

The Utah Domestic Violence Council trains departments such as the University Safety, Housing and Residential Education, and Center for Campus Wellness on domestic violence. They also train and coordinate the Lethality Assessment Protocol. We refer our campus community to the Domestic Violence Link Line for crisis services. The Utah Coalition Against Sexual Assault provides the mandatory 40 hour Sexual Assault Advocacy training for Victim-Survivor Advocates.

Our Victim-Survivor Advocates also work directly with organizations and agencies that provide direct services such as The Rape Recovery Center, the Family Justice Center, YWCA, Wasatch Forensic Nurses, the Utah Crime Victim Legal Clinic, Utah Office of Victims of Crime, and Legal Aid. With these agencies we partner to provide case coordination, mental health and medical referrals, strangulation and sexual assault forensic exams, hospital response, community-based advocacy, support with criminal and civil justice processes, expedited divorce, emergency shelter, protective orders, stalking injunctions, legal representation, and assistance with immigration issues. We also work with off-campus law enforcement agencies our clients are involved with (i.e., SLPD, Unified, Murray, Midvale, Bountiful, Herriman). In addition, when pertinent we partner with agencies in other states for case coordination, safety planning and support with criminal justice processes.

UNIVERSITY OF UTAH GRADUATE CENTER AT ST. GEORGE CRIME STATISTICS

No reportable criminal incidents have been reported or identified for the St. George Center. For the past three years (2022, 2023, and 2024) no criminal incidents were reported to the campus security authority for the St. George Center.

* Under the Clery Act, an institution that has on-campus student housing facilities must separately disclose two sets of on-campus statistics:

» The total number of crimes that occurred on campus, including crimes that occurred in student housing facilities.

» The number of crimes that occurred in on-campus student housing facilities as a subset of the total.

The following campus crime statistics are reported in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics, which shows a three-year comparison of reportable crimes.

*The statistics reported in the 2025 crime columns reflect incidents that occurred across both the main academic campus and the medical campus. To provide additional context and assist readers in interpreting the data, the following breakdown identifies the number of incidents that occurred within the medical campus community: Rape: 5 of 23 reported cases on the medical campus. Fondling: 44 of 52 reported cases on the medical campus. Stalking: 21 of 81 reported cases on the medical campus. Aggravated Assault: 4 of 10 reported cases on the medical campus. Domestic Violence: 16 of 20 reported cases on the medical campus. Drug Arrests: 15 of 33 reported cases on the medical campus.

¥ Clery Act counts e-tranportation as Motor Vehicle Theft. Stats are: 53 e-bikes/scooters, 6 golf carts, 2 cars, 1 motorcycle.

Salt Lake City Campus

	2025					2024					2023				
	On-Campus	Residence Hall	Public Property	Non-Campus	Total	On-Campus	Residence Hall	Public Property	Non-Campus	Total	On-Campus	Residence Hall	Public Property	Non-Campus	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
*Rape	23	16	0	0	23	140#	122#	0	6	146	172##	161##	0	3	175
*Fondling	40	2	0	12	52	76	7	0	7	83	52	5	0	3	55
Incest	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
Robbery	2	2	0	0	2	1	0	0	1	2	2	0	0	1	3
*Aggravated Assault	8	4	1	1	10	15	1	0	6	21	3	0	4	0	7
Burglary	21	8	0	0	21	28	13	0	4	33	28	14	0	6	34
Motor Vehicle Theft	61	0	0	1	62 ¥	28	0	0	7	35	2	1	0	5	7
Arson	0	0	0	0	0	0	0	0	0		1	1	0	0	1
Hazing	4	0	0	0	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VAWA Offenses															
*Domestic Violence	19	2	0	1	20	16	0	3	0	19	28	16	0	2	30
Dating Violence	6	2	0	0	6	122#	113#	0	0	122	158##	156##	0	0	158
*Stalking	80	15	0	1	81	128	21	0	3	131	116	22	0	1	117
Arrests															
Weapons	1	0	0	0	1	3	0	0	0	3	2	0	0	0	2
Drugs	32	2	1	1	34	42	0	0	10	52	39	2	3	26	68
*Drug	23	7	0	0	23	1	0	0	1	2	7	1	8	0	15
Judicial referrals															
Weapons	0	0	0	0	0	1	0	0	0	1	1	1	0	0	1
Drugs	37	37	0	0	37	34	32	0	0	34	39	37	0	26	65
Alcohol	301	278	0	0	301	183	137	0	1	184	231	161	8	0	239
Hate Crimes															
Murder/Non-negligent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	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	0	0	0
Rape	0	0	0	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	0	0	0
Aggravated Assault	1 (Ra)	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	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	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	2 (Ra) 2 (S)		0	0	4	1 (Ra) 1 (G)	0	0	0	2
Intimidation	3 (Ra)	1 (Ra)	0	0	3	1 ((GI) 1 (Ra) 2 (S)		0	0	4	1 (Ra) 1 (S)	0	0	0	2
Vandalism	0	0	0	0	0	3 (S) 3 (Ra) 1 (G) 1 (GI)		0	0	8	1 (Ra)	1 (Ra)	0	0	1
Hazing	0	0	0	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total					4					16					5

Unfounded Crimes: 2025- 4 unfounded crimes, 2024- 7 unfounded crimes, 2023- 6 unfounded crimes

One victim/survivor reported being raped by their intimate partner 110 times in on-campus student housing over the course of their relationship in 2022-2023. The inclusion of these 110 incidents significantly increased the total number of rape cases reported in 2024. These incidents also count in the dating violence section.

One victim/survivor reported being raped by their intimate partner 150 times in on-campus student housing over the course of their relationship in 2021-2022. The inclusion of these 150 incidents significantly increased the total number of rape cases reported in 2023. These incidents also count in the dating violence section.

(Ra) Race (Re) Religion (S) Sexual Orientation (G) Gender (GI) Gender Identity (E) Ethnicity (N) National Origin (D) Disability

Sandy Campus	2025			2024			2023		
	On-Campus	Public Property	Total	On-Campus	Public Property	Total	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Sex Offenses									
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
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0
VAWA Offenses									
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
Arrests									
Weapons	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0
Judicial referrals									
Weapons	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0
Hate Crimes									
Murder/Non-negligent	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	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
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	NA	NA	NA	NA	NA	NA

Unfounded Crimes: 2025- 0 unfounded crimes, 2024- 0 unfounded crimes, 2023- 0 unfounded crimes

Herriman Campus	2025			2024		
	On-Campus	Public Property	Total	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Sex Offenses						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Hazing	0	0	0	N/A	N/A	N/A
VAWA Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Arrests						
Weapons	0	0	0	0	0	0
Drugs	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0
Judicial referrals						
Weapons	0	0	0	0	0	0
Drugs	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0
Hate Crimes						
Murder/Non-negligent	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Larceny	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0
Hazing	0	0	0	NA	NA	NA

2024 was the first year the Herriman Campus was open.

Unfounded Crimes: 2025- 0 unfounded crimes, 2024- 0 unfounded crimes

St. George Campus	2025			2024			2023		
	On-Campus	Public Property	Total	On-Campus	Public Property	Total	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Sex Offenses									
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
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0
VAWA Offenses									
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
Arrests									
Weapons	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0
Judicial referrals									
Weapons	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0
Hate Crimes									
Murder/Non-negligent	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	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
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	NA	NA	NA	NA	NA	NA

Unfounded Crimes: 2025- 0 unfounded crimes, 2024- 0 unfounded crimes, 2023- 0 unfounded crimes

RANGE CREEK FIELD STATION CRIME STATISTICS

No reportable criminal incidents have been reported or identified for the Range Creek Field Station in Southern Utah. For the past three years (2022, 2023, and 2024) no criminal incidents were reported to the campus security authority for the Range Creek Field Station.

TAFT-NICHOLSON ENVIRONMENTAL HUMANITIES CENTER CRIME STATISTICS

No reportable criminal incidents have been reported or identified for the Taft-Nicholson Center in Montana. For the past three years (2022, 2023, and 2024) no criminal incidents were reported to the campus security authority for the Taft-Nicholson Center.

DEFINITIONS UNDER FEDERAL REGULATIONS

Campus Property- (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution, but controlled by another person, is frequently used by students and supports institutional purposes (such as food or other retail vendor).

Note: totals in the Residential Facilities include Housing & Residential Education and University Student Apartments. This column is a subset of the Campus Property column.

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

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

Aggravated Assault- An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

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

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

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

Destruction/Damage/Vandalism of Property- To willfully or maliciously destroy, damage, deface, or otherwise injure real or person property without the consent of the owner or the person having custody or control of it. Destruction/Damage Vandalism of Property must be reported if associated with a hate crime.

Domestic Violence- A felony or misdemeanor crime of violence committed by: a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; and, any person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Hazing- any intentional, knowing, or reckless act by a person against a student, regardless of willingness to participate, that is connected with an affiliation with a campus organization and causes or is likely to contribute to a substantial risk of physical injury, mental harm, or degradation.

Stalking- Engaging in a course of conduct (two or more direct or indirect acts) directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or, suffer substantial emotional distress.

Drug Abuse Violations- The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in the preparation and/or use. The unlawful cultivation, manufacture, distribution, sale purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violation of state and local laws, specifically those related to the unlawful possession, sale use, growing, manufacture and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, Methadone); and dangerous non-narcotic drugs (Barbiturates, Benzedrine).

Hate Crimes- A criminal offense that manifests evidence that the victim was intentionally selected because of of the perpetrator's bias against the victim. The university is required to report statistics for bias-related (hate) crimes if the crime is motivate by the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

Intimidation- To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. Intimidation must be reported if associated with a hate crime.

Larceny-Theft- The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Larceny-Theft must be reported if associated with a hate crime.

Liquor Law Violations- The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

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

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

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

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

Simple Assault- An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. Simple Assault must be reported if associated with a hate crime.

Weapons Law Violations- The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Sexual Assault/Sex Offenses- Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Statistics are reported for sexual offenses including rape, fondling, incest and statutory rape.

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

Fondling- The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of their youth or because of their temporary or permanent mental or physical incapacity.

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

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

Arrests and Disciplinary Referrals- The Clery Act requires statistical reporting for weapons, drug, and liquor law violations as described above that result in arrests and/or are referred for disciplinary action. Clery defines "referred for disciplinary action" as the referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction. All referrals are managed by the Office of the Dean of Students.

EMERGENCY EVACUATION, RESPONSE & NOTIFICATION

The University of Utah's policy on emergency evacuation and response can be found in the Regulations Library at Policy 1-011(III)(F) (located at regulations.utah.edu/general/1-011.php) and in Procedure P1-011A(III)(D) (located at regulations.utah.edu/general/procedures/P1-011A.php). When the University of Utah Police Department confirms a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus, the university will notify the campus community. This confirmation typically starts as a call to the Emergency Dispatch Center and police patrol confirms while notifying their chain of command. The university will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system described below, 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. The content of the message may come from pre-made template for immediate danger to the community or or during a conference call of the University's Incident Management Team" This better encapsulates the members of the team without listing them all, as the existing listing is incomplete or inaccurate during the Incident Management Team call The content of the notification will be created to have the maximum effect to keep the campus safe while protecting those involved as victims. There may be times that the message will only be sent to a segment of campus when the situation only pertains to that location. For example, if an academic building is being closed due to flooding and classes will be relocated, a notice will go to those expect to be in that building. On at least an annual basis, the university will test the emergency response and evacuation procedures contained in Policy 1-011 and Procedure 1-011A. The university will publicize its emergency response and evacuation procedures in conjunction with this test, and will document, for each test, a description of the exercise, the date and time of the exercise, and whether the exercise was announced or unannounced.

Between July 10-21, 2023, a series of fire alarm and evacuation drills were held for 49 buildings within the President's Circle, Sciences, Academics, Engineering, and Athletics, Auxiliaries and Venues districts. These "no-notice" drills were developed in partnership with Campus Emergency Management, Environmental Health and Safety, Facilities Operations and Emergency Communications.

The overall objectives were to comply with state law for fire drills and exercise our campus emergency response plan. Building occupants evacuated while Emergency Response Coordinators (ERCs) and Emergency Assembly Point Coordinators (EAPCs) followed their written protocols to clear buildings, report to Emergency Assembly Points (EAPs) and communicate situational awareness with the Emergency Operation Center (EOC).

EVACUATION

In the event of a fire, the university expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 or the Department of Public Safety at 801-585-2677. Students and/or staff should check in at the assembly area identified in the building emergency plan. Training in the use of fire extinguishers is provided for university staff and students by EHS as requested. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

In the event of another significant emergency, the university's evacuation procedures will be influenced by the nature and magnitude and immediacy of the emergency. Evacuations may be for a single building or group of buildings, a campus neighborhood, or the entire campus. Evacuation information will be disseminated using

any combination of communication mediums that may be useful given the nature of the incident. Information may include known hazards, general direction to travel or avoid, precautions that may be taken, and where to assemble, if appropriate.

If a general evacuation is ordered, all campus members are especially advised to follow any directions given. For example, direction may be to report in at the Emergency Assembly Point (EAP) designated for that building. Alternatively, direction may be given to leave campus by foot. Such direction would be given in order to facilitate the quickest, safest movement of the campus population, and provide the best access for emergency responders.

RESPONSE

In the event of a significant emergency or dangerous situation on campus involving an immediate threat to the health or safety of students or employees, "First Responders," in consultation with the First Responders' on-duty supervisor and the designated university administrator, will verify the existence of the emergency or situation. First Responders will come from the Department of Public Safety, the University's Department of Environmental Health and Safety, University Facilities Management and the Salt Lake City Fire Department in consultation with First Responders as needed, the supervisor and designated administrator will determine the appropriate segment or segments of the campus community to receive a notification and will determine the content of the notification. The designated university administrator will initiate the Campus Alert.

The process of notification will typically start when the University of Utah Police Department responds to a situation and determine that there is a threat to campus. The officer will notify their supervisor and the process of Emergency Management logging into the notification system will begin. If the situation has an immediate need, Emergency Management staff will select a pre-scripted template and send out immediately. If there is time, as much data as possible will be added to the template for protection measures.

First Responders, the supervisor, and the designated university administrator are responsible for carrying out these actions.

The designated campus administrators are:

» The Director for Emergency Management and designated staff

» The Chief Safety Officer and designated staff

» The Chief Financial Officer along with other designated staff

This process may differ slightly for emergencies or situations occurring at the University Hospital. Hospital staff members, hospital security, or University Police confirm the existence of a significant emergency or dangerous situation. The hospital's public information officer determines the appropriate segment for notification, determines the content of the notification, and initiates the notification. Notification may be via pagers, cellular phones, overhead public announcement system, the Campus Alert system, or other methods.

The university may disseminate emergency information to the larger community in a variety of ways. Some non-university organizations located in close proximity to the university receive notifications sent via the Campus Alert system. Additionally, information received by the Department of Public Safety dispatch may be shared with Salt Lake City emergency services dispatch. The university may also place information about emergencies on the Internet at utah.edu or alert.utah.edu. University Communications may disseminate information to various news media outlets.

SHELTER-IN-PLACE

Direction may also be given to shelter-in-place. If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors because leaving the area may expose you to that danger. Thus, to shelter-in-place means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer until it is safe to go outside.

If an incident occurs and the building you are in is not damaged, stay inside, seeking an interior room, until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, identification, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest university building quickly. If police or fire department personnel are on the scene, follow their directions.

You will know to shelter-in-place as a shelter-in-place notification may come from several sources, including the Campus Alert system, the Department of Public Safety, Housing staff members, other university employees or other emergency services personnel.

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

» If you are inside, stay where you are.

» Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.

» Locate a room to shelter inside. It should be:

  • An interior room.
  • Above ground level.
  • Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.

» Shut and lock all windows (tighter seal) and close exterior doors.

» Turn off air conditioners, heaters, and fans if possible.

» Close vents to ventilation systems if you are able.

» Make a list of the people with you and ask someone (house staff, faculty, or other staff) to call the list in to the Department of Public Safety so they know where you are sheltering. If only students are present, one of the students should call in the list.

» Turn on a radio or TV and listen for further instructions, if it is reasonable to do so.

» Make yourself comfortable.

SECURE-IN-PLACE

You should secure-in-place during violence, threat of violence, when an active aggressor has been reported or is nearby, or otherwise when instructed to do so by Campus Alerts and emergency personnel. When it is necessary to secure-in-place, you will be the safest by placing a locked door or other barricade between you and the associated threat. To minimize vulnerability, turn off lights, silence phones, draw blinds, and move away from windows. Await further instructions from Campus Alerts and emergency personnel. Do not leave until an "All Clear" is received.

CAMPUS ALERT SYSTEM

The University of Utah maintains an emergency mass notification system, known as the "Campus Alert" system. The Campus Alert system utilizes an Emergency Information and Alerts website (alert.utah.edu), email alerts, text message alerts, social media posts (Facebook and Twitter) and push notifications to the U's mobile safety application to provide students, employees, and others with information about unforeseen events and emergencies on campus, such as severe weather impacts, building closures, significant traffic interruptions, severe power outages, gas leaks, and threats such as bombs or violent aggressors. Students and employees automatically receive email alerts from the Campus Alert system and are unable to opt-out of email alerts. Students, families, and employees may also sign up to receive alerts via landline telephone, cellular telephone, both landline and cellular telephone, and text messaging. Students, families, employees and campus visitors may also download the U's mobile safety application to a smartphone to receive push notifications from the Campus Alert system.

For more information regarding campus alerts, visit alert.utah.edu. For more information about the U's mobile safety application, visit safeu.utah.edu/app.

Branded Email Templates

The following language is posted for the public at emergency.utah.edu/srp/.

The university's campus wide notification system is designed to deliver important campus information in a timely manner via email. When you receive an alert, we encourage you to spread the word. Thank you for taking the time to familiarize yourself with this system and making our campus a safer place for everyone.

HOLD
Stay in your room or area.

This may be used if emergency personnel are responding to a situation that doesn't pose a threat to others in the building.

SECURE
Get or stay inside. Lock outside doors.

Used when the threat is outside the building or in another area of campus. Lock outside doors and stay inside until the "all clear" is announced.

LOCKDOWN
Locks, lights, out of sight.

Used for immediate threats - typically inside the building. Lock or barricade individual rooms, turn off lights, and stay out of sight.

EVACUATE
Get to a safer location.

An evacuation order will direct you to a safer location. That could be outside or to another area in the building.

SHELTER
Pay attention to the announce hazard and instructions.

Instructions will be based on the situation – such as an earthquake or severe weather.

"Emergency Alerts" are sent by both email and text, and are reserved for critical emergencies requiring immediate action—including natural disasters and other situations posing a direct and immediate threat to personal safety. This alert or subsequent messages will include detailed safety instructions.

On occasion, you might see an orange "Safety Warning" alert informing you of a significant issue that could affect your safety. Safety warnings are considered "Timely Warnings" which are sent by both email and text and issued as a result of a Clery Act crime that has occurred on Campus Property, Non-Campus Property or Public Property as those terms are defined in this report. This alert will include detailed safety instructions.

TIMELY WARNING NOTIFICATIONS

The University of Utah's policy on timely warnings can be found in the Regulations Library at Policy 1-011(III)(A)(2) (located at: regulations.utah.edu/general/1-011.php) and in Procedure P1-011A(III)(E) (located at regulations.utah.edu/general/procedures/P1-011A.php).

The University will issue these warnings through the Emergency Management Department to the campus community. whenever a Clery crime presents a continuing threat to university students and/or employees and the crime has occurred on Campus Property, Non-Campus Property and/or Public Property "Clery Geography" as those terms are defined in this report.

As a general matter, crimes of violence and sexual crimes involving a suspect who has not been apprehended and who is unknown to the victim will pose a threat to the campus community. Crimes that occur between individuals who know each other might or might not pose a risk to other members of the campus community. Certain property crimes might also pose a threat to the campus community.

Each crime is considered on a case-by-case basis to determine if a timely warning is necessary. Upon learning of a serious crime within Clery Geography, the Chief Safety Officer or designee will determine whether the crime poses a serious or continuing threat to the campus community. Factors to consider include the nature of the incident,

when and where the incident occurred, when the incident was reported, the amount of information known about the incident, and whether the alleged perpetrator poses a risk to other members of the campus community. If the crime presents a significant and immediate threat, the Chief of Police will initiate the emergency response protocol. Otherwise, for any crime that poses a risk to the campus community, the Chief Safety Officer or designee will consult with representatives of the Office of General Counsel, University Communications, and other university departments, as appropriate, to determine when and how to issue a timely warning. Any campus administrator that learns of a campus crime and has reason to believe an incident poses an ongoing threat to the campus community will bring the matter to the attention of the Department of Public Safety and/or the Office of General Counsel to initiate a timely warning consideration.

A timely warning notice will generally be provided without delay after the crime has been reported to the Department of Public Safety, a determination has been made that the report is credible, and the determination has been made that the crime presents a serious or continuing threat to the campus community.

Timely warnings are designed to inform the campus community about threatening situations and to provide sufficient information to allow members of the community to protect themselves from harm. Timely warnings will typically include the date, time and nature of the offense, a brief description of the known circumstances, a physical description of the person(s) of interest, actions taken by law enforcement, a request for witnesses to contact University Police and any appropriate crime prevention tips and safety advice. Timely warnings will not identify the victim. Timely warnings might exclude details of the offense that are unnecessary to protect the campus community and could compromise the law enforcement investigation.

Timely warnings can be delivered through various methods, including but not limited to, text, email, social media, flier, electronic bulletin board and/or by website postings.

EMERGENCY NOTIFICATIONS

The University of Utah's policy on emergency notifications can be found in the Regulations Library at Policy 1-011(III)(F)(1)(a)(b) (located at regulations.utah.edu/general/1-011.php).

The University utilizes an incident management team (IMT) that consists of the following business units to report, evaluate, and mitigate emergencies that occur on or effect campus. Those business units are:

- Academic Affairs
- Auxilary Services
- Environmental Health and Safety
- Chief Safety Officer
- Campus Security
- Campus Emergency Management
- Emergency Communications
- Facilities Management
- General Counsel
- Housing and Residential Education
- Human Resources
- Public Health
- U of U Health Emergency Management
- University Police
- Salt Lake City Fire Department
- Student Affairs
- University Information Technology
- University Marketing and Communications

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus, the university will notify the campus community using the procedures described in University Procedure P1-011 accompanying this Policy.

The university will, without delay, and taking into account 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. The division of Emergency Management in the Department of Public Safety will issue the alert once the message is created.

MISSING STUDENT NOTIFICATION

The University of Utah's policy and procedures regarding missing student notification can be found in the Regulations Library at Policy 1-011(III)(G) (located at regulations.utah.edu/general/1-011.php) and in Procedure P1-011(III)(F) (located at regulations.utah.edu/general/procedures/P1-011A.php). When a student has been missing for 24 hours, students, employees, and other individuals shall make a report to University Police (801-585-2677), to Housing & Residential Education (801-587-2002) or to University Student Apartments (801-585-5690). Any person to whom a missing student report is made shall immediately refer the matter to University Police.

Students who reside in on-campus student housing facilities are required to identify a contact person or persons whom the university shall notify within 24 hours of a determination that the student is missing, if the student has been determined missing by University Police. This contact information will be registered confidentially and will be accessible only to authorized campus officials. The information may not be disclosed outside the university except to law enforcement personnel in furtherance of a missing person investigation. Students residing in University Sunnyside Apartments ("USA") properties may register a missing person contact on their housing applications and, upon moving in, on an emergency card provided by USA. Students residing in Housing & Residential Education ("HRE") properties will register a missing person contact on their housing applications. To learn more about registering a missing person contact, students residing in USA properties should call 801-581-8667 and students residing in HRE properties should call 801-587-2002.

If a student is under 18 years of age and is not emancipated, in addition to notifying any contact person designated by the student, the university is required by law to notify a custodial parent or guardian within 24 hours of the determination that the student is missing. The university will notify the local law enforcement agency when any student who lives in on-campus student housing has been determined to be missing for 24 hours.

SECURITY OF AND ACCESS TO CAMPUS FACILITIES

The University of Utah's policy on security of and access to campus facilities can be found in the Regulations Library at Policies 1-011(III)(B), 3-113, 3-234, 4-005 (located at regulations.utah.edu/general/1-011.php) and in Procedure P1-011(III)(B) (located at regulations.utah.edu/general/procedures/P1-011A.php). The University of Utah manages building access according to the building type and purpose and considers security in maintenance of campus facilities.

University Procedure P1-011A addresses the use and security of university property. The policy provides that administrative, college, and departmental offices of the university generally are open to the public from 8 a.m.-5 p.m., Monday through Friday, and that certain offices and departments are open at other times to meet particular needs. The majority of buildings at the university are secured when not open to the public. Campus Security is responsible for locking and unlocking building entrance doors at specified times each day. Some buildings are locked remotely while others are physically locked by security staff. Random foot patrols of buildings on campus are made by security personnel and police officers. Under Policy 1-011, the security officer will investigate night use of all buildings to ascertain whether persons in the buildings are so authorized.

The university maintains some academic and research facilities for 24-hour access by students and staff. Procedure P1-011A provides that it is the responsibility of all personnel using buildings after regular hours to see that lights are turned off in the rooms they are vacating and that office doors and outside doors are secured.

The university takes steps to ensure the safety of residential living areas. Entrances to the residence halls are locked on a 24-hour basis. Residence hall staff members conduct nightly rounds. Access to residence halls is by university ID card, and only students living in a specific building have access to the building. All University Student Apartments and Medical Towers apartments are individually locked and residents are provided with keys for entrance to their apartments.

Some buildings on campus have restricted-access areas. Normally these areas are closed to the public because of the nature of the research performed or because of valuable documents stored therein. Only authorized students and staff are allowed in these areas.

The Chief Financial Officer is responsible for providing the resources necessary for maintaining a safe and secure campus environment. Units assigned direct responsibility include University Safety, Facility Operations, Risk and Insurance Management and Environmental Health and Safety. These units work together to conduct annual campus risk surveys to identify safety and security vulnerabilities and to implement corrective actions. These units also provide opportunities for the campus community to report problems and concerns directly, such as 24-hour telephones and online reporting forms.

HEALTHCARE SECURITY

Utilizing a multi-faceted approach to providing service, University of Utah Health Security seeks to deliver the utmost in safety and security for our patients, staff, and visitors. In support of University of Utah Health and their policy towards workplace violence, the following strategies have been implemented.

In 2024, there 90,132 calls for service. It is anticipated that calls for service will continue to average 90,000 annually. The annual increase in calls for service, can be attributed to multiple factors. First, improved reporting mechanisms have likely led to better documentation of security concerns and proactive safety measures within healthcare facilities. Second, staff growth has expanded the capacity to respond to and log security-related incidents, contributing to the overall rise in recorded calls for service. Finally, adding new service areas has increased the demand for security support, further driving the upward trend. These combined fac-

tors illustrate a proactive approach to ensuring a safe and secure environment in healthcare settings.

Response – Our uniformed division works assigned posts in addition to proactive rounding to provide as much visibility and interaction as possible. They receive six weeks of training to include Non-Violent Crisis Intervention (CPI), Healthcare Defensive Tactics System, report writing, hospital compliance, and customer service. Adhering to the International Association of Healthcare Safety and Security guidelines and standards ensures that our staff receive the most up to date and effective training possible.

Case Management – The Security Investigations Unit (SIU) works diligently to stay abreast of disruptive and aggressive behavior from patients and visitors. Relationship building and education have been key to seeing their full potential realized. Nurses and SIU officers work closely together to balance patient care with staff safety.

Risk Assessment – The Risk Assessment Team performs site assessments of entire buildings, units, and work spaces to ensure that environmental design enhances safety. Their input is appreciated in planning and remodeling and they are often at the table with architects and building designers to provide their valuable insight.

Training and Education – The Training Unit works to provide quality training for security staff to ensure they have the tools and knowledge to provide a high level of safety and security services. Another equally important component is outreach to clinical and non-clinical hospital staff with an emphasis on workplace violence prevention, de-escalation techniques, and personal safety.

Behavioral Emergency Response Team – BERT is comprised of specially trained staff members with defined roles in de-escalating disruptive or aggressive patients. The team includes medical staff, social work and Health Security.

ALCOHOL AND DRUGS ON CAMPUS

The University of Utah is committed to maintaining a safe and healthy environment for the campus community. The university publishes annually to the university community its Drug and Alcohol Prevention Plan or DAAPP. The DAAPP describes the legal sanctions under federal, state and local law for the unlawful use, possession, or distribution of illicit drugs and alcohol. It includes a description of the health risks associated with the use of illicit drugs and alcohol. The DAAPP includes a description of the drug and alcohol programs that are available to employees and students. And, the DAAPP provides clear statements concerning the university's discipline for students and employees who violate the university's drug free campus policies. A copy of the DAAPP can be found on the university's Financial Aid website (located at https://financialaid.utah.edu/right-to-know/consumer-information/daapp.php.

All University of Utah students, faculty and staff are subject to the university policy and local, state and federal laws regarding the possession, distribution, or use of alcohol and illegal drugs. University Police enforce state alcohol laws and federal and state drug laws on the University of Utah campus. The overarching university policy concerning possession, use, and sale of alcohol and illegal drugs can be found in the Regulations Library at Policies 1-011(III)(E) (located at regulations.utah.edu/general/1-011.php). Additionally, the University of Utah adopted a Tobacco Free Campus policy on July 1, 2017. This rule prohibits the use of all tobacco products, including cigarettes, cigars, pipes, water pipes, hookah, bidis, kreteks, smokeless tobacco (chewing tobacco, snus, snuff), electronic cigarettes, vape pens, and any unregulated nicotine-delivery product by any student, faculty, staff, vendor, or contractor of the university while on university property. This policy is outlined in University Rule 3-300A (located at regulations.utah.edu/administration/rules/R3-300A.php).

STUDENT POLICIES

Alcohol, tobacco, and illegal drug policies for students are outlined in the Policy 6-400: Student Rights & Responsibilities (located at regulations.utah.edu/academics/6-400.php). Pursuant to Policy 6-400, students are subject to discipline for use, possession, or distribution of alcoholic beverages of any type on university premises except as expressly permitted by law and university regulations. Students are also subject to discipline for use, possession, or distribution of any narcotic or other controlled substance on university premises, at university activities, or on premises over which the university has supervisory responsibility pursuant to state statute or local ordinance, except as permitted by law and university regulations.

Similarly, students are subject to possession or distribution of alcoholic beverages during an off-campus University activity, if a University official responsible for the activity informs participants that such use, possession or distribution of alcoholic beverages is prohibited during the activity.

EMPLOYEE POLICIES

The university is a drug-free workplace. Alcohol and illegal drug policies for university employees are outlined in the Policy 5-113 (located at regulations.utah.edu/human-resources/5-113.php). It is a violation of the University's Drug-Free Workplace policy for employees to engage in the unlawful manufacture, distribution, dispensation, possession, and/or use of a controlled substance or alcohol at a university workplace, or while engaged in university business off campus. Employees are subject to discipline for violating this policy.

EDUCATIONAL PROGRAMS, TRAININGS, AND SERVICES

The university provides a variety of drug- and alcohol-abuse education programs.

The Center for Campus Wellness provides an educational training designed for students engaging in high-risk alcohol and drug-use behaviors. This training is tailored for the campus community and addresses social norms, beliefs and attitudes towards drug and alcohol use, and strategies to reduce harm and engage in healthier behaviors. Information is presented using a harm reduction lens and best practices for behavior change.

Alcohol & Other Drug Student Wellness Training- All undergraduate students are required to complete a brief module on Alcohol & Other Drugs as part of their mandatory sexual assault prevention training. In addition to the brief mandatory training, all incoming students are invited to complete this more in-depth training in their first year. This online training seeks to increase help-seeking and active bystander behaviors by increasing student knowledge and confidence when it comes to understanding risk factors, identifying risky behaviors, exploring their personal motivations for making good choices, and learning how to stick to boundaries that better choices.

Marijuana 101- Marijuana 101 is an online six-lesson course that specifically addresses marijuana use and includes the eCHECKUP TO GO brief intervention for marijuana. The Marijuana 101 course also includes a 30-day Part 2 so that students can measure changes in attitudes and behavior.

Student & Family Orientation- Organized by the Office of Orientation and Transition and offered on an ongoing basis throughout the year, the Center for Campus Wellness and the Office of the Dean of Students present on topics affecting the student community and the expectation that students will take care of their wellness and look out for the wellness of their peers. In this presentation, CCW and ODOS staff cover common wellness issues (interpersonal violence, alcohol and other drug use, mental health, and sexual health) and the offices students can count on for more information and support in those areas (e.g. CCW, ODOS, OEO, UCC, and UUDPS).

Student Leader Trainings- The Center for Campus Wellness, in addition to other campus providers, train many student leader groups (e.g. Housing & Residential Education Resident Assistants and Orientation Leaders, Fraternity & Sorority Leaders). Trainings include information on campus safety, general collegiate wellness topics (alcohol and other drug use policy and harm reduction practices, sexual health and healthy relations, violence prevention, and bystander intervention). Leaders engage in skill-building activities and role-playing practice to solidify their knowledge.

Assessment & Referral Services- Assessment & Referral Services is a University of Utah Clinic within the Department of Psychiatry that provides high-quality, objective substance abuse assessments and referrals for individuals with possible substance abuse problems.

Employee Assistance Program- The Employee Assistance Program is a confidential counseling service that has been purchased for employees and their family members by the University of Utah and should be the first point of contact for employees seeking help for an alcohol- or drug-related concern.

SUBSTANCE-FREE SOCIAL PROGRAMMING

There are many different campus departments that host on-campus social programs that are substance-free. These programs provide alternate options for students to engage with the campus community, especially during late night weekend hours. Events include Crimson Nights and other late-night programs hosted by the Union Programming Council, Late Night and Weekend programming hosted by the Programming Assistants within Housing & Residential Education, and events put on by the Campus Events Board through the Associated Students of the University of Utah. The University of Utah also offers Alternative Fall and Spring Break programs for week-long off-campus learning experiences.

Fraternity & Sorority Leaders New Member Orientation - The Office of Equal Opportunity and Affirmative Action and the Office of the Dean of Students provide an annual training for new members of campus fraternities and sororities. This presentation includes an overview of the Student Code of Rights and Responsibilities, sexual violence prevention, Title IX, and on-campus resources.

ADDRESSING SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND OTHER FORMS OF SEXUAL MISCONDUCT

The University of Utah is committed to providing and fostering an environment that is safe, free of sexual or gender-based harassment or sexual violence. As a proud Title IX institution, the university subscribes to the tenets of equal access and opportunity and will not tolerate incidents of sexual misconduct that occur on campus or affect the campus environment. The overarching university policies concerning all forms of sexual misconduct can be found in the Regulations Library at Policies 1-012, (located at regulations.utah.edu/general/1-012.php). University of Utah Rule 1-012B: Sexual Misconduct Complaint Process Rule provides further guidance concerning sexual misconduct issues including campus resources and processes available to victims of sexual misconduct.

TITLE IX COORDINATOR

The University of Utah has designated the following individual as the Title IX Coordinator to oversee the university's response to reports and complaints that involve possible sex discrimination (which includes sexual misconduct) to monitor outcomes, identify and address any patterns, and assess effects on the campus climate so the college can address issues that affect the wider school community.

Jess Morrison
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Elaine Newton
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UNIVERSITY PUBLICATIONS REGARDING SEXUAL MISCONDUCT

The following publications regarding sexual misconduct can be obtained online at oeo.utah.edu or from the Office of Equal Opportunity and/or the Office of the Dean of Students:

- Addressing Sexual Misconduct Involving Students
- Addressing Sexual Misconduct for Supervisors & Staff
- Sexual Misconduct Resource Card
- Office of Equal Opportunity/Title IX Process Map, process.oeo.utah.edu
- Other online resources are available at oeo.utah.edu and Safeu.utah.edu

PRIMARY PREVENTION AND AWARENESS PROGRAMS

The university offers primary prevention and awareness programs for all incoming students, new employees, existing student, and existing staff. All new undergraduate students take a course called "Voices 4 Change" and all new graduate students take a core called "Graduate Upstanders". New employees take a course called "Addressing Discrimination & Sexual Misconduct on Campus" and are required to take this course annually as long as employed at the University of Utah. These programs inform students and employees about the university's prohibition on all forms of sexual misconduct including domestic violence, dating violence, sexual assault, and stalking, risk reduction, and disciplinary procedures. Participants are informed about the university and local jurisdictional definitions of prohibited conduct, as well as the university's definition of "consent" in the context of sexual activity. The programs provide information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks. The programs also inform students and employees about the

safe and positive options for bystander intervention that may be carried out by individuals to prevent harm or the occurrence of one of these sexual offenses to another person.

The Center for Campus Wellness offers Bystander Intervention Trainings that educate students on campus sexual misconduct and broad approaches to Bystander Intervention as well as applied skill development and practice related to a wide range of intervention scenarios. Bystander intervention will teach the 3 D's: Distract, delegate, and Direct. Distract- anything that distracts someone enough to discontinue the abusive behavior. Delegate- if you do not feel comfortable or safe intervening, delegate the intervention to someone else. Direct- directly address the abuse, point out threatening or inappropriate behavior in a safe, respectful manner. All of these methods will help to reduce risk of perpetration by a perpetrator. Additional programming includes Compassionate Responses: A supportive, skills-based workshop designed to enhance abilities in supporting survivors before, during, and after disclosures of violence. Participants will practice skills to reduce further harm during disclosures, understand their role as mandatory reporters, and learn how to refer survivors to an advocate. Students and employees are provided with copies of University Policy 1-012,

Rules 1-012, 1-012A and 1-012B.

Additionally, the Center for Campus Wellness offers (or co-offers) a range of primary prevention and awareness programs for incoming and existing students. For incoming students, CCW co-presents at all new, transfer, and international student orientations, raising awareness and prevention-based information around a variety of collegiate wellness issues: violence prevention and healthy relationships, alcohol and other drug misuse and harm reduction, sexual wellness and safer sex practices, mental health issues and support services.

CCW annually hosts two awareness campaigns in October and April: Domestic Violence and Sexual Assault Awareness Months, respectively (DVAM and SAAM). These campaigns are planned out by an interdisciplinary group of students (and co-advised by a staff health educator) for the most effective approach. Each month focuses on both raising awareness, exploring prevention strategies, and promoting support resources for those who have experienced domestic violence or sexual assault.

CCW also regularly provides a variety of prevention-based programming in the form of—largely peer-led—workshops. These workshops cover healthy relationships, harm reduction, sex education, bystander intervention, compassionate responses, stress care, and intervening with and supporting students in distress. CCW works with campus instructors, on- and off-campus organizations, and other entities to ensure these workshops and trainings are tailored to meet the particular needs or questions of each population.

The University has developed a website (https//sexualassault.utah.edu) further increase victim empowerment and decrease perpetration. This site is designed to connect people to internal and external resources while exploring options of reporting.

STUDENT ORGANIZATION TRAINING

Since Fall 2016, the University of Utah has been providing Sexual Assault Prevention training to all incoming, degree-seeking students. This course is an interactive online program designed to educate students about healthy relationships, consent, and bystander intervention. The interactive platform challenges assumptions and promotes building healthy relationships and environments. This course also alerts students to campus, local, and national resources available to them and provides them with the opportunity to review relevant local laws as well as campus policies regarding sexual misconduct. This course became mandatory for all incoming, degree-seeking students in July 2019. A hold is placed on every student's record preventing registration until the course has been successfully completed. In addition, an online Bystander Intervention Training is offered to all Recognized Student Organizations. A minimum of three students per organization are required to complete the training annually. Any group who does not meet this requirement risks losing their recognition status.

A refresher course will then be assigned to each student annually.

THE UNIVERSITY OF UTAH'S POLICY ON SEXUAL MISCONDUCT AND OTHER FORMS OF GENDER-BASED DISCRIMINATION

It is the policy of the University of Utah (Policy 1-012) to maintain an academic and work environment free of sexual harassment for students, employees, and participants. The university prohibits all forms of sexual

misconduct including sexual harassment, sexual assault, sexual violence, domestic violence, dating violence and stalking. As of August 14, 2020, a set of regulations including this Rule (Interim Policy 1-012, Rule 1-012, Rule 1-012A, Rule 1-012B, Guideline 1-012A) took effect as the primary regulations applicable to complaints of discrimination, replacing other existing regulations addressing discrimination (including former Policy 5-210 and Interim Rule 5-210).

Sexual Misconduct is a broad term used to encompass a range of behaviors including Sexual or Gender-Based Harassment, Intimate Partner Violence, Sexual Exploitation, Stalking, Nonconsensual Sexual Contact, and Nonconsensual Sexual Penetration. Sexual Misconduct also includes the crimes of dating violence, domestic violence, sexual assault and stalking as defined by state and federal law. Sexual Misconduct is a form of Sex Discrimination. It is a violation of Title IX of the Education Amendments Act, is strictly prohibited by university policy and it occurs, may subject the responsible party to discipline consistent with university policy. University policies that prohibit discrimination, harassment, and sexual misconduct are intended to protect and apply to all persons in our university community, regardless of race, color, national origin, ethnicity, age, disability, religion, sex/gender, sexual orientation, gender identity, gender expression, pregnancy and pregnancy-related conditions, genetic information, and protected veterans status. The university is obligated to investigate reports of sexual misconduct that occur on campus or that affect the campus environment. For example, if a student reports that they were sexually assaulted by another student, employee, or other university participant—even if the assault was committed off-campus—because the victim may feel unsafe or unable to continue to participate in their academic endeavors because of the alleged assault, ongoing harassment, or fear of retaliation. The university will take appropriate measures to mitigate ongoing concerns of safety and harassment and will investigate and resolve such matters pursuant to Policy 1-012, Rules 1-012, 1-012A and 1-012B.

Sexual or Gender-Based Harassment is prohibited and defined by University Rule 1-012. Sexual or Gender-Based Harassment means conduct on the basis of sex/gender that satisfies the following:

1. An employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be:
(a) so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's programs or activities (Title IX); or
(b) is sufficiently severe or pervasive that it has the purpose or effect of interfering with or creating an intimidating, hostile or offensive environment in a University Program or Activity (Title VII or University policy);

3. Sexual Harassment also includes Sexual Assault/Sex Offenses, Dating Violence, Domestic Violence and Stalking.

Examples of Sexual Harassment include unwelcome or unwanted:

» Intentional touching, hugging, patting, kissing, squeezing, tickling
» Sexual comments, joke references, stereotyping, ridicule
» Pictures, email, texts, materials or electronic correspondence with content that is sexually explicit
» Repeated requests for a date, after being refused
» Ogling or leering, making sexual comments about an individual's body
» Requests or demands (implied or stated) for sexual favors in exchange for workplace or educational advantages, such as professor to student, boss to subordinate, coach to student athlete, or any university relationship where there is a power imbalance between the parties
» Any act of stalking, dating/domestic violence, sexual exploitation, or sexual assault as described below

OTHER TYPES OF DISCRIMINATION

University policy advocates vigorous and appropriate action to ensure that all students and employees have an environment free of discrimination based on race, color, national origin, ethnicity, age, disability, religion, sex/gender, sexual orientation, gender identity, gender expression, pregnancy and pregnancy-related conditions, genetic information, and protected veterans status. The university is fully committed to the principle of equal opportunity and access. If you feel that you have been discriminated against or have questions about university nondiscrimination policies please contact the Office of Equal Opportunity and Affirmative Action at 801-581-8365.

Consent. University Rule R1-012 defines consent to mean affirmative, unambiguous and voluntary agreement. A victim can express consent, or lack of consent, through words or conduct. Consent is not given where the perpetrator overcomes the application of force, violence, concealment or surprise. A victim has not consented when they are unconscious, unaware that the act is occurring, or is physically unable to resist. Individuals under the age of 14 cannot consent to sexual activity. A victim has not consented where the perpetrator intentionally impairs the victim by administering any substance without the victim's knowledge. For a non-exhaustive list of situations in which consent has not been given, see Utah Code Ann. Sec. 76-5-406. Additional information about Consent can be found in Guideline 1-012A

Retaliation is an adverse action, treatment, or condition taken against an individual for complaining of discrimination (which includes any act or acts of Sexual Misconduct) or for participating in a discrimination complaint process, regardless of the outcome of the investigation or complaint. This means that if you report that you or another person have been subjected to prohibited discrimination or harassment, serve as a witness, or otherwise participate in a discrimination complaint process, you cannot be subjected to Retaliation for that participation.

SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING LAWS IN APPLICABLE JURISDICTION

UTAH LAW

Sexual Assault. Utah law does not contain a definition for "sexual assault" However, it defines the following sexual offenses which would fall within the Clery definition of sexual assault.

76-5-402. Rape. (1) A person commits rape when the actor has sexual intercourse with another person without the victim's consent. (2) This section applies whether or not the actor is married to the victim.

76-5-402.2. Object rape. (1) A person [commits object rape] who, without the victim's consent, causes the penetration, however slight, of the genital or anal opening of another person who is 14 years of age or older, by any foreign object, substance, instrument, or device, including a part of the human body other than the mouth or genitals, with intent to cause substantial emotional or bodily pain to the victim or with the intent to arouse or gratify the sexual desire of any person.

76-5-403. Sodomy—Forcible sodomy. (1) A person commits sodomy when the actor engages in any sexual act with a person who is 14 years of age or older involving the genitals of one person and mouth or anus of another person, regardless of the sex of either participant.

(2) A person commits forcible sodomy when the actor commits sodomy upon another without the other's consent.

76-5-404. Forcible sexual abuse. (1) An individual commits forcible sexual abuse if the victim is 14 years of age or older and, under circumstances not amounting to rape, object rape, forcible sodomy, or attempted rape or forcible sodomy, the actor touches the anus, buttocks, or any part of the genitals of another, or touches the breast of a female, or otherwise takes indecent liberties with another, or causes another to take indecent liberties with the actor or another, with intent to cause substantial emotional or bodily pain to any individual or with the intent to arouse or gratify the sexual desire of any individual, without the consent of the other, regardless of the sex of any participant.

76-5-405. Aggravated sexual assault. (1) A person commits aggravated sexual assault if:

(a) in the course of a rape, object rape, forcible sodomy, or forcible sexual abuse, the actor:

(i) uses, or threatens the victim with the use of, a dangerous weapon as defined in Section 76-1-601;

(ii) compels, or attempts to compel, the victim to submit to rape, object rape, forcible sodomy, or forcible sexual abuse, by threat of kidnaping, death, or serious bodily injury to be inflicted imminently on any person; or

(iii) is aided or abetted by one or more persons;

(b) in the course of an attempted rape, attempted object rape, or attempted forcible sodomy, the actor:

(i) causes serious bodily injury to any person;

(ii) uses, or threatens the victim with the use of, a dangerous weapon as defined in Section 76-1-601;

(iii) attempts to compel the victim

to submit to rape, object rape, or forcible sodomy, by threat of kidnaping, death, or serious bodily injury to be inflicted imminently on any person; or

(iv) is aided or abetted by one or more persons; or

(c) in the course of an attempted forcible sexual abuse, the actor:

(i) causes serious bodily injury to any person;

(ii) uses, or threatens the victim with the use of, a dangerous weapon as defined in Section 76-1-601;

(iii) attempts to compel the victim to submit to forcible sexual abuse, by threat of kidnaping, death, or serious bodily injury to be inflicted imminently on any person; or

(iv) is aided or abetted by one or more persons.

In addition to the foregoing offenses, Utah law includes additional sexual offenses committed against minors. For the law on these offenses see Utah Code Ann. §§ 76-5-401, 76-5-401.1, 76-5-401.2, 76-5-402.1, 76-5-402.3, 76-5-403.1 and 76-5-404.1.

Consent. Utah law does not include a definition of consent. Instead, Utah Code Ann. § 76-5-406 lists the circumstances under which a sexual offense will be committed without consent.

76-5-406. Sexual offenses against the victim without consent of victim – Circumstances. An act of sexual intercourse, rape, attempted rape, rape of a child, attempted rape of a child, object rape, attempted object rape, object rape of a child, attempted object rape of a child, forcible sodomy, attempted forcible sodomy, sodomy on a child, attempted sodomy on a child, forcible sexual abuse, attempted forcible sexual abuse, sexual abuse of a child, attempted sexual abuse of a child, aggravated sexual abuse of a child, attempted aggravated sexual abuse of a child, or simple sexual abuse is without consent of the victim under any of the following circumstances:

(a) the victim expresses lack of consent through words or conduct;

(b) the actor overcomes the victim through the actual application of physical force or violence;

(c) the actor is able to overcome the victim through concealment or by the element of surprise;

(d)

(i) the actor coerces the victim to submit by threatening to retaliate in the immediate future against the victim or any other person, and the victim perceives at the time that the actor has the ability to execute this threat; or

(ii) the actor coerces the victim to submit by threatening to retaliate in the future against the victim or any other person, and the victim believes at the time that the actor has the ability to execute this threat;

(e) the actor knows the victim is unconscious, unaware that the act is occurring, or physically unable to resist;

(f) the actor knows or reasonably should know that the victim has a mental disease or defect, which renders the victim unable to:

(i) appraise the nature of the act;

(ii) resist the act;

(iii) understand the possible consequences to the victim's health or safety; or

(iv) appraise the nature of the relationship between the actor and the victim;

(g) the actor knows that the victim submits or participates because the victim erroneously believes that the actor is the victim's spouse;

(h) the actor intentionally impaired the power of the victim to appraise or control his or her conduct by administering any substance without the victim's knowledge;

(i) the victim is younger than 14 years of age;

(j) the victim is younger than 18 years of age and at the time of the offense the actor was the victim's parent, stepparent, adoptive parent, or legal guardian or occupied a position of special trust in relation to the victim as defined in Section 76-5-404.1;

(k) the victim is 14 years of age or older, but younger than 18 years of age, and the actor is more than three years older than the victim and entices or coerces the victim to submit or participate, under circumstances not amounting to the force or threat required under Subsection Subsection (2)(b) or (d) or;

(l) the actor is a health professional or religious counselor, the act is committed under the guise of providing professional diagnosis, counseling, or treatment, and at the time of the act the victim reasonably believed that the act was for medically or professionally appropriate diagnosis, counseling, or treatment to the extent that resistance by the victim could not reasonably be expected to have been manifested.

Dating Violence. Utah law does not contain a definition of dating violence.

Domestic Violence. Utah Code Section 7-36-1 provides: Domestic violence" or "domestic violence offense" means any criminal offense

involving violence or physical harm or threat of violence or physical harm, or any attempt, conspiracy, or solicitation to commit a criminal offense involving violence or physical harm, when committed by one cohabitant against another. "Domestic violence" or "domestic violence offense" includes commission or attempt to commit, any of the following offenses by one cohabitant against another::

(a) aggravated assault, as described in Section 76-5-103;

(b) aggravated cruelty to an animal, as described in Subsection 76-9-301(4), with the intent to harass or threaten the other cohabitant;

(c) assault, as described in Section 76-5-102;

(d) criminal homicide, as described in Section 76-5-201;

(e) harassment, as described in Section 76-5-106;

(f) electronic communication harassment, as described in Section 76-9-201;

(g) kidnapping, child kidnapping, or aggravated kidnapping, as described in Sections 76-5-301, 76-5-301.1 and 76-5-302;

(h) mayhem, as described in Section 76-5-105;

(i) sexual offenses, as described in Title 76, Chapter 5, Part 4, Sexual Offenses, and sexual exploitation of a minor and aggravated sexual exploitation of a minor, as described in sections 76-5b-201 and 6-5b-201.1;

(j) stalking, as described in Section 76-5-106.5;

(k) unlawful detention or unlawful detention of a minor, as described in Section 76-5-304;

(l) violation of a protective order or ex parte protective order, as described in Section 76-5-108;

(m) any offense against property described in Title 76, Chapter 6, Part 1, Property Destruction, Title 76, Chapter 6, Part 2, Burglary and Criminal Trespass, or Title 76, Chapter 6, Part 3, Robbery;

(n) possession of a deadly weapon with criminal intent, as described in Section 76-10-507;

(o) discharge of a firearm from a vehicle, near a highway, or in the direction of any person, building, or vehicle, as described in Section 76-10-508; or

(p) disorderly conduct, as defined in Section 76-9-102, if a conviction of disorderly conduct is the result of a plea agreement in which the defendant was originally charged with a domestic violence offense otherwise described in this Subsection (4), except that a conviction of disorderly conduct as a domestic violence offense, in the manner described in this Subsection (4)(p), does not constitute a misdemeanor crime of domestic violence under 18 U.S.C. Sec. 921, and is exempt from the federal Firearms Act, 18 U.S.C. Sec. 921 et seq.;

q) child abuse, as described in Section 76-5-114;

(r) threatening use of a dangerous weapon, as described in Section 76-10-506;

(s) threatening violence, as described in Section 76-5-107;

(t) tampering with a witness, as described in Section 76-8-508;

(u) retaliation against a witness or victim, as described in Section 76-8-508.3;

(v) unlawful distribution of an intimate image, as described in Section 76-5b-203 or unlawful distribution of a counterfeit image, as described in Section 76-5b-205;

(w) sexual battery, as described in Section 76-9-702.1;

(x) voyeurism, as described in Section 76-9-702.7;

(y) damage to or interruption of a communication device, as described in Section 76-6-108; or

(z) an offense described in Section 78b-7-806(1).

Stalking. Utah Code Ann. § 76-5-106.5(2) includes the following definition of stalking:

An actor commits stalking if the actor intentionally or knowingly:

(a) engages in a course of conduct directed at a specific individual and knows or should know that the course of conduct would cause a reasonable person:

(i) to fear for the individual's own safety or the safety of a third individual; or

(ii) to suffer other emotional distress; or

(b) violates:

(i) a stalking injunction issued under Title 78B, Chapter 7, Part 7, Civil Stalking Injunctions; or

(ii) a permanent criminal stalking injunction issued under Title 78B, Chapter 7, Part 9, Criminal Stalking Injunctions..

Subsection 76-5-106.5(1)(b) defines a "course of conduct" as follows:

(i) "Course of conduct" means two or more acts directed at or toward a specific individual, including:

(A) acts in which the actor follows, monitors, observes, photographs, surveils, threatens, or communicates to or about an individual, or interferes with an individual's property:

(I) directly, indirectly, or through any third party; and

(II) by any action, method, device, or means; or

(B) when the actor engages in any of the following acts or causes someone else to engage in any of these acts:

(I) approaches or confronts an individual;

(II) appears at the individual's workplace or contacts the individual's employer or coworker;

(III) appears at an individual's residence or contacts an individual's neighbor, or enters property owned, leased, or occupied by an individual;

(IV) sends material by any means to the individual or for the purpose of obtaining or disseminating information about or communicating with the individual to a member of the individual's family or household, employer, coworker, friend, or associate of the individual;

(V) places an object on or delivers an object to property owned, leased, or occupied by an individual, or to the individual's place of employment with the intent that the object be delivered to the individual; or

(VI) uses a computer, the Internet, text messaging, or any other electronic means to commit an act that is a part of the course of conduct.

MONTANA LAW

SEXUAL ASSAULT

45-5-502. Sexual assault. (1) A person who knowingly subjects another person to any sexual contact without consent commits the offense of sexual assault.

45-5-503. Sexual intercourse without consent (1) A person who knowingly has sexual intercourse with another person without consent or with another person who is incapable of consent commits the offense of sexual intercourse without consent. A person may not be convicted under this section based on the age of the person's spouse, as provided in 45-5-501(1)(b)(iv).

45-5-508. Aggravated sexual intercourse without consent
(1) A person who uses force while knowingly having sexual intercourse with another person without consent or with another person who is incapable of consent commits the offense of aggravated sexual intercourse without consent.

CONSENT

45-5-501. Definitions

(1) (a) As used in 45-5-502, 45-5-503, and 45-5-508, the term "consent" means words or overt actions indicating a freely given agreement to have sexual intercourse or sexual contact and is further defined but not limited by the following:

(i) an expression of lack of consent through words or conduct means there is no consent or that consent has been withdrawn;

(ii) a current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue does not constitute consent; and

(iii) lack of consent may be inferred based on all of the surrounding circumstances and must be considered in determining whether a person gave consent.

(b) Subject to subsections (1)(c) through (1)(g), the victim is incapable of consent because the victim is:

(i) mentally disordered or incapacitated;

(ii) physically helpless;

(iii) overcome by deception, coercion, or surprise;

(iv) less than 16 years old;

(v) incarcerated in an adult or juvenile correctional, detention, or treatment facility or is on probation, conditional release, or parole and the perpetrator is an employee, contractor, or volunteer of the supervising authority and has supervisory or disciplinary authority over the victim, unless the act is part of a lawful search; (vi) receiving services from a youth care facility, as defined in 52-2-602, and the perpetrator:

(a)has supervisory or disciplinary authority over the victim or is providing treatment to the victim;

(b) and is an employee, contractor, or volunteer of the youth care facility; (vii) admitted to a mental health facility, as defined in 53-21-102, is admitted to a community-based facility or a residential facility, as those terms are defined in 53-20-102, or is receiving community-based services, as defined in 53-20-102, and the perpetrator:

(a) has supervisory or disciplinary authority over the victim or is providing treatment to the victim; and

(b) is an employee, contractor, or volunteer of the facility or community-based service;

(viii) a program participant, as defined in 52-2-802, in a private alternative adolescent residential or outdoor program, pursuant to Title 52, chapter 2, part 8, and the perpetrator is a person associated with the program, as defined in 52-2-802;

(ix) the victim is a client receiving psychotherapy services and the perpetrator:

(a) is providing or purporting to provide psychotherapy services to the victim; or

(b) is an employee, contractor, or volunteer of a facility that provides or purports to provide psychotherapy services to the victim and the perpetrator has supervisory or disciplinary authority over the victim;

(x) a student of an elementary, middle, junior high, or high school, whether public or nonpublic, and the perpetrator is not a student of an elementary, middle, junior high, or high school and is an employee, contractor, or volunteer of any school who has ever had instructional, supervisory, disciplinary, or other authority over the student in a school setting;

(xi) a witness in a criminal investigation or a person who is under investigation in a criminal matter and the perpetrator is a law enforcement officer who is involved with the case in which the victim is a witness or is being investigated; or

(xii) a parent or guardian involved in a child abuse or neglect proceeding under Title 41, chapter 3, and the perpetrator is:

(a) employed by the department of public health and human services for the purposes of carrying out the department's duties under Title 41, chapter 3; and

(b) directly involved in the parent or guardian's case or involved in the supervision of the case.

(c) Subsection (1)(b)(v) does not apply if the individuals are married to each other and one of the individuals involved is on probation, conditional release, or parole and the other individual is a probation or parole officer of a supervising authority.

(d) Subsections (1)(b)(vi) and (1)(b)(vii) do not apply if the individuals are married to each other and one of the individuals involved is a patient in or resident of a facility, is a recipient of community-based services, or is receiving services from a youth care facility and the other individual is an employee, contractor, or volunteer of the facility or community-based service.

(e) Subsection (1)(b)(viii) does not apply if the individuals are married to each other and one of the individuals involved is a program participant and the other individual is a person associated with the program.

(f) Subsection (1)(b)(ix) does not apply if the individuals are married to each other and one of the individuals involved is a psychotherapy client and the other individual is a psychotherapist or an employee, contractor, or volunteer of a facility that provides or purports to provide psychotherapy services to the client.

(g) Subsection (1)(b)(x) does not apply if the individuals are married to each other..

STALKING

45-5-220 Stalking – exemption – penalty. (1) A person commits the offense of stalking if the person purposely or knowingly engages in a course of conduct directed at a specific person and knows or should know that the course of conduct would cause a reasonable person to:

(a) fear for the person's own safety or the safety of a third person; or

(b) suffer other substantial emotional distress.

(2) For the purposes of this section, the following definitions apply:

(a) "Course of conduct" means two or more acts, including but not limited to acts in which the offender directly or indirectly, by any action, method, communication, or physical or electronic devices or means, follows, monitors, observes, surveils, threatens, harasses, or intimidates a person or interferes with a person's property.

(b) "Reasonable person" means a reasonable person under similar circumstances as the victim. This is an objective standard.

(c) "Substantial emotional distress" means significant mental suffering or distress that may but does not necessarily require medical or other professional treatment or counseling.

(3) This section does not apply to a constitutionally protected activity.

IF YOU EXPERIENCE AN ACT OF SEXUAL MISCONDUCT…

Find a safe place. Call 911 or if on campus, 801-585-COPS (801-585-2677). A Crisis Support Specialist or Victim Advocate (if off-campus) may be requested to assist the officer. The officer will provide you with a "Victim Resource Card" that will contain your case number and many on and off campus resources. The Victim Resource Card includes Crime Victim Rights and Sexual Assault Victims further rights for free services. The card also includes all contact data for The Office of the Dean of Students, University Counseling Center, Utah Crisis Line, Center for Campus Wellness, Office of Equal Opportunity, and Title IX, Salt Lake City Police Department, National Deaf Domestic Violence Hot-line, Code R (Sexual Assault Exam) data, Utah VINELink (for criminal custody status), and Stalking Injunctions & Protective Orders filing location.

Get medical attention. Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to determine the existence or extent of, and to treat, any physical injury. Additionally, forensic evidence can be collected which could help a law enforcement investigation. You will not be required to pay for a physical examination and medical attention, ***whether or not you file a police report.*** The University Hospital and Clinics utilizes nurses who are highly trained in performing medical and forensic examinations and interviews of sexual assault victims.

Preserve evidence. Preserving physical evidence can be key to identifying the perpetrator and adjudicating a sexual assault case or any case of domestic or dating violence. Preserving physical evidence may also greatly assist in obtaining a protective order. Ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam. Even though you may not choose to file a report with the police or cooperate with a prosecution, preserving any physical evidence may provide valuable information should you later determine you do want to proceed with prosecution. Part of preserving evidence for dating violence, domestic violence, and stalking includes keeping phone logs, text messages, items broken, items torn, voicemails, emails, written correspondence (cards/letters), and Ring doorbell footage.

Consider reporting the incident. Individuals are encouraged, but not required, to file a police report by calling the Department of Public Safety at 801-585-2677 or 911. Victims of a sexual misconduct may request any university official, including officials in the offices of Human Resources, Academic Affairs, Student Affairs, Office of Equal Opportunity and Affirmative Action (OEO/TIX office) to assist them in notifying law enforcement authorities about a sexual assault. If so requested, the official/office shall provide such assistance and will help to guide the victim though the available options and support the victim in their decision. If an individual is unsure if they would like to report, they may also contact the Center for Campus Wellness and explore the reporting options confidentially with a Victim-Survivor Advocate.

An assault or other forms of sexual misconduct should be reported to the Department of Public Safety (801-585-2677), the Office of Equal Opportunity (801-581-8365), and/or the Office of the Dean of Students (801-581-7066) and/or to the Housing & Residential Education Office (801-587-2002). Filing a report ensures that the victim of sexual misconduct receives the necessary medical treatment and tests at no expense to the victim. It also provides for the opportunity to timely collect evidence helpful in a prosecution which cannot be obtained later. Finally, reporting will make the victim aware of resources available for confidential counseling from counselors specially trained in the area of sexual assault crisis intervention.

An assault or other form of sexual misconduct may also be reported to a university professional or pastoral counselor such as the University Counseling Center. Confidentiality will be honored when speaking to these counsellors unless disclosure is specifically required by law (e.g., reports of child abuse).

Privacy. The university will protect the privacy of victims and other necessary parties related to a sexual misconduct. Privacy will be strictly respected insofar as it does not interfere with the university's legal obligation to investigate allegations of misconduct, to take corrective action, or as otherwise provided by law. The university will complete publicly

available record-keeping as required by the Clery Act without including identifying information concerning the victim. The university will also maintain privacy regarding any accommodations or protective measures provided to the victim to the extent that providing such privacy will not impair the ability of the university to provide the accommodations or protective measures.

Filing a report. Filing a police report will not obligate the victim to pursue a complaint through the criminal process, nor will it subject the person to scrutiny or judgmental opinions from officers. Students and employees may request any campus authority to assist them in notifying law enforcement authorities. If a Campus Safety Authority reports on behalf of the victim, the victim has the ability to decline that law enforcement is notified or decline speaking with law enforcement once contacted. When a sexual misconduct victim contacts the University Police, the department will notify the Office of Equal Opportunity and Affirmative Action and/or the Office of the Dean of Students. Community members also have the option to file a complaint directly with the OEO/AA. To file a formal complaint, please contact the OEO at OEO@utah.edu or oeo.Utah.edu.

Following a report of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on and off campus, the University will provide the student or employee an email written explanation with student's or employee's rights and options. Contained with the contents of this email will be the University's procedures for disciplinary action. To see an example of the letter the Office of Equal Opportunity/ Title IX automatically sends to all reports, please see 'OEO/TIX letter in Appendix of this report.

Investigation: The victim of sexual misconduct may choose for an investigation to be or not to be pursued through the criminal justice system and through a university disciplinary process (for students, faculty or staff), or only the latter. Victims may choose not to proceed as a complainant in the disciplinary process. However, in some cases, depending on the severity of the alleged offense and the university's obligation to ensure the safety of its community, the university may be required to investigate a report of sexual misconduct without participation/involvement from the victim. A university representative from the Office of Equal Opportunity & Affirmative Action (OEO/TIX Office), Center for Campus Wellness Victim-Survivor Advocacy Program, University Safety/University Police or the Office of the Dean of Students can guide the victim through the available options and support the victim in his or her decision. Under certain circumstances and for the safety of the university community, the university may be required to initiate an investigation even without victim cooperation.

Resources: Available university and community resources are listed at the end of this report including counseling options, mental health resources, health resources, Victim-Survivor Advocacy resources, visa and immigration assistance, financial aid, and legal assistance. These resources are also provided to all students and staff through annual trainings. In addition, a list of resources are sent to both the complaint and respondent to their email addresses. This email will come from the Office of Equal Opportunity and Affirmative Action and allows the receiver to have all resources in writing.

COURT ORDERS

Where applicable, the university police will enforce orders of protection, no contact orders, restraining orders, stalking injunctions or similar lawful orders issued by a criminal, civil or tribal court. These court orders can be obtained at 450 South State Street, RM. W13, Salt Lake City, UT. There are Crime Support Advocates in the University of Utah Police Department who can assist in getting a court order or confidential Victim Survivor Advocates in the Center for Campus Wellness who can assist too. The Utah Domestic Violation Coalition can also assist with protective orders, there phone is 800-897-5465 or www.udvc.org/get-help/

INSTITUTIONAL OFFERED OPTIONS

Victims of dating violence, domestic violence, sexual assault, or stalking may also report directly to the Office of Equal Opportunity/Title IX (OEO) if they do not wish to report to police. Reporting directly to OEO will allow the victim to access resources and accommodations. Some of those accommodations include changing class schedules, different parking spaces, residence hall room moves, No Contact Orders through non-law enforcement, work accommodations, and various methods of support.

UNIVERSITY DISCIPLINARY PROCESS

The university proceedings involving a disciplinary process will include a prompt, fair and impartial investigation and resolution process. For the full rule and process, see Appendix 1 & 2 on this report. This process will be completed within reasonably prompt timeframes which may be extended for good cause with written notice to the complainant and respondent. Proceedings will be conducted in a manner consistent with university policy and transparent to the complainant and respondent. Timely notice of meetings will be provided wherein the accused, accuser, or both may be present. The complainant and respondent and appropriate officials will be provided with access to any information that will be used during informal and formal disciplinary meetings and hearings. Proceedings will be conducted by officials who do not have a conflict of interest or bias for or against the complainant" and respondent.

Investigators and hearing board members are trained annually on issues related to sexual assault, dating violence, domestic violence and stalking, and taught how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability.

This process provides that:

» The complainant and the respondent each have the right to due process which includes the right to be heard, the right to a decision and review by impartial persons or bodies, and a right to adequate notice.

» The complainant and respondent have the right to be accompanied by an advisor of their choice to any meeting or institutional disciplinary proceeding, including an attorney; however, the university may establish restrictions regarding the extent to which the advisor may participate in the proceedings as long as the restrictions apply equally to the complainant and respondent. If either party does not bring an advisor, the University will appoint an advisor for that individual, to ask cross-examination questions.

» The University of Utah adjudicates conduct cases based on the preponderance of evidence standard.

» The complainant and respondent will be notified simultaneously in writing of the outcome and results of any disciplinary proceedings.

» The complainant and respondent each has the right to appeal in writing the outcome of the hearing and will be notified simultaneously in writing of the final outcome after the appeal is resolved. The procedure to appeal will be contained within the initial written outcome of the hearing.

Sexual assault, domestic violence, dating violence and stalking are to be criminal acts which may also subject the Respondent to criminal and civil penalties under federal and state law.

*To view the Student Code visit **regulations.utah.edu/academics/6-400.php**.*

*To view the faculty disciplinary procedures visit **regulations.utah.edu/academics/6-011.php**.*

*To view the staff disciplinary procedures visit **regulations.utah.edu/human-resources/5-111.php**.*

To view the Discrimination Procedure Rule visit ***regulations.utah.edu/general/1-012.php***

*To view the Sexual Misconduct Complaint Process Rule, visit **regulations.utah.edu/general/rules/R1-012B.php**.*

SANCTIONS

The university may impose sanctions on the accused if there is determination that the accused has violated university policy. These possible sanctions are:

» Dating Violence- warning, probation, payment of restitution, community service, education requirements, counseling, behavioral coaching, no contact directive, eviction from housing, suspension from 1 semester to 5 years, dismissal, permanent ban from campus, and termination of employment.

» Domestic Violence- warning, probation, payment of restitution, community service, education requirements, counseling, behavioral coaching, no contact directive, eviction from housing, suspension from one semester to five years, dismissal, permanent ban from campus, and termination of employment.

» Sexual Assault- probation, payment of restitution, community service, education requirements, counseling, behavioral coaching, no contact directive, eviction from housing, suspension from one semester to five years, dismissal,

permanent ban from campus, and termination of employment.

» Stalking- warning, probation, payment of restitution, community service, education requirements, counseling, behavioral coaching, no contact directive, eviction from housing, suspension from one semester to five years, dismissal, permanent ban from campus, and termination of employment

Dismissal is permanent separation from the university and is reflected on a student's transcript.

PROTECTIVE MEASURES

The University of Utah will, upon written request, disclose to the alleged victim of a crime of violence or an incident of incest or statutory rape, the results of any disciplinary proceeding against the respondent student alleged to have committed such an offense. If the alleged victim is deceased as a result of such crime or offense, the victim's next of kin shall be treated as the alleged victim.

In writing, the university provides individuals involved in sexual misconduct cases assistance to ensure an ongoing safe living and learning environment, and they are free from retaliation. The victim/survivor may send a written request for accommodation to the Office of Equal Opportunity/ Affirmative Action and the university must make such accommodations or provide protective measures if the victim requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to campus police, local law enforcement or the university. Protective measures include but are not limited to:

» Changes in academic, working or living situations
» Assistance from staff in completing housing relocation
» Counseling
» No contact directive issued by the university
» Restrictions to the respondent regarding access to certain facilities or activities pending the resolution of the matter
» Assistance with withdrawing from courses
» Providing an escort to assure safe movement
» Arranging for medical services
» Change in parking locations
» Safety shuttles on campus
» Change in work accommodations
» Protective measures including protective orders
» Campus bans (please contact the Office of Equal Opportunity/ Affirmative Action)
» Protective Orders (please contact University Police or The Center for Campus Wellness)

All of these accommodations are provided in writing to the victim. To request any of these accommodations, please start by contacting the Office of Equal Opportunity/Title IX.

FACULTY AND STAFF MEMBER RESPONSIBILITY TO REPORT

Faculty and staff members have a legal responsibility to stop prohibited discrimination and sexual misconduct. If you become aware of sexual harassment or sexual misconduct, even if the individual involved does not wish to take any action, note the following obligations under University Rule 1-012:

» Any university representative who is contacted by an individual with a sexual misconduct or discrimination issue shall advise that individual of the OEO/AA and the availability of university complaint procedures as contained herein.
» Once informed of an issue related to sexual misconduct or discrimination, the supervisor, chair, dean or other representative of the university shall immediately inform the OEO/AA.

If you receive credible information about a crime on campus, you must report it to the Office of the Dean of Students or University Safety to be disclosed in the annual Clery Report. It is not necessary for the crime to have been investigated nor must a finding of responsibility have been made to disclose the statistic. Professional and Pastoral Counsellors are exempt from this Clery reporting obligation.

UNIVERSITY CONSENSUAL RELATIONSHIPS

When a member of the university community is responsible for any professional, job-related or academic oversight of another individual, a romantic or sexual relationship between the two, even a consensual relationship, is a violation of university policy and must be remedied through the steps outlined in Policy 1-020, Required Professional Boundaries in Relationships.

OPEN DISCUSSION POLICY

The free and open discussion of issues or theories relating to sexuality or gender in an academic or professional setting, when appropriate to subject matter, will be presumed not to constitute sexual harassment even if it offends or embarrasses an individual, unless other factors are involved. Such factors include targeting the discussion to an individual or carrying out the discussion in terms that are both patently unnecessary and gratuitously offensive.

NOTICE REGARDING SEX OFFENDERS

In accordance with the "Campus Sex Crimes Prevention Act" (amends 42 United States Code 14071), the Utah Sex Offender Registration Act (U.C.A. 77-27-21.5) requires notice to be given to institutions of higher education of persons required by the act to register who are affiliated with the institution. This information is available at the University of Utah Police Department, 1658 East 500 South, Salt Lake City, UT, 84112, 801-585-2677.

Individuals wishing to learn additional information about registered sex offenders may go to the Utah Department of Corrections Sex Offender Registry website at corrections.utah.gov/index.php.

OTHER EDUCATIONAL PROGRAMS AND SERVICES

The university provides a variety of awareness and prevention programs related to sexual misconduct.

The Center for Campus Wellness engages trainings of many different student leader groups (e.g., Housing & Residential Education Resident Assistants, Orientation Leaders) which consists of ongoing training and education sessions on campus safety, general health topics (sleep health, nutrition, stress management, alcohol/drug use and abuse, and policy enforcement), sexual health, healthy relationships, consent, sexual and relationship violence prevention/education, and bystander intervention techniques. These presentations are also available and utilized upon request.

Student & Family Orientation- Organized by the Office of Orientation and Transition, the Center for Student Wellness and the Office of the Dean of Students present information about healthy relationships, consent, and other forms of sexual communication. Definitions of all forms of sexual misconduct are addressed (definitions are also published in the University Bulletin and **registrar.utah.edu/handbook/campussafety.php**), as well as concepts such as retaliation, quid pro quo, bystander intervention, how to report sexual misconduct and consequences for engaging in such conduct. During this presentation, the university Title IX coordinator information is provided. Information on how students can keep themselves and other members of their community safe is discussed. Orientation sessions are offered to international students, families and are mandatory for all new and transfer students.

Office of Equal Opportunity Training Programs- Upon request, the OEO/AA will provide training on sexual misconduct to any university affiliated group or individual.

Title IX Trainings to Athletes- The Office of Equal Opportunity and Affirmative Action in partnership with the Office of the Dean o f Students meets with athletic teams to discuss university policies that prohibit discrimination and sexual misconduct and discuss the disciplinary process and possible outcomes as it relates to sexual misconduct and other acts of prohibited discrimination. The Center for Campus Wellness provides annual, mandatory presentations to all student athletes on consent, sexual health, and bystander intervention.

Sexual Assault Awareness and Prevention Presentations to Fraternity and Sorority Members- Each fall and spring, the Office of Equal Opportunity and Affirmative Action in partnership with the Office of the Dean of Students meets with fraternity and sorority members to talk about Title IX and sexual misconduct. Definitions are provided as well as university policies and expectations for bystander intervention.

New Employee Orientation - All new employees hired at the University of Utah are made aware of the existence and location of the annual security report through our online orientation. The online orientation is required for all new employees and contains a brief summary of the ASR and a quick link report located online.

Title IX Trainings to Hinckley Institute of Politics Interns- The Office of Equal Opportunity and Affirmative Action in partnership with the Office of the Dean of Students meets with local, domestic and international interns during their orientation program to discuss university policies that prohibit discrimination and sexual misconduct. Even though these interns are working off campus for a company, they are still offered the same protections as they are registered students at the University of Utah.

(SAAM)

April is SAAM and the Center for Campus Wellness collaborates with students and campus partners on a campaign focused on education, outreach, prevention, and resources for sexual assault.

(DVAM)

October is DVAM and the Center for Campus Wellness collaborates with students and campus partners on a campaign focused on education, outreach, prevention, and resources for domestic and dating violence and stalking.

Voices for Change/Graduate Student Upstanders- Part of the Community Standards Courses, these interactive online courses are designed to educate students about healthy relationships, consent, and bystander intervention. The interactive platform challenges assumptions and promotes building healthy relationships and environments. These courses also alert students to campus, local, and national resources available to them and provides them with the opportunity to review relevant local laws as well as campus policies regarding sexual misconduct. All incoming, degree-seeking students are required to complete the course during their first semester. Incoming students have a hold placed on their record that is removed after they have completed this course. Students are thereafter required to complete a refresher training annually.

The University of Utah also has the McCluskey Center for Violence Prevention (MCVP) that focuses on primary prevention of sexual violence, meaning ending sexual violence before it happens. Rather than teaching people how to avoid harm, the MCVP focuses on educating people on how to not cause harm.

The MCVP emphasizes education, rather than training, which means focusing on long-term, on-going programs designed to engage participants in critical thinking and reflection. Through educational programs, facilitators at the MCVP encourage participants to make sense of sexual violence for themselves, applying knowledge they gain to their own unique contexts.

Some of the MCVP programming includes:

Addressing Sexual Violence: Understanding Awareness, Response, and Prevention

Increased attention to sexual violence on college campuses over the past several years is a huge win for student activists! Unfortunately, it has also come with a fair amount of confusion and disagreement about effective strategies for addressing sexual violence. In this interactive workshop, facilitators explore the differences between awareness, response, and prevention of violence. Facilitators will also develop strategies to stop violence from happening in the first place within our own circles of influence

Thinking Like an Abolitionist to End Sexual Violence in Higher Education Contexts

A hyper-focus on policy and one-size-fits all responses has led to stagnant practices to address sexual violence in higher education. Women of color activists and their allies have been advocating for abolitionist philosophies to eradicate violence for decades. In this session, facilitators will explore a brief context of the problem of violence from a power-conscious lens, then highlight several abolitionist philosophies as strategies for eradicating violence in higher education. Specifically, facilitators will examine abolition as the practice of creating what we want our communities to look and feel like by focusing on non-carceral responses to violence, individual and collective healing and engaging in a "million little experiments" to create a better world.

Understanding History and Power to Address Sexual Violence

In this workshop, facilitators provide an overview of the historical roots of sexual violence in the U.S., and connect that history to current social, cultural, structural, and power dynamics operating on college campuses. Using a power-conscious framework, we identify strategies to effectively address campus sexual violence that include shifting attention to the people who cause harm, identifying harmful behaviors, and developing strategies to prevent them.

What is Harm?

Most educational programming about sexual violence has focused on teaching people how not to get harmed, rather than how not to cause harm. The vast majority of sexual violence is committed by someone known to the victim, and often, the person causing harm does not understand their behavior as harmful. In this interactive workshop, facilitators will examine what constitutes harmful behavior and ways to ensure that your behavior does not cross the line from seduction to coercion

Repairing Harm & Restoring Relationships

Are you unsure how to repair harm you've caused in a relationship? It can be hard to admit, yet all of us have caused harm at some point. Fortunately, many people in our lives care enough about us to have these challenging yet necessary and meaningful conversations. By learning to openly listen and acknowledge when we cause harm, we can avoid perpetuating and deepening harm. In this workshop, we will explore what harmful behavior is and how to begin the process of repairing harm that has already occurred.

Beyond Mandatory Reporting: The Role of Faculty in Addressing Campus Sexual Violence

Faculty play a unique role in educating students about campus sexual violence. Many faculty have a personal investment in and/or research and teaching interests directly related to campus sexual violence, yet feel unsure about how to address these issues through their work. In this workshop, facilitators will explore a variety of strategies faculty can use to engage in the topic of sexual violence through their teaching, research and service, as well as how to support campus-wide efforts to address campus sexual violence.

Ending Sexual Violence Through Equitable Student Leadership

Ending sexual violence requires student leaders and activists to use a variety of strategies to effectively work with different stakeholders, including peers, media representatives, university administrators, state and federal-level policy makers. Student leaders must be cognizant of who is and is not present in decision-making arenas and how their own identities and experiences influence how they think about addressing sexual violence. In this session, we will discuss strategies for navigating various roles that may arise in different social settings and examine unique personal strengths as they relate to the movement to end sexual violence.

Diving Deeper into Consent Dialogues

Most students have learned about consent as an enthusiastic "yes." In this workshop, student facilitators lead a discussion diving deeper into the nuances of consent, tuning-in, healthy relationships, and coercion, giving students the opportunity to have the conversations that are important to them. Through these discussion-based workshops, students create dialogue with their peers by analyzing their own life experiences and how they affect their understanding of harm. Students gain a deeper understanding of their own capability to cause harm, better ways to communicate with their peers or partners, and ultimately how to avoid causing harm through self-awareness and accountability.

The University of Utah's policy concerning the monitoring and recording of criminal activity at off-campus locations of officially recognized student organizations can be found in the Regulations Library at Policy 1-011(III)(D) (located at regulations.utah.edu/general/1-011.php). No provisions beyond normal local law enforcement efforts are made to monitor any off-campus locations of student organizations officially recognized by the university, except for the fraternity and sorority community as outlined by Policy 6-402 (located at regulations.utah.edu/academics/6-402.php).

HAZING

For further information, please see Appendix 3, "University of Utah Response to Hazing" document.

Hazing poses significant risks to individuals and communities, leading to severe physical, emotional, and psychological harm. It often involves activities that humiliate, degrade, or endanger participants, creating a toxic environment that undermines trust and respect. Victims of hazing can suffer from long-term trauma, including anxiety, depression, and post-traumatic stress disorder. Additionally, hazing can disrupt academic performance and social relationships, fostering a culture of fear and exclusion. By understanding and addressing the harms of hazing, we can work towards creating safer, more inclusive communities where every member is valued and respected.

Where to Report Hazing

Any member of the public or University Community are welcome to report incidents of hazing to any and all of the below resources:

University of Utah Police Department-(801) 585-2677. The police department welcomes community members to make a report in-person, on the phone, or online. This office is private but not confidential.

The Office of the Dean of Students-(80) 581-7066. The Office of the Dean of Students welcomes community members to make a report in-person, on the phone, or online. This office is private but not confidential.

The Office of Equal Opportunity & Title IX- (801) 581-8365. The Office of Equal Opportunity & Title IX welcomes community members to make a report in-person, on the phone, or online. This office is private but not confidential.

Center of Campus Wellness- (801) 581-7776. The Center for Campus Wellness has Victim Support Advocates imbedded in the department. The office welcomes report in-person or via phone. This office is confidential.

What will happen when I report?

When a report is created, the office that takes the report will work with the reporter to provide effective resources to assist the victim of hazing. Resources that are provided are designed to empower the victim to remain in school and be empowered to what happens next in the investigation.

Accountability

ATTENTION: If this is a time-sensitive issue, please CALL one of the following offices for a more immediate response: Campus Police (emergencies 911) 801-585-2677 Housing and Residential Education 801-587-2002 Office of the Dean of Students 801-581-7066 (during business hours)

Discrimination, Harassment, or Sexual Misconduct Information

Behavioral Misconduct Information
Concerning Behavior Information

Note to reporters of Discrimination, including Harassment and Sexual Misconduct
Once this report is submitted, it will be directed to the University of Utah's Title IX Coordinator and Director of Office of Equal Opportunity, Affirmative Action, and Title IX (801-581-8365) who will review the information provided and determine whether further action is necessary in order to ensure your safety and the safety of the community.

Per University Interim Rule R1-012A, all employees who are not Confidential Employees are Mandatory Reporters. Mandatory Reporters are required to report Title IX and other discrimination incidents immediately.

If you file anonymously, you should understand that the University's ability to respond to your allegations will be severely limited. If you wish to speak with someone confidentially about this incident and your reporting options, please directly contact one of the following resources:

Center for Campus Wellness Victim-Survivor Advocates (801-581-7776)

University Counseling Center (801-581-6826)

University Hospitals Chaplain (801-587-0949)

Additional Data
University of Utah Guidelines
Guideline G6-400A: Hazing Guideline- Policy 6-400 includes engaging in hazing as a violation of the student behavior standards.

State of Utah Law
Utah Criminal Code: Title 76, Chapter 5, Part 1

Federal Law
Stop Campus Hazing Act: H.R. 5646

OFF-CAMPUS STUDENT ORGANIZATIONS

FRATERNITY AND SORORITY LIFE

The Office of Fraternity and Sorority Life at the university maintains regular contact with recognized fraternity and sorority organizations. The Office of Fraternity and Sorority Life and University of Utah Safety Department also maintain a working relationship with the Salt Lake City Police Department.

The University of Utah hosts 12 fraternities & 10 sororities. Fourteen of these chapters own and manage houses in which members may reside. These properties are directly adjacent to the university and are governed by each chapters' national organization and the City of Salt Lake as well as the University of Utah through the Greek Council Constitution and Bylaws, and University Policy 6-402: Fraternal Social Organizations. Criminal activity at recognized fraternity and sorority residences is monitored and recorded by the Salt Lake City Police Department, not University of Utah Police. Additionally, local law [Salt Lake City Ordinance 21A.36.150] requires either the university or fraternities and sororities to fund a two-officer roving patrol on Friday and Saturday nights. The patrol monitors fraternity and sorority compliance with "all applicable city and county ordinances, state laws, and college or university regulations." The officers on the roving patrol send a weekly report during the academic year to the Director of Fraternity and Sorority Life. The Director of Fraternity and Sorority Life maintains records of all citations and infractions issued by the Salt Lake City Police Department.

Local law [City Ordinance 21A.36.150] also requires the university to have specific regulations governing fraternities and sororities. Among these, regulations require fraternities and sororities to register non-philanthropic events with the Office of Fraternity and Sorority Life to prohibit consumption of alcohol on fraternity or sorority property by individuals under age 21, to provide alternative nonalcoholic beverages, to hire uniformed officers for gatherings of 60 or more and to require all gatherings to end by 11 p.m. (12 a.m. on a Friday or Saturday before any legal holiday). Fraternities and sororities are also required to review City Ordinance 21A.36.150 and provide an up-to-date risk management policy to the Office of Fraternity and Sorority Life on an annual basis. The Director of Fraternity and Sorority Life compiles and maintains an annual certification record that is received by the city annually. This certification outlines all ways in which the University of Utah complies with and promulgates the requirements outlined in City Ordinance 21A.36.150. In addition to these pieces, the staff in the Office of Fraternity and Sorority Life provide trainings and education for organization leaders and community members around topics of risk reduction, harm prevention, and health and wellness to aide in students understanding of rules, guidelines, and expectations.

The University of Utah has the InterVarsity Christian Fellowship student group that is located in off campus. The Salt Lake Police Department responds to this location for reports or investigations. This is the only student group, other than the recognized fraternity and sorority groups, that have recognized location that have property the University monitors for criminal activity.

CAMPUS SAFETY IMPROVEMENTS AND PLANNING

EFFORTS TO INCREASE CAMPUS SAFETY DURING THE PAST 18 MONTHS

The University of Utah remains committed to improving campus safety and recognizes that safety looks and feels different to everyone. For members of the campus community to thrive, their need to feel safe, welcome, and a sense of belonging must be met. The new University Safety Department, led by the Chief Safety Officer, serves as a centralized resource for coordinating safety initiatives across campus to create an environment that meets these needs.

Some of the efforts to increase campus safety during the past 18 months include:

- Team members to the Threat Assessment Management Partnership with campus partners to access and respond to threats on campus.
- The University of Utah Police Department received the Utah Chiefs of Police Association (UCOPA) accreditation.
- The Security Vulnerability Assessment team enhances campus safety by evaluating and recommending the placement of key security infrastructure, including cameras, duress alarms, lockdown switches, emergency phones, and CCure badge readers. They also offer environmental safety improvements based on Crime Prevention Through Environmental Design (CPTED) principles and suggest policy or procedural updates. Over the past 18 months, the team has conducted 107 assessments, resulting in 414 camera recommendations, 119 CCure access control suggestions, 86 duress alarm placements, and 114 general safety recommendations. Additionally, a visitor management program was implemented in the University Medical Center Emergency Department to further strengthen access control and enhance patient and staff safety.
- The Security Investigations unit is responsible for managing and responding to a range of safety and behavioral concerns. Their duties include handling Behavioral Emergency Response Team (BERT) calls, providing assistance to medical staff, conducting verbal interventions, and developing safety plans. Team members receive enhanced de-escalation training through the State of Utah's Crisis Intervention Team (CIT) program, which equips them with specialized skills to safely and effectively manage individuals experiencing mental health crises, emphasizing communication, empathy, and non-violent resolution techniques. Over the past 18 months, they have expanded and consistently increased the level of support provided to both clinical and non-clinical staff throughout the University Medical Center.
- New digital signage placed throughout campus offer a place to broadcast emergency messaging and other safety information.
- The Training Unit is responsible for delivering comprehensive onboarding, certification, and in-service training for security personnel, with a strong emphasis on crisis prevention and workplace violence. They also provide Crisis Prevention Institute (CPI) courses to all Emergency Department staff and security officers. Since January 2023, the unit has conducted over 300 training sessions, certifying more than 500 security officers and clinical staff in CPI and workplace violence prevention. Additional responsibilities include system-wide de-escalation training, developing security training exercises, guiding policy and procedure development, maintaining training records and equipment, and certifying officers in physical intervention and de-escalation techniques.
- The University of Utah launched the new Center for Violence Prevention aimed at bridging the gap between research and practice by bringing together researchers, prevention educators and students. The center will work to better understand and analyze perpetration and peer culture as it relates to relationship and sexual violence.

PLANS TO INCREASE CAMPUS SAFETY DURING THE NEXT 24 MONTHS

Over the next 24 months, the University of Utah plans to continue implementing safety measures and building a culture of safety in a way that meets the unique needs of the University of Utah community. Some of these plans are listed below:

- Over the next 24 months, the University of Utah Health Security Division plans to enhance safety through several key initiatives. These include implementing after-hours alarm notifications at clinic locations to centralize emergency response through Security Dispatch, and establishing a schedule for annual security assessments of all staffed buildings to keep pace with infrastructure changes. They are also working to integrate mobile duress badges into the CCure system, enabling mobile emergency alerts throughout the hospital. A major lock-down project is underway to equip the University Medical Center with the capability for full-campus lockdowns and unit-specific security. Additionally, the SVA team is collaborating to link duress alarms with Milestone video software, allowing immediate camera access when alarms are triggered. Finally, they are mapping all existing security infrastructure—including cameras, badge readers, and alarms—across the hospital and clinics to support ongoing safety improvements..
- University Safety will engage with campus partners to administer surveys and conduct research to better understand currently perceptions about safety, understand how the community consumes safety information, and gather baseline information to help inform the growth and development of the department and safety initiatives.
- U Health Security plans to continue its expansion into the community clinics, which will ensure that U Health employees, as well as patients and visitors, receive the same level and standards of protection throughout the health system.

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ANNUAL FIRE SAFETY REPORT

DESCRIPTION OF STUDENT HOUSING FIRE SYSTEMS

The university operates two on-campus student housing options: Housing & Residential Education facilities ("HRE facilities") and the University Student Apartments facilities ("USA facilities").

OFFICE OF RESIDENCE LIFE FACILITIES

All Heritage Commons Residence Halls are equipped with fire alarms and full fire sprinkler systems.

- The building alarms sound when a smoke detector in the main corridor of the building is activated or a sprinkler head detects heat or is broken.
- Each individual bedroom and all common areas are equipped with smoke detectors and sprinkler heads.
- Interior room/apartment alarms do not sound the entire building alarm when activated.
- Sprinklers activate building alarms.
- Smoke detectors activated in an ADA room sound the building alarm and an automated phone message is sent to the on-call HRE staff member, who reports to the location of the alarm with fire personnel.
- Facilities Operations Technicians enter each space monthly to visually inspect each smoke detector. Smoke detectors are tested on a semi-annual basis to ensure that they are functioning properly.
- All HRE apartment buildings are equipped with fire extinguishers and fire alarms.
- Individual bedrooms and common areas in all HRE apartments are equipped with smoke detectors.
- All HRE apartments have full sprinkler systems.

SUNNYSIDE APARTMENTS FACILITIES

» *Cedar East and Cedar West Courts*: Each apartment is equipped with a fire extinguisher that is located in either the kitchen, living room, or inside the stairwell. Each apartment is also equipped with a battery operated smoke detector.

» *Cottonwood and Spruce Apartments:* Each floor is equipped with a fire extinguisher located in the interior corridor. Each apartment and interior corridor is equipped with fire sprinklers for the purpose of fire suppression. The fire sprinkler will not activate from the presence of smoke alone. The fire sprinkler is triggered into action by excessive heat. The fire sprinkler could activate if tampered with. Each floor and apartment is equipped with a hard wired smoke detector and integrated alarm system.

» *Additional Information on Fire Extinguishers:* It is the resident's responsibility to know where fire extinguishers are located in their apartment or building. If a fire extinguisher is used, residents are responsible to notify the Maintenance Office immediately

(801-581-8668) Extinguishers are recharged at no cost The University Fire Marshal or Maintenance staff inspect fire extinguishers at least annually.

FIRE SAFETY POLICIES AND PROCEDURES

The university has policies and procedures relating to fire safety. Below is a data of policies and rules regarding portable electronic appliances, smoking, and open flames in student housing facilities; procedures for evacuating student housing facilities in the case of a fire; and policies on fire safety education and training programs provided to students and employees.

Items Not Allowed in the Residence Halls – Items that contain/use an open heating element or immersion coil are not permitted in residence halls, and individual bedrooms within apartments. These items include but are not limited to hot plates, toasters, toaster ovens, and "George Foreman" type indoor grills, and any type of open flame. Halogen lamps and water furnishings such as water-beds are prohibited. The University of Utah is a smoke free/tobacco free campus, so all smoking and tobacco use is prohibited.

It is against the university's Student Code to intentionally set off a fire alarm, report fire, or tamper with a fire extinguisher or other emergency equipment, except when done with the reasonable belief in the existence of a need. It is unlawful to interfere with any fire equipment apparatus, to use a fire extinguisher or other fire protection equipment for other than its intended purpose.

HRE Policies and Rules related to fire prevention can be found at housing.utah.edu/living-the-u/resident-policies-responsibilities/

Sunnyside Policies and Rules related to fire prevention can be found at apartments.utah.edu//resident-handbook/index.php

Additional information related to kitchen fire safety, smoking, and proper storage are inlcuded in the Welcome Letter, New Resident Orientaiton and ongoing education by Community Assistants.

PROCEDURES FOR EVACUATION FROM STUDENT HOUSING FACILITIES IN THE CASE OF A FIRE

Whenever a fire alarm sounds at any on-campus student housing facility, all residents, guests, and staff should immediately evacuate and assemble at appropriate nearby locations.

» Residents of ORL facilities are instructed to assemble at their building's pre-designated meeting point so that Resident Assistants can take roll.

» Residents at Sunnyside facilities are encouraged to assemble at Emergency Assembly Point.

In the case of an actual fire at an on-campus student housing facility, re-entry is not permitted until the fire department or emergency crews provide an all-clear.

The following are fire safety evacuation guidelines for residents, guests, and employees at on-campus student housing facilities (these guidelines are also applicable to other university buildings):

1. Know where the exits are for building.
2. Know where the fire extinguisher(s) are located on the floor.
3. If there is smoke:
   - Keep low to the floor.
   - Feel the door and door knob for heat, and if the door or door knob is hot, DO NOT open the door—call (911) or University of Utah Safety Department (801-585-2677); provide the building and room number.
   - Hang a towel or bright object out of your window if unable to escape.
   - Place a wet towel in front of the door to block smoke infiltration.
4. If it is safe to exit:
   - Leave quickly, exiting the building by the closest exit.
   - Leave the door unlocked.
   - Close all doors.
   - Take keys and ID with you.
   - Assemble with others at a nearby safe location or assemble at the pre-designated evacuation assembly point and check in.
5. Re-entry:
   - Only re-enter the building after the appropriate emergency personnel have indicated that it is safe to do so.

POLICIES ON FIRE SAFETY EDUCATION AND TRAINING OF UNIVERSITY STUDENTS AND EMPLOYEES

Annual staff training includes, the proper use of fire extinguishers and evacuation procedures. Resident Advisors/ Assistants instruct residents. Students that live in the residence halls will be instructed by their resident advisors about fire safety and evacuation procedures. During the first weeks of the semester, test fire drills will be held and residents will participant in a full evacuation. Sunnyside collaborates with Emergency Management in the annual campus fire drill and provides ongoing quarterly education about fire safety and emergency preparedness.

REPORTING FIRES

Students and employees are instructed to report fires occurring in, on, or around university buildings by calling 911 once you are safe. Do not place yourself or others in harms way. If a fire has been extinguished, contact the Department of Public Safety (801-585-2677) to investigate and notify the Fire Marshal.

REPORTING FIRES OCCURRING AT ORL FACILITIES

Residents and employees at HRE facilities should report fires by calling 911. In addition, if feasible, also report fires occurring at ORL facilities to the position listed below:

Name	Position Title	Contact Information
Peterson Heritage Center Front Desk	24-Hour Assistance	801-587-2000

REPORTING FIRES OCCURRING AT SUNNYSIDE FACILITIES

Residents and employees at Sunnyside facilities should report fires occurring at Sunnyside facilities by calling 911. In addition, if feasible, also report a fire to any of the positions listed below*:

Name	Position Title	Contact Information
Maintenance Office	Maintenance Office (handles emergencies from 8 a.m.-4:30 p.m.)	801-581-8668
On-Call Maintenance Representative	On-Call Maintenance Representative (handles emergencies after hours)	Cell: 801-560-1434
University Police	University Police	911

* Sunnyside Residents may also contact their Community Assistant to report a fire.

REPORTING FIRES OCCURRING AT ALL OTHER UNIVERSITY BUILDINGS

Visitors, faculty, staff, and students should call 911 to report fires occurring at all other university buildings. When possible, faculty, staff, and students should also report fires to their cognizant Supervisor or Program Director. ***See*** University Policy 3-300.

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

The University does not have plans for fire safety improvements at this time.

UNIVERSITY OF UTAH RESIDENTIAL HOUSING FIRE SAFETY SYSTEMS 2025

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2025 Number of Fire Drills
46	Lassonde Studios	yes	n/a	yes	yes	yes	yes	2
47	Impact Prosperity Center	yes	n/a	yes	yes	yes	yes	2
112	Honors Housing	yes	n/a	yes	yes	yes	yes	2
114	Kahlert Village	yes	n/a	yes	yes	yes	yes	2
606	Fort Douglas Duplex	no	no	no	yes	yes	yes	2
607	Emma Eccles Jones Fine Arts House	no	no	no	yes	yes	yes	2
608	S.J. and Jessie Eccles Quinney House	no	no	no	yes	yes	yes	2
609	First Security House	no	no	no	yes	yes	yes	2
610	Poulson House	no	no	no	yes	yes	yes	2
611	Kennecott House	no	no	no	yes	yes	yes	2
612	O.C. Tanner Humanities House	no	no	no	yes	yes	yes	2
613	Gary and Ann Crocker Science House	no	no	no	yes	yes	yes	2
614	Lowell Bennion Service House	no	no	no	yes	yes	yes	2
615	Fort Douglas Duplex	no	no	no	yes	yes	yes	2
750	University Village West 800A	no	no	no	yes	yes	yes	0
751	University Village West 800B	no	no	no	yes	yes	yes	0
752	University Village West 800C	no	no	no	yes	yes	yes	0
753	University Village West 900A	no	no	no	yes	yes	yes	0
754	University Village West 900B	no	no	no	yes	yes	yes	0

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2025 Number of Fire Drills
755	University Village West 900C	no	no	no	yes	yes	yes	0
756	University Village West 900D	no	no	no	yes	yes	yes	0
757	University Village West 1000A	no	no	no	yes	yes	yes	0
758	University Village West 1000B	no	no	no	yes	yes	yes	0
759	University Village West 1000C	no	no	no	yes	yes	yes	0
761	University Village East 1100A	no	no	no	yes	yes	yes	0
762	University Village East 1100B	no	no	no	yes	yes	yes	0
763	University Village East 1100C	no	no	no	yes	yes	yes	0
764	University Village East 1100D	no	no	no	yes	yes	yes	0
765	University Village East 1200A	no	no	no	yes	yes	yes	0
766	University Village East 1200B	no	no	no	yes	yes	yes	0
767	University Village East 1300A	no	no	no	yes	yes	yes	0
768	University Village East 1300B	no	no	no	yes	yes	yes	0
769	University Village East 1400A	no	no	no	yes	yes	yes	0
770	University Village East 1400B	no	no	no	yes	yes	yes	0
771	University Village East 1400C	no	no	no	yes	yes	yes	0
772	University Village East 1400D	no	no	no	yes	yes	yes	0
773	University Village East 1500A	no	no	no	yes	yes	yes	0

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2025 Number of Fire Drills
774	University Village East 1500B	no	no	no	yes	yes	yes	0
796	Cottonwood	yes	N/A	yes	yes	yes	yes	2
797	Cottonwood	yes	N/A	yes	yes	yes	yes	2
798	Cottonwood	yes	N/A	yes	yes	yes	yes	2
802	Chapel Glen 802	yes	N/A	yes	yes	yes	yes	2
803	Chapel Glen 803	yes	N/A	yes	yes	yes	yes	2
804	Chapel Glen 804	yes	N/A	yes	yes	yes	yes	2
806	Gateway Heights 806	yes	N/A	yes	yes	yes	yes	2
807	Gateway Heights 807	yes	N/A	yes	yes	yes	yes	2
810	Sage Point 810	yes	N/A	yes	yes	yes	yes	2
811	Sage Point 811	yes	N/A	yes	yes	yes	yes	2
812	Sage Point 812	yes	N/A	yes	yes	yes	yes	2
813	Sage Point 813	yes	N/A	yes	yes	yes	yes	2
814	Sage Point 814	yes	N/A	yes	yes	yes	yes	2
820	Benchmark Plaza 820	yes	N/A	yes	yes	yes	yes	2
821	Benchmark Plaza 821	yes	N/A	yes	yes	yes	yes	2
822	Benchmark Plaza 822	yes	N/A	yes	yes	yes	yes	2
825	Shoreline Ridge 825	yes	N/A	yes	yes	yes	yes	2
826	Shoreline Ridge 826	yes	N/A	yes	yes	yes	yes	2
827	Shoreline Ridge 827	yes	N/A	yes	yes	yes	yes	2
828	Shoreline Ridge 828	yes	N/A	yes	yes	yes	yes	2
829	Shoreline Ridge 829	yes	N/A	yes	yes	yes	yes	2
830	Shoreline Ridge 830	yes	N/A	yes	yes	yes	yes	2
3601	349 1st Avenue Downtown Commons	yes	no	no	yes	yes	yes	2
3602	43 South 400 East Downtown Commons	yes	no	no	yes	yes	yes	2
N/A	The Draw	0	0	0	0	0	0	0

UNIVERSITY OF UTAH RESIDENTIAL HOUSING FIRE SAFETY SYSTEMS 2024

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2024 Number of Fire Drills
46	Lassonde Studios	yes	n/a	yes	yes	yes	yes	2
47	Impact Prosperity Center	yes	n/a	yes	yes	yes	yes	2
112	Honors Housing	yes	n/a	yes	yes	yes	yes	2
114	Kahlert Village	yes	n/a	yes	yes	yes	yes	2
606	Fort Douglas Duplex	no	no	no	yes	yes	yes	2
607	Emma Eccles Jones Fine Arts House	no	no	no	yes	yes	yes	2
608	S.J. and Jessie Eccles Quinney House	no	no	no	yes	yes	yes	2
609	First Security House	no	no	no	yes	yes	yes	2
610	Poulson House	no	no	no	yes	yes	yes	2
611	Kennecott House	no	no	no	yes	yes	yes	2
612	O.C. Tanner Humanities House	no	no	no	yes	yes	yes	2
613	Gary and Ann Crocker Science House	no	no	no	yes	yes	yes	2
614	Lowell Bennion Service House	no	no	no	yes	yes	yes	2
615	Fort Douglas Duplex	no	no	no	yes	yes	yes	2
750	University Village West 800A	no	no	no	yes	yes	yes	0
751	University Village West 800B	no	no	no	yes	yes	yes	0
752	University Village West 800C	no	no	no	yes	yes	yes	0
753	University Village West 900A	no	no	no	yes	yes	yes	0
754	University Village West 900B	no	no	no	yes	yes	yes	0

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2024 Number of Fire Drills
755	University Village West 900C	no	no	no	yes	yes	yes	0
756	University Village West 900D	no	no	no	yes	yes	yes	0
757	University Village West 1000A	no	no	no	yes	yes	yes	0
758	University Village West 1000B	no	no	no	yes	yes	yes	0
759	University Village West 1000C	no	no	no	yes	yes	yes	0
761	University Village East 1100A	no	no	no	yes	yes	yes	0
762	University Village East 1100B	no	no	no	yes	yes	yes	0
763	University Village East 1100C	no	no	no	yes	yes	yes	0
764	University Village East 1100D	no	no	no	yes	yes	yes	0
765	University Village East 1200A	no	no	no	yes	yes	yes	0
766	University Village East 1200B	no	no	no	yes	yes	yes	0
767	University Village East 1300A	no	no	no	yes	yes	yes	0
768	University Village East 1300B	no	no	no	yes	yes	yes	0
769	University Village East 1400A	no	no	no	yes	yes	yes	0
770	University Village East 1400B	no	no	no	yes	yes	yes	0
771	University Village East 1400C	no	no	no	yes	yes	yes	0
772	University Village East 1400D	no	no	no	yes	yes	yes	0
773	University Village East 1500A	no	no	no	yes	yes	yes	0
774	University Village East 1500B	no	no	no	yes	yes	yes	0
796	Cottonwood	yes	N/A	yes	yes	yes	yes	2

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2024 Number of Fire Drills
797	Cottonwood	yes	N/A	yes	yes	yes	yes	2
798	Cottonwood	yes	N/A	yes	yes	yes	yes	2
802	Chapel Glen 802	yes	N/A	yes	yes	yes	yes	2
803	Chapel Glen 803	yes	N/A	yes	yes	yes	yes	2
804	Chapel Glen 804	yes	N/A	yes	yes	yes	yes	2
806	Gateway Heights 806	yes	N/A	yes	yes	yes	yes	2
807	Gateway Heights 807	yes	N/A	yes	yes	yes	yes	2
810	Sage Point 810	yes	N/A	yes	yes	yes	yes	2
811	Sage Point 811	yes	N/A	yes	yes	yes	yes	2
812	Sage Point 812	yes	N/A	yes	yes	yes	yes	2
813	Sage Point 813	yes	N/A	yes	yes	yes	yes	2
814	Sage Point 814	yes	N/A	yes	yes	yes	yes	2
820	Benchmark Plaza 820	yes	N/A	yes	yes	yes	yes	2
821	Benchmark Plaza 821	yes	N/A	yes	yes	yes	yes	2
822	Benchmark Plaza 822	yes	N/A	yes	yes	yes	yes	2
825	Shoreline Ridge 825	yes	N/A	yes	yes	yes	yes	2
826	Shoreline Ridge 826	yes	N/A	yes	yes	yes	yes	2
827	Shoreline Ridge 827	yes	N/A	yes	yes	yes	yes	2
828	Shoreline Ridge 828	yes	N/A	yes	yes	yes	yes	2
829	Shoreline Ridge 829	yes	N/A	yes	yes	yes	yes	2
830	Shoreline Ridge 830	yes	N/A	yes	yes	yes	yes	2
3601	349 1st Avenue Downtown Commons	yes	no	no	yes	yes	yes	2
3602	43 South 400 East Downtown Commons	yes	no	no	yes	yes	yes	2
N/A	The Draw	0	0	0	0	0	0	0

UNIVERSITY OF UTAH RESIDENTIAL HOUSING FIRE SAFETY SYSTEMS 2023

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2023 Number of Fire Drills
46	Lassonde Studios	yes	n/a	yes	yes	yes	yes	2
112	Honors Housing	yes	n/a	yes	yes	yes	yes	2
114	Kahlert Village	yes	n/a	yes	yes	yes	yes	2
606	Fort Douglas Duplex	no	no	no	yes	yes	yes	2
607	Emma Eccles Jones Fine Arts House	no	no	no	yes	yes	yes	2
608	S.J. and Jessie Eccles Quinney House	no	no	no	yes	yes	yes	2
609	First Security House	no	no	no	yes	yes	yes	2
610	Poulson House	no	no	no	yes	yes	yes	2
611	Kennecott House	no	no	no	yes	yes	yes	2
612	O.C. Tanner Humanities House	no	no	no	yes	yes	yes	2
613	Gary and Ann Crocker Science House	no	no	no	yes	yes	yes	2
614	Lowell Bennion Service House	no	no	no	yes	yes	yes	2
615	Fort Douglas Duplex	no	no	no	yes	yes	yes	2
621	Fort Douglas House	no	no	no	yes	yes	yes	2
623	Fort Douglas House	no	no	no	yes	yes	yes	0
624	Fort Douglas House	no	no	no	yes	yes	yes	0
625	Fort Douglas House	no	no	no	yes	yes	yes	0
656	Fort Douglas Duplex	no	no	no	yes	yes	yes	0
657	Fort Douglas Duplex	no	no	no	yes	yes	yes	0
658	Fort Douglas Duplex	no	no	no	yes	yes	yes	0
660	Fort Douglas Duplex	no	no	no	yes	yes	yes	0
661	Fort Douglas House	no	no	no	yes	yes	yes	0
662	Fort Douglas House	no	no	no	yes	yes	yes	0
663	Fort Douglas House	no	no	no	yes	yes	yes	0
664	Fort Douglas Duplex	no	no	no	yes	yes	yes	0
701	University Student Apts Tower 1	yes	N/A	yes	yes	yes	yes	0

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2023 Number of Fire Drills
702	University Student Apts Tower 2	yes	N/A	yes	yes	yes	yes	0
706	Medical Towers Townhouses	no	no	no	yes	yes	yes	0
707	Medical Towers Townhouses	no	no	no	yes	yes	yes	0
723	University Village West 100A	no	no	no	yes	yes	yes	0
724	University Village West 100B	no	no	no	yes	yes	yes	0
725	University Village West 100C	no	no	no	yes	yes	yes	0
726	University Village West 200A	no	no	no	yes	yes	yes	0
727	University Village West 200B	no	no	no	yes	yes	yes	0
728	University Village West 200C	no	no	no	yes	yes	yes	0
729	University Village West 200D	no	no	no	yes	yes	yes	0
746	University Village West 700A	no	no	no	yes	yes	yes	0
747	University Village West 700B	no	no	no	yes	yes	yes	0
748	University Village West 700C	no	no	no	yes	yes	yes	0
749	University Village West 100D	no	no	no	yes	yes	yes	0
750	University Village West 800A	no	no	no	yes	yes	yes	0
751	University Village West 800B	no	no	no	yes	yes	yes	0
752	University Village West 800C	no	no	no	yes	yes	yes	0
753	University Village West 900A	no	no	no	yes	yes	yes	0
754	University Village West 900B	no	no	no	yes	yes	yes	0

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2023 Number of Fire Drills
755	University Village West 900C	no	no	no	yes	yes	yes	0
756	University Village West 900D	no	no	no	yes	yes	yes	0
757	University Village West 1000A	no	no	no	yes	yes	yes	0
758	University Village West 1000B	no	no	no	yes	yes	yes	0
759	University Village West 1000C	no	no	no	yes	yes	yes	0
761	University Village East 1100A	no	no	no	yes	yes	yes	0
762	University Village East 1100B	no	no	no	yes	yes	yes	0
763	University Village East 1100C	no	no	no	yes	yes	yes	0
764	University Village East 1100D	no	no	no	yes	yes	yes	0
765	University Village East 1200A	no	no	no	yes	yes	yes	0
766	University Village East 1200B	no	no	no	yes	yes	yes	0
767	University Village East 1300A	no	no	no	yes	yes	yes	0
768	University Village East 1300B	no	no	no	yes	yes	yes	0
769	University Village East 1400A	no	no	no	yes	yes	yes	0
770	University Village East 1400B	no	no	no	yes	yes	yes	0
771	University Village East 1400C	no	no	no	yes	yes	yes	0
772	University Village East 1400D	no	no	no	yes	yes	yes	0
773	University Village East 1500A	no	no	no	yes	yes	yes	0
774	University Village East 1500B	no	no	no	yes	yes	yes	0
796	Cottonwood	yes	N/A	yes	yes	yes	yes	2

Building Number	Building Name	Fire Alarm Monitoring	Partial Sprinkler	Full Sprinkler	Smoke Detection	Fire Extinguishers	Evacuation Plans	2023 Number of Fire Drills
797	Cottonwood	yes	N/A	yes	yes	yes	yes	2
798	Cottonwood	yes	N/A	yes	yes	yes	yes	2
802	Chapel Glen 802	yes	N/A	yes	yes	yes	yes	2
803	Chapel Glen 803	yes	N/A	yes	yes	yes	yes	2
804	Chapel Glen 804	yes	N/A	yes	yes	yes	yes	2
806	Gateway Heights 806	yes	N/A	yes	yes	yes	yes	2
807	Gateway Heights 807	yes	N/A	yes	yes	yes	yes	2
810	Sage Point 810	yes	N/A	yes	yes	yes	yes	2
811	Sage Point 811	yes	N/A	yes	yes	yes	yes	2
812	Sage Point 812	yes	N/A	yes	yes	yes	yes	2
813	Sage Point 813	yes	N/A	yes	yes	yes	yes	2
814	Sage Point 814	yes	N/A	yes	yes	yes	yes	2
820	Benchmark Plaza 820	yes	N/A	yes	yes	yes	yes	2
821	Benchmark Plaza 821	yes	N/A	yes	yes	yes	yes	2
822	Benchmark Plaza 822	yes	N/A	yes	yes	yes	yes	2
825	Shoreline Ridge 825	yes	N/A	yes	yes	yes	yes	2
826	Shoreline Ridge 826	yes	N/A	yes	yes	yes	yes	2
827	Shoreline Ridge 827	yes	N/A	yes	yes	yes	yes	2
828	Shoreline Ridge 828	yes	N/A	yes	yes	yes	yes	2
829	Shoreline Ridge 829	yes	N/A	yes	yes	yes	yes	2
830	Shoreline Ridge 830	yes	N/A	yes	yes	yes	yes	2
3601	349 1st Avenue Downtown Commons	yes	no	no	yes	yes	yes	2
3602	43 South 400 East Downtown Commons	yes	no	no	yes	yes	yes	2
n/a	400 South 400 East Block 44	yes	no	no	yes	yes	yes	2

2025 FIRE REPORT

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
46	Lassonde Studios	0	0	0	0	0	0
47	Impact Prosperity Center	0	0	0	0	0	0
112	Honors Housing	0	0	0	0	0	0
114	Kahlert Village	0	0	0	0	0	0
606	Fort Douglas Duplex	0	0	0	0	0	0
607	Emma Eccles Jones Fine Arts House	0	0	0	0	0	0
608	S.J. and Jessie Eccles Quinney House	0	0	0	0	0	0
609	First Security House	0	0	0	0	0	0
610	Poulson House	0	0	0	0	0	0
611	Kennecott House	0	0	0	0	0	0
612	O.C. Tanner Humanities House	0	0	0	0	0	0
613	Gary and Ann Crocker Science House	0	0	0	0	0	0
614	Lowell Bennion Service House	0	0	0	0	0	0
615	Fort Douglas Duplex	0	0	0	0	0	0
750	University Village West 800A	0	0	0	0	0	0
751	University Village West 800B	0	0	0	0	0	0
752	University Village West 800C	0	0	0	0	0	0
753	University Village West 900A	0	0	0	0	0	0
754	University Village West 900B	0	0	0	0	0	0
755	University Village West 900C	0	0	0	0	0	0
756	University Village West 900D	0	0	0	0	0	0
757	University Village West 1000A	0	0	0	0	0	0
758	University Village West 1000B	0	0	0	0	0	0
759	University Village West 1000C	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
761	University Village East 1100A	0	0	0	0	0	0
762	University Village East 1100B	0	0	0	0	0	0
763	University Village East 1100C	0	0	0	0	0	0
764	University Village East 1100D	0	0	0	0	0	0
765	University Village East 1200A	0	0	0	0	0	0
766	University Village East 1200B	0	0	0	0	0	0
767	University Village East 1300A	0	0	0	0	0	0
768	University Village East 1300B	0	0	0	0	0	0
769	University Village East 1400A	0	0	0	0	0	0
770	University Village East 1400B	0	0	0	0	0	0
771	University Village East 1400C	0	0	0	0	0	0
772	University Village East 1400D	0	0	0	0	0	0
773	University Village East 1500A	0	0	0	0	0	0
774	University Village East 1500B	0	0	0	0	0	0
796	Cottonwood	0	0	0	0	0	0
797	Cottonwood	0	0	0	0	0	0
798	Cottonwood	0	0	0	0	0	0
802	Chapel Glen 802	0	0	0	0	0	0
803	Chapel Glen 803	0	0	0	0	0	0
804	Chapel Glen 804	0	0	0	0	0	0
806	Gateway Heights 806	0	0	0	0	0	0
807	Gateway Heights 807	0	0	0	0	0	0
810	Sage Point 810	0	0	0	0	0	0
811	Sage Point 811	0	0	0	0	0	0
812	Sage Point 812	0	0	0	0	0	0
813	Sage Point 813	0	0	0	0	0	0
814	Sage Point 814	0	0	0	0	0	0
820	Benchmark Plaza 820	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
821	Benchmark Plaza 821	0	0	0	0	0	0
822	Benchmark Plaza 822	0	0	0	0	0	0
825	Shoreline Ridge 825	0	0	0	0	0	0
826	Shoreline Ridge 826	0	0	0	0	0	0
827	Shoreline Ridge 827	0	0	0	0	0	0
828	Shoreline Ridge 828	0	0	0	0	0	0
829	Shoreline Ridge 829	0	0	0	0	0	0
830	Shoreline Ridge 830	0	0	0	0	0	0
3601	349 1st Avenue Downtown Commons	0	0	0	0	0	0
3602	43 South 400 East Downtown Commons	0	0	0	0	0	0
N/A	The Draw	0	0	0	0	0	0

2024 FIRE REPORT

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
46	Lassonde Studios	0	0	0	0	0	0
47	Impact Prosperity Center	0	0	0	0	0	0
112	Honors Housing	0	0	0	0	0	0
114	Kahlert Village	0	0	0	0	0	0
606	Fort Douglas Duplex	0	0	0	0	0	0
607	Emma Eccles Jones Fine Arts House	0	0	0	0	0	0
608	S.J. and Jessie Eccles Quinney House	0	0	0	0	0	0
609	First Security House	0	0	0	0	0	0
610	Poulson House	0	0	0	0	0	0
611	Kennecott House	0	0	0	0	0	0
612	O.C. Tanner Humanities House	0	0	0	0	0	0
613	Gary and Ann Crocker Science House	0	0	0	0	0	0
614	Lowell Bennion Service House	0	0	0	0	0	0
615	Fort Douglas Duplex	0	0	0	0	0	0
750	University Village West 800A	0	0	0	0	0	0
751	University Village West 800B	0	0	0	0	0	0
752	University Village West 800C	0	0	0	0	0	0
753	University Village West 900A	0	0	0	0	0	0
754	University Village West 900B	0	0	0	0	0	0
755	University Village West 900C	0	0	0	0	0	0
756	University Village West 900D	0	0	0	0	0	0
757	University Village West 1000A	0	0	0	0	0	0
758	University Village West 1000B	0	0	0	0	0	0
759	University Village West 1000C	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
761	University Village East 1100A	0	0	0	0	0	0
762	University Village East 1100B	0	0	0	0	0	0
763	University Village East 1100C	0	0	0	0	0	0
764	University Village East 1100D	0	0	0	0	0	0
765	University Village East 1200A	0	0	0	0	0	0
766	University Village East 1200B	0	0	0	0	0	0
767	University Village East 1300A	0	0	0	0	0	0
768	University Village East 1300B	0	0	0	0	0	0
769	University Village East 1400A	0	0	0	0	0	0
770	University Village East 1400B	0	0	0	0	0	0
771	University Village East 1400C	0	0	0	0	0	0
772	University Village East 1400D	0	0	0	0	0	0
773	University Village East 1500A	0	0	0	0	0	0
774	University Village East 1500B	0	0	0	0	0	0
796	Cottonwood	0	0	0	0	0	0
797	Cottonwood	0	0	0	0	0	0
798	Cottonwood	0	0	0	0	0	0
802	Chapel Glen 802	0	0	0	0	0	0
803	Chapel Glen 803	0	0	0	0	0	0
804	Chapel Glen 804	0	0	0	0	0	0
806	Gateway Heights 806	0	0	0	0	0	0
807	Gateway Heights 807	0	0	0	0	0	0
810	Sage Point 810	0	0	0	0	0	0
811	Sage Point 811	0	0	0	0	0	0
812	Sage Point 812	0	0	0	0	0	0
813	Sage Point 813	0	0	0	0	0	0
814	Sage Point 814	0	0	0	0	0	0
820	Benchmark Plaza 820	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
821	Benchmark Plaza 821	0	0	0	0	0	0
822	Benchmark Plaza 822	0	0	0	0	0	0
825	Shoreline Ridge 825	0	0	0	0	0	0
826	Shoreline Ridge 826	0	0	0	0	0	0
827	Shoreline Ridge 827	0	0	0	0	0	0
828	Shoreline Ridge 828	0	0	0	0	0	0
829	Shoreline Ridge 829	0	0	0	0	0	0
830	Shoreline Ridge 830	0	0	0	0	0	0
3601	349 1st Avenue Downtown Commons	0	0	0	0	0	0
3602	43 South 400 East Downtown Commons	0	0	0	0	0	0
N/A	The Draw	0	0	0	0	0	0

2023 FIRE REPORT

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
46	Lassonde Studios	0	0	0	0	0	0
112	Honors Housing	0	0	0	0	0	0
114	Kahlert Village	0	0	0	0	0	0
606	Fort Douglas Duplex	0	0	0	0	0	0
607	Emma Eccles Jones Fine Arts House	0	0	0	0	0	0
608	S.J. and Jessie Eccles Quinney House	0	0	0	0	0	0
609	First Security House	0	0	0	0	0	0
610	Poulson House	0	0	0	0	0	0
611	Kennecott House	0	0	0	0	0	0
612	O.C. Tanner Humanities House	0	0	0	0	0	0
613	Gary and Ann Crocker Science House	0	0	0	0	0	0
614	Lowell Bennion Service House	0	0	0	0	0	0
615	Fort Douglas Duplex	0	0	0	0	0	0
621	Fort Douglas House	0	0	0	0	0	0
623	Fort Douglas House	0	0	0	0	0	0
624	Fort Douglas House	0	0	0	0	0	0
625	Fort Douglas House	0	0	0	0	0	0
656	Fort Douglas Duplex	0	0	0	0	0	0
657	Fort Douglas Duplex	0	0	0	0	0	0
658	Fort Douglas Duplex	0	0	0	0	0	0
660	Fort Douglas Duplex	0	0	0	0	0	0
661	Fort Douglas House	0	0	0	0	0	0
662	Fort Douglas House	0	0	0	0	0	0
663	Fort Douglas House	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
664	Fort Douglas Duplex	0	0	0	0	0	0
701	University Student Apts Tower 1	0	0	0	0	0	0
702	University Student Apts Tower 2	0	0	0	0	0	0
706	Medical Towers Townhouses	0	0	0	0	0	0
707	Medical Towers Townhouses	0	0	0	0	0	0
723	University Village West 100A	0	0	0	0	0	0
724	University Village West 100B	0	0	0	0	0	0
725	University Village West 100C	0	0	0	0	0	0
726	University Village West 200A	0	0	0	0	0	0
727	University Village West 200B	0	0	0	0	0	0
728	University Village West 200C	0	0	0	0	0	0
729	University Village West 200D	0	0	0	0	0	0
746	University Village West 700A	0	0	0	0	0	0
747	University Village West 700B	0	0	0	0	0	0
748	University Village West 700C	0	0	0	0	0	0
749	University Village West 100D	0	0	0	0	0	0
750	University Village West 800A	0	0	0	0	0	0
751	University Village West 800B	0	0	0	0	0	0
752	University Village West 800C	0	0	0	0	0	0
753	University Village West 900A	0	0	0	0	0	0
754	University Village West 900B	0	0	0	0	0	0
755	University Village West 900C	0	0	0	0	0	0
756	University Village West 900D	0	0	0	0	0	0
757	University Village West 1000A	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
758	University Village West 1000B	0	0	0	0	0	0
759	University Village West 1000C	0	0	0	0	0	0
761	University Village East 1100A	0	0	0	0	0	0
762	University Village East 1100B	0	0	0	0	0	0
763	University Village East 1100C	0	0	0	0	0	0
764	University Village East 1100D	0	0	0	0	0	0
765	University Village East 1200A	0	0	0	0	0	0
766	University Village East 1200B	0	0	0	0	0	0
767	University Village East 1300A	0	0	0	0	0	0
768	University Village East 1300B	0	0	0	0	0	0
769	University Village East 1400A	0	0	0	0	0	0
770	University Village East 1400B	0	0	0	0	0	0
771	University Village East 1400C	0	0	0	0	0	0
772	University Village East 1400D	0	0	0	0	0	0
773	University Village East 1500A	0	0	0	0	0	0
774	University Village East 1500B	0	0	0	0	0	0
796	Cottonwood	0	0	0	0	0	0
797	Cottonwood	0	0	0	0	0	0
798	Cottonwood	0	0	0	0	0	0
802	Chapel Glen 802	0	0	0	0	0	0
803	Chapel Glen 803	0	0	0	0	0	0
804	Chapel Glen 804	0	0	0	0	0	0
806	Gateway Heights 806	0	0	0	0	0	0
807	Gateway Heights 807	0	0	0	0	0	0
810	Sage Point 810	0	0	0	0	0	0

Building Number	Building Name	Total Fires in each Building	Fire Number	Cause of Fire	Number of injuries requiring medical treatment at a medical facility	Number of deaths related to Fire	Value of Property Damage Caused by Fire (in dollars)
811	Sage Point 811	0	0	0	0	0	0
812	Sage Point 812	0	0	0	0	0	0
813	Sage Point 813	0	0	0	0	0	0
814	Sage Point 814	0	0	0	0	0	0
820	Benchmark Plaza 820	0	0	0	0	0	0
821	Benchmark Plaza 821	0	0	0	0	0	0
822	Benchmark Plaza 822	0	0	0	0	0	0
825	Shoreline Ridge 825	0	0	0	0	0	0
826	Shoreline Ridge 826	0	0	0	0	0	0
827	Shoreline Ridge 827	0	0	0	0	0	0
828	Shoreline Ridge 828	0	0	0	0	0	0
829	Shoreline Ridge 829	0	0	0	0	0	0
830	Shoreline Ridge 830	0	0	0	0	0	0
3601	349 1st Avenue Downtown Commons	0	0	0	0	0	0
3602	43 South 400 East Downtown Commons	0	0	0	0	0	0
N/A	University Guest House	1	23-0416	Student used lighter to light a door tag on fire and then put it out.	0	0	$0
N/A	The Draw	0	0	0	0	0	0

SAFETY COORDINATION AND COMMUNICATION AMONG CAMPUS RESOURCES

The University of Utah proactively seeks to collaborate across the numerous departments that work to support campus safety through a number of both formal and informal processes.

Behavioral Intervention Team (BIT): On a weekly basis, representatives from the Office of the Dean of Students, Housing & Residential Education, University Safety, Office of the Chief Safety Officer, Mental Health First Responders, the Office of Equal Opportunity & Affirmative Action, Center for Campus Wellness, the Office of General Counsel, Human Resources, the University Counseling Center, Academic Advising, and the Office of Faculty Affairs meet to discuss individuals whose behaviors are concerning, disruptive, or threatening toward themselves or others. BIT's primary function is to help keep the university community safe and connect distressed individuals to support services.

Clery Committee: University Safety, the Office of the Dean of Students, the Office of Equal Opportunity and Affirmative Action, the Center for Campus Wellness, and Housing & Residential Education and others meet regularly to review and discuss data to include in the Annual Security and Fire Report. Data is also gathered from Occupational Environmental Health and Safety, Campus Security Authorities, and numerous law enforcement agencies that provide services to university-controlled facilities and properties within their jurisdictions.

Campus Safety Task Force: Two new public safety committees were created in September 2020 by University of Utah inaugural Chief Safety Officer Marlon C. Lynch and appointed by U President Ruth W. Watkins. The Public Safety Advisory Committee and Independent Review Committee are comprised of students, faculty, and staff from across the institution and are designed to ensure a broad representation of constituents are included in public safety decision-making.

The Public Safety Advisory Committee is charged with assisting the chief safety officer with the development of the strategic direction of the department in order to enhance the safety and overall quality of life for the U community. The committee will offer advice and constructive criticism to the CSO and will assist in educating the U community about programs, services and initiatives offered by the department.

The Independent Review Committee exists to help ensure confidence in the U's public safety functions by reviewing complaints made against public safety personnel, evaluating the actions of public safety personnel, and when necessary, making recommendations regarding policies and procedures. It will review complaints made by the public that are directly or indirectly related to issues of excessive force, violation of rights, abusive language or dereliction of duty. The committee is independent from the department and is not intended to replace the existing formal internal review and disciplinary procedures.

STUDENT ORGANIZATION TRAINING

Since Fall 2016, the University of Utah has been providing sexual assault prevention training to all incoming, degree-seeking students. This course is an interactive online program designed to educate students about healthy relationships, consent, and bystander intervention. The interactive platform challenges assumptions and promotes building healthy relationships and environments. This course also alerts students to campus, local, and national resources available to them and provides them with the opportunity to review relevant local laws as well as campus policies regarding sexual misconduct. This course became mandatory for all incoming, degree-seeking students in July 2019. A hold is placed on every student's record preventing registration until the course has been successfully completed. A refresher course is then assigned to each student annually.

CAMPUS AND COMMUNITY SERVICES

LAW ENFORCEMENT

Emergency Numbers:
911

Department of Public Safety
safety.utah.edu
801-585-2677

Campus Security Escorts
Main Campus: 801-585-2677 |
University Hospital: 801-581-2294

Salt Lake City Police Department
slcpd.com
801-799-3000

Salt Lake County Sheriff (Unified Police Department)
updsl.org
801-743-7000

Sandy Center

Sandy City Police Department
801-568-7200

Graduate Center at St. George

St. George Police Department
435-627-4300

Rio Mesa Research Center

Grand County Sheriff
435-259-8115

Range Creek Research Center

Emery County Sheriff
435-564-3431

Taft-Nicholson Research Center

Beaverhead County Sheriff
406-683-3700

Herriman Campus

Department of Public Safety - Utah Highway Patrol
801-957-3800

HEALTH SERVICES

Poison Control
poisoncontrol.utah.edu
800-222-1222

University of Utah Hospital
healthcare.utah.edu/hospital
801-585-2031

University of Utah Emergency Room
healthcare.utah.edu/emergency
801-581-2291

Primary Children's Medical Center
intermountainhealthcare.org/hospitals/primarychildrens
801-588-2000

Primary Children's Medical Center Security
intermountainhealthcare.org/hospitals/primarychildrens
801-662-1020

Women's Health Services
healthcare.utah.edu/womenshealth
801-213-2995

Student Health Center
studenthealth.utah.edu
801-581-6826

Sandy Center

Lone Peak Hospital
11800 S. State St.
Draper, UT 84020
801-545-8000

Graduate Center at St. George

St. George Regional Hospital
265 N. 200 East
St. George, UT 84770
435-251-1000

Rio Mesa Research Center

Moab Regional Hospital
450 Williams Way
Moab, UT 84532
435-719-3500

Range Creek Research Center

Castleview Hospital
300 Hospital Dr.
Price, UT 84501
435-637-4800

Taft-Nicholson Research Center

Barrett Hospital & HealthCare
600 State Hwy 91 S
Dillon, MT 59725

CAMPUS RESOURCES

Center for Campus Wellness

The CCW strives to cultivate a holistically well and safe campus community. We support student well-being and success through holistic programs that center wellness, safety, and healing. The CCW provides resources and services including Victim-Survivor Advocacy, health education, workshops and trainings (e.g. Bystander Intervention, Healthy Relationships, Low Risk Drinking), STI/HIV testing, wellness coaching, and student involvement opportunities.

The CCW's Victim-Survivor advocates provide free, confidential and trauma-informed services to support students, faculty and staff who have experienced interpersonal violence (e.g. sexual assault, rape, gender-based harassment, stalking, dating and domestic violence).
wellness.utah.edu
801-581-7776

Office of the Dean of Students

The Office of the Dean of Students coordinates the Student Accountability process, and serves as a support for students facing challenges to their academic success. They have staff ready to assist students, staff, faculty, family members, and community members with student issues and concerns.
deanofstudents.utah.edu
801-581-7066

Center for Disability & Access

The Center for Disability & Access is the designated office at the University of Utah which evaluates disability documentation, determines eligibility, and implements reasonable accommodations for enrolled students as guided by Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and university policy.
disability.utah.edu
801-581-5020

SafeU

Initiated through the Presidential Task Force on Campus Safety, SafeU is a centralized and comprehensive campus safety website. Students and community members can utilize this site to find important information on a range of topics, from how to report a crime to where to learn about various safety-related and prevention trainings available on campus.
safeu.utah.edu

University Counseling Center

The University Counseling Center offers opportunities for personal development that will lead to enhanced learning and contribution to the university. The Center helps students, staff, and faculty resolve existing problems, prevent potential problems, and develop new skills that will enrich their lives. Services address personal, career, and academic learning issues. Formats include individual and group counseling, classes, and workshops. Consultation and outreach services are also available to university organizations and departments.
counselingcenter.utah.edu
801-581-6826

Housing & Residential Education

Housing & Residential Education provides undergraduate housing options in both residences hall and apartment style living. Living on campus helps students connect with other students who share common interests and/or academic pursuits and these students are more likely to become more engaged in their overall college experience.
housing.utah.edu
801-587-2002

Sunnyside Apartments

The University of Utah family and graduate housing program accommodates students from all over the world. Our apartment community fosters individual lifestyles and educational opportunities within a framework of responsible freedom. Residents enjoy children's programs, cultural activities and individual participation in community affairs.
apartments.utah.edu
801-581-8667

Environmental Health and Safety

EHS promotes, creates and maintains a safe and healthful campus environment.
oehs.utah.edu/about
801-581-6590

Commuter Services

Information on parking, shuttle services, campus construction and other modes of transportation.
commuterservices.utah.edu
801-581-6415

ASUU Student Resources Board

The purpose of the Student Resources Board is to be a supporter and an outlet for students in need. They provide resource programs, contact information, and student-to-student consultation for those in need. The Board advocates for all students in need of unbiased assistance, including: legal referrals, emergency loans, renter's issues, food insecurity, and miscellaneous advice.
asuu.utah.edu
801-581-2788

Office of Equal Opportunity & Title IX

The Office of Equal Opportunity and Title IX (OEO/TIX) is committed to ensuring a quality environment at the University of Utah where all members of the university community are treated in an equitable and fair manner.
oeo.utah.edu
801-581-8365

Student Health Center

All University of Utah students, their spouses, and dependents are eligible for care at the Student Health Center.
studenthealth.utah.edu.

Center for Community & Cultural Engagement

Supports student well-being and success by providing pathways to vibrant community and culture through education and celebration of unique heritage, experiences, and practices.
https://culture.utah.edu/
801-587-7973

COMMUNITY RESOURCES

24/7 Stalking Helpline: 800-621-4673
safehorizon.org/get-help/stalking/

SAFEUT Smartphone App available through the App store or Google Play.
bit.ly/2GlASk8 or healthcare.utah.edu/uni/safe-ut/
1-800-273-8255

Rape Sexual Assault Hotline
raperecoverycenter.com
801-467-7273

Salt Lake Rape Recovery Center
raperecoverycenter.com
801-467-7282

Domestic Violence Hotline
udvc.org/resources/get-help-now.html OR bit.ly/2LnjUWL
1-800-897-5465
(8:30 a.m.-9 p.m.)

Rape, Abuse and Incest National Network
rainn.org
1-800-656-4673

Valley Behavioral Health & Crisis Hotline
valleycares.com
888-949-4864

Utah Transit Authority (UTA)
rideuta.com
801-743-3882

Legal Aid Society
legalaidsocietyofsaltlake.org
801-328-8849

Utah Legal Services
utahlegalservices.org
801-328-8891 or 1-800-662-4245

Utah Office for Victims of Crimes
crimevictim.utah.gov
801-238-2360

Family Justice Center
slcfamilyjusticecenter.org
801-236-3370

YWCA
ywcautah.org/what-we-do
855-992-2752

APPENDIX

Appendix 1

[Interim] Rule 1-012A: Discrimination Complaint Process Rule.

Revision 2. Effective Date: March 16, 2022

I. Purpose and Scope

The University of Utah ("University") is committed to providing and fostering an environment that is safe and free from discrimination and harassment. University Policy also prohibits retaliation against individuals for engaging in protected activities, such as filing a discrimination complaint or participating in a discrimination complaint process.
This Rule outlines the process the University will use to resolve complaints of discrimination that do not involve Sexual Misconduct.

II. Definitions

For purposes of Policy 1-012 and its associated Rules and Procedure, including this Rule 1-012A, the definitions of prohibited discrimination and other words and phrases are provided in Rule 1-012.

III. Rule

A. OEO/AA Investigation. Upon acceptance of a Complaint as described in Rule 1-012(III)(H), the OEO/AA will begin an investigation.

1. Upon acceptance of a Formal Complaint, the OEO/AA will provide written notice:
   a. to the appropriate University administrator, which may include the supervisor, Chair, Dean, and/or cognizant Vice President with responsibility over the Respondent and any others with a legitimate business need.
      i. If the Respondent is a student, the Vice President for Student Affairs and the Office of Dean of Students will also be notified.
      ii. If the Respondent is a Vice President, another Vice President will be selected as the cognizant Vice President for purposes of this rule.
   b. to the Complainant and the Respondent providing:
      i. the applicable policies and associated rules by which the proceedings will be governed;
      ii. sufficient details of the allegations including the identities of the parties involved, the date and location of the alleged incident(s), and the conduct allegedly constituting a violation of University Policy, if known;
      iii. a statement that each party will have an equal opportunity to submit and review evidence throughout the investigation;
      iv. a statement that the Respondent is presumed not responsible for the alleged conduct until a determination is made at the conclusion of the grievance process;
      v. a statement informing the Complainant and Respondent that they may have one advisor of their choice, who may be, but is not required to be, an attorney and one Support Person of their choice; and
      vi. that Rule 1-012(III)(D)(10) prohibits knowingly making false statements or knowingly submitting false statements during the grievance process.
2. If, during the course of the investigation, allegations arise about the Complainant or Respondent that were not included in the initial notice, the OEO/AA will provide notice of the additional allegations and provide the Respondent with an opportunity to respond.
3. The Respondent shall be afforded a full opportunity to respond to the allegations contained in the Complaint. Failure to respond or participate in an interview by the Respondent or a witness will not prevent the completion of the investigation.
4. The OEO/AA will not draw an inference about the determination of responsibility based solely on a party's or witness' decision not to participate in the investigative or hearing process; however, evidence for review will be limited to that provided by parties and witnesses who participate in the investigation.

5. The OEO/AA shall interview the Complainant, the Respondent, and may interview any other person with relevant information. The OEO/AA will objectively review all relevant information, including that which is submitted by the parties.
6. The Complainant and the Respondent may each be accompanied at any meetings or interviews with the OEO/AA by one advisor who may be, but does not have to be, an attorney. During the investigation, the advisor may only advise the Complainant or Respondent and may not actively participate. Any advisor is at the Complainant or Respondent's own expense.
7. The Complainant and the Respondent may each be accompanied at any meetings or interviews by one Support Person. The Support Person's role is to provide support to the Complainant or Respondent and cannot speak on behalf of the party.
8. At the conclusion of the investigation, the OEO/AA shall issue the draft of its investigative report ("OEO Draft") simultaneously to the parties and their advisors, if any, in an electronic or hard copy format. The OEO Draft shall include:
   a. a summary of the relevant evidence;
   b. an analysis of whether the evidence, evaluated under a Preponderance of the Evidence standard, supports a finding that discrimination occurred; and
   c. any mitigating or aggravating factors.
9. To protect the privacy of witnesses and all parties involved, and pursuant to Family Educational Rights and Privacy Act (FERPA) and other state and federal privacy laws, names and other personally identifiable information may be redacted from the copies of the OEO Draft Report and the OEO Report that are provided to the Complainant and Respondent.
10. Both parties shall have ten (10) calendar days after receipt of the OEO Draft Report to submit written comments and any additional documents and/or evidence to the OEO/AA. If information from either party raises new issues or allegations, the OEO/AA may conduct additional investigation.
11. At the conclusion of the OEO/AA's investigation, the OEO/AA shall issue a final investigative report ("OEO Report") simultaneously to the parties and their advisors, if any, in an electronic or hard copy format. The OEO Report shall include:
    a. a summary of the relevant evidence;
    b. an analysis of whether the evidence, evaluated under a Preponderance of the Evidence standard, supports a finding that discrimination occurred; and
    c. any mitigating or aggravating factors.

B. University Disciplinary Action.

1. The OEO/AA shall also provide a copy of the OEO Report to the appropriate University administrator, which may include the supervisor, Chair, Dean, and cognizant Vice President with responsibility over the Respondent. Upon receipt of an OEO Report that includes a finding that a violation of University non-discrimination Policy occurred, the appropriate University administrator will determine disciplinary sanction or other corre ctive measures as follows:
   a. If the Respondent is a student, the Dean of Students will determine the disciplinary sanction or other corrective measure. Sanctions in discrimination cases are not subject to Policy 6-400, Code of Student Rights and Responsibilities ("Student Code") and may only be reviewed and/or appealed under Policy 1-012 and its associated Rules including this Rule. Possible sanctions include, but are not limited to: fines, restitution, warning, withholding diploma, organizational sanction, permanent no-contact directives, educational training, referrals to counseling or behavioral coaching, limitations, restrictions, or exclusion from campus or campus programs or activities, notation on the student's transcript consistent with the Family Educational Rights and Privacy Act, suspension from one semester to five years, dismissal from the University, or revocation of certificate or degree.

b. If the Respondent is a staff member, the appropriate University administrator with supervisory responsibility over the Respondent, in consultation with Human Resources, will determine the disciplinary sanction or other corrective measure. Sanctions in discrimination cases are not subject to Policy 5-203, Staff Employee Grievance Procedures, and may only be reviewed and/or under Policy 1-012 and its associated Rules including this Rule. Possible sanctions include, but are not limited, to: verbal counseling or warning, extension of probationary period, reassignment, transfer, limitations, restrictions, or exclusion from campus or campus programs or activities, reduction in pay, written warning, final written warning, suspension without pay, demotion, and termination.

c. If the Respondent is a faculty member, the appropriate University administrator, such as the faculty member's Department Chair or Dean, in consultation with the cognizant Vice President, will determine the disciplinary sanction or other corrective measure. Possible sanctions include, but are not limited, to: verbal counseling or warning, limitations, restrictions, or exclusion from campus or campus programs or activities, written reprimand, suspension without pay and dismissal (termination).

d. If the Respondent is a vendor/contractor/visitor/patient, possible sanctions or other corrective measures include limitations, restrictions, or exclusion from all or part(s) of campus or campus programs or activities and/or ending business relationships with vendors and contractors.

2. Request for Hearing. The Complainant and/or the Respondent may request a hearing on the finding contained in the OEO Report and/or the sanctions by submitting a request in writing to the OEO/AA within five (5) calendar days of receipt of the OEO Report or notice of sanctions, whichever occurs last. Failure to file a timely written request for a hearing shall constitute a waiver of the right to a hearing and a waiver of any appeal rights. If there is no request for a hearing, the OEO Report and any sanctions shall become the Final Result.

C. Hearing Process.

1. Hearings (or initial reviews where appropriate) should take place as soon as practicable but should be no less than fifteen (15) and no more than forty (40) calendar days from the issuance of the OEO Report. Although the OEO/AA Hearing Coordinator may endeavor to find a hearing date that will be convenient for all the parties involved, the Hearing Coordinator and Committee Chair have the final authority for determining the date of the hearing.

D. General Provisions for Hearings.

1.

a. A Hearing Coordinator may facilitate the work of the Committee. Hearing Coordinator responsibilities include:
   i. serve as the Secretary to the Committee;
   ii. notify the Complainant, the Respondent, the Committee, and the OEO/AA of the date and time of the hearing;
   iii. notify the Complainant and the Respondent of the names of the Committee members and any witnesses requested by the Complainant, the Respondent, or the Committee;
   iv. notify persons requested by the Committee, Complainant, and/or Respondent to testify at the hearing of the time and place of the hearing.
   v. distribute the Hearing Procedure and any documentary evidence to the Complainant and the Respondent;
   vi. make appropriate technological arrangements;
   vii. arrange for an electronic recording of the hearing; and
   viii. provide other reasonable support services at the Committee's request.

b. OEO/AA responsibilities include:
   i. provide the Committee with a copy OEO Report, the attachments (including a copy of the complaint), and a list of the material witnesses identified in the OEO Report; and
   ii. provide other reasonable investigatory and support services at the Committee's request.

c. Appropriate Sanctioning Administrator responsibilities include:
   i. provide the Committee with the proposed sanction, disciplinary action, or other corrective measures.

d. **Closed Hearing**. Hearings shall be closed to the public.

e. **Advisor**. The Complainant and the Respondent may each be accompanied at the hearing by one advisor of their choice, who may be an attorney and who may participate in the hearing as provided in this Hearing Process.

f. **Support Person**. The Complainant and Respondent may each be accompanied at the hearing by one Support Person of their choice, who may attend but not participate in the hearing.

g. **Witnesses**. The Committee, the Complainant, and the Respondent may request the appearance of witnesses at the hearing. It is the responsibility of the party or the Committee calling a particular witness to encourage that witness to attend the hearing.

h. **Documentary Evidence**. The Complainant and the Respondent may submit documentary evidence for consideration by the Committee. The Committee may also request additional documentary evidence.

i. **Rules of Evidence**. The Committee shall not be bound by strict rules of legal evidence or procedure and may consider any evidence it deems relevant.

j. **Privacy**. Committee Chairs and other Committee members are prohibited from discussing any matter related to the hearing with the parties or the witnesses, or with others before or after the hearing. Violation of privacy may result in dismissal from the Committee and/or other corrective action.

k. **Electronic Hearings**. Hearings shall be conducted remotely through electronic means, instead of in- person, when at all possible. These remote hearings shall include audio and video capabilities which will allow for parties to simultaneously see, hear, and interact with the Committee, witnesses, and each other in real-time as if physically present in the same location.

l. **Recording of Hearings**. The hearing, except for deliberations, shall be recorded and a copy in electronic format shall be made available to either party upon request at the requesting party's expense.

m. **Failure of Party to Participate**. Failure of the party who requested the hearing to attend the hearing, without prior notification and good cause, shall constitute a waiver of the right to a hearing, and a waiver of any appeal rights. In such cases, the OEO Report and any proposed sanctions shall become final and binding. If the party who did not request the hearing fails to attend, the Hearing Committee may proceed with the hearing and take testimony and evidence and reach a decision on the basis of that testimony and evidence.

n. **Disruptive Behavior**. The Committee has authority to exclude from the hearing any party, advisor, or other participant whose behavior the Committee finds disruptive after providing a warning.

o. **Time Allocation**. Each party shall have up to forty- five (45) minutes for personal and/or opening statements, presentation of evidence and questioning of witnesses, and concluding remarks. The Committee Chair shall have discretion to grant extensions of time when necessary.

p. **Role of Office of General Counsel**. The Office of General Counsel may provide a staff attorney to be present at hearings in order to provide guidance to the Committee on substantive law and procedural matters

q. **Sanctions and Remedies**. At the conclusion of the hearing, the Committee shall determine the appropriate sanctions and remedies. The Committee will ensure that any sanctions and remedies are appropriate to end the prohibited conduct, to prevent further violation of policy and remedy the effects of any violation.

    i. The Committee will review the proposed sanction submitted by the appropriate administrator and may call that individual as a witness during the hearing to speak to the reasoning supporting the recommendation when making their decision. In determining the reasonableness of the sanction, the Committee shall consider the severity, persistence or pervasiveness of the misconduct; the egregiousness of the misconduct, the impact of the misconduct on the Complainant; the impact or implications of the misconduct on the University community, prior misconduct by the Respondent, including the Respondent's relevant prior disciplinary history; whether the Respondent has accepted responsibility for the misconduct; the maintenance of a safe, nondiscriminatory and respectful working and learning environment; and any other mitigating, aggravating or compelling factors.

ii. Remedies. At the conclusion of the hearing, the Committee shall make a determination regarding any appropriate remedies for the Complainant, including but not limited to: reinstatement, transfer or reassignment of employees, Supportive Measures, implementing changes in programs and activities, providing training, or other remedies designed to restore equal access to University Programs or Activities. The Director is responsible for effective implementation of any remedies.

2. Hearing Committee.

a. The OEO/AA shall create a standing pool of committee members to hear the evidence and determine whether the evidence, evaluated under a Preponderance of the Evidence standard, supports a finding that a violation of Policy 1-012 occurred and if so, whether the sanctions are reasonable in light of the circumstances. The pool of eligible Committee members includes the following:
   i. staff employees of the University nominated by the Chief Human Resources Officer and/or Staff Council and appointed by the University President and/or designee, and who will serve for a three-year term.
   ii. students (graduate and/or undergraduate) nominated pursuant to procedures of Associated Students of the University of Utah (ASUU) and/or the Office of the Dean of Students and appointed by the University President or designee, who will serve a one- year term; and
   iii. faculty members from the Consolidated Hearing Committee pool.

b. The Committee shall be composed of a three-person panel selected from the pool of eligible Committee members.
   i. The panel will consist of the Committee Chair, and one Committee member of the same status as the Complainant (student, staff, or faculty), and one Committee member of the same status as the Respondent (student, staff, or faculty), subject to the following exceptions: In the interest of prompt resolution, a Committee may be convened without student representation during school breaks or other time periods that present student scheduling difficulties. No more than one student will serve on a Committee.
   ii. The Committee Chair will be selected from the pool of eligible committee members who have previously served on a Committee and will receive specific training relevant to their duties as Chair.

c. A Committee member may be disqualified due to bias, conflict of interest, or for other good cause. Alternates will be appointed as needed.
   i. In order to provide an objective and fair hearing, each Committee shall take precautions against real or apparent conflicts of interest on the part of Committee members. Committee members shall recuse themselves in any case in which they have a personal bias or conflict of interest that would preclude their making a fair and objective decision and shall avoid any individual communication with a party.
   ii. If there is a challenge to the participation of any Committee member, the remaining Committee members shall hear that dispute and make a final decision about the participation of that member in the hearing

4. Pre-Hearing.

a. At least fifteen (15) calendar days before the hearing, the Hearing Coordinator shall notify the Complainant and Respondent in writing, in either an electronic or hard copy format, of:
   i. the date, time, location, participants, and purpose of the hearing;
   ii. the name the Chair and the Committee members;
   iii. the names of all witnesses that the Committee intends to call;
   iv. any additional documentary evidence that was not included in the OEO Report that the Committee is requesting; and
   v. of the applicable policies and associated rules and guidelines by which the proceedings will be governed.

b. At least ten (10) calendar days before the hearing, the Complainant and the Respondent must notify the Hearing Coordinator in writing:
   i. of any request that a Committee member be disqualified based on bias or conflict of interest;
   ii. the name and contact information of their selected advisor, if any;
   iii. the name and contact information of their selected Support Person, if any;
   iv. a list of any witnesses they wish to speak on their behalf as well as contact information for each witness;
   v. any additional documentary evidence to be submitted to the Committee, including information the Committee has requested from the parties; and

vi. any other requests for accommodations, including technological accommodations. The request will be reviewed by Committee Chair and at the Chair's request, the Hearing Coordinator will make any appropriate accommodations.

c. At least five (5) calendar days before the hearing, the Hearing Coordinator shall notify the Complainant and Respondent in writing, in electronic or hard copy format:
   i. of the names of all witnesses requested;
   ii. provide copies of all evidence that has not already been provided; and
   iii. of any accommodations, including technological accommodations that will be made at the hearing based upon the request of a party.

5. Hearing Process.

a. The OEO Consultant who conducted the investigation may be present at the hearing and available for questioning.

b. The Complainant and the Respondent shall each have an opportunity to make a personal statement. The statement may describe the events that are the subject of the Complaint, the personal impact of the alleged conduct, the relief sought, and any other relevant information. In addition to the personal statements by the parties, each party's advisor shall have the opportunity to make an opening statement.

c. The Committee, Complainant, and the Respondent shall have the opportunity to call witnesses.

d. The Committee may ask questions of the OEO Consultant, the Complainant, the Respondent, and any witness. The time of Committee questions and answers shall not count against either party's time.

e. The Committee must permit each party (or their advisor) to ask the OEO Consultant, the Complainant, the Respondent, any witnesses, and any others providing testimony, all relevant questions and follow- up questions, including questions challenging credibility. The questioning of any person providing testimony (including the parties, witnesses, and the OEO Consultant) shall be conducted directly, orally and in real time and must be directed through the Committee Chair (not directly).

f. The parties may also present other evidence. If a party presents documentary evidence at the hearing that was not previously provided to the other party and or the Committee prior to the hearing, the Committee Chair shall make a determination as to whether to admit such evidence.

g. Following the presentation of evidence, the Committee will then ask the appropriate administrator (in cases where the Respondent is a student, a representative from the Office of the Dean of Students; in cases where the Respondent is a staff employee, a representative from the Human Resources department and/or the Respondent's manager; and, in cases where the Respondent is a faculty member, a representative from the Office for Faculty and/or the Respondent's Chair/Dean) to speak to the proposed sanction or corrective measures.

h. The Committee will conclude the hearing by providing an opportunity for the parties to make concluding remarks. The Chair will then adjourn the hearing and begin Committee deliberations.

i. Committee deliberations and voting shall be closed sessions from which all other persons are excluded, except, at the Committee's request, an advising attorney from the Office of General Counsel. The advising attorney may remain present for deliberations but shall have no vote. The Committee in its discretion may take votes openly or by secret written ballot. A majority vote by the members of the Committee who attended the hearing shall be required for decisions. The Committee Chair shall be entitled to vote on all questions. The OEO/AA, including the Director, shall not participate in the Committee's deliberations and shall have no vote.

E. Post-Hearing.

1. Within ten (10) calendar days after the conclusion of the hearing, the Committee shall provide its written determination ("Committee Report") simultaneously to the parties, their advisors, if any, and the OEO/AA. The Committee Report shall include:

   a. a determination of whether the evidence, evaluated under a Preponderance of the Evidence standard, supports a finding that a violation of University Non- discrimination Policy occurred; if so,

b. a determination of whether the sanctions are reasonable in light of the circumstances; and,

c. the procedures and permissible bases for the parties to appeal.

F. Appeals.

1. The appealing party (whether student, staff, or faculty) must articulate the applicable bases for their appeal, which must include at least one of the following:

   a. a procedural irregularity that affected the outcome of the matter;

   b. new evidence that was not reasonably available at the time the determination was made that could affect the outcome of the matter;

   c. the investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; and

   d. the findings regarding responsibility and or the disciplinary sanction or corrective measure are arbitrary and capricious.

2. If a party files an appeal:

   a. The Hearing Coordinator must notify the other party in writing that an appeal has been filed.

   b. Appeal procedures must be applied equally to both parties.

   c. Each party may provide a written statement in support of, or challenging, the decision within five (5) days of the notice that an appeal has been filed.

3. Appeal to the Vice President or their designee.

   a. In cases where the either party is not a faculty member, the Complainant and the Respondent may each appeal the decision of the Hearing Committee to the cognizant Vice President or their designee by submitting a request in writing to the Hearing Coordinator within five (5) calendar days of notice of the Hearing Committee's decision. Failure to file a timely written request for appeal shall constitute a waiver of the right to an appeal under this section. If there is no timely written request for an appeal, the Hearing Committee's decision shall become the final and binding decision of the University ("Final Result").

   b. The Vice President or their designee shall have available for review all relevant documentation, including the Committee Report, any other materials presented to the Committee, the statements or the parties supporting or opposing the appeal, and if requested by the Vice President or their designee, a recording of the proceedings. The Vice President or their designee may not base a decision on information not presented at the hearing unless the nature of that information is fairly communicated to the parties and a reasonable opportunity to respond is given. The Vice President or their designee may seek advice from neutral advisors.

   c. The Vice President or their designee will issue a final and binding decision ("Final Result") in writing within ten (10) calendar days of the written request for appeal. The written decision will describe the result of the appeal and the rationale for the result. For good cause, the Vice President or their designee may extend the ten-day period. The Vice President or designee shall simultaneously notify the parties, their advisors, if any, and the supervisor, Dean, Chair, and any other cognizant University representatives of the Final Result.

4. Appeal to the President or their designee.

   a. In cases where either party is a faculty member, the Complainant and the Respondent may each appeal the decision of the Hearing Committee to the President or their designee instead of the Vice President, by submitting a request in writing to the Hearing Coordinator within five (5) calendar days of notice of the Hearing Committee's decision. Failure to file a timely written request for appeal shall constitute a waiver of the right to an appeal under this section. If there is no timely written request for an appeal, the Hearing Committee's decision shall become the final and binding decision of the University ("Final Result").

b. On appeal, the President or their designee shall have available for review all relevant documentation, including the Committee Report, any other materials presented to the Committee, and if requested by the President, an audio recording of the proceedings. The President may not base a decision on information not presented at the hearing unless the nature of that information is fairly communicated to the parties and a reasonable opportunity to respond is given. The President may seek advice from neutral advisors.

c. The President or their designee will issue a final and binding decision ("Final Result") in writing within ten (10) calendar days of the written request for appeal. For good cause, the President or their designee may extend the ten-day period. The Hearing Coordinator shall concurrently notify the Complainant, the Respondent, and the supervisor, Dean, Chair, and any other cognizant University representatives of the Final Result.

*[**Note**: Parts IV- of this Regulation (and all other University Regulations) are Regulations Resource Information – the contents of which are not approved by the Academic Senate or Board of Trustees, and are to be updated from time to time as determined appropriate by the cognizant Policy Officer and the Institutional Policy Committee, as per Policy 1-001 and Rule 1-001.]*

Appendix 2

Rule R1-012B: Complaint Process Rule

Revision 5. Effective date: February 13, 2025

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I. Purpose and Scope

A. Purpose

Rule R1-012B establishes the university's Complaint resolution procedures to provide for the prompt and equitable resolution of Complaints made by students, faculty members, and employees, or other individuals who are participating or attempting to participate in University Programs or Activities or made by the Title IX Coordinator or designee. These Complaint procedures address Complaints of Discrimination, including Sex-Based Harassment allegations.

B. Scope

Allegations of Discrimination raised by patients of University of Utah healthcare providers/facilities (University Hospitals & Clinics) are not governed by this rule and shall be resolved under the procedures approved for that purpose by the Senior Vice President for Health Sciences (or delegee) [Current version here: https://healthcare.utah.edu/policies/discrimination]. All other Complaints of Discrimination, including Sexual Misconduct and Retaliation, shall be governed by this rule.

II. Definitions

The definitions provided in Rule R1-012A apply for this rule.

III. Rule

A. Complaint Resolution Process.

1. Conflicts of Interest or Bias.

a. The university is committed to providing processes for addressing Discrimination, including Sexual Misconduct and Retaliation, in a manner that is fair and impartial to the Parties and does not compromise the integrity of the university. A conflict of interest exists when an individual's personal, professional, or financial relationships, including relationships with family or friends, are such that a reasonable person would view the relationship as likely to result in bias, for or against either Party. Any individual contributing to an OEO Complaint or Informal Resolution process, may not have a bias for or against a Complainant or Respondent generally or any individual Complainant or Respondent.

b. A person designated as a Title IX Coordinator, and any investigator or decision-maker, including any individual facilitating an Informal Resolution process or serving on a Hearing Committee, shall be free of conflict of interest or other form of bias for or against the Complainant or Respondent generally or individually. The fact that two people know each other or have worked together at the same entity or on the same project would not normally be enough to create a conflict of interest or apparent bias. A conflict of interest or assumption of bias would typically arise out of a close family relationship or could arise from a significant and longstanding personal relationship.

c. If the OEO Director determines that a conflict of interest or bias exists for OEO staff to conduct an investigation, the OEO, in consultation with the Office of General Counsel, may appoint an Outside Entity to serve as the investigator and conduct the investigation. All information and reports from an investigation conducted by the Outside Entity as the investigator will be subject to the same confidentiality and privacy requirements as for an investigation conducted by the OEO. Any report issued by the Outside Entity as investigator will be maintained by the OEO. d. For Sex-Based Harassment within the scope of Title IX, the OEO Investigator or the Title IX Coordinator may not be the decision-maker.

2. Equitable Treatment.

The university must treat the Complainant and the Respondent equitably. In a case involving Sex-Based Harassment, for example, this means that remedies will be provided to a Complainant when a determination of responsibility for Sex-Based Harassment has been made against the Respondent and by following the Complaint resolution process before the imposition of any discipline.

3. Presumption about Respondent's Responsibility.
The Respondent is presumed to be not responsible for any alleged violation of university policy until a determination regarding responsibility has been made through the university's Complaint resolution process.

4. Deadlines and Timeframes.
The university shall attempt to conclude the evaluation for the acceptance or dismissal of a Complaint in 30 calendar days. Upon acceptance of a Complaint, the university shall attempt to complete the Complaint resolution process within 150 calendar days of the acceptance of the Complaint; this includes completion of the OEO investigation within 60 calendar days, 60 calendar days to conclude any related hearing, and 30 calendar days to conclude any appeal, if applicable.

a. If an extension is necessary due to efforts to resolve the matter through Informal Resolution as described in Rule R1-012A, the complexity of the investigation, the severity or extent of the alleged conduct, school breaks such as university closure days, or other good cause, the university will notify the Complainant and Respondent in writing of the status of the process.

b. Deadlines and timeframes provided under this rule or associated regulations may be extended on a case-by-case basis for good cause with written notice to the Parties of the revised schedule and the reason for the extension.

i. Parties may request extensions for good cause by sending the relevant OEO staff member, such as the OEO investigator or OEO Hearing Coordinator, a written request for an extension and the reason for the request.

ii. Good cause may include, but is not limited to, consideration of: the absence of a Party or a Party's Advisor; the absence of a critical witness who could have a major impact on the investigation or hearing; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities; the need to seek or obtain legal advice; not having access to a computer or the internet; or other unexpected emergencies such as health or medical reasons involving the Party or close family members.

iii. The requesting Party's request will be answered in writing. If any extension is granted all Parties will be informed of and be entitled to the same revised timeframes.

iv. Any extension granted for good cause may not be of a duration that would impede the university's ability to complete the Complaint resolution process promptly.

B. Formal Complaint.

1. A person may choose for an investigation to be pursued either through the criminal justice system, through Policy 1-012, or both.

2. While any person may submit a report to OEO, only the following people have the right to make a Complaint of Discrimination, Sexual Misconduct, or Retaliation:

a. any individual who believes they have been subjected to Discrimination, including Sexual Misconduct or Retaliation; or

b. The Title IX Coordinator or another designated Title IX Coordinator acting on behalf of the university and alleging a violation of university policy.

3. When the Title IX Coordinator or designee signs and files a Formal Complaint on behalf of the university, the Title IX Coordinator or designee is not a Complainant or otherwise a Party under this rule and must comply with the requirements of impartiality under this rule.

4. A Formal Complaint must include a Complainant's physical or digital signature or otherwise indicate that the Complainant is filing the Formal Complaint or must be signed by the Director or designee. When a Formal Complaint is signed and filed by the Director or designee, the Title IX Coordinator is not a Complainant or otherwise a Party.

5. By filing a Complaint, the Complainant or person filing the Complaint is authorizing the collection and examination of all records and other documentation relevant to the allegations and discussion with other persons who may have relevant knowledge of the underlying circumstances of the allegations in the Complaint for the purposes of participating in the investigation, hearing, and appeal process.

6. The university does not require a Complainant to participate in any investigation or proceeding; however, failure to participate may limit the university's ability to respond to allegations of Discrimination.

C. Consolidation of Formal Complaints.

1. The OEO may consolidate Formal Complaints for investigation when there are allegations against more than one Respondent, by more than one Complainant against one or more Respondents, by one Party against another Party, or when the allegations of Discrimination arise out of the same facts or circumstances. If any of the Complaints allege Sexual Misconduct, then the entirety of the consolidated Complaints shall be managed consistent with the requirements for allegations of Sexual Misconduct. When more than one Complainant or more than one Respondent are involved, references to a Party, Complainant, or Respondent refer to all Parties, as applicable.

D. Acceptance or Dismissal of a Formal Complaint.

1. Timeliness of a Formal Complaint.

   a. A Formal Complaint of Sex-Based Harassment within the scope of Title IX is timely if at the time of filing the Formal Complaint the Complainant is participating in or attempting to participate in a University Program or Activity.

   b. A Complaint alleging any other type of Sex-Based Discrimination, Sexual Misconduct, or other type of Discrimination is timely if submitted within 180 calendar days of the last alleged discriminatory act.

   c. A Complaint of Retaliation is timely if submitted within 180 calendar days of the last alleged act of Retaliation.

   d. The OEO shall dismiss a Formal Complaint not filed within the appropriate time-period as untimely unless at the Director's discretion and for good cause, the Director accepts as if timely a Formal Complaint that is not filed within the appropriate period.

2. Acceptance or Dismissal. After initial review of a Formal Complaint, the Director or designee shall either accept the Complaint and proceed with the OEO Complaint resolution process or dismiss the Complaint. Prior to a Final Result, a Formal Complaint may also be dismissed at any time during the Complaint resolution process subject to the following conditions:

   a. The Director may dismiss a Formal Complaint for any of the following reasons:

      i. the Formal Complaint was not timely filed;

      ii. the Formal Complaint fails to state a claim of Discrimination, Sexual Misconduct, or Retaliation;

      iii. the Complainant has submitted a written request to withdraw the Formal Complaint or any allegations therein;

      iv. the Respondent is no longer enrolled as a student, or is no longer an employee;

      v. there are specific circumstances which prevent the OEO from gathering evidence sufficient to reach a decision as to the Formal Complaint or allegations; or

      vi. the allegations in the Formal Complaint have already been or are currently being investigated or addressed in a university or other regulatory process, with no new substantial evidence offered to warrant another Formal Complaint.

b. The Director must dismiss, for Title IX purposes, a Formal Complaint alleging Sex-Based Harassment (and must inform the Respondent in writing that it is being dismissed for Title IX purposes) if:

i. the Sex-Based Harassment did not occur against a person in the United States;

ii. the Sex-Based Harassment allegations do not meet the specific definition of Sex-Based Harassment as defined by federal Title IX regulations (as being so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education Program or Activity);

iii. the Sex-Based Harassment did not occur within a University Program or Activity; or

iv. for any other reason that requires dismissal and notification that the Formal Complaint is not within the scope of Title IX.

c. In cases alleging Sexual Misconduct, if the Formal Complaint is being dismissed for Title IX purposes but being accepted under other provisions of Policy 1-012 and its associated regulations, OEO must notify the Complainant and the Respondent, with notice as to under which provisions the Complaint is being accepted.

d. In Sexual Misconduct cases within the scope of Title IX, the OEO shall promptly send written notice of the dismissal and reasons simultaneously to the Complainant and the Respondent. In cases alleging only another type of Discrimination, including Sexual Misconduct or Retaliation, the Director shall send prompt written notice of the dismissal only to the Complainant. The written notice of dismissal shall describe the procedures and permissible bases for appeal.

E. Appeal of Dismissal of Formal Complaint

1. Any Party informed of the Formal Complaint's dismissal may appeal the Director's dismissal by submitting an appeal in writing within five calendar days from the date of the dismissal. The Chief Human Resources Officer or their designee shall decide the appeal.

2. The appealing Party must articulate the applicable bases for their appeal, which must include at least one of the following:

a. a procedural irregularity that affected the dismissal of the Formal Complaint;

b. new evidence that could affect the outcome is now available that was not reasonably available at the time the determination to dismiss was made; or

c. the Title IX Coordinator, or an investigator, or decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent, that affected the outcome.

3. If a dismissal is appealed, the OEO shall facilitate the following with the cooperation of the Chief Human Resources Officer or their designee:

a. inform any applicable Party that an appeal has been filed and implement appeal procedures equally for all Parties;

b. give all Parties who were notified of the dismissal five calendar days to submit a written statement in support of, or challenging, the outcome;

c. issue a written decision describing the result of the appeal and the rationale for the result; and

d. provide the written decision simultaneously to all applicable Parties.

4. If the written decision concurs with the Director or designee's decision to dismiss the Formal Complaint, the decision made on the appeal is the university's Final Result.

F. Investigation of Formal Complaint.

1. Upon acceptance of a Complaint the OEO shall begin an investigation. The OEO shall provide for adequate, reliable, and impartial investigations of Complaints.

2. Standard of Proof. The university uses the Preponderance of the Evidence standard as the standard of proof to determine responsibility for Discrimination, including Sexual Misconduct or Retaliation. For cases involving allegations of Sex-Based Harassment, in compliance with Title IX, the university will use the Preponderance standard for determining responsibility for such violations, for any Respondents, including students, employees, and faculty members, regardless of standards described in other university regulations.

3. Upon acceptance of a Formal Complaint, the OEO shall provide a written notice of allegations to the Complainant and Respondent, whose identities are known, and may provide a copy or notification to an appropriate university administrator with responsibility over the Respondent, or others with a legitimate business need. The notice of allegations shall include:

a. the applicable policies and rules by which the OEO proceedings will be governed;

b. sufficient details of the allegations including the identities of the Parties involved, the date and location of the alleged incident(s), and the conduct allegedly constituting a violation of university policy, if known;

c. a statement that each Party will have an equal opportunity to submit and review evidence throughout the investigation;

d. a statement that the Respondent is presumed not responsible for the alleged conduct until a determination is made at the conclusion of the Complaint resolution process under this rule;

e. a statement that each Party may have an Advisor of their choice, who may be, but is not required to be an attorney, and one Support Person of their choice; and

f. a statement that Policy 1-012 and its regulations prohibit knowingly providing false or misleading statements or information in the OEO Complaint resolution process.

4. Delays for Safety Concerns. If the OEO has reasonable concerns for the safety of a person as a result of providing a notice of allegations or any other document, the OEO may reasonably delay providing the document in order to address the safety concern. Reasonable concerns must be based on individualized safety and risk analysis and not speculation or assumptions about Complainants or Respondents generally or individually.

5. Notice of Additional Allegations. If, during the investigation, the OEO decides to investigate additional allegations that were not included in the initial notice of allegations, the OEO shall provide written notice of the additional allegations to both Parties and provide the Respondent with an opportunity to respond. 6. Opportunity to Respond. The Respondent shall be afforded a full opportunity to respond to the allegations contained in the Formal Complaint. Failure to respond or participate in an interview by the Respondent or a witness does not prevent the completion of the investigation.

7. No Inference of Responsibility. The OEO will not draw an inference about the determination of responsibility based solely on a Party's or witness' decision not to participate in the investigative or hearing process; however, evidence for review is limited to that provided by Parties and witnesses who participate in the investigation and other evidence gathered by the OEO.

8. Interviewing Parties and Witnesses. The OEO shall offer interviews to the Complainant and Respondent. The OEO may interview any other person with relevant information. The OEO will objectively review all relevant information, including that which is submitted by the Parties.

9. Notice of Meetings. The university shall provide to the Complainant and the Respondent written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings and proceedings with that Party, with sufficient time for the Party to prepare to participate.

10. Employee Release Time. The university will provide reasonable time away from regular work duties during scheduled working hours, with pay, to the Parties, or any witnesses called to testify, for time spent participating in the Complaint resolution process.

11. Advisors and Support Persons.

a. The Complainant and the Respondent may each be accompanied at any meetings or interviews with the OEO by one Advisor of their choice who may be, but does not have to be, an attorney. During the investigation, the Advisor may only advise the Complainant or Respondent and may not answer questions on behalf of a Party during an interview but may advise the Party with regard to the questions. Any Advisor is at the Complainant or Respondent's own expense during the investigation. Advisors are expected to act in a civil and professional manner and may not disrupt meetings or proceedings.

b. The Complainant and the Respondent may each be accompanied at any meetings or interviews with the OEO by one Support Person. The Support Person's role is to provide support to the Complainant or Respondent and may not speak on behalf of the Party. Support Persons may not disrupt meetings or proceedings.

G. Acceptance of Responsibility by Respondent.

1. A Respondent may elect to resolve the allegations in a Complaint by accepting responsibility for a violation of Policy 1-012. By accepting responsibility, the Respondent is confirming their conduct is a violation of Policy 1-012 and the Respondent is electing to waive any due process rights related to a determination of whether the Respondent violated Policy 1-012.

2. If a Respondent accepts responsibility, the OEO will convene a Hearing Committee. In these matters the Hearing Committee will not be the decision-maker as to whether Policy 1-012 has been violated (which has been determined by Respondent's acceptance of responsibility). The Hearing Committee will be charged with determining only the appropriate sanctions for the Respondent and remedies for the Complainant.

3. Any hearing convened under this section will otherwise be managed in the same manner as the other hearings under this rule, including the provisions of this rule that apply to any failure of Party to appear or participate in a hearing and to the participation of Advisors and Support Persons, and with the same due process afforded to each Party. Parties shall have the ability to address, challenge, or support any recommended sanctions or remedies.

4. The sections of this rule that apply to university disciplinary action and remedies apply in these instances. For these matters the appropriate university administrator will provide a recommended sanction to the Hearing Committee. The Director or designee will provide a recommended remedy to the Hearing Committee.

5. When a faculty member is a Respondent and accepts responsibility, the matter will not be referred to the Senate Consolidated Hearing Committee ("SCHC"), per Policy 6-011.

H. Evidence.

1. Production and Treatment of Evidence. The OEO is responsible for gathering evidence sufficient to reach a determination of responsibility.

a. The university will provide the Complainant and the Respondent with an equal opportunity to present witnesses, including fact and expert witnesses, as well as inculpatory and exculpatory evidence.

b. All relevant evidence will be objectively evaluated, both inculpatory and exculpatory, without respect to a person's status as a Complainant, Respondent, or witness. The OEO or other decisionmaker may not base a credibility determination on a person's status as a Complainant, Respondent, or witness.

c. The university may not require, allow, rely upon or otherwise use questions or evidence that is protected under a legally recognized privilege, unless the person holding the privilege waives it.

d. The university may not access, consider, disclose, or otherwise use a Party's records that are maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting or assisting in their professional capacity, and that are made and maintained in connection with the provision of treatment to the Party, without the Party's written consent.

2. Right to Gather and Produce Evidence. The university may not restrict the ability of the Complainant or the Respondent to discuss the allegations under investigation or gather and present relevant evidence in a manner consistent with other provisions of Policy 1-012 and its associated regulations, other university policies, and state and federal law.

3. Non-Disclosure of Evidence. Parties shall be provided evidence obtained by the OEO as part of the investigation that is relevant to the allegations raised in the Formal Complaint. The Parties and Party Advisors must keep all provided evidence strictly confidential and use such evidence solely for the purposes of participating in the investigation and Complaint resolution process. Parties who disseminate or use evidence for any other purpose may be subject to discipline.

4. The university shall take reasonable steps to protect the privacy of the Parties and witnesses during its Complaint resolution procedures. These steps will not restrict the ability of the Parties to obtain and present evidence, including by speaking to witnesses; consulting with their family members, confidential resources, or Advisors; or otherwise preparing for or participating in the Complaint process. The Parties may not engage in Retaliation, including against witnesses or other participants.

I. False Statements.

The Complainant, the Respondent, and any witness may not knowingly make any materially false or misleading statement or knowingly submit any materially false information during the Complaint resolution process. Knowingly proffering a material falsehood during the Complaint resolution process is a violation of Policy 1-012 and its associated regulations and may result in the individual being subject to discipline. However, a determination regarding the Respondent's responsibility for the underlying alleged Discrimination, Sexual Misconduct or Retaliation, alone, is not a sufficient basis to conclude that any individual proffered a material falsehood during the process.

J. Conclusion of Investigation and OEO Draft Report.

1. At the conclusion of the investigation, the OEO shall issue the draft of its investigative report ("OEO Draft Report") simultaneously to the Parties and their Advisors, if any, in an electronic or hard copy format. The OEO Draft Report or its attachments shall include:

a. a summary of the relevant evidence;

b. an analysis of whether the evidence, evaluated under a Preponderance of the Evidence standard, supports a finding or recommendation that Discrimination, including Sexual Misconduct or Retaliation, if applicable, occurred; and

c. any mitigating or aggravating factors.

2. For Sex-Based Harassment allegations subject to Title IX, the OEO Draft Report or its attachments will also include any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint.

3. Privacy. To protect the privacy of witnesses and all Parties involved, and pursuant to Family Educational Rights and Privacy Act (FERPA) and other state and federal privacy laws, names and other personally identifiable information may be redacted from the copies of the OEO Draft Report and the OEO Final Report that are provided to the Complainant and Respondent.

4. Each Party shall have 10 calendar days after receipt of the OEO Draft Report to submit written comments and any additional documents or evidence to the OEO. If information from either Party raises new issues or allegations, the OEO may conduct additional investigation.

K. OEO Final Investigative Report

1. After reviewing any submitted comments or additional documentation by the Parties regarding the OEO Draft Report, and following any subsequent investigation if applicable, the OEO shall issue a final investigative report

("OEO Final Report") simultaneously to the Parties and their Advisors, if any, and the appropriate administrator with responsibility over the Respondent in an electronic or hard copy format. The OEO Final Report or its attachments shall include:

a. a summary of the relevant evidence;

b. an analysis of whether the evidence, evaluated under a Preponderance of the Evidence standard, supports a finding or recommendation that Discrimination, including Sexual Misconduct or Retaliation, if applicable, occurred; and

c. any mitigating or aggravating factors.

2. For Sex-Based Harassment allegations subject to Title IX, the OEO Final Report or its attachments will also include any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint.

3. The OEO Final Report is the university's decision, except in the following cases, for which the OEO Final Report is a recommendation to a Hearing Committee:

a. any allegation of Sexual Misconduct, including Sex-Based Harassment within the scope of Title IX; or

b. any allegation of Discrimination involving a student Respondent that may result in suspension from the university for 10 calendar days or more, or dismissal from the university.

L. University Disciplinary Action.

1. The OEO shall provide a copy of the OEO Final Report to the appropriate university administrator to consider appropriate discipline if the OEO Final Report includes a recommendation or finding that the Respondent has violated Policy 1-012 or if the matter will be submitted to a Hearing Committee.

a. Recommendations to a Hearing Committee. For any allegation of Sexual Misconduct, or an allegation of Discrimination for which the Respondent is a student who may face a sanction of suspension of at least 10 calendar days or dismissal, upon receipt of an OEO Final Report that includes a recommendation that a violation of university policy occurred, the appropriate university administrator shall recommend a disciplinary sanction or other corrective measures. The university administrator shall provide written notice of a recommended sanction to the Parties, to the OEO, and the Hearing Coordinator, and to any others with a legitimate business need.

b. Sanction Determinations. For allegations of Discrimination that are not automatically referred to a Hearing Committee, upon receipt of an OEO Final Report that includes a finding that a violation of university policy occurred,

the appropriate university administrator shall determine a disciplinary sanction or other corrective measures. The university administrator shall provide written notice of their determination to the Parties, to the OEO, and to any others with a legitimate business need.

2. Any university disciplinary action recommendation or decision shall be issued to the Parties at the same time as the OEO Final Report.

3. The appropriate university administrator and range of possible sanctions includes:

a. If the Respondent is a student, the Dean of Students shall determine or recommend the disciplinary sanction or other corrective measure. Sanctions in Discrimination cases are not subject to Policy 6-400: Student Rights and Responsibilities and may only be reviewed and/or appealed under this rule. Possible sanctions include, but are not limited to: fines, restitution, warning, withholding diploma, organizational sanction, permanent no-contact directives, educational training, referrals to counseling or behavioral coaching, limitations, restrictions, or exclusion from campus or campus programs or activities, notation on the student's transcript consistent with the Family Educational Rights and Privacy Act, suspension for a period of time, dismissal from the university, or revocation of a certificate or degree.

b. If the Respondent is a staff member, the appropriate university administrator with supervisory responsibility over the Respondent or university human resources acting on behalf of the department shall determine the disciplinary sanction or other corrective measure. Sanctions in Discrimination cases are not subject to Policy 5-203, Staff Employee Grievance Procedures, and may only be reviewed under this rule. Possible sanctions include but are not limited to: extension of probationary period, reassignment, transfer, limitations, restrictions, or exclusion from campus or campus programs or activities, reduction in pay, written warning, final written warning, suspension without pay, demotion, and termination.

c. If the Respondent is a faculty member, the appropriate university administrator, such as the faculty member's department chair or dean, in consultation with the appropriate Academic Affairs office, shall determine the disciplinary sanction or other corrective measure. Possible sanctions include, but are not limited to: limitations, restrictions, or exclusion from campus or campus programs or activities, written reprimand, suspension without pay, and dismissal (termination).

d. If the Respondent is a vendor/contractor/visitor/patient, possible sanctions or other corrective measures include limitations, restrictions, or exclusion from all or part(s) of campus or campus programs or activities and/or ending business relationships with vendors and contractors.

M. Remedies.

1. If the OEO Final Report includes a recommendation or finding that the Respondent has violated Policy 1-012, the OEO Director or designee shall determine whether remedies, in addition to the imposition of disciplinary sanctions, will be provided by the university to the Complainant. Remedies may include but are not limited to: reinstatement, transfer or reassignment of employees, Supportive Measures, implementing changes in programs and activities, providing training, separating Parties such as with a No Contact Directive, or other remedies designed to restore or preserve equal access to University Programs or Activities.

N. Automatic Hearings and Requested Hearings.

1. Automatic Hearings.

a. The OEO must hold a hearing to decide all:

i. Investigations of Sexual Misconduct. Such matters shall be resolved by the determination of a Hearing Committee, which acts as the university's decision-maker regarding potential policy violations.

ii. Investigations involving a student Respondent that would result in a disciplinary action that includes a suspension from the university of 10 calendar days or more or dismissal from the university. Such matters will be automatically referred to a Hearing Committee which would act as the university's decisionmaker regarding potential policy violations.

b. The Hearing Committee shall consider the following recommendations during its review:

i. the OEO Final Report that includes a recommendation to the Hearing Committee on whether the Respondent violated Policy 1-012;

ii. the appropriate university administrator's recommendation of a disciplinary sanction or other corrective measures, if applicable; and

iii. the OEO Director's or designee's recommendation of a remedy for the Complainant, if applicable.

2. Requested Hearings.

a. In all cases of Discrimination, except those that require an automatic hearing, any Party may request a hearing to appeal the outcome of the OEO Final Report or the sanctions, by submitting a request in writing within five calendar days of the OEO Final Report being issued.

b. If the OEO Final Report finds that cause exists to show the Respondent violated a policy, and any Party requests an appeal, the matter shall be referred to the OEO Hearing Coordinator who shall form a Hearing Committee to hold a Hearing.

c. If the OEO Final Report finds no violation of university policy, following a request by any Party for a hearing, the OEO Hearing Coordinator shall form an Initial Hearing Committee to determine, based on the written request for a hearing and the OEO Final Report, whether to hold a hearing. The Initial Hearing Committee may determine that it is unnecessary to hold a hearing if there is:

i. insufficient evidence to support a claim of Discrimination, or

ii. the issue is no longer relevant or is moot.

d. The initial Hearing Committee shall issue its written decision whether to hold a hearing within five calendar days of its initial review.

i. If the initial Hearing Committee determines that a hearing should be held, the initial Hearing Committee shall inform the OEO Hearing Coordinator, who shall notify the Parties concurrently in writing.

ii. If the initial Hearing Committee determines that a hearing will not be held, any Party may appeal the decision to deny a hearing within five calendar days by submitting a written request to the cognizant vice president or their designee via the OEO Hearing Coordinator. The decision of the cognizant vice president or their designee is final.

e. The OEO shall inform the appropriate university administrator, which may include the supervisor, chair, dean, or cognizant vice president with responsibility over the Respondent, of the decision to hold or deny a hearing. If the Respondent is a student, the vice president for student affairs and the Office of Dean of Students shall be notified.

O. Hearing Committee Composition.

1. The OEO shall create a standing pool of Hearing Committee members. The pool of eligible Hearing Committee members includes the following:

a. staff employees of the university nominated by the Chief Human Resource Officer, Staff Council, or other university leaders, and who serve for a three-year term;

b. students (graduate and undergraduate) nominated pursuant to procedures of Associated Students of the University of Utah (ASUU), the Office of the Dean of Students, or by other university leaders, who serve a one-year term; and

c. faculty members from the Consolidated Hearing Committee pool.

2. Each Hearing Committee shall be composed of a three-person panel selected from the pool of eligible Hearing Committee members.

a. The Hearing Committee shall consist of the Committee Chair, one Committee member of the same status as the Complainant (student, staff, or faculty), and one Committee member of the same status as the Respondent (student, staff, or faculty), subject to the following exceptions. In the interest of prompt resolution, a Committee may be convened without student representation during school breaks or other time periods that present student scheduling difficulties. No more than one student will serve on a Committee.

b. The Committee Chair shall be selected from the pool of eligible Committee members who have previously served on a Hearing Committee and will receive specific training relevant to their duties as Chair.

c. Parties may request that a Committee member or Committee Chair be disqualified based on bias or conflict of interest.

3. In order to provide an objective and fair hearing, each Hearing Committee shall take precautions against real or apparent conflicts of interest on the part of Committee members. Committee members shall recuse themselves in any case in which they have a personal bias or conflict of interest that would preclude their making a fair and objective decision. Committee members may not have a bias for or against the Complainant or Respondent generally or any individual Complainant or Respondent. A Committee member may be disqualified due to bias, conflict of interest, or for other good cause.

Alternates will be appointed as needed.

4. Prior to the hearing, if there is a challenge to the participation of any Committee member, the OEO Director shall review for potential conflict of interest or bias by the Committee member and may assign a different Committee member.

5. If there is a challenge to the participation of any Committee member during the hearing, the remaining Committee members shall hear that dispute and make a final decision about the participation of that member in the hearing.

P. General Provisions for Automatic Hearings and Requested Hearings.

1. If a Hearing Committee is formed, it shall serve as the decisionmaker (either as the initial decisionmaker or the decisionmaker for an appeal) with regard to allegations of Discrimination, including Sexual Misconduct and Retaliation, any associated disciplinary sanction or other corrective measures for the Respondent, and any remedies for the Complainant that are brought before it. The Committee shall make an independent judgment in objectively evaluating relevant evidence to reach a determination regarding responsibility, independent from the OEO Final Report, and if appropriate, a sanction, independent from the appropriate administrator.

2. Committee Chairs and other Committee members are prohibited from discussing any matter related to the hearing with the Parties or the witnesses, or with others before or after the hearing. Violation of privacy may result in dismissal from the Committee or other corrective action.

Q. Pre-Hearing Process.

1. Hearings should take place as soon as practicable. Although the OEO Hearing Coordinator may try to find a hearing date that will be convenient for all the Parties involved, the Hearing Coordinator and Committee Chair have the final authority for determining the date of the hearing.

2. The Committee, the Complainant, and the Respondent may request the appearance of witnesses at the hearing. It is the responsibility of the Party or the Committee calling a particular witness to encourage that witness to attend the hearing.

3. The Complainant and the Respondent may submit documentary evidence for consideration by the Committee. The Committee may also request additional documentary evidence.

4. At least 15 calendar days before the hearing, the Hearing Coordinator shall notify the Complainant and Respondent in writing, in either an electronic or hard copy format, of:

a. the date, time, location, Parties, and purpose of the hearing;

b. any additional documentary evidence that was not included in the OEO Final Report that the Committee is requesting from the Parties; and

c. of the applicable policies and associated rules and guidelines by which the proceedings will be governed.

5. At least 10 calendar days before the hearing, the Complainant and the Respondent must notify the Hearing Coordinator in writing and provide to the Hearing Coordinator:

a. the name and contact information of their selected Advisor, if any;

b. the name and contact information of their selected Support Person, if any;

c. a list of any witnesses they wish to speak on their behalf as well as contact information for each witness;

d. any additional documentary evidence to be submitted to the Committee, including information the Committee has requested from the Parties; and

e. any other requests for accommodations, including technological accommodations. Any request will be reviewed by the Director or Committee Chair and at the Director or Chair's request, the OEO Hearing Coordinator will make any appropriate accommodations.

6. At least five calendar days before the hearing, the Hearing Coordinator shall:

a. notify the Complainant and Respondent in writing of the names of all witnesses requested by the Parties and the Committee; and

b. provide copies of all evidence submitted to the OEO Hearing Coordinator that has not already been provided to the Parties.

R. Live Hearing Process.

1. Hearings shall be closed to the public.

2. Hearings shall be conducted remotely through electronic means, instead of in-person, when possible. These remote hearings shall include audio and video capabilities which will allow for Parties to simultaneously see, hear, and interact with the Committee, witnesses, and each other in real time as if physically present in the same location. All Parties must be clearly viewable on camera during the hearing. A Party may not attend a hearing in the form of a bot or avatar or an AI persona or other artificial person.

3. Recording of Hearings. The hearing, except for deliberations by the Committee, shall be recorded and a copy in electronic format shall be made available to either Party upon request at the requesting Party's expense.

4. Rules of Evidence. The Committee shall not be bound by strict rules of legal evidence or procedure and may consider any evidence it deems relevant. Consistent with other provisions of this rule, the Committee may not consider evidence related to a Party's privilege or a Party's personal medical documentation unless the Party has waived or consented to the consideration of that evidence.

5. The Hearing Committee shall use the Preponderance of the Evidence standard as the standard of proof to determine responsibility for Discrimination, including Sexual Misconduct and Retaliation.

6. Failure of Party to Participate.

a. For cases for which there is an automatic hearing, in the event either Party does not attend the hearing without prior notice to the Hearing Coordinator and good cause, the Committee may proceed with the hearing. If neither Party attends the hearing, without prior notification and good cause, both Parties waive the right to a hearing and any appeal rights. The OEO Final Report is therefore the Final Result and the recommended sanctions are final.

b. For requested hearings, if the Party who requested the hearing does not attend the hearing, without prior notification and good cause, the Party waives the right to a hearing and the right to appeal. The OEO Final Report is the Final Result and any proposed sanctions are final. If the other Party who did not request the hearing does not attend, the Hearing Committee may proceed with the hearing and take testimony and evidence and reach a decision.

c. The Hearing Committee may not draw an inference about the determination of responsibility based solely on a Party's or witness' decision not to participate in the hearing process; however, evidence for review is limited to that provided by Parties and witnesses who participate in the hearing process, and other evidence gathered by the OEO.

d. If a Party does not attend a hearing, their Advisor and Support Person may not attend the hearing.

7. The Complainant and the Respondent may each be accompanied at the hearing by one Advisor of their choice, who may be, but does not have to be, an attorney and who may participate in the hearing as provided in this rule. During the hearing, the Advisor may participate in opening and closing statements, and the presentation of evidence. The Advisor may not answer questions on behalf of a Party but may advise a Party with regard to the questions. Advisors are expected to act in a civil and professional manner and may not disrupt meetings or hearing proceedings.

a. For Automatic Hearings concerning matters of Sexual Misconduct, if a Party does not have an Advisor present at the hearing, the university shall provide an Advisor of the university's choice without fee or charge to the Party. The university appointed Advisor shall conduct cross-examination on behalf of that Party.

8. The Complainant and Respondent may each be accompanied at the hearing by one Support Person of their choice, who may attend but not participate in the hearing.

9. The Committee has authority to exclude from the hearing any Party, Advisor, Support Person, or other participant whose behavior the Committee finds disruptive after having provided a warning.

10. The Office of General Counsel may provide a staff attorney to be present at hearings to provide guidance to the Hearing Committee on substantive legal and procedural matters.

11. The OEO Investigator who conducted the investigation and authored the OEO Final Report may attend the hearing and be available for questioning.

12. Each Party and their Advisor, if any, shall have up to 45 minutes for personal or opening statements, presentation of evidence and questioning of witnesses, and concluding remarks. The Committee Chair shall have discretion to grant reasonable extensions of time when necessary. 13. Opening Statements. The Complainant and the Respondent shall each have an opportunity to make an opening or personal statement. The statement may describe the events that are the subject of the Complaint, the personal impact of the alleged conduct, the relief sought, a statement supporting or challenging the OEO Final Report, and any other relevant information. In addition to the personal statements by the Parties, each Party's Advisor, if any, shall have the opportunity to make an opening statement.

14. Presentation of Evidence. The Complainant and the Respondent, and their Advisors, if any, shall have an opportunity to present their narrative regarding the allegations of Discrimination. The Parties may also present other evidence.

a. If a Party presents documentary evidence at the hearing that was not previously provided to the other Party and the Committee prior to the hearing, the Committee Chair shall determine whether to admit such evidence.

15. The Committee, Complainant, and the Respondent shall have the opportunity to call and question witnesses.

16. The Committee may ask the appropriate university administrators to speak to the recommended sanction or corrective measures and remedies.

17. Concluding Remarks. The Committee shall conclude the hearing by providing an opportunity for the Parties to make concluding remarks. In addition to the concluding remarks by the Parties, each Party's Advisor, if any, shall have the opportunity to make a concluding statement. The Committee Chair shall then adjourn the hearing and begin private Committee deliberations.

18. Committee deliberations and voting shall be closed sessions from which all other persons are excluded, except, at the Committee's request, an advising attorney from the Office of General Counsel. The advising attorney may be present for deliberations but may not vote. The Committee in its discretion may take votes openly or by secret written ballot. A majority vote by the members of the Committee who attended the hearing shall be required for decisions. The OEO, including the Director, may not participate in the Committee's deliberations and shall have no vote.

S. Live Questioning and Cross Examination.

1. The Committee may ask questions of the Complainant, the Respondent, and any witness. The time of Committee questions and answers does not count against either Party's time.

2. The Hearing Committee must permit each Party, or their Advisor, consistent with this rule, to ask the OEO Consultant, the other Party, any witnesses, and any others providing testimony, all relevant questions and follow-up questions, including questions challenging credibility.

3. The Committee may not draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.

4. Proposing Questions.

a. For hearings that do not involve matters of Sexual Misconduct, the questioning of any person providing testimony (including the Parties, witnesses, and the OEO Consultant) shall be conducted directly, orally and in real time by the Party or their Advisor and must be directed through the Committee Chair (not directly to or at a Party or witness).

b. For hearings concerning matters of Sexual Misconduct, the cross-examination of any person providing testimony (including the Parties, witnesses, and the OEO Consultant) shall be conducted directly, orally and in real time by the Party's Advisor and not by the Party themselves and must be directed through the Committee Chair (not directly to or at a Party or witness).

5. Prior to any Party or witness answering a question, the Committee Chair must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

a. Questions and evidence about the Complainant's sexual predispositions or prior sexual behavior are not relevant, unless:

i. such questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; or

ii. if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent.

6. Only the person to whom a question is directed may answer (i.e., an Advisor shall not be permitted to answer questions on a Party's behalf).

T. Sanctions and Remedies.

1. Sanctions. The Committee shall determine the appropriate sanctions for the Respondent, if necessary. The Committee shall ensure that any sanctions are appropriate to end the prohibited conduct, to prevent further violation of policy, and remedy the effects of any violation.

a. The Committee shall review the sanction decision or sanction recommendation submitted by the appropriate administrator and may call that individual during the hearing to speak to the reasoning supporting the recommendation when making their decision.

b. In determining the appropriate sanction, the Committee shall consider the severity, persistence or pervasiveness of the misconduct; the egregiousness of the misconduct, including the use of weapons, drugs, or alcohol, if applicable; the impact of the misconduct on the Complainant; the impact or implications of the misconduct on the university community, prior misconduct by the Respondent, including the Respondent's relevant prior disciplinary history; whether the Respondent has accepted responsibility for the misconduct; the maintenance of a safe, nondiscriminatory and respectful working and learning environment; and any other mitigating, aggravating or compelling factors.

2. Remedies. The Committee shall make a determination regarding any appropriate remedies for the Complainant, if necessary, including but not limited to: reinstatement, transfer or reassignment of employees, Supportive Measures, implementing changes in programs and activities, providing training, separating Parties such as with a No Contact Directive, or other remedies designed to restore equal access to University Programs or Activities. The OEO Director is responsible for effective implementation of any remedies.

U. Post-Hearing Determination.

1. Within 10 calendar days after the conclusion of the hearing, the Committee shall provide its written determination ("Committee Report") to the OEO Hearing Coordinator who shall send the Committee Report to the Parties simultaneously. The Committee Report or accompanying notice and documentation shall include:

a. identification of the allegations potentially constituting Discrimination, including Sexual Misconduct or Retaliation, if applicable;

b. a description of the procedural steps taken from the receipt of the Formal Complaint through the Committee's determination, including any notifications to the Parties, interviews with the Parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

c. findings of fact supporting the determination;

d. conclusions regarding application of the relevant policies to the facts;

e. a statement of, and rationale for, the result as to each allegation including a determination regarding responsibility and any disciplinary sanctions the Committee imposes on the Respondent and whether remedies designed to restore or preserve equal access to the University Program or Activity will be provided to the Complainant; and

f. the procedures and permissible bases for the Parties to appeal.

V. Appeals.

1. Any Party may request an appeal of the Hearing Committee's decision by submitting a request in writing to the OEO Hearing Coordinator within five calendar days of notice of the Hearing Committee's decision.

2. The appealing Party (whether student, staff, or faculty) must articulate the applicable bases for their appeal, which must include at least one of the following:

a. a procedural irregularity that affected the outcome;

b. new evidence that could affect the outcome is now available that was not reasonably available at the time the Committee's determination was made; or

c. the Title IX Coordinator, investigator, or other decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome.

3. If a Party files an appeal:

a. The Hearing Coordinator must notify the other Party in writing that an appeal has been filed.

b. Appeal procedures will be applied equally to both Parties.

c. Each Party may provide a written statement in support of, or challenging, the Hearing Committee decision within five calendar days of the Hearing Coordinator's notice that an appeal has been filed. Parties are not provided the written statements of the other Party supporting or challenging the Hearing Committee decision.

4. Appeal to the Vice President or their designee.

a. In cases where either Party is not a faculty member, the Complainant or the Respondent may appeal the decision of the Hearing Committee to the cognizant vice president or their designee by submitting a request in writing to the Hearing Coordinator consistent with this rule. Failure to file a timely written request for appeal shall constitute a waiver of the right to an appeal. If there is no timely written request for an appeal, the Hearing Committee's decision becomes the Final Result.

b. The vice president or their designee shall have available for review all relevant documentation, including the Committee Report, any other materials presented to the Committee, the statements of the Parties supporting or opposing the appeal, and if requested by the vice president or their designee, a recording of the proceedings. The vice president or their designee may not base a decision on information not presented at the hearing unless the nature of that information is fairly communicated to the Parties and a reasonable opportunity to respond is given. The vice president or their designee may seek advice from neutral advisors.

c. The vice president or their designee shall issue the Final Result, the final and binding decision, in writing within 10 calendar days of their receipt of notice of the appeal. The written decision shall describe the result of the appeal and the rationale for the result. For good cause, the vice president or their designee may extend the ten-day period. The vice president or designee shall provide their decision to the Hearing Coordinator who shall simultaneously notify the Parties and their Advisors, if any, of the Final Result.

d. Any person reviewing an appeal may not have a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent in the matter submitted for appeal.

5. Appeal to the President or their designee.

a. If either Party is a faculty member, the Complainant and the Respondent may each appeal the decision of the Hearing Committee to the president of the university or their designee, by submitting a request in writing to the Hearing Coordinator consistent with this rule. Failure to file a timely written request for appeal shall constitute a waiver of the right to an appeal under this section. If there is no timely written request for an appeal, the Hearing Committee's decision becomes the Final Result.

b. The president or their designee shall have available for review all relevant documentation, including the Committee Report, any other materials presented to the Committee, and if requested by the president, a recording of the proceedings. The president may not base a decision on information not presented at the hearing unless the nature of that information is fairly communicated to the Parties and a reasonable opportunity to respond is given. The president may seek advice from neutral advisors.

c. The president or their designee shall issue the Final Result, the final and binding decision, in writing within 10 calendar days of their receipt of notice of the appeal. For good cause, the president or their designee may extend the ten-day period. The president shall provide their decision to the Hearing Coordinator who shall simultaneously notify the Parties and their Advisors, if any, of the Final Result.

Sections IV- VII are for user information and are not subject to the approval of the Academic Senate or the Board of Trustees. The Institutional Policy Committee, the Policy Owner, or the Policy Officer may update these sections at any time.

IV. Policies/ Rules, Procedures, Guidelines, Forms, and other Related Resources

A. Policies/ Rules.

1. Policy 1-012: University Non-discrimination Policy
2. Rule R1-012A: Non-Discrimination Rule
3. Rule R1-102C: Student Pregnancy or Related Conditions Rule

B. Procedures, Guidelines, and Forms.

1. Guideline 1-012A: Consent
2. Guideline 1-012B: Advisors and Support Persons

C. Other Related Resources.

V. References

A. Policy 1-012: University Non-discrimination Policy includes the list of references applicable under this rule.

VI. Contacts

The designated contact officials for this regulation are:

A. Policy Owner(s) (primary contact person for questions and advice): Director of the Office of Equal Opportunity and Title IX

B. Policy Officer(s): Vice President and General Counsel

See Rule 1-001 for information about the roles and authority of policy owners and policy officers.

VII. History

A. Current version. Revision 5.

1. Approved as an interim rule by President Randall with effective day of February 13, 2025. Effective as a final rule February 9, 2026.

2. Legislative History

3. Editorial Revisions

B. Previous Versions

1. Revision 4. Effective August 1, 2024

2. Revision 3. Effective March 16, 2022

a. Legislative History Revision 3.

3. Revision 2. Effective November 10, 2021

a. Legislative History Revision 2.

4. Revision 1: Effective August 12, 2020

5. Revision 0: Effective February 14, 2017

C. Renumbering

1. Not applicable.

Appendix 3

UNIVERSITY OF UTAH RESPONSE TO HAZING

Introduction

The University of Utah is dedicated to fostering a safe, inclusive, and respectful learning environment for all students. Hazing in any form is unacceptable and violates our community standards. This section provides resources and information about hazing prevention, reporting procedures, and the University's policies.

For more information about hazing and prevention at The University of Utah, please visit the hazing prevention website.

The University of Utah Hazing Guidelines

Guideline G6-400A: Hazing Guideline
Policy 6-400 includes engaging in hazing as a violation of the student behavior standards. This guideline provides the University community additional guidance on the types of situations and activities that comprise hazing. Hazing includes an activity that meets the definition of hazing in Policy 6-400. These activities include but are not limited to:

- brutality of a physical nature, such as paddling, whipping, beating, branding, forced calisthenics, exposure to the elements or harmful environments (temperature, noise, size, air quality, etc.);
- forced or coerced consumption of any food, liquid, alcoholic beverage, drug or other substance, or any other forced physical activity that would subject the individual to physical harm or mental stress, such as sleep deprivation, forced exclusion from social contact;
- forced or coerced conduct which could result in embarrassment, shame, humiliation, illegality or any other activity which would adversely affect the mental health, dignity, and/or academic performance and success of the individual; and Hazing may be exercised through direct action against another or through indirect action by encouraging and/or influencing another individual to commit or participate in an act of hazing. In addition, a failure to address and/or report an act of hazing committed against another individual may also be considered a violation of the student behavior standards.

The implied or expressed consent of any person toward whom an act of hazing is directed is not a defense. Assertions that the conduct or activity was/was not part of an official organizational, team or group event or was/was not officially sanctioned or approved by the organization, team or group are also not a defense.

Any group, team or organization may be held accountable for the actions of any of its members if a member violates the hazing student behavior standard. Group misconduct need not be officially approved by the entire membership in order to be considered grounds for possible disciplinary action against the group. There is no minimum number of group members who must be involved in an incident before disciplinary action may be taken against the entire group. In some instances, the conduct of a single member may provide sufficient grounds for action against the entire group. An appropriate but not exhaustive test to determine whether a group may be held accountable for the conduct of individuals is to ask whether it is likely that the individuals would have been

involved in the incident if they were not members of the group, team or organization or, if, by association with the group the incident was encouraged, fostered, or negligently allowed.

Categories of Hazing

Hazing falls into three categories: subtle, harassment, and violent. It is impossible to list all possible hazing behaviors because many are context-specific. While this is not an all-inclusive list, it provides some common examples of traditions that may be hazing, and therefore violate the student behavior standards.

Subtle Hazing:

Activities and/or behaviors that emphasize a power imbalance between members of the group, organization or team. Termed "subtle hazing" because these types of hazing are often taken-for-granted or accepted as "harmless", "tradition" or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place members on the receiving end of ridicule, embarrassment, and/or humiliation. Members often feel the need to endure subtle hazing to feel like part of the group, organization or team.

Examples:

- Deception or misleading information, acts or expectations
- Social isolation: Actively ignoring or preventing interactions with other group members
- Depriving privileges granted to other members
- Required silence periods with implied threats for violation
- Requiring individuals to carry items for others for no constructive purpose (books, handbooks, paddles, weapons, bricks, etc.); expecting said items to always be in one's possession; requiring obtaining signatures of members or others on said items
- Stealing or withholding items (I.e. membership books, pins, attire) with the expectation of an act necessary to have item returned (I.e. acts of servitude, performance, gifts, or compensation)
- Expectation to perform personal service for other members such as carrying books, running errands, driving, laundry, cooking or cleaning, purchasing items on another's behalf, completing another's academic assignments, etc. that is not an expectation of all members.
- Requiring the removal, damage or stealing of property
- Name calling, demeaning or derogatory nicknames
- Attempting to instill fear related to specific events (I.e. initiation, Big/Little, etc.)
- Requiring the formal addressing of members with titles (Mr./Miss/Sir) and/or subservient behavior (not permitted to make eye contact, use names, etc.)

Harassment Hazing:

Activities and/or behaviors that would have the tendency to cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress. Some types of harassment hazing can also be considered violent hazing.

Examples:

- Verbal abuse, threats or implied threats
- Requiring morally or ethically questionable quests, treasure hunts, scavenger hunts or similar activities
- Stunts, skits, chants or performances by oneself or with a small group of others with degrading, crude or humiliating acts; activity not related to event, athletic competition or membership
- Required to wear humiliating or embarrassing attire

- Sleep deprivation
- Line-ups, quizzing and/or experiences held under pressure or during uncomfortable situations that require knowledge of information unrelated, meaningless or not necessary for organizational membership with no constructive or educational purpose
- Forced or coerced physical activity which creates excessive fatigue
- Sexual simulations or required viewing of sex acts
- Required harassment of others
- Interfering with personal hygiene schedules
- Interfering with an individual's ability to maintain and uphold academic expectations, preparation, schedule and standards
- Requiring behavior that disrupts community or University activities

Violent Hazing:

Activities and/or behaviors that have the potential to cause physical and/or emotional, or psychological harm.

Examples:

- Forced or coerced alcoholic or non-alcohol beverage consumption, drug consumption or consumption of a vile substance
- Deprivation of food, water or resources necessary for physical, emotional or mental wellness
- Beating, paddling, burning, branding or other forms of assault
- Forced or coerced abuse or mistreatment of animals.
- Exposure to extreme weather or environments without appropriate clothing or protection
- Abduction/kidnap
- Forced or coerced sexual acts or violations (w/ self or others)
- Public nudity
- Bondage
- Expecting illegal activity

Campus Security Policy on Hazing

Policy 1-011

Hazing

1. Hazing is prohibited. University of Utah students, employees, or volunteers may not engage in Hazing of a student.
    a. Anyone who learns that Hazing of a student has occurred should report it to the university as soon as practically possible.
2. The university must provide students, staff, and faculty access to research-informed Hazing prevention training.
    a. The training must include current policies relating to Hazing, how to report incidents of Hazing, the process used to investigate incidents of Hazing, and information on applicable local, state, and tribal laws on Hazing.
    b. The training should also include primary prevention strategies and components such as skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without Hazing.

3. The university must produce and update the CHTR at least twice each year in accordance with federal law. The university publishes the CHTR on the Office of the Dean of Students' website.
4. The university must include Hazing incidents and relevant policies in the ASR.

Student Rights & Responsibilities about Hazing

Policy 6-400: Student Rights and Responsibilities

A. Student Responsibilities

A University Student has the following responsibilities:

1. not denying the rights described in Section III.A to other members of the University community;
2. upholding and following the behavior standards and all policies and rules applicable to behavior in academic and other University related environments;
3. obeying all applicable University regulations and all local, state, and federal laws;
4. respecting the learning environment;
5. planning a program of study appropriate to the Student's educational goals;
6. using University property and facilities in support of the Student's education while being mindful of the rights of others to use University property and facilities;
7. monitoring the Student's Umail account and reading emails in a timely fashion. Umail is the University's official means of communication, and the University reserves the right to send official communications to Students by email with the full expectation that Students will receive email and read these emails promptly;
8. upholding and maintaining academic conduct standards and professional and ethical standards as described in Policy 6-410; and
9. being responsible for the Student's behavior and respecting the rights and dignity of others both within and outside of the University community.

B. University Jurisdiction over Student Behavior

1. The University may address a Student's Behavior Standards Violation through the process described in this policy if the Behavior Standards Violation:
    a. occurs on University Premises, at a University activity, on premises over which the University has supervisory responsibility, or on public property adjacent to University Premises;
    b. is directed at a member of the University community regardless of where the behavior occurs; or
    c. is a criminal act that undermines the security of the University community, undermines the integrity of the educational process, or poses a serious threat to others regardless of where the behavior occurs and against whom the behavior is directed, as determined by the dean of students.

C. Student Behavior Standards

Students who engage in any of the following behaviors after applying to the University, after being admitted to the University, or while registered at the University may be subject to the processes described in this policy, including Sanctions or Informal Resolution Agreements. In addition, the University may consider whether an applicant for admission to the University has engaged in these behaviors in making admissions decisions regarding the applicant and may rescind an individual's admission if the individual has engaged in these behaviors after applying to the University. A Behavior Standards Violation motivated by bias or prejudice is listed as a separate violation to reflect the greater seriousness of the behavior and to ensure that Behavior Standard Violations that are motivated by a Student's bias or prejudice against another individual's or group's identity receive enhanced Sanctions.

1. Acts of dishonesty, including but not limited to the following:
    a. providing false or misleading information to a University employee;
    b. forgery, alteration, or misuse of any University document or record, including an identification card;
    c. stealing or attempting to steal University property or misusing University property; or
    d. engaging in multiple acts or a single egregious act of academic misconduct described in Policy 6-410.
2. Committing acts of discrimination or sexual misconduct as defined in Rule 1- 012.
3. Damaging or vandalizing University property or resources, or the property of others.
4. Disruption or obstruction of teaching, research, patient care, administration, disciplinary proceedings, or other University activities.
5. Failing to comply with the directives of a University employee who is acting within the course and scope of the employee's University duties.
6. Engaging in hazing. Hazing is an act:
    a. in which a group or individual knowingly, intentionally, recklessly, negligently engages in behavior that has the tendency to humiliate, degrade, ridicule, harass, or embarrass another person or endangers the mental, emotional, or physical health safety or wellbeing of another person regardless of the other person's willingness to participate; and
    b. that is committed as the result of a person's initiation into, admission into, affiliation with, holding office in, or continued membership in any organization, team, or group.
7. Knowingly violating the terms of a Sanction imposed for any prior violation of any University regulation or of a temporary administrative suspension.
8. Making excessive or unwarranted demands to University employees for services or assistance that substantially interfere with carrying out University activities after the University has issued a final decision(s) about an issue or request.
9. Possessing, using, or storing a dangerous weapon other than a firearm, including an incendiary device, explosive, or chemical.
10. Possessing, using, or storing a firearm in violation of state or federal law.
11. Repeatedly violating Commuter Services policies and procedures.

12. Retaliating against any person who has reported a Behavior Standards Violation or academic misconduct or professional or ethical misconduct described in Policy 6-410 to a University official, or against any person who has participated in the process of investigation and resolution of a report of a Behavior Standards Violation.
13. Selling or distributing information representing the work product of a Faculty Member or other course instructor to a commercial entity without the express written permission of the Faculty Member or other course instructor.
14. Threatening, endangering, or damaging the health or safety of any member of the University community or any other person. These acts include, but are not limited to, physical assault, true threats, intimidation, and coercion, whether the Student engages in the act in person or electronically, such as through e-mail, text message, or social media.
15. Using University equipment or resources to carry out unauthorized distribution of copyrighted material, including unauthorized peer-to-peer file sharing.
16. Using, possessing, or distributing alcoholic beverages, except as permitted by law and University regulations.
17. Using, possessing, or distributing alcoholic beverages during an off-campus University activity, including but not limited to a field trip or a study abroad, if a University official responsible for the activity informs participants that such use, possession, or distribution of alcoholic beverages is prohibited during the off-campus activity.
18. Using tobacco, including smoking or using e-cigarettes in violation of Rule R3-300A: Tobacco Free Campus.
19. Using, possessing, or distributing any narcotic, other controlled substance, or drug paraphernalia, except as permitted by state or federal law or University regulation.
20. Using University property, equipment, facilities, or resources in an unauthorized manner, including unauthorized entry into a nonpublic area of any University room, building, or premises.
21. Violating a federal, state, or local civil or criminal law.
22. Violating a published University policy or rule.
23. Violating community standards established by Housing and Residential Education.
24. Bias or prejudice motivated Behavior Standards Violations. Any Behavior Standards violation described in Sections III.D.1 through 23 that is determined to be motivated by a Student's bias or prejudice against a victim or group because the victim or group belongs to a class protected under Policy 1-012 University Non-Discrimination Policy, may receive an enhanced Sanction. For example, an act of vandalism that might normally result in a short-term suspension, if motivated by bias or prejudice, may result in a longer-term suspension or even dismissal.

D. Amnesty for Seeking Medical Attention or Reporting Violent Acts

1. If an individual acts in good faith to report a violent act against the individual or another person, including domestic violence, stalking, hazing, or sexual misconduct, the individual will not be subject to disciplinary action for alcohol and/or drug use or another minor Behavior Standards Violation occurring at or near the time of the incident being reported.
2. A Student who seeks emergency medical attention for the Student or someone else related to use of drugs or alcohol will not be subject to disciplinary action for alcohol and/or drug use or another minor Behavior Standards Violation occurring at or near the time of the incident being reported.

3. Amnesty described in this section generally does not apply to a Student who comes into contact with law enforcement, Housing and Residential Education staff, or other University employees if the contact is initiated by the law enforcement, Housing and Residential Education, or other University employee.
4. If a Student engages in egregious or repeated Behavior Standards Violations, the University may address the Behavior Standards Violations regardless of the manner in which an incident was reported.

E. Violations of Behavior Standards in General

1. A Respondent will be afforded due process and is entitled to a presumption of innocence. The University shall use the Preponderance of Evidence Standard to determine whether a Respondent engaged in a Behavior Standards Violation.
2. If a Behavior Standards Violation results in a Sanction, the Sanction takes effect upon acceptance by the Respondent, expiration of the timeframe in which a Respondent may submit a timely appeal, or another date determined by the dean of students or director of housing and residential education.
3. Each party, including the individual who submitted the Report, the Respondent, and the University has a right to have an advisor of their choice, including legal counsel, assist the party during all parts of the process for addressing Behavior Standards Violations.
4. A Party may waive their rights described in this policy.
5. Any University official with duties and responsibilities described in this policy and related regulations may delegate any duties described to a designee. Any references to an individual's position title, such as the dean of students, are considered references to that individual or that individual's designee.
6. All participants in a resolution process described in this policy shall take reasonable steps to protect the rights of and, to the extent appropriate and allowed by law, the confidentiality of all parties involved in any proceedings.
7. The dean of students may place a hold on a Student's records or ability to register pending the resolution of proceedings under this policy.
8. The dean of students may extend the timelines for addressing allegations of Behavior Standards Violations described in this policy and Procedure P6- 400A in the interest of fairness to the Respondent or the victim.
9. The vice president for student affairs may impose a temporary administrative suspension from the University and/or any University activity on a Respondent before the resolution of the related proceedings for the purpose for separating the Respondent from the University while resolving the behavior if the vice president for student affairs determines that the temporary administrative suspension is necessary to protect the health or well-being of a member of the University community or a member of the public or to prevent serious disruption of the program or activity or the academic process more generally.
    a. The vice president for student affairs shall provide the Respondent with an opportunity to meet to present the Respondent's views and object to the temporary administrative suspension. This meeting shall take place prior to the temporary administrative suspension taking effect or as soon as possible, and the alleged Behavior Standards Violations shall be resolved as expeditiously as possible.

b. Unless agreed to by the vice president for student affairs and the Respondent, a Respondent who is subject to a temporary administrative suspension may not attend classes, including online classes, and is not allowed on University premises, except to seek appropriate medical care.

F. Other Related Proceedings

1. If the filing of a Report or an appeal described in this policy raises issues of academic misconduct or professional and ethical misconduct described in Policy 6-410, the dean of students shall immediately notify the involved Faculty Member or other course instructor and dean of the Respondent's college or cognizant senior vice president, and these individuals shall determine the appropriate procedure(s) for addressing the Report or the appeal.
    a. An act that is a Behavior Standards Violation and is also academic misconduct or professional or ethical misconduct may be addressed through both the process described in this policy and the process described in Policy 6-410 and receive a more severe Sanction.
2. The University shall investigate and resolve allegations of Behavior Standards Violations that are discrimination or sexual misconduct as described in Policy 1-012 and related regulations. If a Report includes discrimination or sexual misconduct and other acts that violate the behavior standards, the University shall investigate the allegations concurrently and address the allegations in accordance with Policy 1-012
3. The dean of students may postpone proceedings described in this policy if:
    a. the alleged Violation of the Behavior Standards is also the subject of ongoing criminal or civil enforcement proceedings brought by federal, state, or local authorities; and
    b. postponing the proceedings serves the best interests of the University or better facilitates the administration of justice by federal, state, or local authorities.

G. Reporting Violations of Behavior Standards and Initial Review

1. Any person directly aggrieved by a Student's behavior described in Section III.D, a Student, or a University employee, may submit a Report that a Student violated the behavior standards to the dean of students or, if the alleged violation occurred in University housing, to the director of housing and residential education.
    a. The director of housing and residential education shall notify the dean of students of any Reports received.
    b. An individual shall submit a Report within a timely manner of becoming aware of the alleged behavior.
    c. A person who knowingly or intentionally files a false Report may be subject to disciplinary action.
2. The dean of students shall dismiss a Report that does not describe an alleged Behavior Standards Violation.
3. The dean of students may assign to the director of housing and residential education responsibility for addressing a Report in which the alleged Behavior Standards Violations occurred in University housing.
    a. The director of the housing and residential education shall follow the requirements established in this policy and related regulations when addressing a Behavior Standards Violation.
4. The dean of students, or the director of the office of housing and residential education if the case has been assigned to the director of housing and residential education, shall assign a Student Accountability Officer for a Report.

5. If the Report may result in the suspension or dismissal of the Respondent, the University must resolve the Report through the Hearing process described in Section III.L. For all other Reports, the University resolves the allegation through the informal resolution process described in Section III.J or the formal resolution process described in Section III K.

H. Notification and Initial Meeting for all Reports

1. The Student Accountability Officer shall provide a notice to the Respondent, including that the Respondent has the right to an advisor, who may be an attorney throughout the resolution process and all other information described in Procedure P6-400A.
2. The Student Accountability Officer shall review the evidence in the case, which may include interviewing witnesses or the victim.
3. The Student Accountability Officer shall provide the Respondent with the opportunity to meet to discuss the Report. The Student Accountability Officer may not interview the Respondent before notifying the Respondent of the allegations. If the Report may result in the suspension or dismissal of the Respondent, the Student Accountability Officer may hold an initial meeting with the Respondent to discuss the report and gather information but must resolve the Report through the Hearing process described in Section III.L.
    a. If the Respondent does not respond to the Student Accountability Officer or fails to appear at a scheduled meeting without good cause and Notice to the Student Accountability Officer, the Student Accountability Officer may proceed with formal resolution or a Hearing as appropriate.
    b. A Respondent may have their advisor, including an attorney, participate in and advocate on their behalf during the meeting to discuss the allegations.
    c. At the request of the Student Accountability Officer, a representative of the University's Office of General Counsel may be present at the meeting to provide guidance on laws, University regulations, or procedural matters.
    d. During the meeting with the Respondent, the Student Accountability Officer shall determine the appropriate resolution process for the report – informal resolution, formal resolution, or a Hearing.
    e. If the Report may result in the suspension or dismissal of the Respondent, and therefore requires a Hearing, the Student Accountability Officer shall:
        i. inform the Respondent of their right to a Hearing with a neutral decision-maker; and
        ii. inform the Respondent of their right to acknowledge responsibility for the alleged Violation and accept the Student Accountability Officer's Recommended Sanction(s) without a Hearing.
4. For all other reports, the Student Accountability Officer shall use the Preponderance of Evidence Standard to determine whether the Respondent acted in Violation of the Behavior Standards and resolve the Report through either the informal resolution process or the formal resolution process.

I. Informal Resolution

1. The University may resolve a Behavior Standards Violation informally only if recommended by the Student Accountability Officer and agreed to by the Respondent and any victim directly impacted by the behavior.

a. A Respondent may not try to coerce, convince, or encourage a reporting party to participate in informal resolution.

b. An informal resolution process may include alternative dispute resolution, facilitated dialogue, or other measures aimed at education and restoring the community.

c. As part of the informal resolution process, the parties may enter into an Informal Resolution Agreement

d. If, at any point, the Respondent fails to engage in informal resolution, the parties are unable to reach an Informal Resolution Agreement, or the Respondent fails to comply with the terms and conditions of the Informal Resolution Agreement, the Student Accountability Officer may resolve the issue formally.

2. A Respondent may not appeal an Informal Resolution Agreement.

3. If the Student Accountability Officer determines that informal resolution is not appropriate, including because a party, including a victim, does not agree to informal resolution or the Respondent fails to respond to the request to meet, the Student Accountability Officer shall proceed with formal resolution and may impose a Sanction.

4. Informal resolution may result in similar consequences for a Respondent as formal resolution; however, when arrived at through informal resolution, these consequences are part of an Informal Resolution Agreement and are not included on a Student's Disciplinary Record. These consequences may include but are not limited to a written reprimand, a requirement to complete educational classes, the loss of certain University privileges, or a requirement to engage in community service.

5. Following an informal resolution, the Student Accountability Officer shall provide the Respondent with a written description of the resolution including the information described in Procedure P6-400A.

6. If the Respondent does not comply with the terms of the Informal Resolution Outcome Agreement, the Respondent shall be referred to the formal resolution process and may receive a Sanction.

J. Formal Resolution

1. For an alleged Behavior Standards Violations that is not resolved through informal resolution and that will not result in a Sanction of suspension or dismissal from the University, the Student Accountability Officer shall determine, based on the Preponderance of Evidence, whether the alleged Behavior Standards Violation occurred and, if so, the appropriate Sanction for the conduct.

2. Parties involved in a formal resolution may instead resolve the issue through the informal resolution process described in Section III.J at any point in the process if agreed to by mutual consent of all parties, including the Respondent, the Office of the Dean of Students, and, if applicable, the victim.

3. Following a meeting that results in formal resolution, the Dean of Students or Director of Housing and Residential Education shall provide written notification to the Respondent of the Sanction. If the alleged violation includes a crime of violence, the Dean of Students shall also notify the victim of the Sanction.

4. A Sanction imposed through Formal Resolution is included on a Student's Disciplinary Record and is final unless the Respondent appeals the Sanction and the Sanction is revised.

5. A Respondent who receives a Sanction may appeal the Sanction through the process described in Section III.N. However, if the Respondent fails to respond to the initial notification or fails to attend the meeting with the Student Accountability Officer without good cause and notice to the Student Accountability Officer, the Respondent may not appeal the Sanction.

K. Hearings for Allegations that may result in Sanctions of Suspension or Dismissal from the University or Revocation of a Degree or Certificate

1. The dean of students may only impose a Sanction of suspension or dismissal from the University, or revocation of a degree or certificate for the most egregious Behavior Standards Violations and only after following the process described in this section. The University shall conduct a Hearing in an impartial manner free from conflicts of interest.
2. Prior to a Hearing, the Student Accountability Officer shall provide a Notification to the Respondent that includes the information described in Procedure P6-400A.
3. The Student Accountability Officer shall provide a Notification to the Victim that includes the information described in Procedure P6-400A. If the victim declines to participate in the Hearing process, no further notice or interaction with the victim is necessary from the Student Accountability Officer.
4. The Student Accountability Officer may not serve as the decision-maker in a Hearing. Instead, the dean of students shall assign another impartial employee as the decision-maker.
5. The Hearing shall include opening and closing statements from the parties, the introduction of evidence, an opportunity for witnesses to address the decision-maker, and an opportunity for each party to conduct cross examination.
6. If the Respondent does not respond to the Student Accountability Officer or fails to appear at the Hearing without good cause and Notice to the Student Accountability Officer, the University may proceed with the Hearing and may impose a Sanction without the Respondent. A Respondent who does not respond forfeits the right to appeal a Sanction.
7. Following the Hearing, the decision-maker shall use the Preponderance of Evidence Standard to determine whether the Respondent Violated the Behavior Standards and, if so, impose a Sanction.
8. The University may impose a Sanction without a Hearing if the Respondent waives their right to a Hearing, takes responsibility for the Behavior Standards Violation, and accepts the Sanction.
    a. If a Respondent takes responsibility for the Behavior Standards Violation and accepts the Sanction, the Sanction is final, and the Respondent may not appeal the Sanction.
9. A Sanction imposed following a Hearing is final unless the Respondent appeals the Sanction and the Sanction is revised.
10. A Respondent who receives a Sanction may appeal the Sanction through the process described in Section III.N. However, if the Respondent fails to respond to the initial notification or fails to attend the Hearing without good cause and notice to the Student Accountability Officer, the Respondent may not appeal the Sanction.

L. Sanctions of Suspension or Dismissal from the University

1. A suspension shall be imposed for between one semester and five years.
    a. During the period of suspension, the Respondent is denied all privileges afforded to a Student and may not enroll in courses.
    b. As part of a suspension, a suspended Student is prohibited from being present on University Premises except to seek appropriate medical care unless otherwise specified in the terms of the Suspension.

c. To re-enroll in the University, a Student who receives a suspension must reapply for admission to the University, meet admission requirements, and must have fulfilled any other requirements of the suspension.

d. The transcript of a Student who is subject to a Sanction of suspension includes a note of the suspension as described in Policy 6-411.

2. Dismissal from the University is final.

a. A Student dismissed from the University for Violating the Behavior Standards may not petition for reinstatement or apply for admission to the University.

b. As part of a dismissal, the University may prohibit the Student from being present on University premises except to seek appropriate medical care.

c. The transcript of a Student who is subject to a Sanction of dismissal includes a permanent note of the dismissal as described in Policy 6-411.

M. Appeals of Sanctions to Student Behavior Committee

1. The Student Behavior Committee is established to decide appeals of Sanctions for Behavior Standards Violations.

a. The Student Behavior Committee consists of a pool of members representing Faculty, Students, and Staff as described in Procedure 6- 400A.

b. A panel of five members of the Student Behavior Committee shall hear each appeal.

2. A Respondent may submit a timely appeal of a Sanction to the dean of students on one or more of the following allowable bases:

a. the Respondent has evidence that was not reasonably available at the time the decision-maker imposed the sanction;

b. the Sanction resulted from a process that had procedural defects that resulted in the denial of fairness or due process; or

c. the Sanction is Arbitrary and Capricious.

3. The dean of students shall convene an Appeal Panel for any appeal that is timely and on an allowable basis. The dean of students may decline to convene an Appeal Panel if the appeal is not on allowable basis.

4. The Appeal Panel shall consider an appeal and either:

a. deny the appeal and uphold the Sanction; or

b. grant the appeal and revoke or modify the Sanction.

5. An Appeal Panel may consider an appeal at a meeting of just Appeal Panel members, in a meeting with the Respondent, or in a meeting with all Parties, at the discretion of the Appeal Panel.

6. For a Sanction other than suspension or dismissal from the University or a revocation of a degree or certificate, the Appeal Panel's decision is final and may not be appealed.

7. For a Sanction of suspension or dismissal from the University or a revocation of a degree or certificate, the Respondent may appeal the Student Behavior Committee's decision to the vice president for student affairs as described in Section III.O.

8. A Sanction upheld or imposed by the Appeal Panel takes effect upon acceptance by the Respondent, after the expiration of the time period in which the Respondent may file a timely appeal to the vice president for student affairs, or on another date determined by the Appeal Panel.

N. Appeal to Vice President for Student Affairs

1. A Respondent may submit a timely appeal of an Appeal Panel decision related to a Sanction of suspension or dismissal from the University or revocation of a degree or certificate to the vice president for student affairs on one or more of the following bases:
    a. the Respondent has evidence that was not reasonably available at the time of the Appeal Panel;
    b. the decision resulted from a process that had procedural defects that resulted in the denial of fairness or due process; or
    c. the decision is Arbitrary and Capricious.
2. The vice president for student affairs shall consider the appeal and:
    a. deny the appeal and uphold the Sanction;
    b. grant the appeal and revoke or modify the Sanction; or
    c. recommend that the Student Behavior Committee reconsider the Sanction and original appeal.
3. The vice president for student affairs' decision is final, and any Sanction imposed is effective immediately upon Notification to the Respondent of the determination or another date determined by the vice president for student affairs.

O. Student Disciplinary Records and Transcripts

1. Records of proceedings described in this policy shall be confidential to the extent required by law. Records of Behavior Standards Violations shall be kept in the Office of the Dean of Students, and a copy may be retained in other academic departments as appropriate.
2. A University employee shall comply with the Family Educational Rights and Privacy Act, 20 U.S.C. 1232g and Utah Code Title 63G, Chapter 2, Government Records and Management Act when providing information to a person or entity concerning a Student's Behavior Standards Violation.
3. The University may only include a note of a Disciplinary Record on a Student's transcript as permitted by Policy 6-411.
4. The dean of students may, within their sole discretion, expunge a Student's Disciplinary Record if the Student:
    a. petitions to have the Disciplinary Record expunged; and
    b. the record concerns a Sanction other than a suspension or dismissal from the University or revocation of a degree or certificate

Hazing is at odds with the educational mission of the university, the university's commitment to community safety, and the university's commitment to ensuring that students can engage fully with campus opportunities in a manner that is free from harm.

Accordingly:

1. Hazing is prohibited. No University of Utah student, employee, or volunteer may commit hazing of a student.

(a) Anyone who learns that hazing of a student has occurred or that hazing activities have occurred within a student organization should report it to the university as soon as practically possible.

2. Campus-wide training must be provided.

(a) Access to research-informed hazing prevention education must be provided campus-wide and be designed to reach students, staff, and faculty.

(i) Hazing prevention education must include current policies relating to hazing (as defined by the university), how to report incidents of such hazing, the process used to investigate such incidents of hazing, and information on applicable local, State, and Tribal laws on hazing.

(ii) Hazing prevention education should include primary prevention strategies components such as skill-building for bystander intervention, information about ethical leadership, and/or the promotion of strategies for building group cohesion without hazing.

(3) Campus hazing transparency report.

(a) The campus must produce and update the Campus Hazing Transparency Report at least twice a year in accordance with federal law. The campus must include hazing incidents and relevant policies in the University of Utah annual security report, in accordance with the Stop Campus Hazing Act amendment to the Jeanne Clery Campus Safety Act.

Hazing Prevention and Awareness Programs

The University of Utah uses both hazing prevention strategies and hazing awareness strategies so hazing can be identified. Some of the trainings include:

Check on U-Tah: Bystander Invention Training- This workshop empowers students to check on their community members and prevent harm from occurring. Discusses how social norms and everyday barriers perpetuate harm and prevent community support. Participants will leave the workshop with increased social wellness skills such as noticing harm, and holding one another accountable.

Check on U-Tah: Hazing Edition: This workshop covers bystander intervention and incorporates practical scenarios that help students identify how they can intervene in hazing situations.

Compassionate Responses: This workshop is for anyone wondering what to do when someone discloses that they have experienced violence, abuse or harm. We will cover topics such as: knowing when you need to mandatorily report, practice supporting an individual during a disclosure, and creating a self-care plan after a disclosure. Together we will go over these topics, answer questions, and gain skills to reduce further harm during disclosures. After this workshop you should feel better equipped to navigate disclosures of harm, have a clearer understanding of your role as a mandatory reporter, and how to refer survivors to an advocate.

Fraternities 101: Let's begin to explore the nuances of fraternity membership and unpack the implications and impact this group can have on campus and the world you live in. Build a deeper understanding of the societal expectations of men (broadly) and fraternity men (specifically), and highlight the real vs. the ideal. identify the dominant story of masculinity and how it connects to harm and mental health. Discuss benefits and consequences to upholding the image of the "Ideal Man".

Sororities 101: Let's begin to explore the nuances of sorority membership and unpack the implications and impact this group can have on campus and the world you live in. Identify the stereotypes and expectations sorority women face and how they impact both individuals and the entire community. Understand what a double standard is, how it is harmful, and what we can do to overcome the double standards that are forced upon us. List examples of ways you can be empowered by your community. Identify strategies to create an empowering environment for your sorority.

You Can Make a Difference: In this workshop participants will learn how to support someone who may be experiencing a mental health challenge or other form of distress. We will discuss signs to look for, helpful resources, and strategies to connect or intervene safely, empathetically, and in a trauma-informed way.

Community Standards Courses: At the University of Utah, we want students' continued education to be successful and engaging, and we care about the safety and well-being of our campus community. With this in mind, the University of Utah requires all students to complete **Sexual Assault Prevention training once a year**. Additional trainings are available to students, covering topics such as: Mental Well-being, Understanding Alcohol & Other Drugs, Hazing Awareness and Prevention, Student Expression

Respectful Culture at the University of Utah (Abusive Conduct): This course will focus on that abusive conduct that means physical, verbal, or nonverbal conduct by an employee toward another employee (such as derogatory remarks, insults, or epithets) that based on the severity, nature, or frequency of the conduct, a reasonable person would determine any of the following: Intends to intimidate, humiliate, or cause unwarranted distress; Exploits an employee's known physical or psychological disability; or is unwarranted and results in substantial physical or psychological harm as a result of intimidation, humiliation, or distress. Once identified, how to report to the correct locations on campus.

Above is only a list of some of the trainings offered at the University of Utah, for an updated list of course that are always being added or subtracted, please visit the Office of the Dean of Students Website-Hazing Prevention Resources.