

# **Trinity College of Nursing & Health Sciences**

## **2026 ANNUAL SECURITY REPORT**

### **Introduction**

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of Trinity College of Nursing and Health Sciences ("College") with information on: the College's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the College will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

### **Policy for Preparing the Annual Report**

This report is prepared by the Former Director of Student Services in cooperation with local law enforcement authorities and includes information provided by them as well as by the College's campus security authorities and various other elements of the College. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting Mathew Oles, Trinity College of Nursing & Health Sciences, 2122 25th Ave., Rock Island, IL, 61201. The College is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.

### **General Safety and Security Policies**

#### **Campus Security Personnel & Relationship with Local Law Enforcement**

The College does not have a campus security or police department.

While the College does not have any written agreements with local law enforcement agencies, it does maintain a close working relationship with local police.

#### **Campus Security Authorities**

The College has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the College's annual report of crime statistics. The campus security authorities to whom the College would prefer that crimes be reported are listed below.

- UnityPoint Health - Trinity Security Department at 309-779-5828
- Chief, Augustana Police Department at Thomas M. Phillis | 309-794-7279 | TomPhillis@augustana.edu
- Dean of Nursing & Health Sciences at Misty Stick-Mueller | 309-794-7584 | mistystickmueller@augustana.edu

## **Reporting a Crime or Emergency**

The College encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the College, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

- Situations that pose an imminent danger or while a crime is in progress should be reported to local law enforcement by calling 911 from any campus phone or cell phone. Keep in mind that the individual making the call from a cell phone will need to provide the address where the emergency has occurred.
  - Dialing 309-794-7279 will reach the Chief of Police with Augustana College.
  - Dialing 309-779-5828 will reach the UnityPoint Health-Trinity Medical Center Emergency Operator, which is covered by the UnityPoint Health-Trinity Security Department.
- Students, staff, and visitors should report criminal actions, accidents, injuries, or other emergency incidents to one of the campus security authorities identified above. Once reported, the individual making the report will be encouraged to also report it to appropriate police agencies. If requested, a member of the College staff will assist a student in making the report to the police.
- Anonymous incident reports can also be made online using the Incident Report Form on the College website.

## **Confidential Reporting**

The College will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim's identity.

The College will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim, or disciplining the perpetrator will know the victim's identity.

College employees who have the authority to take corrective action (President, Deans, Directors, and faculty members) must report Sexual Harassment to the Title IX Coordinator when they receive a report of such conduct, witness such conduct, or otherwise obtain

information about such conduct. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the College disciplinary system, or the criminal justice system, is nevertheless encouraged to make a confidential report to a campus security authority. With the victim's permission, a report of the details of the incident can be filed without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the College take appropriate steps to ensure the future safety of the victim and others. With such information, the College can keep an accurate record of the number of incidents involving students, determine where a pattern of crime may be developing, and alert the community to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the College.

The College does not employ any pastoral or professional counselors and thus does not have procedures for these positions to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

The College encourages its pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics.

## **Security of and Access to Campus Facilities**

During business hours, the College is open to students, parents, employees, and visitors. The doors to the building are locked. Employees and students are able to access the building with an identification badge. All visitors must schedule an appointment or call the front desk to access the building. During non-business hours, the student success center, resources room, and student commons are accessible only by identification badge. The badge will operate a single door at the main entrance to the College and the south emergency exit. Several internal rooms requiring badge access include the quiet study room and the computer lab. As an additional safety measure, located in all classrooms is a red panic alarm located near the classroom door. Activation of the panic alarm notifies Per Mar Security (a full-service security firm) to contact both the UnityPoint Health-Trinity Medical Center Security Department and the Rock Island Police Department while emitting a campus-wide audible alarm with flashing lights.

Trinity identification badges must be worn at all times by employees and students while on campus and in facilities of UnityPoint Health-Trinity Medical Center. The badge must be visible, non-defaced, and worn above the waist. Each student is required to use his/her own badge to access the College. Students are not allowed to provide access to the building for anyone else. Visitors are not permitted on campus outside of regular business hours. UnityPoint Health - Trinity security and College personnel quarterly update badge access.

Located in the center of the Trinity College of Nursing & Health Sciences parking lot is a Blue Light Emergency Phone Station, which is a direct line to the UnityPoint Health-Trinity Safety and Security department. This 9' tall tower acts as a crime deterrent and serves as an emergency communication system. This tower is wheelchair accessible and has a highly visible push button on its faceplate. A single touch on the push button summons campus officers to your specific location and triggers the bright blue police-type strobe light on top of the phone, which brightly lights the surrounding area.

## **Security Considerations in the Maintenance of Facilities**

Maintenance personnel regularly check to ensure that locking mechanisms are properly functioning, that pathways are well-lit, and that egress lighting is working in hallways, and to determine if shrubs or other landscaping need trimming. Exterior lighting for parking lots and buildings are monitored by the security officers who report deficiencies to UnityPoint Health - Trinity Facilities Services. Students are encouraged to report any lighting or security concerns to the Student Services staff as soon as they occur. Any suspicious activity or person seen in the parking lot or loitering around vehicles should be reported to the UnityPoint Health-Trinity Medical Center Security on the Rock Island campus.

## **Educational Programs Related to Security Awareness and Prevention of Criminal Activity**

The College seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below.

- The new student orientation for summer and fall terms includes a presentation by Security Officer and the College Title IX Coordinator. The Officer covers the following information: the authority of the Security Officers, the authority and accessibility of the Rock Island Police Department, important names and phone numbers to report a crime, identification and prevention of the most common types of campus indoor and outdoor thefts, information on the various ways Security Officers assist students with individual student safety on and off campus, suspicious persons, level of officer service/assistance students can expect, and Security Department requirements with an Order of Protection.
- Information on bystander intervention is included at new student orientation each summer and fall term in September; a link to a YouTube video is sent, and discussions take place at a fall meeting of the Student Government Association and at a spring meeting of Phi Theta Kappa. A posterboard presentation is on display along with resource materials for victims on campus in April.
- Students and staff are required to complete a Cornerstone Learning training on responding to campus acts of violence annually.
- Staff are required to complete a Cornerstone Training on managing aggressive behavior annually.

## **Monitoring Off Campus Locations of Recognized Student Organizations**

The College does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

## **Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense**

Upon written request, the College will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

## **Drug and Alcohol Policy**

Trinity College of Nursing & Health Sciences enforces all applicable state and federal drug laws. It is the intent of Trinity College of Nursing & Health Sciences to have a zero-tolerance policy regarding drugs and alcohol. It is the policy of the College to prohibit the purchase, possession, use or abuse, sale, distribution, or manufacture of any controlled substance on campus. Any student bringing non-prescribed or illegal drugs or alcoholic beverages to the campus, using these on the grounds, or dispensing, manufacturing, or selling them on the premises will be immediately dismissed from the College. In Illinois, possession of alcohol by a minor under the age of 21 years is prohibited, and the College enforces this prohibition.

Trinity College will provide a safe and healthy work environment. All employees must report to work without being under the influence of alcohol, illegal drugs, prescription drugs used outside the scope of a prescription, or other substances that may hinder job performance or judgment. The illegal use, sale, dispensing, distribution, possession, or manufacture of illegal drugs or other controlled substances by any employee is prohibited and could lead to termination. Trinity College reserves the right to remove anyone from the workplace if Trinity College has questions about the individual's ability to perform his or her job safely.

Trinity College complies with all of the requirements of the Drug-Free Workplace Act of 1989, P.L. 101-226. Any student who reports to class, clinical, or any learning experience under the suspected influence of alcohol or an illegal drug(s) substance will be taken immediately for drug testing accompanied by a College official/designee. In this case, the College will assume the costs of the blood/urine tests. At the time of any incident of suspected abuse, the College has the right to request drug tests, with the cooperation of the student. If the drug test results are positive, this forms grounds for Corrective Action from Trinity College. If the student refuses to cooperate with the College's request, the resulting action may include but is not limited to, withdrawal from Trinity College. At the time of any incident, the student may request immediate blood/urine tests to disprove the allegations. If this is done, all costs of the blood/urine tests would be the student's responsibility.

### **Federal Drug Laws (updated 08.3.2026)**

**Denial of Federal Benefits (21 U.S.C. § 862)** A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

**Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853)** Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

**Federal Drug Trafficking Penalties (21 U.S.C. § 841)** Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, “liquid ecstasy”), or flunitrazepam (or, “rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

**Federal Drug Possession Penalties (21 U.S.C. § 844)** Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

**Drug and Alcohol State Laws**

| Category                | Summary (Illinois Compiled Statutes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| Possession of Marijuana | <p>Illinois residents 21 years of age and older may legally purchase recreational cannabis and possess up to 60 grams of cannabis flower and no more than 1000 milligrams of THC contained in cannabis-infused product and 10 grams of cannabis concentrate. 410 Ill. Comp. Stat. 705/10-5(a), 705/10-10(a). The possession limit is 30 grams of cannabis flower, 5 grams of cannabis concentrate, and 500 milligrams of THC contained in a cannabis-infused product for non-Illinois residents who are 21 years of age. 410 Ill. Comp. Stat. 705/10-10(b). It is unlawful for individuals under the age of 21 to purchase, possess, use, transport, grow, or consume cannabis, except where otherwise authorized for medical purposes. 410 Ill. Comp. Stat. 705/10-15(a)-(b).</p> <p>Beyond the permissible use and possession of marijuana provided for in 410 Ill. Comp. Stat. 705/10-5 <i>et seq.</i>, it is otherwise unlawful for any person to knowingly possess cannabis. 720 Ill. Comp. Stat. 550/4. Possessing up to 10 grams of any substance containing cannabis is a civil violation punishable by a minimum fine of \$100 and a maximum fine of \$200. <i>Id.</i> Possessing more than 10 grams but not more than 60 grams is a Class B misdemeanor, which can include a prison sentence of up to 6 months and a fine of up to \$1,500. 720 Ill. Comp. Stat. 550/4(b); 730 Ill. Comp. Stat. 5/5-4.5-60. As the amount of cannabis increases, the crime classification becomes more severe and related penalties increase. 720 Ill. Comp. Stat. 550/4. Illinois also regulates the possession of cannabis sativa plants. 720 Ill. Comp. Stat. 550/8. Possession of more than 5 plants is a civil violation punishable by a minimum fine of \$100.00 and maximum fine of \$200.00. 720 Ill. Comp. Stat. 550/8. Penalties increase in severity as the number of plants in possession increase. <i>Id.</i></p> |
| Controlled Substances   | <p>The Illinois Controlled Substances Act covers a wide range of offenses and penalties related to controlled substances. <i>See</i> 720 Ill. Comp. Stat. 570/401 <i>et seq.</i> Penalties for the possession and delivery of illegal drugs include prison sentences and monetary fines. 720 Ill. Comp. Stat. 570/402(a). These vary widely by the type and quantity of drug, the number of previous offenses by the individual, and whether the individual intended to manufacture, sell, or use the drug. <i>Id.</i> For example, possession of more than 15 grams but less than 100 grams of heroin, cocaine, morphine, or LSD is punishable by a fine of up to \$200,000 and 4 to 15 years in prison. <i>Id.</i> Trafficking—defined as knowingly bringing into the State for the purpose of manufacture or delivery or with the intent to manufacture or deliver—controlled substances will result in more severe penalties. 720 Ill. Comp. Stat. 570/401.1.</p> <p>There are higher penalties and different crime classifications when the offender possesses the controlled substance with the intent to manufacture or deliver on school grounds or within 500 feet of the real property comprising any school. <i>See</i> 720 Ill. Comp. Stat. 570/407.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Alcohol and Minors      | It is generally illegal for anyone under the age of 21 to possess or consume alcohol, and it is also illegal to use fake identification for the purpose of                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| Category                          | Summary (Illinois Compiled Statutes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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|                                   | <p>obtaining alcohol. <i>See</i> 235 Ill. Comp. Stat. 5/6-20(c), (e). A violation is a Class A misdemeanor, which can include a prison sentence of less than 1 year and a fine of up to \$2,500. 235 Ill. Comp. Stat. 5/6-20(f); 730 Ill. Comp. Stat. 5/5-4.5-55.</p> <p>No person, after purchasing or otherwise obtaining alcoholic liquor, shall sell, give, or deliver such alcoholic liquor to another person under the age of 21 years, except in the performance of a religious ceremony or service. 235 Ill. Comp. Stat. 5/6-16(a)(iii). A violation is a Class A misdemeanor, and the sentence shall include, but shall not be limited to, a fine of not less than \$500 for a first offense and not less than \$2,000 for a second or subsequent offense. <i>Id.</i> If the person commits this violation knowingly and a death occurs as the result of the violation, the person is guilty of a Class 4 Felony. <i>Id.</i></p>                                                            |
| Driving Under the Influence (DUI) | <p>Driving while under the influence of alcohol and/or drugs is prohibited. 625 Ill. Comp. Stat. 5/11-501(a). A violation occurs when a person is driving or physically controlling a motor vehicle with a blood or breath alcohol concentration of 0.08 percent or greater. <i>Id.</i> A violation may also occur when a driver is under the influence of alcohol and/or other drugs (even if BAC is not 0.08 percent or greater). <i>Id.</i> A first violation is a Class A misdemeanor, which can include a prison sentence of less than 1 year and a fine of up to \$2,500. 625 Ill. Comp. Stat. 5/11-501(c)(1); 730 Ill. Comp. Stat. 5/5-4.5-55. Increased penalties are available for subsequent offenses and other aggravating circumstances (i.e., getting a DUI while transporting a person under the age of 16). 625 Ill. Comp. Stat. 5/11-501. Additional sanctions may apply, such as a driver's license suspension or substance abuse evaluation. 625 Ill. Comp. Stat. 5/11-501.01.</p> |

## Drug and Alcohol Abuse Prevention Program

A substance abuse prevention program is provided in an effort to educate students. All students receive both written and verbal content relating to substance abuse. Anyone who observes a student exhibiting problematic behavior indicating potential chemical dependency has the obligation to report it to the Dean of Nursing & Health Sciences. The Dean of Nursing & Health Sciences will then refer the individual to an appropriate agency for professional evaluation.

The findings of the evaluation must be submitted to the College Chancellor. All information is handled in a confidential manner. Trinity College recognizes chemical dependency as an illness and a major health problem. The College also recognizes substance abuse as a potential health, safety, and security problem. Students are expected to perform College responsibilities in a manner appropriate to the level of quality and attention required. A substance abuse prevention program is provided in an effort to educate students. This program is a part of Cornerstone Training for students, faculty, and staff. A biennial review of the College's drug and alcohol abuse prevention program was conducted in 2018 and 2020.

## **Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

Consistent with applicable laws, the College prohibits dating violence, domestic violence, sexual assault, and stalking. The College's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

- Sexual Misconduct Policy:  
<https://www.trinitycollegeqc.edu/filesimages/PDFs/Policies/2026-2027/Sexual%20Misconduct%20Policy.pdf>

The following sections of this report discuss the College's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

### **Primary Prevention and Awareness Program:**

The College conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the College prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

### **Crime Definitions**

| <b>Crime Type<br/>(Illinois<br/>Compiled<br/>Statutes)</b> | <b>Definitions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dating Violence                                            | The institution has determined, based on good-faith research, that Illinois' criminal statutes do not define the term dating violence. Illinois' health and safety statutes define "Teen dating violence" as "(1) A pattern of behavior in which a person uses or threatens to use physical, mental, or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age. (2) Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age."                                                                                                                                                                                                                                                                                                                                |
| Domestic Violence                                          | <p>Illinois' Domestic Violence Act indicates that "domestic violence" means "abuse", which means physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis. (750 Ill. Comp. Stat. § Ann. 60/103).</p> <p>In addition, Illinois law includes the following:</p> <ul style="list-style-type: none"> <li>• Domestic Battery (720 Ill. Comp. Stat. § Ann. 5/12-3.2): A person commits domestic battery if he or she knowingly without legal justification: (1) Causes bodily harm to any family or household member; (2) Makes physical contact of an insulting or provoking nature with any family or household member.</li> <li>• Aggravated Domestic Battery (720 Ill. Comp. Stat. § Ann. 5/12-3.3): (a) A person who, in committing a domestic battery, knowingly causes great bodily harm, or permanent disability or</li> </ul> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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|                                                  | <p>disfigurement commits aggravated domestic battery. (a-5) A person who, in committing a domestic battery, strangles another individual commits aggravated domestic battery. For the purposes of this subsection (a-5), “strangle” means intentionally impeding the normal breathing or circulation of the blood of an individual by applying pressure on the throat or neck of that individual or by blocking the nose or mouth of that individual.</p> <ul style="list-style-type: none"> <li>For purposes of the above crimes, “family or household members” is defined at 720 Ill. Comp. Stat. § Ann. 5/12-0.1 as: “Family or household members” include spouses, former spouses, parents, children, stepchildren, and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of this Code. For purposes of this Article, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.</li> </ul>                    |
| Stalking                                         | <ul style="list-style-type: none"> <li>Stalking (720 Ill. Comp. Stat. § Ann. 5/12-7.3): <ul style="list-style-type: none"> <li>A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.</li> <li>A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person.</li> <li>A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion: (1) follows that same person or places that same person under surveillance; and (2) transmits a threat of immediate or</li> </ul> </li> </ul> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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|                                                  | <p>future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person.</p> <ul style="list-style-type: none"> <li>○ A person commits stalking when he or she knowingly makes threats that are part of a course of conduct and is aware of the threatening nature of his or her speech.</li> <li>• The Stalking No Contact Order Act (740 Ill. Comp. Stat. Ann. 21/10) defines stalking for the purposes of civil stalking no contact orders: <ul style="list-style-type: none"> <li>○ “Stalking” means engaging in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to fear for his or her safety, the safety of a workplace, school, or place of worship, or the safety of a third person or suffer emotional distress.</li> <li>○ ”Stalking” also includes harassment that is conduct that is not necessary to accomplish a purpose that is reasonable under the circumstances, would cause a reasonable person emotional distress, and causes emotional distress to the petitioner. “Stalking” does not include an exercise of the right to free speech or assembly that is otherwise lawful (e.g., labor compliance activity or certain picketing at the workplace). See above code section for additional applicable definitions.</li> </ul> </li> <li>• Aggravated Stalking (720 Ill. Comp. Stat. § Ann. 5/12-7.4): A person commits aggravated stalking when he or she commits stalking and: (1) causes bodily harm to the victim; (2) confines or restrains the victim; or (3) violates a temporary restraining order, an order of protection, a stalking no contact order, a civil no contact order, or an injunction prohibiting the behavior described in subsection (b)(1) of Section 214 of the Illinois Domestic Violence Act of 1986.</li> <li>• Cyberstalking (720 Ill. Comp. Stat. § Ann. 5/12-7.5): <ul style="list-style-type: none"> <li>○ A person commits cyberstalking when he or she engages in a course of conduct using electronic communication directed at a specific person, and he or she knows or should know that would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.</li> <li>○ A person commits cyberstalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions, harasses another person through the use of electronic communication and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; or (2) places that person or a family member of that person in reasonable</li> </ul> </li> </ul> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|                                                  | <p>apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.</p> <ul style="list-style-type: none"> <li>○ A person commits cyberstalking when he or she knowingly, surreptitiously, and without lawful justification, installs or otherwise places electronic monitoring software or spyware on an electronic communication device as a means to harass another person and: (1) at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement, or restraint and the threat is directed towards that person or a family member of that person; (2) places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint; or (3) at any time knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.</li> <li>○ A person commits cyberstalking when he or she, knowingly and without lawful justification, creates and maintains an Internet website or webpage which is accessible to one or more third parties for a period of at least 24 hours, and which contains statements harassing another person and: (1) which communicates a threat of immediate or future bodily harm, sexual assault, confinement, or restraint, where the threat is directed towards that person or a family member of that person, or (2) which places that person or a family member of that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement, or restraint, or (3) which knowingly solicits the commission of an act by any person which would be a violation of this Code directed towards that person or a family member of that person.</li> </ul> |
| Sexual Assault                                   | <ul style="list-style-type: none"> <li>• Criminal Sexual Assault (720 Ill. Comp. Stat. § Ann. 5/11-1.20): A person commits criminal sexual assault if that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years of age; or (4) is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim, and the victim is at least 13 years of age but under 18 years of age.</li> <li>• Aggravated Criminal Sexual Assault (720 Ill. Comp. Stat. § Ann. 5/11-1.30):</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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|                                                  | <p>a. A person commits aggravated criminal sexual assault if that person commits criminal sexual assault and any of the following aggravating circumstances exist during the commission of the offense or, for purposes of paragraph (7), occur as part of the same course of conduct as the commission of the offense: (1) the person displays, threatens to use, or uses a dangerous weapon, other than a firearm, or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon; (2) the person causes bodily harm to the victim, except as provided in paragraph (10); (3) the person acts in a manner that threatens or endangers the life of the victim or any other person; (4) the person commits the criminal sexual assault during the course of committing or attempting to commit any other felony; (5) the victim is 60 years of age or older; (6) the victim is a person with a physical disability; (7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception for other than medical purposes; (8) the person is armed with a firearm; (9) the person personally discharges a firearm during the commission of the offense; or (10) the person personally discharges a firearm during the commission of the offense, and that discharge proximately causes great bodily harm, permanent disability, permanent disfigurement, or death to another person.</p> <p>b. A person commits aggravated criminal sexual assault if that person is under 17 years of age and: (i) commits an act of sexual penetration with a victim who is under 9 years of age; or (ii) commits an act of sexual penetration with a victim who is at least 9 years of age but under 13 years of age and the person uses force or threat of force to commit the act.</p> <p>c. A person commits aggravated criminal sexual assault if that person commits an act of sexual penetration with a victim who is a person with a severe or profound intellectual disability.</p> <ul style="list-style-type: none"> <li>• Predatory Criminal Sexual Assault of a Child (720 Ill. Comp. Stat. § Ann. 5/11-1.40): A person commits predatory criminal sexual assault of a child if that person is 17 years of age or older, and commits an act of contact, however slight, between the sex organ or anus of one person and the part of the body of another for the purpose of sexual gratification or arousal of the victim or the accused, or an act of sexual penetration, and: (1) the victim is</li> </ul> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|                                                  | <p>under 13 years of age; or (2) the victim is under 13 years of age and that person: (A) is armed with a firearm; (B) personally discharges a firearm during the commission of the offense; (C) causes great bodily harm to the victim that: (i) results in permanent disability; or (ii) is life threatening; or (D) delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim without the victim's consent or by threat or deception, for other than medical purposes.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Rape, Fondling, Incest, Statutory Rape           | <p>For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. The institution has determined, based on good-faith research, that Illinois law does not define these terms. Related crimes are defined under “other sexual assault” crimes listed below.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Other “sexual assault” crimes                    | <p>Other crimes under Illinois law that may be classified as a “sexual assault” include the following:</p> <ul style="list-style-type: none"> <li>• Criminal Sexual Abuse (720 Ill. Comp. Stat. § Ann. 5/11-1.50): <ul style="list-style-type: none"> <li>a. A person commits criminal sexual abuse if that person: (1) commits an act of sexual conduct by the use of force or threat of force; or (2) commits an act of sexual conduct and knows that the victim is unable to understand the nature of the act or is unable to give knowing consent.</li> <li>b. A person commits criminal sexual abuse if that person is under 17 years of age and commits an act of sexual penetration or sexual conduct with a victim who is at least 9 years of age but under 17 years of age.</li> <li>c. A person commits criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is less than 5 years older than the victim.</li> </ul> </li> <li>• Aggravated Criminal Sexual Abuse (720 Ill. Comp. Stat. § Ann. 5/11-1.60): <ul style="list-style-type: none"> <li>a. A person commits aggravated criminal sexual abuse if that person commits criminal sexual abuse and any of the following aggravating circumstances exist (i) during the commission of the offense or (ii) for purposes of paragraph (7), as part of the same course of conduct as the commission of the offense: (1) the person displays, threatens to use, or uses a dangerous weapon or any other object fashioned or used in a manner that leads the victim, under the circumstances, reasonably to believe that the object is a dangerous weapon; (2) the person causes bodily harm to the victim; (3) the victim is 60 years of age or</li> </ul> </li> </ul> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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|                                                  | <p>older; (4) the victim is a person with a physical disability; (5) the person acts in a manner that threatens or endangers the life of the victim or any other person; (6) the person commits the criminal sexual abuse during the course of committing or attempting to commit any other felony; or (7) the person delivers (by injection, inhalation, ingestion, transfer of possession, or any other means) any controlled substance to the victim for other than medical purposes without the victim's consent or by threat or deception.</p> <p>b. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is under 18 years of age and the person is a family member.</p> <p>c. A person commits aggravated criminal sexual abuse if: (1) that person is 17 years of age or over and: (i) commits an act of sexual conduct with a victim who is under 13 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person uses force or threat of force to commit the act; or (2) that person is under 17 years of age and: (i) commits an act of sexual conduct with a victim who is under 9 years of age; or (ii) commits an act of sexual conduct with a victim who is at least 9 years of age but under 17 years of age and the person uses force or threat of force to commit the act.</p> <p>d. A person commits aggravated criminal sexual abuse if that person commits an act of sexual penetration or sexual conduct with a victim who is at least 13 years of age but under 17 years of age and the person is at least 5 years older than the victim.</p> <p>e. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is a person with a severe or profound intellectual disability.</p> <p>f. A person commits aggravated criminal sexual abuse if that person commits an act of sexual conduct with a victim who is at least 13 years of age but under 18 years of age and the person is 17 years of age or over and holds a position of trust, authority, or supervision in relation to the victim.</p> <ul style="list-style-type: none"> <li>• Sexual Relations Within Families (720 Ill. Comp. Stat. § Ann. 5/11-11): A person commits sexual relations within families if he or she: (1) Commits an act of sexual penetration as defined in Section 11-0.1 of this Code; and (2) The person knows that he or she is related to the other person as follows: (i) Brother or sister, either of the whole blood or the half blood; or (ii) Father or mother, when the child, regardless of legitimacy and regardless of whether the child was of the whole blood or half-blood or was adopted, was</li> </ul> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes)                                         | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|                                                                                          | <p>18 years of age or over when the act was committed; or (iii) Stepfather or stepmother, when the stepchild was 18 years of age or over when the act was committed; or (iv) Aunt or uncle, when the niece or nephew was 18 years of age or over when the act was committed; or (v) Great-aunt or great-uncle, when the grand-niece or grand-nephew was 18 years of age or over when the act was committed; or (vi) Grandparent or step-grandparent, when the grandchild or step-grandchild was 18 years of age or over when the act was committed.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>Consent (as it relates to sexual activity) (720 Ill. Comp. Stat. § Ann. 5/11-0.1)</p> | <p>“Consent” means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.</p> <p>“Unable to give knowing consent” includes when the accused administers any intoxicating or anesthetic substance, or any controlled substance causing the victim to become unconscious of the nature of the act and this condition was known, or reasonably should have been known by the accused. “Unable to give knowing consent” also includes when the victim has taken an intoxicating substance or any controlled substance causing the victim to become unconscious of the nature of the act, and this condition was known or reasonably should have been known by the accused, but the accused did not provide or administer the intoxicating substance. As used in this paragraph, “unconscious of the nature of the act” means incapable of resisting because the victim meets any one of the following conditions:</p> <ol style="list-style-type: none"> <li>1. was unconscious or asleep;</li> <li>2. was not aware, knowing, perceiving, or cognizant that the act occurred;</li> <li>3. was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact; or</li> <li>4. was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.</li> </ol> <p>A victim is presumed “unable to give knowing consent” when the victim:</p> <ol style="list-style-type: none"> <li>1. is committed to the care and custody or supervision of the Illinois Department of Corrections (IDOC) and the accused is an employee or volunteer who is not married to the victim who knows or reasonably should know that the victim is committed to the care and custody or supervision of such department;</li> </ol> |

| Crime Type<br>(Illinois<br>Compiled<br>Statutes) | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|                                                  | <ol style="list-style-type: none"> <li>2. is committed to or placed with the Department of Children and Family Services (DCFS) and in residential care, and the accused employee is not married to the victim, and knows or reasonably should know that the victim is committed to or placed with DCFS and in residential care;</li> <li>3. is a client or patient and the accused is a health care provider or mental health care provider and the sexual conduct or sexual penetration occurs during a treatment session, consultation, interview, or examination;</li> <li>4. is a resident or inpatient of a residential facility and the accused is an employee of the facility who is not married to such resident or inpatient who provides direct care services, case management services, medical or other clinical services, habilitative services or direct supervision of the residents in the facility in which the resident resides; or an officer or other employee, consultant, contractor or volunteer of the residential facility, who knows or reasonably should know that the person is a resident of such facility; or</li> <li>5. is detained or otherwise in the custody of a police officer, peace officer, or other law enforcement official who: (i) is detaining or maintaining custody of such person; or (ii) knows, or reasonably should know, that at the time of the offense, such person was detained or in custody and the police officer, peace officer, or other law enforcement official is not married to such detainee.</li> </ol> |

### College Definition of Consent

In addition to the definition of consent under Illinois law, the College also uses the definition of consent listed below in its Sexual Harassment Policy for the purpose of determining whether sexual violence (including sexual assault) has occurred.

“Consent” refers to words or actions that a reasonable person in the perspective of the Respondent would understand as agreement to engage in the sexual conduct at issue. A person who is Incapacitated is not capable of giving Consent.

Lack of consent is a critical factor in determining whether Sexual Harassment has occurred. As defined above, consent is an informed, freely given, and mutually understood agreement to participate in specific sexual acts with another person that is not achieved through unreasonable manipulation or coercion—or any kind of physical force or weapon—and requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct, or action, indicating that an individual has freely chosen to engage in specific sexual acts. A verbal “no” constitutes a lack of consent, even if it sounds insincere or indecisive.

- Silence or lack of physical or verbal resistance does not imply consent.

- If coercion, intimidation, threats, and/or physical force are used, there is no consent.
- Consent cannot be inferred from a person's manner of dress.
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent to past sexual activity does not constitute consent to future sexual activity.
- Consent can be withdrawn at any time. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. When consent is withdrawn, sexual activity must immediately stop. Being in a romantic relationship with someone does not imply consent to sexual activity. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act.
- Effective consent may not exist when there is a disparity in power between the parties (e.g., faculty/student, supervisor/employee).
- A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including, without limitation, the following:
  - The individual is incapacitated due to drug or alcohol consumption, either voluntarily or involuntarily;
  - The individual is unconscious, asleep, or otherwise unaware that sexual activity is occurring;
  - The individual is below the minimum age of consent in the applicable jurisdiction (17 years in Illinois); or
  - The individual has a mental disability that impairs his or her ability to provide consent.

### Risk Reduction

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

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time.
- Do not be afraid to tell a sexual aggressor "NO" clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor.
- Be as direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating "rape drug" like Rohypnol or GHB.

- If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:
  - Remember that you owe sexual respect to the other person.
  - Don't make assumptions about the other person's consent or about how far they are willing to go.
  - Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
  - If your partner expresses a withdrawal of consent, stop immediately.
  - Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Consider "mixed messages" a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don't take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don't be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.
- It is also important to be aware of the warning signs of an abusive person. Some examples include past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; "playful" use of force during sex; Jekyll-and-Hyde personality.

### Bystander Intervention

In addition to reporting incidents to the appropriate authorities, below are some ways in which an individual can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

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

### Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may

be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

### **Ongoing Prevention and Awareness Campaign:**

The College also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

### **PPAP and OPAC Programming Methods:**

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the College. Methods include, but are not limited to: online presentations, distribution of written materials, periodic email blasts, and guest speakers.

Past programming and currently planned programming include the following:

- Presentations by the Title IX Coordinator during fall and spring orientations; presentations by UPH-Trinity Security Officers; in September, a link to a YouTube video is sent; discussions are held at a fall meeting of the Student Government Association and at a spring meeting of Phi Theta Kappa; VAWA and campus violence prevention awareness materials are emailed to students. Information on preventing sexual assault is included in a spring edition of the student newsletter, the Insider. A poster board on preventing sexual assault is displayed in the student commons each Fall.
- The College Title IX Coordinator provides training to ensure students, faculty, and staff likely to witness or receive reports of sexual misconduct are informed on: definitions of sexual misconduct, identification of sexual assault crimes, safety steps to follow when such an event occurs, how to file a complaint as a victim or observer, support for victims and observers, consequences of violations, and questions and answers.

### **Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:**

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or access the [online reporting portal](#) or 24/7 campus assistance with public safety at 309-794-7711.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).

2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

### Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at UnityPoint Health-Trinity. UPH-Trinity is located at 2701 17th St. in Rock Island, IL. The phone number is 309-779-5000..

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

### Security/Law Enforcement & How to Make a Police Report

- UnityPoint Health-Trinity Security Dial 309-779-5828.
- Rock Island Police Department: If an emergency dial "911". For non-emergency issues, the Rock Island Police Department can be reached at 309-732-2677 and is located at 1212 5th Ave Rock Island, IL 61201
- To make a police report, a victim should contact the local police agency listed above either by phone or in person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

### Information about Legal Protection Orders

In Illinois, there are three different kinds of protection and no-contact orders available to victims: a Domestic Violence Order of Protection, a Sexual Assault Civil No Contact Order, and a Stalking No Contact Order. Information about these orders may be found on the Illinois Attorney General's website at:

<https://illinoisattorneygeneral.gov/Safer-Communities/Violence-Prevention-and-Community-Safety/Orders-of-Protection/assets/OrdersofProtectionPoster.pdf>

- A Domestic Violence Order of Protection is governed by the Illinois Domestic Violence Act and is appropriate for victims seeking a restraining order against a person with whom the victim has a relationship. Illinois law also provides protection in the form of Sexual Assault Civil No Contact Order and Stalking No Contact Orders. A Sexual Assault Civil No Contact Order may be granted for any person who is a victim of nonconsensual sexual conduct. A Stalking No Contact Order provides protection for any victim of a course of conduct that causes the victim to fear for his or her safety or the safety of another person, or to suffer emotional distress. Stalking No Contact Orders provide relief when such relief is not available to the victim through the Illinois Domestic Violence Act or through a Sexual Assault Civil No Contact Order.
- A protection order may be obtained by filing a petition with the court for an order of protection. To obtain an order of protection, victims may go to their local circuit court clerk's office and get papers to seek an order of protection. A victim should be prepared to present documentation (including a police report number if an arrest was made) and/or other forms of evidence when filing for an order of protection. The judge will then review the petition and enter a temporary order of protection if the judge determines there is enough evidence to support the order.
- In this area, filing should occur in the General Division of the Circuit Clerk's office at the Rock Island Courthouse (3rd floor): 210 15th Street, Rock Island, IL 61201. More information is available here: <https://www.rockislandcountyil.gov/faq.aspx?qid=159>
- Courts may issue three types of orders of protection: emergency, interim, and plenary orders. Emergency orders may last for 14 to 21 days and interim orders up to 30. While these orders are temporary, plenary orders may be for longer lengths of time (up to 2 years). The judge can grant a variety of remedies and protections, which range from prohibiting further contact, protecting property and pets, ordering the offender to transfer to another school or other injunctive relief that is necessary to protect the victim. Violating a Domestic Violence Order of Protection, a Sexual Assault Civil No Contact Order, or a Stalking No Contact Order is a Class A misdemeanor. A second violation can be a felony.
- The College will enforce any temporary restraining order or other no-contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the College's Title IX Coordinator or Deputy Coordinator and provide a copy of the restraining order so that it may be kept on file and can be enforced on campus, if necessary. Upon learning of any orders, the College will take all reasonable and legal action to implement the order.
- The College does not issue legal orders of protection. However, as a matter of institutional policy, the College may impose a no-contact order between individuals in appropriate circumstances. The College may also issue a "no trespass warning" if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

### **Available Victim Services:**

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the College and in the surrounding community. Those services include:

On-campus services that are available include:

- Trinity College Financial Aid at 309-779-7700 website: <https://www.trinitycollegeqc.edu/financial-aid.aspx>
- UnityPoint Health, Trinity at 309-779-5000 website: <https://www.unitypoint.org/quadcities/trinity-rock-island.aspx>
- Student Assistance Program (SAP) at 800-383-7900. website: [trinitycollegeqc.edu/current-students/student-services/community-resources](https://www.trinitycollegeqc.edu/current-students/student-services/community-resources)  
<https://www.trinitycollegeqc.edu/filesimages/PDFs/SAP/EAP%20Postcard.pdf>

Off-campus resources that are available include:

- SafePath Survivor Resources at Family Resources, Inc. 24-Hour Hotline 309-797-1777 website: [Survivor Services | Family Resources \(famres.org\)](http://SurvivorServices.org)
- Mercer County Family Crisis Center 309-582-7233 website: [Mercer County Family Crisis Center \(mcfcc.com\)](http://MercerCountyFamilyCrisisCenter.com)
- Rape, Abuse, and Incest National Network (RAINN) 1-800-656-4673 website: <https://www.rainn.org>
- Illinois Coalition Against Sexual Assault: .217.753.4117; <http://www.icasa.org/>
- Illinois Coalition Against Domestic Violence: 877.863.6338; <http://www.ilcadv.org/>
- National Domestic Violence Hotline: 1.800.799.7233
- National Sexual Assault Hotline: 1.800.656.4673
- Illinois Legal Aid: <https://www.illinoislegalaid.org/>
- Visa and Immigration Assistance: [Visas - United States Department of State](http://Visas-UnitedStatesDepartmentofState.gov)
- Immigration Advocates Network: <http://www.immigrationadvocates.org/nonprofit/legaldirectory/search?state=IL>
- U.S. Citizenship and Immigration Services: <http://www.uscis.gov/about-us/find-uscis-office/field-offices/illinois>

## **Accommodations and Protective Measures:**

The College will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the College is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Students' requests of this nature should be made to the Director of Student Services at 309-779-7814. The Director of Student Services is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the College may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The College will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the College's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the College in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the College will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

When determining the reasonableness of such a request, the College may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The College will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the College's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the College in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the College will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

### **Procedures for Disciplinary Action:**

Allegations of domestic violence, dating violence, sexual assault, or stalking will be processed through the institution's [Sexual Misconduct Policy](#) and handled according to this policy.

**The complaint resolution procedures are invoked once a report is made to one of the following individuals:**

Title IX Coordinator: [Steve Wehling](#), Director of Civil Rights, 309-794-7313

Steve Wehling leads the Title IX team at the College. He responds to all reports related to Title IX and is responsible for the investigation and resolution of all complaints of sex discrimination and harassment.

Deputy Title IX Coordinator: [Laura Schnack](#), Associate Dean of Students, 309-794-7533

Laura Schnack coordinates with the Title IX Coordinator when a student has reported or is accused of violating the College's policy. Dean Schnack can also receive a report of a violation of the Title IX from any individual.

Deputy Title IX coordinator: [Mindy Zumdom](#), Director of Human Resources, 309-794-7452

Mindy Zumdom can receive complaints from any individual regarding Title IX. She and the Human Resources staff will handle reports of staff and administrative employee violations of the College's policy and will be responsible for employee training regarding the College's prohibition of sex discrimination and the process of addressing concerns of sex discrimination.

Deputy Title IX Coordinator: [Chris Beyer](#), Director of Residential Life, 309-794-2686

Chris Beyer is primarily responsible for organizing student training required under Title IX. He can also receive a complaint of a violation of Title IX from any member of the Augustana community.

Deputy Title IX Coordinator: [Greg Domski](#), Ph.D., Associate Dean of Academic Strategic Priorities, 309-794-3482

**Reports may be made by complainants, their parties, witnesses, or bystanders, and may be made in person, by regular mail, telephone, electronic mail, or by any other**

means that results in the Title IX Coordinator receiving the person's verbal or written report. In-person reports must be made during normal business hours, but reports can be made by regular mail, telephone, or electronic mail at any time, including outside normal business hours. An electronic form available at: [Online Reporting Portal](#). Online reports can be submitted anonymously.

## **COMPLAINT RESOLUTION PROCEDURES**

### **NOTICE OF FORMAL COMPLAINT**

Within five (5) days of the Title IX Coordinator receiving a Formal Complaint, the Title IX Coordinator will transmit a written notice to the Complainant and Respondent that includes:

- A physical copy of the Sexual Harassment Policy or a hyperlink to the Sexual Harassment Policy;
- Sufficient details known at the time so that the parties may prepare for an initial interview with the investigator, to include the identities of the parties involved in the incident (if known), the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident (if known);
- A statement that the Respondent is presumed not responsible for the alleged Sexual Harassment and that a determination of responsibility will not be made until the conclusion of the adjudication and any appeal;
- Notifying the Complainant and Respondent of their right to be accompanied by an advisor of their choice, as specified in "Advisor of Choice."
- Notifying the Complainant and Respondent of their right to inspect and review evidence as specified in "Access to Evidence."
- Notifying the Complainant and Respondent of the College's prohibitions on retaliation and false statements specified in Sections "Bad Faith Complaints and False Information" and "Retaliation."
- Information about resources that are available on campus and in the community.

Should the College elect, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the College will provide a supplemental written notice describing the additional allegations to be investigated.

## **INVESTIGATION**

### **A. Commencement and Timing**

After the written notice of Formal Complaint is transmitted to the parties, an investigator selected by the Title IX Coordinator or his/her designee will undertake an investigation to gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence. The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the College and not with the parties. The investigation will culminate in a written investigation report, specified in "Investigation Report," that will be submitted to the adjudicator during the selected adjudication process. Although the length of each investigation may vary depending on the totality of the circumstances, the College strives to complete each investigation within thirty (30) to forty-five (45) days of the transmittal of the written notice of Formal Complaint.

### **B. Equal Opportunity**

During the investigation, the investigator will provide an equal opportunity for the parties to be interviewed, to present witnesses (including fact and expert witnesses), and to present other inculpatory and exculpatory evidence. Notwithstanding the foregoing, the investigator retains the discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning the sexual history of the Complainant, as specified in "Sexual History." The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own.

The investigation is a party's opportunity to present testimonials and other evidence that the party believes is relevant to the resolution of the allegations in the Formal Complaint. A party that is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will be prohibited from introducing any such evidence during the

adjudication absent a showing of mistake, inadvertence, surprise, or excusable neglect.

### **C. Documentation of Investigation**

The investigator will take reasonable steps to ensure the investigation is documented. Interviews of the parties and witnesses may be documented by the investigator's notes, audio recorded, video recorded, or transcribed. The particular method utilized to record the interviews of parties and witnesses will be determined by the investigator in the investigator's sole discretion, although whatever method is chosen shall be used consistently throughout a particular investigation.

### **D. Access to the Evidence**

At the conclusion of the evidence-gathering phase of the investigation, but prior to the completion of the investigation report, the Investigating Officer will transmit to each party and their advisor, in either electronic or hard copy form, all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence the College may choose not to rely on at any hearing and inculpatory or exculpatory evidence whether obtained from a party or some other source. Thereafter, the parties will have ten (10) days in which to submit to the investigator a written response, which the investigator will consider prior to completing the investigation report.

The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not duplicate or disseminate the evidence to the public.

### **E. Investigation Report**

After the period for the parties to provide any written response as specified "Access to Evidence" has expired, the investigator will complete a written investigation report that fairly summarizes the various steps taken during the investigation, summarizes the relevant evidence collected, lists material facts on which the parties agree, and lists material facts on which the parties do not agree. When the investigation report is complete, the investigator will transmit a copy to the Title IX Coordinator. The

investigator will also transmit the investigation report to each party and their advisor, in either electronic or hard copy form.

## **ADJUDICATION PROCESS SELECTION**

After the investigator has sent the investigation report to the parties, the Title IX Coordinator will transmit to each party a notice advising the party of the two different adjudication processes specified in “Adjudication.” The notice will explain that the hearing process specified in “Hearing Process” is the default process for adjudicating all Formal Complaints and will be utilized unless both parties voluntarily consent to administrative adjudication as specified in “Administrative Adjudication (Optional)” as a form of informal resolution. The notice will be accompanied by a written consent to administrative adjudication and will advise each party that, if both parties execute the written consent to administrative adjudication, then the administrative adjudication process will be used in lieu of the hearing process. Parties are urged to carefully review this Policy (including the entirety of “Adjudication”), consult with their advisor, and consult with other persons as they deem appropriate (including an attorney) prior to consenting to administrative adjudication.

Each party will have three (3) days from transmittal of the notice specified in this Section to return the signed written consent form to the Title IX Coordinator. If either party does not timely return the signed written consent, that party will be deemed not to have consented to administrative adjudication and the Formal Complaint will be adjudicated pursuant to the hearing process.

## **ADJUDICATION**

- **Hearing Process**

The default process for adjudicating Formal Complaints is the hearing process specified in this Section (“Hearing Process”). The hearing process will be used to adjudicate all Formal Complaints unless both parties timely consent to administrative adjudication as specified in “Adjudication Process Selection.”

1. **Hearing Officer**

After selection of the hearing process as the form of administrative adjudication, the Title IX Coordinator will promptly appoint a hearing officer

who will oversee the hearing process and render a determination of responsibility for the allegations in the Formal Complaint, at the conclusion of the hearing process. The Title IX Coordinator will see that the hearing officer is provided a copy of the investigation report and a copy of all evidence transmitted to the parties by the investigator as specified in “Access to Evidence.”

## **2. Hearing Notice and Response to the Investigation Report**

After the hearing officer is appointed by the Title IX Coordinator, the hearing officer will promptly transmit written notice to the parties notifying the parties of the hearing officer’s appointment; setting a deadline for the parties to submit any written response to the investigation report; setting a date for the pre-hearing conference; setting a date and time for the hearing; and providing a copy of the College’s Hearing Procedures. Neither the pre-hearing conference nor the hearing itself, may be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this Section (“Hearing Notice and Response to the Investigation Report”).

A party’s written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in “Sexual History,” or for any other reason;
- A list of any witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the hearing officer;
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the hearing officer;
- Any objection that the party has to the College’s Hearing Procedures;
- Any request that the parties be separated physically during the pre-hearing conference and/or hearing;
- Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing;

- The name and contact information of the advisor who will accompany the party at the pre-hearing conference and hearing;
- If the party does not have an advisor who will accompany the party at the hearing, a request that the College provide an advisor for purposes of conducting questioning as specified in “Hearing.”

A party’s written response to the investigation report may also include:

- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

### 3. **Pre-Hearing Conference**

Prior to the hearing, the hearing officer will conduct a pre-hearing conference with the parties and their advisors. The pre-hearing conference will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the pre-hearing conference will be conducted with the hearing officer, the parties, the advisors, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

In the hearing officer’s discretion, the pre-hearing conference may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

During the pre-hearing conference, the hearing officer will discuss the hearing procedures with the parties; address matters raised in the parties’ written responses to the investigation report, as the hearing officer deems appropriate; discuss whether any stipulations may be made to expedite the hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing

without a notice of attendance; and resolve any other matters that the hearing officer determines, in the hearing officer's discretion, should be resolved before the hearing.

#### **4. Issuance of Notices of Attendance**

After the pre-hearing conference, the hearing officer will transmit notices of attendance to any College employee (including administrator, faculty, or staff) or student whose attendance is requested at the hearing as a witness. The notice will advise the subject of the specified date and time of the hearing and advise the subject to contact the hearing officer immediately if there is a material and unavoidable conflict.

The subject of an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, and other supervisors are required to excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

The College will not issue a notice of attendance to any witness who is not an employee or a student.

#### **5. Hearing**

After the pre-hearing conference, the hearing officer will convene and conduct a hearing pursuant to the College's Hearing Procedures. The hearing will be audio recorded. The audio recording will be made available to the parties for inspection and review on reasonable notice, including for use in preparing any subsequent appeal.

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the hearing will be conducted with the hearing officer, the parties, the advisors, witnesses, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties will be separated into

different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio. Neither party will be compelled to testify in the physical presence of the other party.

In the hearing officer's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

While the Hearing Procedures and rulings from the hearing officer will govern the particulars of the hearing, each hearing will include, at a minimum:

- - Opportunity for each party to address the hearing officer directly and to respond to questions posed by the hearing officer;
  - Opportunity for each party's advisor to ask directly, orally, and in real-time, relevant questions, and follow-up questions, of the other party and any witnesses, including questions that support or challenge credibility;
  - Opportunity for each party to raise contemporaneous objections to testimonial or nontestimonial evidence and to have such objections ruled on by the hearing officer and a reason for the ruling provided;
  - Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect;
  - Opportunity for each party to make a brief closing argument.

Except as otherwise permitted by the hearing officer, the hearing will be closed to all persons except the parties, their advisors, the investigator, the hearing officer, the Title IX Coordinator, and other necessary College personnel. With the exception of the investigator and the parties, witnesses will be sequestered until such time as their testimony is complete. The parties will not be permitted to question the other party directly.

During the hearing, the parties and their advisors will have access to the

investigation report and evidence that was transmitted to them pursuant to “Access to Evidence.”

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive, may be barred from further participation and/or have their participation limited, as the case may be, in the discretion of the hearing officer.

Subject to the minimum requirements specified in this Section (“Hearing”), the hearing officer will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. The hearing officer will independently and contemporaneously screen questions for relevance in addition to resolving any contemporaneous objections raised by the parties and will explain the rationale for any evidentiary rulings.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing officer will have discretion to modify the Hearing Procedures when good cause exists to do so, and provided the minimal requirements specified in this Section (“Hearing”) are met.

#### **6. Subjection to Questioning**

In the event that any party or witness refuses to attend the hearing or attends but refuses to submit to questioning by the parties’ advisors, the statements of that party or witness, as the case may be, whether given during the investigation or during the hearing, will not be considered by the hearing officer in reaching a determination of responsibility. Notwithstanding the foregoing, the hearing officer may consider the testimony of any party or witness, whether given during the investigation or during the hearing, if the parties jointly stipulate that the testimony may be considered or in the case where neither party requested attendance of the witness at the hearing.

In applying this Section (“Subjection to Questioning”), the hearing officer will not draw an inference about the determination regarding responsibility based solely on a party or a witness’s absence from the live hearing and/or refusal to submit to questioning by the parties’ advisors.

Notwithstanding any provisions of this Policy, if a matter subject to a hearing is referred for consideration under the Student Code of Conduct, Faculty Handbook, or other applicable College policy or procedure, any information collected from a party or witness who refuses to attend a hearing under this Policy or attends but refuses to submit to questioning by the parties’ advisors, including testimony collected during the investigation under this Policy, may be evaluated and considered under the Code of Conduct, Faculty Handbook, or other applicable policy or procedure.

#### **7. Deliberation and Determination**

After the hearing is complete, the hearing officer will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing and ensure that any credibility determinations made are not based on a person’s status as a Complainant, Respondent, or witness. The hearing officer will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or by operation of “Subjection to Questioning.” The hearing officer will resolve disputed facts using a preponderance of the evidence (that is, “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Formal Complaint.

#### **8. Discipline and Remedies**

In the event the hearing officer determines that the Respondent is responsible for violating this Policy, the hearing officer will, prior to issuing a written decision, consult with an appropriate College official with disciplinary authority over the Respondent and such official will determine any discipline to be

imposed. The hearing officer will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant.

#### **9. Written Decision**

After reaching a determination and consulting with the appropriate College official and Title IX Coordinator as required by “Discipline and Remedies,” the hearing officer will prepare a written decision that will include:

- Identification of the allegations potentially constituting Sexual Harassment made in the Formal Complaint;
- A description of the procedural steps taken by the College upon receipt of the Formal Complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
- Articulate findings of fact, made under a preponderance of the evidence standard, that support the determination;
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of Sexual Harassment, including a determination regarding responsibility for each separate potential incident;
- The discipline determined by the appropriate College official as referenced in “Discipline and Remedies”;
- Whether the Complainant will receive any ongoing support measures or other remedies as determined by the Title IX Coordinator; and • A description of the College’s process and grounds for appeal, as specified in “Appeal.”

The hearing officer’s written determination, which will include information regarding appeal rights, will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in “Appeal.”

Although the length of each adjudication by hearing will vary depending on the

totality of the circumstances, the College strives to issue the hearing officer's written determination within seven (7) days of the decision.

- **Administrative Adjudication (Optional)**

In lieu of the hearing process, the parties may consent to have a Formal Complaint resolved by administrative adjudication as a form of informal resolution. Administrative adjudication is voluntary and must be consented to in writing by both parties and approved by the Title IX Coordinator as specified in "Adjudication Process Selection." At any time prior to the issuance of the administrative officer's determination, a party has the right to withdraw from administrative adjudication and request a live hearing as specified in "Hearing Process."

If administrative adjudication is selected, the Title IX Coordinator will appoint an administrative officer. The Title IX Coordinator will see that the administrative adjudicator is provided a copy of the investigation report and a copy of all the evidence transmitted to the parties by the investigator as specified in "Access to Evidence."

The administrative officer will promptly send written notice to the parties notifying the parties of the administrative officer's appointment; setting a deadline for the parties to submit any written response to the investigation report; and setting a date and time for each party to meet with the administrative officer separately. The administrative officer's meetings with the parties will not be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this paragraph.

A party's written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that a particular piece or class of evidence should be categorically excluded from consideration at the hearing based on

privilege, relevancy, the prohibition on the use of sexual history specified in “Sexual History,” or for any other reason;

- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence;
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

After reviewing the parties’ written responses, the administrative officer will meet separately with each party to provide the party with an opportunity make any oral argument or commentary the party wishes to make and for the administrative officer to ask questions concerning the party’s written response, the investigative report, and/or the evidence collected during the investigation.

After meeting with each party, the administrative officer will objectively reevaluate all relevant evidence, including both inculpatory and exculpatory evidence and ensure that any credibility determinations made are not based on a person’s status as a Complainant, Respondent, or witness. The administrative officer will take care to exclude from consideration any evidence that the administrative officer determines should be ruled inadmissible based on the objections and arguments raised by the parties in their respective written responses to the investigation report. The administrative officer will resolve disputed facts using a preponderance of the evidence (that is, “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Formal Complaint.

Thereafter, the administrative officer will consult with any College official and the Title IX Coordinator, in the manner specified in “Deliberation and Determination” and will prepare and transmit a written decision in the manner as specified in “Written Decision” which shall serve as a resolution for purposes of informal resolution.

Transmittal of the administrative officer’s written determination concludes the administrative adjudication, subject to any right of appeal as specified in “Appeal.”

Although the length of each administrative adjudication will vary depending on the totality of the circumstances, the College strives to issue the administrative officer’s

written determination within twenty-one (21) days of the transmittal of the initiating written notice specified in this Section ("Administrative Adjudication").

Other language in this Section notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

### **DISMISSAL DURING INVESTIGATION OR ADJUDICATION**

The College shall dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that one or more of the following is true:

- - The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or
  - The conduct alleged in the Formal Complaint falls outside the scope of the Policy specified in "Scope" (that is, because the alleged conduct did not occur in the College's Education Programs and Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

The College may dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that any one or more of the following is true:

- - The Complainant provides the Title IX Coordinator written notice that the Complainant wishes to withdraw the Formal Complaint or any discrete allegations therein (in which case those discrete allegations may be dismissed).
  - The Respondent is no longer enrolled or employed by the College, as the case may be; or
  - Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any

discrete allegations therein (in which case those discrete allegations may be dismissed).

In the event the Title IX Coordinator dismisses a Formal Complaint pursuant to this Section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in "Appeal." The Title IX Coordinator may refer the subject matter of the Formal Complaint to other College offices, as appropriate. A dismissal pursuant to this Section is presumptively a final determination as it pertains to this Policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

## **APPEAL**

Either party may appeal the determination of an adjudication, or a dismissal of a Formal

Complaint, on one or more of the following grounds:

- - A procedural irregularity affected the outcome.
  - There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome.
  - The Title IX Coordinator, investigator, hearing officer, or administrative officer, as the case may be, had a conflict of interest or bias for or against complainants or respondents, generally, or against the individual Complainant or Respondent, that affected the outcome.
  - The sanction is disproportionate to the outcome.

No other grounds for appeal are permitted.

A party must file an appeal within seven (7) days of the date they receive notice of dismissal or determination appealed from or, if the other party appeals, within three (3) days of the other party appealing, whichever is later. The appeal must be submitted in writing to the Dean of Nursing and Health Sciences, who serves as the appeal officer. The appeal must specifically identify the determination and/or

dismissal appealed from, articulate which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the appeal officer will conduct an initial evaluation to confirm that the appeal is timely filed and that it invokes at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the appeal officer confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) days. The appeal officer shall also promptly obtain from the Title IX Coordinator any records from the investigation and adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any opposition, or after the time-period for submission of an opposition has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision within seven (7) days to the parties that explains the outcome of the appeal and the rationale.

The determination of a Formal Complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted.

Although the length of each appeal will vary depending on the totality of the circumstances, the College strives to issue the appeal officer's written decision within (21) days of an appeal being filed.

### **INFORMAL RESOLUTION**

At any time after the parties are provided written notice of the Formal Complaint and before the completion of any appeal, the parties may voluntarily consent, with the Title IX Coordinator's approval, to engage in mediation, facilitated resolution, or other form of dispute resolution the goal of which is to enter into a final resolution resolving the allegations raised in the Formal Complaint by agreement of the parties.

Administrative Adjudication is a form of informal resolution.

The specific manner of any informal resolution process will be determined by the parties and the Title IX Coordinator, in consultation together. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that:

- - Describes the parameters and requirements of the informal resolution process to be utilized;
  - Identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, another College official, or a suitable third-party);
  - Explains the effect of participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations at issue in the Formal Complaint; and
  - Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX

Coordinator will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the College, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the College. Notwithstanding the foregoing if the form of informal resolution is Administrative Adjudication, there shall not be an agreed resolution requiring the parties' signatures; instead, the determination issued by the administrative officer shall serve as the resolution and conclude the informal resolution process, subject only to any right of appeal. With the exception of a resolution resulting from the Administrative Adjudication process, all other forms of informal resolution pursuant to this Section are not subject to appeal.

A party may withdraw their consent to participate in informal resolution at any time before a resolution has been finalized.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. If an informal resolution process does not result in a resolution within twenty-one (21) days, and absent an extension, abeyance, or other contrary ruling by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the Formal Complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

Other language in this Section notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

### **Rights of the Parties in an Institutional Proceeding:**

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
  - A prompt, fair and impartial process is one that is:
    - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
    - Conducted in a manner that:
      - Is consistent with the institution's policies and transparent to the accuser and the accused.
      - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
      - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
    - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
  
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

The Title IX Coordinator, Deputy Title IX Coordinator, designated Title IX investigators, President, and Dean of Nursing and Health Sciences receive an 8-hour training related to dating violence, domestic violence, sexual assault, stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability annually.

3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
  
4. Have the outcome determined using the preponderance of the evidence standard .
  
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, "result" means "any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters" and must include the rationale for reaching the result and any sanctions imposed.

**Possible Sanctions or Protective Measures that the College May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:**

Sanctions and corrective actions can include verbal warning, written warning, disciplinary hold on academic and/or financial records, performance improvement/management process, required counseling, required training or education, campus access restrictions, no trespass order (with respect to campus locations), no contact directive (with respect to an individual), loss of privileges, loss of oversight, teaching or supervisory responsibility, probation, demotion, loss of pay increase, transfer (employment), revocation of offer (employment or admission), disciplinary suspension, suspension with pay, suspension without pay, expulsion, degree revocation, termination of employment, revocation of tenure, termination of contract (for contractors).

In addition, the College can make available to the victim a range of protective measures. They include:

- Adjustment of class or work schedules
- Imposition of restrictions on contact
- Revocation of permission to access campus and resources.

### **Publicly Available Recordkeeping:**

The College will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the College to the extent permitted by law.

### **Victims to Receive Written Notification of Rights:**

When a student or employee reports to the College that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the College will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

### **Sex Offender Registration Program:**

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the College of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Title IX Coordinator: Steve Wehling, Director of Civil Rights at 309-794-7313. State registry of sex offender information may be accessed at the following link: <https://isp.illinois.gov/Sor>

## **Timely Warnings & Emergency Response**

### **Timely Warnings**

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Dean of Nursing and Health Sciences, Emergency Planning Task Force,

Augustana team, the Chief of Police, Augustana Security constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

- Dean of Nursing & Health Sciences, Misty Stick-Mueller | 309-794-7584 | [mistystickmueller@augustana.edu](mailto:mistystickmueller@augustana.edu)

The College has communicated with local law enforcement asking them to notify the College if it receives reports or information warranting a timely warning.

### Emergency Response

Trinity College has procedures to address a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Emergency events include such things as fires, tornados, earthquakes, contagious illnesses, bomb threats, and armed intruders. The College has communicated with local police requesting their cooperation in informing the College about situations reported to them that may warrant an emergency response.

Students, staff and visitors are encouraged to notify the 24/7 campus assistance at 309-794-7711 of any emergency or potentially dangerous situation.

The Public Safety Office, in collaboration with other appropriate personnel, will determine who should be notified and 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. Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location, reference to the College website for current information and an all-clear.

Once the emergency is confirmed, and based on its nature, the College community, or appropriate segments of it, as determined by the appropriate College officials, will be notified.

If the report of the threat is not from an official source (e.g., law enforcement, health agency, weather station), the Chancellor will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger, will be responsible for initiating the College’s response, and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other College departments may be involved in the confirmation process.

The Chancellor will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

In the event of an emergency, UnityPoint Health - Trinity along with Trinity College's emergency operations plan would be activated including an Incident Command Center in the Rock Island Campus Board Room.

All internal and external communication regarding the emergency would be disseminated from the Command Center via the Public Information Officer, an established position within the ICC.

Timely communication to the larger community, including the local police and media as appropriate regarding significant College emergencies is disseminated by the Trinity Regional Health System Public Relations Manager via the Marketing & Communications Office.

#### Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the College issues a timely warning or emergency notification to the campus community.

| Method                                                                 | Sign Up Instructions                                                                                      |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| Omnilert is the college's text messaging, email and phone alert system | <a href="https://augustana.omnilert.net/subscriber.php">https://augustana.omnilert.net/subscriber.php</a> |
| Blackboard Learn                                                       | Alerts are posted on the Institutional Landing Page                                                       |
| Email                                                                  | College wide email group for all students, staff, and faculty.                                            |
| College Website - Alert Banner                                         | <a href="https://www.trinitycollegeqc.edu/">https://www.trinitycollegeqc.edu/</a>                         |

#### Testing & Documentation

Trinity College tests its emergency response and evacuation procedures once a year. Also, at various times, the Chief of Police of Augustana and appropriate UPH-Trinity Security Officers meet to test and evaluate the College's emergency response plan.

The Chief of Police of Augustana Security maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the College will distribute to its students and employees information to remind them of the College's emergency response and evacuation procedures.

## **Stop Campus Hazing Policy and Programming**

# **Campus Hazing Policy**

## **PURPOSE:**

Trinity College of Nursing & Health Sciences prohibits conduct by any individual, organization or group affiliated with the college that is in violation of the Illinois Law on Hazing (see below), or any activity that threatens a person's rights or self-respect, disrupts community life, or encourages the violation of civil, state or federal law, or the Trinity College of Nursing & Health Sciences Student Code of Conduct. Individuals and groups who are alleged to violate the hazing policy will be subject to disciplinary action conducted through the student code of conduct process.

## **ILLINOIS COMPILED STATUTES**

ILLINOIS COMPILED STATUTES 720 ILCS 120/5 - A person commits hazing who knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of the State, for induction or admission into any group, organization, or society associated or connected with that institution if:

- (a) The act is not sanctioned or authorized by the educational institution; and
- (b) The act results in bodily harm to any person.

720 ILCS 120/10 - Hazing is a Class A misdemeanor (up to 1 year in jail and/or up to a \$2,500 fine), except hazing that results in death or great bodily harm is a Class 4 felony (not less than 1 nor more than 3 years in jail and/or up to a \$25,000 fine).

## **Implementation of the Hazing Policy**

1. The Hazing Policy is distributed, along with the entire student handbook, on an annual basis.
2. Individuals, organizations, and groups are expected to take primary responsibility for implementing the policy and for periodically reviewing their activities with respect to compliance. Officers and members of any organization may be held individually responsible for violations.
3. The Student Affairs Committee (SAC) is responsible for periodically reviewing the implementation of the hazing policy to ensure consistency of enforcement.

## **PROCESS**

### **Violations of the Hazing Policy**

To identify activities that the college may consider to violate the hazing policy, the Campus Violence Prevention Committee (SAC) developed the following list. However, the final decision as to whether a given act is a violation of the Campus Hazing Policy is made by the Campus Violence Prevention Committee or the Chancellor of the College. Such activities may include:

1. Rides and/or forced/coerced movement of students from one location to another.
2. Paddling.
3. Eating, drinking, or covering the body with distasteful or foreign substances.
4. Forced consumption of drugs and/or alcohol, either by command or by pressure. To make it clear that any group that either explicitly or implicitly encourages the consumption of drugs or alcohol as part of the New Member Period will violate the hazing policy. For example, having alcoholic beverages at a New Member activity and expecting or implying that students are expected to consume them is a violation.
5. Activities which disrupt community life and/or violate the rights of others.
  1. Disruptive activities in the library and/or academic areas.
  2. Loud, disturbing activities.

**This is not an exhaustive list, but is used for illustrative purposes.**

If you are a victim of hazing, go to a safe place and call 911. You may also contact the 24/7 Campus Assistance Public Safety Office at (309) 794-7711. Those who witness or hear about an incident of hazing are also encouraged to report in the same manner.

When a report of hazing is received, the Director of Student Services will make a determination regarding whether an investigation must occur. If so, an investigator will be assigned to gather information and conduct interviews, as appropriate. The investigator will report any findings and make a recommendation for sanctions as appropriate to the relevant administrator for implementation. The institution strives to complete the investigation within 30 days.

An individual may appeal the decision to the Dean of Nursing and Health Sciences within 5 days of being notified of the decision. The appeal officer will render a decision within 14 days of receiving an appeal. The appeal officer's decision is final.

## **Hazing Prevention and Awareness Program**

The institution provides prevention and awareness programming related to hazing annually during the summer and fall orientations. The community is reminded that hazing is prohibited and is provided information regarding how to file a report, how reports of hazing are investigated, and information regarding local, state, and tribal laws on hazing.

In addition, the institution provides research-informed programming for students and employees that covers a wide range of information designed to stop hazing before it occurs. It includes information regarding bystander intervention, such as how to take steps to watch out for those around you, as well as information regarding ethical leadership. Community members are also provided information regarding how to strengthen group ties without engaging in hazing behavior.

## **Hazing State Laws**

| <b>Summary (Code of Illinois)</b>                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) A person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of |

### Summary (Code of Illinois)

this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if:

1. the act is not sanctioned or authorized by that educational institution; and
2. the act results in bodily harm to any person.

(a-1) It is not a defense to a prosecution under subsection (a) that the person against whom the hazing was directed consented to or acquiesced in the hazing.

(b) Sentence. Hazing is a Class A misdemeanor, except that hazing that results in death or great bodily harm is a Class 4 felony. 720 ILCS § 5/12C-50.

Additionally, it is unlawful for the school officials to fail to report hazing as described -

- a. For purposes of this Section, “school official” includes any and all paid school administrators, teachers, counselors, support staff, and coaches and any and all volunteer coaches employed by a school, college, university, or other educational institution of this State.
- b. A school official commits failure to report hazing when:
  1. while fulfilling his or her official responsibilities as a school official, he or she personally observes an act which is not sanctioned or authorized by that educational institution;
  2. the act results in bodily harm to any person; and
  3. the school official knowingly fails to report the act to supervising educational authorities or, in the event of death or great bodily harm, to law enforcement.
- c. Sentence. Failure to report hazing is a Class B misdemeanor. If the act which the person failed to report resulted in death or great bodily harm, the offense is a Class A misdemeanor.
- d. It is an affirmative defense to a charge of failure to report hazing under this Section that the person who personally observed the act had a reasonable apprehension that timely action to stop the act would result in the imminent infliction of death, great bodily harm, permanent disfigurement, or permanent disability to that person or another in retaliation for reporting.
- e. Nothing in this Section shall be construed to allow prosecution of a person who personally observes the act of hazing and assists with an investigation and any subsequent prosecution of the offender. 720 ILCS § 5/12C-50.1.

## Crime Statistics

The statistical summary of crimes for this College over the past three calendar years follows:

[illegible]

| Crime                                        | On Campus |      |      | Non Campus |      |      | Public Property |      |      |
|----------------------------------------------|-----------|------|------|------------|------|------|-----------------|------|------|
|                                              | 2025      | 2024 | 2023 | 2025       | 2024 | 2023 | 2025            | 2024 | 2023 |
| Rape                                         | 0         | 0    | 0    | 0          | 0    | 1    | 0               | 0    | 0    |
| Fondling                                     | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Statutory Rape                               | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Incest                                       | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault                           | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Burglary                                     | 0         | 1    | 0    | 0          | 0    | 0    | 0               | 1    | 0    |
| Robbery                                      | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft                          | 0         | 0    | 0    | 0          | 0    | 2    | 0               | 0    | 0    |
| Arson                                        | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Hazing                                       | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Arrest - Liquor Law Violation                | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Arrest - Drug Abuse Violation                | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Arrest - Weapon Violation                    | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Disciplinary Referral - Liquor Law Violation | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Disciplinary Referral - Drug Abuse Violation | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Disciplinary Referral - Weapon Violation     | 0         | 0    | 0    | 0          | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence                            | 0         | 2    | 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    |

\* The College does not have on-campus student housing facilities.

Trinity College of Nursing & Health Sciences shares a parking lot with UnityPoint Health - Trinity Medical Center. All crimes reported occurred at their address, not our own campus. Because our parking lots are connected, we are defined as being counted as one campus.

#### **Hate crimes:**

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

#### **Crimes unfounded by the College:**

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

#### **Statistics for unfounded crimes provided by law enforcement agencies:**

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

#### **Data from law enforcement agencies:**

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the College's Clery Geography.