

University of Rochester

Department of Public Safety

2024 Think Safe – Annual Security and Fire Safety Report

Table of Contents

| | |
|--|-----------|
| <i>Introduction</i> | 3 |
| <i>We are better when we work together</i> | 3 |
| <i>Message from Quchee Collins, Associate Vice President of Public Safety and Chief Public Safety Officer</i> | 4 |
| <i>Nondiscrimination Statements</i> | 5 |
| <i>Contacting Public Safety and communication methods</i> | 5 |
| AlertUR | 5 |
| Public Safety Advisory Committee | 7 |
| Contact public safety | 7 |
| Emergency phone numbers | 8 |
| <i>Crime reporting and prevention</i> | 9 |
| Crime definitions | 9 |
| Daily crime log | 12 |
| Crime prevention programs and victim assistance | 12 |
| Hate crimes | 13 |
| Bias Crimes..... | 15 |
| Hazing | 15 |
| Reporting criminal or fire safety incidents | 16 |
| Information on crime statistics | 17 |
| Crime reporting | 18 |
| Monitoring and Recording of Criminal Activity at Non Campus Locations..... | 18 |
| Crime reported table..... | 19 |
| Missing students | 21 |
| Missing Student Emergency Contact | 21 |
| <i>Policies and documentation</i> | 22 |
| Public Safety Authority..... | 22 |
| Department of Public Safety’s Mission | 22 |

| | |
|--|-----------|
| Weapons policy..... | 22 |
| Students..... | 22 |
| Faculty and staff | 23 |
| Your rights and retaliation | 23 |
| NYS Students' Bill of Rights..... | 24 |
| Retaliation | 25 |
| Rights..... | 25 |
| Federal and state laws..... | 25 |
| New York State laws | 26 |
| Federal laws | 27 |
| Smoking policy | 28 |
| Drug and alcohol education | 28 |
| Resources and services | 29 |
| Building Access | 29 |
| Safe Passage | 29 |
| Safety Escorts | 30 |
| University shuttle service | 30 |
| Off-campus transportation..... | 30 |
| U-Commute..... | 30 |
| Crime prevention and victim assistance | 30 |
| Health risks | 31 |
| Safety | 33 |
| Access Control & CCTV | 33 |
| Alcohol and other drugs regulations, violations, resources..... | 34 |
| Consequences of violations | 34 |
| Related policies..... | 35 |
| Fire safety policies | 35 |
| Emergency response and Evacuation Procedures | 36 |
| Non-Approved Items..... | 36 |
| Non-Approved Appliances | 37 |
| Residential Fire Alarm System Information..... | 37 |
| Fire Safety Education and Training Programs | 39 |
| Tampering With Fire Safety Devices and Equipment | 39 |
| Future Plans For Fire Safety Improvements | 40 |
| How to obtain information | 40 |
| Police Are Called When | 40 |
| Residential Life Fire Drill and Fire Systems | 41 |
| Sexual Harassment..... | 43 |
| Preventing sexual harassment, sexual assault | 43 |

| | |
|---|-----------|
| Prevention | 43 |
| Required Online Training for Students and Employees..... | 44 |
| New Students | 44 |
| Student-Athletes and Student Leaders | 44 |
| All University Employees | 44 |
| Bystander Intervention and Risk Reduction | 44 |
| Create a Distraction | 44 |
| Ask Directly | 45 |
| Rally Others..... | 45 |
| Risk Reduction | 46 |
| Information Regarding Sex Offender Registration | 46 |
| Options for students..... | 47 |
| Reporting sexual harassment, sexual assault..... | 50 |
| Overview of investigation and decision-making processes | 51 |
| Right to an Advisor and Advisor Role | 52 |
| Appeal Grounds..... | 54 |
| Investigation Process..... | 54 |
| Sanctions | 55 |
| On-campus Confidential Resources | 56 |
| External Confidential Resources | 56 |
| Definitions | 57 |

Introduction

Under federal and state law, the University must inform you about campus security policies, procedures, victim rights, and services, as well as certain crime statistics reported to campus and local authorities. We must also inform you about fire safety policies, procedures, systems, and statistics.

Being open about safety, including unpleasant topics, helps us better understand what we face on campus. What we do, or fail to do, affects our own safety and that of others. The success of individual and University efforts depends on personal and mutual commitments to look after the well-being of one another. This publication contains the security and fire safety annual reports and will prepare you to think safe.

We are better when we work together

Working together promotes awareness of the needs of one's neighbors and fosters a sense of common purpose. The University is part of a larger, urban community where crime is a constant reality. Maintaining a safe and secure community must be a cooperative undertaking. Public Safety staff alone cannot resolve every breach of good security practice.

A partnership is required. Here's what you can do:

- Attend at least one of the many personal safety seminars offered throughout the year and incorporate the ideas suggested into daily habits.
- Report hazards, keeping in mind the various means available to summon aid in an emergency.
- Pay attention to signs of possible risk and plan how to respond to these situations.
- Remember, you are responsible for the actions of those you invite to campus while they are here. You can help by informing them of the University's policies, rules, regulations, and expectations for proper behavior.

Message from Quchee Collins, Associate Vice President of Public Safety and Chief Public Safety Officer

As the inaugural Associate Vice President of Public Safety and Chief Public Safety Officer for the University of Rochester Department of Public Safety (DPS), I am excited to present our Annual Security Report, *Think Safe*. This report underscores our unwavering commitment to creating a secure, inclusive, and supportive environment for every member of our community.

Our goal is to ensure that everyone benefits from exceptional public safety services that are responsive, reliable, and seamlessly coordinated across all departments and activities. To achieve this, we will focus on enhancing interconnectedness, promoting transparency, and reinforcing accountability. We are committed to fostering open communication and holding ourselves to the highest standards of integrity. Equally important is the well-being of our officers, as their wellness directly impacts the quality of service we provide. We are dedicated to supporting our team's physical and mental health, ensuring they are well-equipped to serve and protect our community.

Public safety is a collective endeavor, and we will work diligently to strengthen trust and collaboration between DPS and all members of our University community—students, faculty, staff, patients, and visitors alike. We invite everyone to participate in this vital mission, contributing their insights and energy to create an environment where all can thrive.

Through this report, we reaffirm our dedication to serving the University of Rochester with a proactive, forward-thinking approach. Together, we will continue to enhance the safety and well-being of our vibrant community.

Stay safe, stay engaged, and let's build a safer University together.

Nondiscrimination Statements

The University prohibits discrimination and harassment on the basis of age, color, disability, domestic violence victim status, ethnicity, gender identity or expression including transgender and gender expansive identities, genetic information, marital status, familial status or an individual's reproductive health decision-making, military/veteran status, national origin, race (including hair style), religion/creed (including religious attire and facial hair), sex, sexual orientation, citizenship status, non-pending arrest or conviction record, or any other status protected by law (hereafter each of these will be referred to as a "Protected Class"). Discrimination or harassment based on a Protected Class will not be tolerated and is considered misconduct that will be subject to discipline.

The University complies with Title IX of the Education Amendments of 1972, which prohibits sex discrimination (including sexual harassment and violence based on sex) in the University's educational programs and activities, as well as retaliation for asserting claims of sex discrimination. Discrimination based on sex will not be tolerated and is considered misconduct that will be subject to discipline. Inquiries concerning the application of Title IX and sex-based complaints should be referred to the University's Title IX Coordinator, titleix@rochester.edu. Questions regarding the application of Title IX can be made to the Title IX Coordinator or the U.S. Department of Education's Office of Civil Rights (OCR) with:

- its New York office at: (646) 428-3800;
- its national headquarters at (800) 421-3481;
- TTY: (800)-877-8339.

Contacting Public Safety and communication methods

AlertUR

AlertUR, part of a comprehensive system to provide emergency notification to the University community, is an emergency notification system that uses e-mails, cell phones, and other electronic devices to warn people of imminent danger.

The University's emergency notification system allows for the mass dissemination of critical information via voice, text, and email to undergraduate students during a major emergency. Students, staff, and faculty across all University schools and divisions can input or edit your contact information in the AlertUR system. Text messages are delivered more quickly than voice messages.

Notification System Initiators can login into the AlertUR system, select from a listing of predetermined message types, or create a unique message based upon circumstances.

More information on procedures for disseminating information to the larger community is available online at the [University Emergency website](#).

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

The following departments are able to initiate mass notification to the University of Rochester community:

- Department of Public Safety
- Environmental Health and Safety
- University Marketing and Communications
- University IT

What are timely warnings & emergency notifications: When a [Clery Act crime](#) occurs within [Clery geography](#) and is reported to a [CSA](#), campus officials are required to evaluate if there is a serious or ongoing threat to the campus community to determine if a timely warning needs to be issued to all staff and students.

In the event of an immediate, significant danger to the health or safety campus community (e.g. weather, disease outbreak), campus officials must issue an emergency notification. This notification can include the entire campus, or be limited to a specific area deemed to be at risk.

Confirming the Emergency: On duty supervisor or designee, in collaboration with Assistant Director of Public Safety will confirm the emergency.

Determining the Appropriate Segment to Receive Notification: Advisories may be limited to a specific segment of the campus community. In some situations, the entire campus community may be at risk and a campus wide advisory will be issued.

Systems of delivery for issuing Campus Timely Warnings include the AlertUR system, postings on the DPS website, direct distribution of flyers, campus email, University website(s), social media, and the student newspaper.

Content of a Timely Warning: Determined by Chief of Public Safety with input from the University Office of the President and/or University Communications where appropriate.

System Testing: Two announced system tests of the AlertUR system occurred on January 24, 2023 and September 14, 2023.

Who will receive this service? All undergraduate, graduate students, faculty and staff at the University are automatically enrolled by the University's IT division when their online accounts are created.

What telephone number will be displayed to identify AlertUR as the caller? An incoming call to the University community will display as the University's telephone hotline number: 585-275-6111. Those receiving emergency alerts who want more information should go to the [University's emergency website](#).

In what other ways does the University notify students, faculty, and staff of campus emergencies? In addition to the AlertUR system of rapid text messaging and voice notification, the University may use its telephone hotline (585-275- 6111), department and school telephone trees, blast and targeted email messages, the UR Mobile App, public address systems, voice mails, direct contact by runners and couriers, various web notices and security alerts, and other means to reach the University community.

Can all personal devices receive the messages? AlertUR can interface with most communication devices, but numeric only pagers should not be used with the system, as it will populate an error message. AlertUR is not able to contact international phone numbers at this time. AlertUR is a Web- based platform and all operating systems as long as they have internet connectivity can receive the messages, as well as TTY devices.

AlertUR frequently asked questions can be found on the [AlertUR website](#).

Public Safety Advisory Committee

The University of Rochester Public Safety Advisory Committee is composed of undergraduate, graduate, faculty, and staff leaders from the River Campus, Eastman School of Music (ESM), and University of Rochester Medical Center (URMC) as well as members of the university's senior leadership. The committee provides input and advice to ensure the following key areas are closely aligned: the safety and security of all University campuses, an inclusive and welcoming environment for all, and an approach to safety and security that reflects best practices in public safety. Each year it will present an annual report to the President on the work conducted by the committee, findings and recommendations for improvement.

You can help make a difference. If you get involved and stay informed, you are taking an active role in maintaining your personal safety. Make sure you look for information in the form of safety bulletins, emails, or other community notices. For information visit the [Public Safety Advisory Committee website](#).

Your participation, comments, and suggestions are welcome as we strive to make a safe learning environment for everyone.

Contact public safety

The University maintains an extensive network of over 500 interior and exterior public access telephones. You can call the Public Safety Communications Center for assistance any time of the day or night from any of these phones. Included are over 275 direct-dial

Blue Light Emergency Phones (BLEP), 200 elevator phones, 70 service phones (checked by Public Safety) and over 120 other interior and exterior telephones. In an emergency, dial x13 from any University phone, including service phones located at building entrances or dial #413 from AT&T or Verizon cell phones. Simply pick up a Blue Light Emergency Phone located on or near walkways and parking lots, and you will be connected to one of our emergency dispatchers automatically. An officer will be sent to your location right away. Local police, fire, or ambulance agencies will be notified as needed. Currently, if you call 911 from within the University phone system, your exact location will not be displayed to the 911 system operator.

- You may also call or text (585) 275-3333 or use a Blue Light Emergency Phone.
- The dispatcher will determine first that you are safe. Once that is known, you will be asked for your name and location, as well as descriptive information about the incident or event with which you are involved. This information will assist the responding officer(s) or other emergency responders.
- You may contact an on-duty supervisor, 24 hours a day, by calling (585) 275-3333.

Emergency phone numbers

For a campus emergency: Pick up a Blue Light Emergency Phone, or Dial x13 from any other University phone, or dial #413 from AT&T or Verizon cell phones in the Rochester area.

- **Public Safety**
 - Main line: (585) 275-3333
 - Administrative & Patrol Staff: (585) 275-3340
 - Lost/Found Property: (585) 275-2552
 - Information: publicsafety@rochester.edu
 - **ID Services**
 - Manager: (585) 273-2000
 - Medical Center Office: (585) 273-2000
 - River Campus Office: (585) 275-3975
 - **University Telephone Bulletin:** (585) 275-6111
- **University Health Service**
 - Medical Center Office: (585) 275-2662
 - River Campus Office: (585) 275-2662
 - Eastman School Office: (585) 274-1230
 - Health Promotion Office: (585) 273-5775
 - University Counseling Center (Recorded message for after-hours care): (585) 275-3113
- **Employee Assistance Program (EAP):** (585) 475-0432
- **Environmental Health & Safety:** (585) 275-3241
- **External resources**

- **Life Line:** (585) 275-5151 or dial 2-1-1
- **Restore:** (585) 546-2777
- **Willow Domestic Violence Center:** (585) 222-7233
- **Resolve:** (585) 425-1580
- **NYS Sex Offender Registry Information Line:** 1-800-262-3257
- **NYS Anti-terrorist Hotline:** 1-866-SAFENYS (1-866-723-3697)
- **Department of Psychiatry (Alcohol and Drug Dependency Program):** (585) 275-3161
- **Dean of Students**
 - Campus: (585) 275-4085
 - School of Medicine: (585) 275-4537
 - Eastman School of Music: (585) 274-1106
 - Simon School: (585) 275-8163
 - School of Nursing: (585) 275-2372
 - Warner School: (585) 275-0880
- **Parking Services**
 - Parking Management Center: (585) 275-4524
 - Eastman School of Music: (585) 274-1084
 - Medical Center Garage Visitor Parking Center: (585) 273-4226
- **Title IX Coordinator:** (585) 275-1654
- **University Intercessor:** (585) 275-5931

Crime reporting and prevention

Crime definitions

- **Arson** – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Criminal Homicide – Manslaughter by Negligence** – The killing of another person through gross negligence.
- **Criminal Homicide – Murder and Nonnegligent Manslaughter** – The willful (non-negligent) killing of one human being by another.
- **Robbery** – The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault** – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or

great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon that could cause serious personal injury is used.)

- **Burglary** – The unlawful entry of a structure to commit a felony or a theft. This definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.
- **Motor Vehicle Theft** – The theft or attempted theft of a motor vehicle, including all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.
- **Weapon Law Violations** – The violation of laws or ordinances dealing with weapon offenses.
- **Drug Abuse Violations** – Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.
- **Liquor Law Violations** – The violation of laws or ordinances relating to the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)
- **Sexual Assault** – Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
 - **Rape** – The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - **Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Statutory Rape** – Sexual intercourse with a person who is under the statutory age of consent.
- **Domestic Violence** A felony or misdemeanor crime of violence committed by:

- A current or former spouse or intimate partner of the victim,
 - A person with whom the victim shares a child in common,
 - A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
 - A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
 - Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
- **Dating Violence** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship,
 - The type of relationship, and
 - The frequency of interaction between the persons involved in the relationship.
- **Stalking** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - Fear for his or her safety or the safety of others, or
 - Suffer substantial emotional distress.
- **Consent** Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity.
- **Additional Hate Crime Data must be Collected and Reported according to Category of Prejudice:**
 - **Larceny-theft** – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
 - **Simple Assault** – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

- **Intimidation** – Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Vandalism** – Willfully or maliciously destroying, injuring, disfiguring, or defacing any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Further, an institution can be the victim of the crime, e.g., graffiti in an elevator not directed toward a particular person or group. Federal guidelines call for us only to count an incident when there is evidence that the perpetrator was motivated to commit the crime based on his/her bias.

Daily crime log

Federal Law requires schools to maintain a log of criminal activity that is available for viewing during regular business hours. Our crime report log is located in our main offices at 612 Wilson Boulevard. A review will reveal that crime numbers in the log do not run sequentially. We assign report numbers for all reportable activities, both

criminal and non-criminal. Only report numbers generated for criminal activity are listed in the crime log.

The Clery Act requires that daily crime incidents be listed using state law classifications. However, the annual crime tallies for disclosure purposes require use of FBI Uniform Crime Report definitions for certain prescribed crimes, and may not match some crimes listed in the daily log.

According to Federal Law, an institution may withhold any of the required fields of entry if any of the following conditions apply:

- the disclosure is prohibited by law
- if disclosure would jeopardize the confidentiality of the victim
- if disclosure would jeopardize an ongoing criminal investigation or the safety of an individual
- if disclosure would cause a suspect to flee or evade detection
- if disclosure would result in the destruction of evidence

Crime prevention programs and victim assistance

Through Student Orientation Programs, Parent Orientation Programs, services fairs, new employee orientations and department or residence hall presentations, crime prevention staff address thousands of students, parents, and employees on personal safety issues

yearly. We respond to special requests from groups of staff members or students and present individualized workshops on topics of particular concern.

We also distribute Public Safety bulletins and conduct office/ building safety surveys.

**Program Topic(s) – New Hire Orientation/ Personal Safety/Active Violence Programming
2023 - 524- programs 8746 – attendees**

We make available victim assistance support services for a crime against the person. Assistance may begin shortly after a crime is reported and may continue through the often-confusing stages of the criminal justice process.

The University does not assume responsibility for property if it is lost or stolen. To protect your property, record any identifying marks or serial numbers on a list and keep it in a safe place. Items without serial numbers may be engraved with a unique number for identification purposes. We strongly urge you to check your family homeowner's insurance policy and secure coverage if needed.

Hate crimes

We are committed to protecting the rights and safety of University community members regardless of race, ethnicity, gender, religion, sexual orientation or disability. Incidents of harassment or assault will be responded to with seriousness and sensitivity.

University policies direct faculty, staff, and students to treat all people with dignity and respect. New York State law also contains special provisions for acts of criminal misconduct “ . . . that manifest evidence of prejudice based on race, religion, sexual orientation, or ethnicity. . . ”

Hate crime statistics for 2021, 2022 and 2023

The University received no reports of hate crimes in 2021 and 2022. There were 7 incidents reported in 2023.

Hate Crimes Act of 2000

NYS Penal Law, § 485.00 Legislative findings

The legislature finds and determines as follows: criminal acts involving violence, intimidation and destruction of property based upon bias and prejudice have become more prevalent in New York state in recent years. The intolerable truth is that in these crimes, commonly and justly referred to as “hate crimes”, victims are intentionally selected, in whole or in part, because of their race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation. Hate crimes do more than threaten the safety and welfare of all citizens. They inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society. Crimes motivated by invidious hatred toward particular groups not only harm individual victims but send a powerful message of intolerance and discrimination to all members of the group to which the victim

belongs. Hate crimes can and do intimidate and disrupt entire communities and vitiate the civility that is essential to healthy democratic processes. In a democratic society, citizens cannot be required to approve of the beliefs and practices of others, but must never commit criminal acts on account of them.

Current law does not adequately recognize the harm to public order and individual safety that hate crimes cause. Therefore, our laws must be strengthened to provide clear recognition of the gravity of hate crimes and the compelling importance of preventing their recurrence.

Accordingly, the legislature finds and declares that hate crimes should be prosecuted and punished with appropriate severity.

NYS Penal Law, § 485.10 Sentencing

1. When a person is convicted of a hate crime pursuant to this article, and the specified offense is a violent felony offense, as defined in section 02 of this chapter, the hate crime shall be deemed a violent felony offense.
2. When a person is convicted of a hate crime pursuant to this article and the specified offense is a misdemeanor or a class C, D or E felony, the hate crime shall be deemed to be one category higher than the specified offense the defendant committed, or one category higher than the offense level applicable to the defendant's conviction for an attempt or conspiracy to commit a specified offense, whichever is
3. Notwithstanding any other provision of law, when a person is convicted of a hate crime pursuant to this article and the specified offense is a class B felony:
 - the maximum term of the indeterminate sentence must be at least six years if the defendant is sentenced pursuant to section 00 of this chapter;
 - the term of the determinate sentence must be at least eight years if the defendant is sentenced pursuant to section 02 of this chapter;
 - the term of the determinate sentence must be at least twelve years if the defendant is sentenced pursuant to section 04 of this chapter;
 - the maximum term of the indeterminate sentence must be at least four years if the defendant is sentenced pursuant to section 05 of this chapter; and
 - the maximum term of the indeterminate sentence or the term of the determinate sentence must be at least ten years if the defendant is sentenced pursuant to section 06 of this chapter.

4. Notwithstanding any other provision of law, when a person is convicted of a hate crime pursuant to this article and the specified offense is a class A-1 felony, the minimum period of the indeterminate sentence shall be not less than twenty

Bias Crimes

New York law has special provisions for crimes that are committed or attempted because of a victim's race, gender, national origin, disability, sexual orientation, or religion. More specifically, Section 485 of the New York Penal Law provides that: Under the law a person commits a hate crime when he or she commits a specified offense and either:

1. intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or
2. intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is.

The law defines a “specified offense” to include many crimes defined under the Penal Law, including but not limited to murder, rape, sexual assaults, menacing and reckless endangerment. Attempt or conspiracy to commit these offenses may also constitute a hate crime. In general, classification as a hate crime increases the possible sentence that would be imposed on the specified offense if it did not otherwise meet the definition of a hate crime.

For the full text of the statute, which defines special offenses and provides sentencing information, see Section 485 of the New York State Penal Law.

Hazing

Hazing violates University policy and demeans our principle of treating others with dignity. And it is against the law in New York. Victims have the right to report instances to campus authorities and to the police.

If you participate in hazing you could find yourself involved in civil and/or criminal actions (at the state or federal levels), as well as the University's student judicial system. The NY State Penal Code defines hazing as occurring when, “in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury”. This is a class A

Misdemeanor. Minor acts are classified as violations, but with possible fines and jail time. Under federal law, certain actions could even be viewed as a violation of civil rights.

The University defines hazing as any activity related to joining, or ongoing membership in, any organization, which intentionally or recklessly creates a situation that can reasonably be expected to cause physical or psychological injury, discomfort, embarrassment or degradation. Note that a person's willingness to participate in the activity does not keep it from counting as hazing. Some examples of hazing include (but are not limited to) activities that cause excessive fatigue, forced consumption of any kind, or actions that interfere with the pursuit of ordinary activities. Scavenger hunts and road trips may constitute hazing, and therefore require explicit and prior approval of the appropriate director or dean.

Violations are referred to and reviewed by the Judicial Officer and other University faculty and administrators. Individuals or groups who violate the University policy are subject to sanctions appropriate to their campuses. Conviction under the NY Penal Code could result in a fine of up to \$1,000 and/or a sentence of imprisonment of up to one year. Civil financial judgments could result from private lawsuits.

Reporting criminal or fire safety incidents

The University encourages everyone to promptly and accurately report crimes to University Public Safety, including in situations where the victim is unable to make a report. If the crime is in progress or poses an immediate threat call our emergency number x13 or pick up any Blue Light Emergency Phone (BLEP), or dial #413 from AT&T or Verizon cell phones in the Rochester area. If the crime involves property, but does not pose an immediate threat, call (585) 275-3333. We will notify other police agencies as needed.

Campus security authorities

You may also seek out other University resources to discuss your concerns and disclose a criminal incident. These reports are required to be included as statistics in the annual report to our community. Campus authorities with responsibility for campus activities who must report crime statistics to University Public Safety include but are not limited to:

- Title IX Coordinator
- Dean of Students for the colleges on River Campus, at the Medical Center and at the Eastman School of Music
- Dean of Graduate Studies
- Director of Residential Life on River Campus and at the Eastman School of Music
- Sr. Associate Vice President for Facilities and Services
- Associate Vice President for Human Resources
- Director of Athletics and Recreation
- Director for the Center for Student Conflict Management

Counselors or pastoral staff, acting in a professional capacity, are exempt from reporting incidents.

However, they are encouraged to provide general disclosure crime event attributes via our confidential report processes.

Information on crime statistics

In preparing the annual disclosure of crime statistics to the University community, information is obtained from the following sources:

- University Public Safety
- local police (Rochester Police, Brighton Police, Monroe County Sheriff's Office)
- campus authorities having significant responsibility for student activities
- reports submitted by persons who have confidential knowledge

For disclosure purposes, crime statistics reported to any of these sources are counted in the calendar year the crime was reported.

A written request, with an accompanying background packet, is sent to all sources. At the University, these include a senior Dean for each college, Student Affairs and Athletics leaders, as well as other Directors or Department heads. Data is compiled and reported in "Think Safe", which is published and distributed by Public Safety on behalf of the University. The full contents are available in paper and electronic form.

Copies of "Think Safe" are available to any interested party upon request.

The statistics in this publication are categorized in accordance with the guidelines in the FBI Uniform Crime Reporting Handbook or as provided, otherwise, by the federal Jeanne A. Clery Act. Information can also be found on the [Campus Safety and Security website](#).

Notes for statistical tables

- The University is committed to personal safety through education. Data includes reports to Public Safety, other campus authorities and outside public agencies.
- The Title IX Coordinator manages a special outreach program to collect information on incidents that may not have been reported to Public Safety.
- Tallies are based on dates of reporting and may differ from those based on dates of occurrence.
- Our statistics indicate that few arrests were made specifically for alcohol or drug law violations. These substances were factors present, at times, when arrests or other enforcement actions were taken for violations of criminal laws or campus codes of conduct. Misuses of substances does not absolve individuals of responsibility for their actions.
- Statistics for referrals for alcohol and drug violations count the number of persons present at the time of a violation. Statistics are for referrals for disciplinary review

and did not necessarily result in all being found culpable. Counts are taken from reports to the Dean of Students offices and Residential Life staff.

Crime reporting

If you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report. With your permission, a Public Safety officer can file a report on the details of the incident without revealing your identity (except if the incident involves allegations of Sexual Misconduct, which Public Safety employees must report to the Title IX Coordinator). The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to enhance the future safety of yourself and others. With such information, the University of Rochester can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution. Pastoral and professional counselors are encouraged to refer persons they are counseling to report crimes to Public Safety on a voluntary, confidential basis for inclusion in the annual security report by following this procedure.

Any on-campus crime witnessed by a college student or employee must be reported to the Department of Public Safety as soon as possible. The Department of Public Safety is responsible for reporting and follow-up investigation when an incident is reported. All College students, employees, and visitors should exercise responsibility for their own safety while on campus.

Monitoring and Recording of Criminal Activity at Non Campus Locations

The University of Rochester monitors and records criminal activity involving students at non-campus locations owned or controlled by officially recognized student organizations, including those with non-campus housing. The University of Rochester Department of Public Safety (DPS) works in collaboration with local law enforcement agencies to ensure that crimes occurring at these locations are included in the University's Annual Security Report (ASR).

DPS maintains communication with local law enforcement to collect and report incidents occurring at non-campus student organization properties. These crime statistics are documented and disclosed in the ASR, ensuring transparency and adherence to federal reporting obligations. Recognized student organizations are responsible for reporting any criminal incidents to DPS and local law enforcement. The University provides training and guidance to assist in compliance with this policy.

Crime reported table

[A copy of the crime report table can be downloaded as an excel file.](#)

| Clery Crime | Year | On Campus | Residence Halls | Non-Campus | Public Property | Total | Unfounded Crimes |
|--|-------------|-----------|-----------------|------------|-----------------|-------|------------------|
| Murder/Non-Negligent Manslaughter | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Negligent Manslaughter | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 2023 | 11 | 8 | 0 | 0 | 11 | 0 |
| | 2022 | 17 | 9 | 6 | 0 | 23 | 0 |
| | 2021 | 29 | 3 | 2 | 2 | 33 | 0 |
| Fondling | 2023 | 6 | 2 | 0 | 0 | 6 | 0 |
| | 2022 | 7 | 0 | 0 | 0 | 7 | 0 |
| | 2021 | 12 | 0 | 0 | 0 | 12 | 0 |
| Incest | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 2023 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 2022 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 2021 | 0 | 0 | 0 | 1 | 1 | 0 |
| Aggravated Assault | 2023 | 7 | 0 | 0 | 0 | 7 | 0 |
| | 2022 | 9 | 0 | 0 | 0 | 9 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 2023 | 2 | 2 | 0 | 0 | 2 | 0 |
| | 2022 | 5 | 2 | 0 | 0 | 5 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 2023 | 26 | 0 | 0 | 3 | 29 | 1 |
| | 2022 | 6 | 0 | 0 | 0 | 6 | 0 |
| | 2021 | 1 | 0 | 0 | 0 | 1 | 0 |
| Arson | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 1 | 0 | 0 | 0 | 1 | 0 |
| Domestic Violence | 2023 | 5 | 4 | 1 | 0 | 6 | 0 |
| | 2022 | 5 | 4 | 0 | 0 | 5 | 0 |

| | | | | | | | |
|--|-------------|--|-----|---|---|-----|---|
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence | 2023 | 5 | 5 | 0 | 0 | 5 | 0 |
| | 2022 | 10 | 4 | 0 | 0 | 10 | 0 |
| | 2021 | 10 | 9 | 0 | 0 | 10 | 0 |
| Stalking | 2023 | 16 | 6 | 0 | 0 | 16 | 0 |
| | 2022 | 14 | 1 | 0 | 0 | 14 | 0 |
| | 2021 | 13 | 6 | 0 | 0 | 13 | 0 |
| Liquor Law Arrests | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug-Related Arrests | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Weapons Arrests | 2023 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Liquor Law Disciplinary Referrals | 2023 | 413 | 409 | 4 | 0 | 417 | 0 |
| | 2022 | 392 | 391 | 1 | 0 | 393 | 0 |
| | 2021 | 166 | 157 | 9 | 0 | 175 | 0 |
| Drug-Related Disciplinary Referrals | 2023 | 110 | 110 | 0 | 0 | 110 | 0 |
| | 2022 | 140 | 140 | 0 | 0 | 140 | 0 |
| | 2021 | 15 | 14 | 1 | 0 | 16 | 0 |
| Weapon Disciplinary Referrals | 2023 | 1 | 1 | 0 | 0 | 1 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hate Crimes | 2023 | 7 | 0 | 0 | 0 | 7 | 0 |
| | 2022 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2021 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | <p>“This information may show higher numbers than expected because it includes incidents from prior years, covers events at the University Medical Center campus (considered part of the overall campus despite its clinical focus), and uses a broad approach to data collection aimed at capturing a complete view of campus safety. The data comes from various sources: direct reports, campus security authorities, and outside public agencies. It also includes "proxy data," which refers to indirect information about potential incidents that helps provide a more comprehensive safety picture.”</p> | | | | | |

Missing students

Any individual who believes that a currently enrolled University of Rochester student is missing should immediately notify the University Department of Public Safety (DPS) by at calling (585) 275-3333. University staff, including residence life administrators, must immediately notify the Dean of Students Office in addition to the DPS.

DPS will open an investigation upon receipt of the information with the aid of various departments:

- Student life
- Residential life
- University deans of various schools
- Environmental Health and Safety
- Facilities and Services
- Information technology services
- Others as needed

Should the investigation result in the conclusion that the student is missing, and has been missing for 24 hours, the Department of Public Safety will notify the Rochester Police and/or the appropriate local law enforcement agency, as well as the student's emergency contact within 24 hours. If the missing student is under the age of 18 and not an emancipated individual, the Department of public safety will notify the student's parent or legal guardian in addition to notifying the emergency contact person designated by the student.

Missing Student Emergency Contact

All students, including those living in University housing, are encouraged to confidentially identify and register one or more individuals to be contacted if the student is determined to be missing. The contact person may be anyone, including, but not limited to, the person the student has otherwise identified as an emergency contact. Students may register and update this contact information on UR Student Records Systems, during the required "check in period" each term they are enrolled. This information is accessible to the Department of Public Safety in the event that an on-campus student is determined to be missing. The contact information will be registered confidentially, accessible only to authorized campus officials, and it will not be disclosed, except to law enforcement personnel to further a missing person investigation.

Policies and documentation

Public Safety Authority

New York State Education Law requires the University to establish policies, regulations, and procedures for the maintenance of public order on its campuses and properties. These provisions are set forth in a “Standards of Conduct” statement adopted by the Board of Trustees on July 15, 1970, and published in the Faculty Handbook.

The Department of Public Safety is charged with providing general public safety services at the University and takes steps to insure the maintenance of public order consistent with its mission. Peace Officer authority is outlined in the New York State Criminal Procedure Law, Article 2.10, Section 84. University peace officers’ powers are limited to the scope of their University duties, and limited to the University’s geographic boundaries and the property that is immediately adjacent to University property. They have the authority to make arrests.

The Department of Public Safety also employs non-sworn public safety officers who are licensed by the State of New York and do not have arrest authority.

Department of Public Safety’s Mission

- Protect people at the University
- Inform our community about security issues, personal safety measures, and protective strategies
- Prevent disruption of University activities and misuse of premises
- Protect University and personal property against theft or abuse
- Provide a visible, reassuring, and readily accessible presence
- Foster beneficial community relations

Weapons policy

The University is committed to maintaining a safe and secure environment in which to conduct educational and research activities. This requires minimizing the risk of injury or death associated with intentional or accidental use of weapons.

Students

Students are not permitted to possess or imply possession of a weapon anywhere on property owned, leased or controlled by the University of Rochester. A weapon is any

instrument that is used to inflict physical harm, is intended to be used to inflict harm, or could reasonably cause fear of infliction of harm, including any item that may be deemed a weapon under applicable law.

Examples include, but are not limited to: pistols, revolvers, shotguns, rifles, firearms, stun guns, BB or pellet guns, tasers, bows and arrows, and other instruments that launch projectiles, including electric dart guns and paintball guns, as well as parts or ammunition relating to any of the above; martial arts tools, brass knuckles, daggers, swords, and knives, bombs, grenades, mines, explosives, or incendiary devices (which can include ignition devices and aerosols). A disarmed weapon still counts as a weapon.

The determination of whether an item is considered a weapon for the purposes of this policy will be made on the totality of the circumstances surrounding the item's possession and use. For example, an ordinary kitchen knife used for food preparation would not be considered a weapon in connection with that use. If there are questions

about whether a given item counts as a weapon, students should contact the Center for Student Conflict Management for clarification before bringing the item to campus.

Faculty and staff

No weapons of any type (firearms, bb or pellet guns, double-edged knives, bows and arrows, stun guns, paintball guns and the like) are allowed on University property. If a weapon is discovered, Public Safety staff will confiscate it and turn the item over to the appropriate law enforcement agency.

Possession could result in arrest, suspension, or expulsion from school, and/or termination of employment.

Your rights and retaliation

You have the right to:

- Seek medical treatment as soon as possible, including collection of evidence crucial to pursuing criminal charges. By law, evidence is maintained for a specified period of time to allow for this option should a victim not wish to pursue charges right away.
- Have allegations of sexual assault treated seriously; you have the right to be treated with dignity.
- Report the incident to University Public
- Report the incident to the police and pursue criminal
- Request options for changes in your academic and/or living
- Be free from any suggestion that victims are responsible for the commission of crimes against
- Be free from any suggestion that victims must report crimes to be assured of any other rights guaranteed.
- Be informed of procedures for on campus disciplinary action including clear statements that both the accuser and the accused:
 - are entitled to the same opportunities to have others present during a campus disciplinary proceeding;

- shall be informed in writing of: the outcome of any institutional disciplinary proceeding that arises from an allegation of domestic violence, dating violence, sexual assault or stalking; the University's procedures for appealing the results of the proceeding; any change to the results that occurs prior to the results becoming final; and when such results become final;
 - have the right to a support person/advisor of their choice at any proceeding or related meeting.
- Receive written notification about:
 - existing counseling, health, mental health, victim advocacy, legal assistance and other services available both on and off campus;
 - options for and available assistance in changing academic, living, transportation and working situations, if requested by you and reasonably available, regardless of whether you choose to formally report the incident or not;
- Be free from any pressure from campus personnel to: 1) report crimes you don't want to report 2) report crimes as lesser offenses than you perceive them to be 3) refrain from reporting crimes 4) refrain from reporting crimes to avoid unwanted personal publicity;
- Be free from retaliation from making a report or asking questions;
- Access support services here at the University or within the Rochester community;
- Talk with someone from the Office of the Dean of Students who can offer further support and information (585) 275-4085;
- Contact the Title IX Coordinator at titleix@rochester.edu, (585) 275-1654 or to discuss your options for making a report;
- Call Human Resources

NYS Students' Bill of Rights

All students have the right to:

- Make a report to local law enforcement and/or state police;
- Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
- Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
- Participate in a process that is fair, impartial, and provides adequate notice and meaningful opportunity to be heard;
- Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
- Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;

- Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
- Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
- Access at least one level of appeal of a determination;
- Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process
- Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

Retaliation

Retaliation for reporting sexual harassment, sexual assault, sexual discrimination or any other type of harassment or discrimination is prohibited by the Title IX Policy, Student Sexual Misconduct Policy and the Policy Against Discrimination and Harassment.

Retaliation occurs when a person has engaged in protected activity (such as reporting or filing a complaint of harassment or discrimination or participating in an investigation pertaining to such a complaint) known to the University and the University or a member of the University community takes action that disadvantages that person or which would dissuade a reasonable person from complaining about, giving information about, or filing a report concerning harassment or discrimination. Prohibited retaliation is action that has occurred because of the complaint made or report filed, information given, or due to the person's participation in an investigation of harassment or discrimination. If you reasonably believe you have been retaliated against, contact the Title IX Coordinator for the University. She can be reached by phone at (585) 275-1654 or via e-mail at titleix@rochester.edu.

Rights

The University of Rochester will, upon written request, 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 such institution 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 this paragraph.

Federal and state laws

The following summary is not intended to be a definitive explanation of the law, but rather an overview of state and federal laws regarding the possession, use and distribution of illicit drugs and alcohol. It is intended only to be generally representative of these laws.

New York State laws

Alcohol

- **Law:** It is illegal for anyone under the age of 21 to purchase or possess any alcoholic beverage with the intent to consume it.
 - **Penalty:** For a violation, a fine of up to \$50, completion of a court-ordered alcohol awareness program, and up to 36 hours of community service may be imposed.
- **Law:** It is illegal for anyone under 21 to present false evidence of age to purchase any alcoholic beverage.
 - **Penalty:** A fine of up to \$100, up to a year's probation, completion of a court-ordered alcohol awareness program, up to 36 hours of community service, and, if a driver's license is used, suspension of the license. Possession of false ID may result in a forgery charge.
- **Law:** It is illegal to sell or give away alcoholic beverages to a person who is, or isn't, under 21 or intoxicated.
 - **Penalty:** Punishable as a misdemeanor.
- **Law:** Driving while intoxicated is a criminal offense.
 - **Penalty:** This may result in a fine, a license revocation, and imprisonment.
- **Law:** A driver who is intoxicated and causes someone's death in an accident may be charged with vehicular manslaughter.
- **Law:** If a person is injured by someone who is intoxicated, he or she could have a right of action to recover damages against the person who unlawfully caused or contributed to such intoxication.
 - **Penalty:** Under the Zero Tolerance Law, it's illegal for a person under twenty-one, with a blood alcohol content of 0.02 to 0.07, to operate a motor vehicle. 1st offense: 6 month license suspension/\$125 fine/\$100 fee to terminate suspension. 2nd Offense: license revoked one year or until age twenty-one/\$125 fine/\$100 license re-application fee.

Illicit Drugs

- **Law:** Unlawful possession of cannabis, over 3 ounces
 - **Penalty:** Punishable by a fine of up to \$100
- **Law:** Subsequent violations of cannabis possession

- **Penalty:** May result in fines to \$250 and/or imprisonment for up to 15 days
- **Law:** Selling more than 16 ounces of cannabis
 - **Penalty:** A felony punishable by up to 15 years in prison
- **Law:** Possession of larger quantities of cannabis or selling it
 - **Penalty:** Penalties depend on the quantity involved, the criminal record of the violator and other factors
- **Law:** Unlawful possession of small amounts of a controlled substance (e.g., cocaine, LSD, PCP, hallucinogenic substances, stimulants, narcotics)
 - **Penalty:** A Class A misdemeanor and may result in a \$1000 fine and/or up to one year in jail
- **Law:** Violations of all other possession and sale laws involving controlled substances
 - **Penalty:** Are considered felonies. In some cases, conviction may result in punishments of up to life in prison

Federal laws

Illicit Drugs

- **Law:** First conviction of illegal possession of a controlled substance
 - **Penalty:** May result in imprisonment for up to one year and/or a fine of up to 100 ODO
- **Law:** Subsequent conviction for illegal possession of a controlled substance
 - **Penalty:** Subsequent convictions carry stiffer criminal penalties. Other penalties may apply, such as forfeiture of property used in connection with the crime, denial of certain federal benefits and revocation of certain federal licenses
- **Law:** Federal trafficking of marijuana (depends on the form of the substance, quantity, and record of the violator)
 - **Penalty:** A first offense violation may result in five years to life imprisonment (depending on the quantity) and/or a fine of \$250 ODO to \$4 million
- **Law:** Federal trafficking of controlled substances such as heroin, cocaine, PCP, and LSD (depends on the substance, quantity, and record of the violator)

- **Penalty:** Penalties range from five years to life imprisonment and/or fines of up to \$8 million (within 1,000 feet of a University, prison terms and fines are twice the regular penalties for the offense, including a mandatory prison sentence of at least one year).

Smoking policy

Effective 7/1/2017, all University campuses have become tobacco-free. This applies to the River Campus, the Eastman School of Music, and all other University properties, including the Medical Center, which has been smoke-free indoors and outdoors since 2006.

The decision to now become completely tobacco-free—including cigarettes and e-cigarettes, cigars, pipes and vape pens, and smokeless tobacco—comes after a University working group examined the effects that the change would have on students, employees and visitors. The group concluded that becoming a wholly tobacco-free campus is in keeping with being an academic and medical institution that promotes health and wellness, and being a workplace that is welcoming and comfortable to everyone.

As part of this change, free tobacco cessation programs and resources will be promoted to University community members who wish to take advantage of them. However, with the understanding that a tobacco addiction can be significant challenge to overcome, a small number of outdoor smoking shelters have been installed on River Campus, which follows a model that the Medical Center adopted in 2006.

Signs are posted at building entrances and displayed prominently in outdoor areas to inform all individuals entering or occupying University property. The success of the tobacco-free policy will rely on University community members' participation and help with enforcement—tobacco users will need to abstain or use the smoking shelters while on campus, and everyone will be asked to respectfully inform or remind others about the policy as needed. The tobacco-free policy will be communicated to prospective and enrolling students, as well as new employees. Organizers of University events will be responsible for communicating the policy to vendors and guests.

Drug and alcohol education

The University of Rochester implements several drug and alcohol abuse prevention programs in compliance with the Drug-Free Schools and Communities Act (DFSCA). The programs are aimed at supporting students in reducing risky behavior and fostering safer choices regarding substance use. Key programs include:

1. **Brief Alcohol Screening and Intervention for College Students (BASICS):** This program helps students evaluate their alcohol use in a non-judgmental setting, offering personalized feedback and strategies to reduce risk. It involves two sessions with a trained facilitator and is often required for students who violate the University's alcohol policies.

2. **Alcohol Education Seminar:** A 90-minute course designed to educate students about harm reduction strategies, University policies, and relevant state and federal laws concerning alcohol use. The seminar includes interactive activities to help students make safer choices.
3. **SWARM Training:** This initiative offers two types of training. The SWARM Event Management training is required for any student group planning events with alcohol. SWARM Risk Reduction focuses on educating students about safer drinking strategies and reducing the risks associated with alcohol consumption.

Additionally, the University promotes harm reduction strategies through programs such as the provision of Narcan for opioid overdose reversal and fentanyl test strips to detect dangerous substances in drugs. These tools are part of a broader effort to ensure the health and safety of the campus community through education and accessible resources.

These programs align with the federal mandates requiring universities to provide ongoing education, counseling, and policy enforcement to prevent substance abuse among students and employees. The University's annual review of these programs ensures compliance and allows for adjustments based on effectiveness.

For more details, you can visit the University's [Alcohol and Other Drug Education Program page](#).

Resources and services

Building Access

Residence halls - University residence halls are locked 24 hours a day. Only students with ID cards and their guests may enter. Remember not to prop doors open — you never know who will come in behind you.

University buildings - Some buildings, such as the Laboratory for Laser Energetics, are off-limits to anyone except authorized staff. Increasingly, areas throughout the University require ID cards for access. Other buildings are kept open during regular business hours but are locked at night, according to scheduled hours.

Safe Passage

University Public Safety regularly conducts surveys to assess campus needs and to plan for the future. We check lighting levels in parking lots, on walkways, and around buildings. We also assess landscape plans and maintenance. Building designs are surveyed, along with other features that promote personal safety practices. All exterior and elevator phones are checked on a regular basis.

Each year, Public Safety staff, University administration, faculty, and students join in the campus Walk for Light. Poorly lit and potentially unsafe areas are identified and Public

Safety takes steps to improve safety in those locations. Suggestions make a difference! Changes or additions to campus buildings or programs may create new travel patterns or travel times. Suggestions from participants have resulted in the installation of several Blue Light Emergency Phones and upgraded lighting along several pathways. Even if you don't participate in the Walk for Light, let Public Safety know if you have a suggestion for making the University of Rochester a safer place.

Safety Escorts

University Public Safety will arrange for an escort to and from University locations. We will choose the most efficient way to provide you with an escort, based on our activity levels at the time. We acknowledge emergencies and other high priority non-emergency calls for services first, so there may be some delay in our response to your request.

Please be patient. Your own safety is not worth sacrificing for a few extra minutes. We don't provide escorts to off- campus locations.

To request an escort, call (585) 275-3333 or pick up a Blue Light Emergency Phone.

University shuttle service

The Department of Transportation and Parking Management contracts with First Transit to operate shuttle services at the University.

University community members can use these shuttle routes free of charge by presenting a current University ID card. Schedules are posted at major bus stops and are available on the [University parking website](#). Video monitors are located around campus that show the location of your bus or you can track them online and with your smart phone through the [Passiogo website](#).

Off-campus transportation

The Regional Transit Service (RTS) operated by the Rochester Genesee Regional Transit Authority (RGRTA) has stops at the University of Rochester Medical Center as well.

These routes require the current fare. RTS schedules are available on-line at <https://www.myrts.com/>. For more information, call RTS at 585-288-1700.

U-Commute

The [U-Commute program](#) provides a variety of transportation options for you. From Bikes to Zipcars and everything in between (like free on-line carpool and walking promotions), you can get around and out of town easily with U-Commute.

Crime prevention and victim assistance

Through Student Orientation Programs, Parent Orientation Programs, services fairs, new employee orientations and department or residence hall presentations, crime prevention

staff address thousands of students, parents, and employees on personal safety issues yearly. We respond to special requests from groups of staff members or students and present individualized workshops on topics of particular concern.

We also distribute Public Safety bulletins and conduct office/ building safety surveys.

We make available victim assistance support services for a crime against the person. Assistance may begin shortly after a crime is reported and may continue through the often-confusing stages of the criminal justice process.

The University does not assume responsibility for property if it is lost or stolen. To protect your property, record any identifying marks or serial numbers on a list and keep it in a safe place. Items without serial numbers may be engraved with a unique number for identification purposes. We strongly urge you to check your family homeowner's insurance policy and secure coverage if needed.

Health risks

Serious health and personal risks are associated with use and abuse of alcohol and other drugs. These may include physical or mental impairment or death. There are both short and long term effects on cognition, memory retention, information processing, coordination, athletic and academic performance, and the ability to make critical decisions. Use and abuse of alcohol and other drugs may lead to conduct which causes injury, death, or damage to users or to the person or property of others. Resource: Alcohol and Other Drugs Risky Business, American College Health Association, Baltimore, MD, 1996.

Depressants (Also called "downers")

- **Alcohol:**

- Immediate effects: Muscle relaxation, depression, impaired motor control, impaired memory and judgment.
- Long-term effects: Dehydration, hangover, respiratory failure, obesity, impotence, psychosis, ulcers, malnutrition, liver and brain damage, death.

- **Narcotics:**

- Immediate effects: Euphoria, drowsiness, pain relief.
- Long-term effects: Respiratory and circulatory depression, dizziness, vomiting, sweating, dry mouth, lowered libido, lethargy, constipation, weight loss, temporary sterility, withdrawal sickness, stupor, death.

- **Inhalants:**

- Immediate effects: Lowered blood pressure, relaxation, feeling of heightened sexual arousal.
- Long-term effects: Headache, dizziness, accelerated heart rate, nausea, nasal irritation, hallucinations, liver, kidney, brain damage, death.
- **GHB (Gamma-hydroxybutyrate) ("Grievous Bodily Harm", "Liquid Ecstasy", "Date Rape Drug"):**
 - Immediate effects: Relaxation, relieves anxiety, drowsiness, nausea, headache, loss of consciousness.
 - Long-term effects: Breathing problems, loss of reflexes, seizures, coma, death.
- **Rohypnol ("Roofies", "Forget Me Pill", "Date Rape Drug"):**
 - Immediate effects: Decreased blood pressure, drowsiness, visual disturbances, dizziness.
 - Long-term effects: Urinary retention, gastrointestinal disturbances, amnesia.

Stimulants (Also called "uppers")

- **Cocaine:**
 - Immediate effects: Brief euphoria, increased energy, exhilaration.
 - Long-term effects: Tremors, nasal bleeding, toxic psychosis, damage to nasal septum, death from overdose.
- **Nicotine:**
 - Immediate effects: Relaxation, increased confidence, metabolism boost.
 - Long-term effects: High blood pressure, emphysema, heart and lung disease, cancer, death.
- **Caffeine:**
 - Immediate effects: Increased mental alertness, increased blood pressure and respiration.
 - Long-term effects: Nervousness, insomnia, dehydration, stomach irritation.
- **MDMA ("Ecstasy", "XTC", "Adam", "Clarity", "Lover's Speed"):**
 - Immediate effects: Increase in heart rate, blood pressure, temperature, dehydration.

- Long-term effects: Hypertension, heart attack, stroke, kidney failure, depression.
- **Methamphetamines:**
 - Immediate effects: Memory loss, aggression, psychotic behavior, increased physical activity.
 - Long-term effects: Cardiac and neurological damage, seizures, permanent brain damage.

Hallucinogens / Psychedelics

- **Cannabis:**
 - Immediate effects: Relaxation, altered senses, euphoria, increased heart rate, appetite.
 - Long-term effects: Impaired driving, possible lung damage, reduced sperm count, damage from impure dose.
- **LSD ("Acid", "Boomers", "Yellow Sunshine"):**
 - Immediate effects: Abnormal sensory perceptions, dilated pupils, increased heart rate, blood pressure, sleeplessness.
 - Long-term effects: Numbness, tremors, depression, memory loss.
- **Ketamine ("Special K", "K", "Vitamin K", "Cat Valium"):**
 - Immediate effects: Impaired attention, learning, memory.
 - Long-term effects: High blood pressure, depression, fatal respiratory problems.

Safety

Access Control & CCTV

All of us depend on technology each day to add convenience, access information, improve productivity and connect electronically with others – often in an instant. This is true with personal safety, too.

The Department of Public Safety monitors 16,150 fire and security alarm zones or individual points, and 4,163 centrally coordinated access devices.

We continue to expand the use of CCTV technology to extend our monitoring capability of parking lots, walkways and key building lobbies. This is a multi-year effort that will continue

to expand. Over 1,300 centrally monitored CCTV cameras cover major portions of campus, and images are stored for thirty days on a 416-terabyte array for retrieval. Careful attention is given to the protection of information, so it is used only as intended for approved University services.

Alcohol and other drugs regulations, violations, resources

The Drug-free Schools and Communities Act Amendments of 1989 require an institution of higher education, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Alcohol regulations

- Alcohol may be served only to those 21 years of age or older.
- Drinking of alcohol is prohibited in all University public spaces and grounds except at registered events.
- Any group, formal or informal, planning an event where alcohol is to be served must comply with regulations on each campus for host training, registering the event, controlling the service of alcohol, service hours, the sale of alcohol, attendance, food and beverage quantities, BYO events, and advertising. Public Safety staff conduct checks of events to verify that University regulations are being followed.

Consequences of violations

The University Student Alcohol Policy has been adopted with the letter and spirit of the New York State laws regulating alcoholic beverages and to address the special problems of alcohol use on the campus. The Center for Student Conflict Management (CSCM) in the Office of the Dean of students oversees the administration of the University Student Alcohol Policy and regulations. Violations will be adjudicated through the CSCM.

Individuals or groups who violate the University policy are subject to sanctions appropriate to their campuses.

Organizers of events where alcohol is served or individuals who serve alcohol at outside events are responsible for compliance with all applicable laws and regulations at their events. If the organizers do not exercise responsible control over the conduct of their guests, they may be held accountable in campus judicial proceedings in addition to any applicable civil or criminal process. [Access a copy of the full University Student Alcohol Policy.](#)

Related policies

Drug-free workplace-controlled substance policy (#171) - The University is committed to the development and maintenance of a drug-free environment, and will not tolerate the unlawful possession and use of controlled substances (drugs) on its premises. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on University of Rochester owned or controlled property.

Pre-placement drug testing policy (#168) - The University of Rochester is committed to providing a safe, healthful, and productive work environment for all employees. In conjunction with Policy 171, all final candidates for positions within Strong Memorial Hospital and other listed departments will be required to participate in a drug screening test. All offers will be made contingent upon completion of a drug test with a negative result. The University is committed to maintaining confidentiality and privacy of the individual. The University will enforce federal and New York state drug laws.

University student alcohol policy Item 22 - The University permits responsible use of alcohol by those legally of age to purchase alcoholic beverages. The University does not condone irresponsible use of alcohol, regardless of age. Individuals who engage in irresponsible behavior, in which the use of alcohol is a related factor, will be subject to disciplinary action.

Individuals who engage in irresponsible behavior that violates University rules and regulations, damages property, or causes injury while using alcohol will be subject to disciplinary action. The University will enforce New York State laws related to the possession, use and distribution of alcohol.

CARE Network & Student Support Network - The CARE Network enables members of the University community to express their concern about a student, a bias-related incident, or a community concern. The CARE Network provides referrals to campus and community resources in order to promote the overall wellness and success of students.

A small group of professional staff, called the CARE team, gathers to review a private list of students who have been identified through the CARE Network. The CARE Team then works to identify any additional information that would assist in the support of these students.

Fire safety policies

Fire safety is very important to the University community. All University owned buildings are subject to periodic fire safety inspections by the University Fire Marshal, the New York State Office of Fire Prevention and Control and other regulatory agencies. Most fire-related emergencies can be avoided by practicing fire safety, including avoiding the non-approved items and appliances below.

Emergency response and Evacuation Procedures

University of Rochester maintains an [Emergency Response Plan](#) that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.

The main goal of the University of Rochester Emergency Action Plan is the preservation of life, protection of property, and the continuity of campus operations. Other objectives include but are not limited to:

- Delegation of responsibility to emergency personnel.
- Coordination of emergency operations with external agencies such as the Rochester Police Department, Monroe County Sheriff's Office, Brighton Police Department, Brockport Police Department, Monroe Crime Analysis Center.

The emergency response and evacuation procedures are tested at least three times each year. Students and employees are given information about the locations of the emergency exits in the buildings and are provided with the designated assembly areas for each facility for a short-term building evacuation. The Department of Public Safety does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, the location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Public Safety staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

During an emergency, the University may use the Public Address system to advise the University of procedures to be followed. The Public Safety Department is authorized to make such announcements. Public Safety personnel will also assist in directing building occupants to a safe location. The building will remain unoccupied until deemed safe to re-enter by emergency personnel.

Non-Approved Items

Generally, items that can produce enough heat to start a fire if used improperly, or act as sources of fuel in case of fire. Including but not limited to:

- Hover Boards
- 3D Printers
- Candles with or without a wick, lanterns, lamps, or any other item that produces an open flame
- Tobacco, incense, or any other item that burns or smolders when used
- All flammable materials (gas, lighter fluid, charcoal, propane, solvents,)
- All items powered by combustible fuels (such as motorcycles)
- All fireworks, explosives,

- All corrosive (or poisonous) chemicals and hazardous materials
- All lightweight extension cords or multi-plug outlet adapters
- Heavyweight power strips or extension cords without safety circuit breakers, flexible (twisty) power strips
- Multiple approved power strips connected together (“chaining”)
- All electric cords extended through walls, ceilings, affixed to walls, under floor coverings, across corridors,
- Curtains/drapes
- Anything covering ceilings (tapestries, banners, posters, nets or other combustible materials)
- All decorations covering more than 20% of walls (tapestries, banners, posters or other combustible materials)
- Crepe paper, plastic or Mylar decorations, ribbons, streamers,
- Combustible materials as door decorations covering more than 20% of doors total
- Runners, doormats, or other combustible floor coverings in hallways and suite corridors
- All standard and “rope type” decorative lighting (Christmas, chili pepper, lights)

Non-Approved Appliances

Generally, devices with open elements or that can produce enough heat to start a fire if used improperly. Including but not limited to:

- George Foreman grills or similar cooking appliances, including induction cooktops, BBQ grills, or open flame devices (charcoal, gas or other fuel)
- Toasters, portable or toaster ovens, smokeless indoor grills, (except in designated cooking areas)
- Hotplates, electric skillets, crock pots,
- Combination microwaves with broiling elements
- Submersion coil water heaters
- Personal lighting that has an upward-facing lamp (regardless of protective cover or bulb type)
- Personal lighting that has movable octopus arms so that lamp can be faced upward
- Non-UL safety approved electric powered appliances
- All portable heating devices (space heaters of any type)

Residential Fire Alarm System Information

The University has two basic designs of fire alarm systems in its residential housing. For residential housing that has a fire sprinkler system installed as described in the information table, smoke detector activation in a student room results in “local” alarm for notification of the room occupants and an electronic signal is automatically sent to the Department of Public Safety, which can alert the fire department.

For residential housing that does not have a fire sprinkler system (University Park and Whipple Park Apartments) a more sophisticated smoke detector is installed which senses heat and smoke separately.

Activation of the heat sensor activates the building alarm and sends a fire alarm signal to Public Safety. Activation of the smoke sensor sends an alarm signal to Public Safety but also activates a “local” alarm to alert the room occupants.

The Graduate Maisonettes are equipped with battery-operated smoke detectors that will alert the unit occupants only.

Smoke detectors that are located in common spaces (i.e. basements, common hallways) in all buildings, except Graduate Maisonettes, and all sprinkler system activations in those buildings equipped with sprinklers, activate the building fire alarm system to alert all occupants and transmit a signal to Public Safety.

Fire evacuation policies RACE to Fire Safety

- **Rescue and Relocate** anyone in immediate danger
- **Activate** the building fire alarm. Fire alarm pull stations are usually located near exits and stair entries. Call Public Safety at x13 if it can be done quickly and from a safe location.
- **Confine** the fire by closing all doors. First, close the door to the room where the fire is located.
- **Evacuate** the building immediately.

Before opening any doors, feel the door with the back of your hand. If it feels hot, do not open it. If it isn't hot, brace yourself against the door, open it slightly, and if heat or heavy smoke is present, close the door and leave by an alternate exit.

As you leave your room, close the room door, making sure you have your keys with you (heavy concentration of smoke may make your return necessary).

If there is smoke or heat, crawl close to the ground. If there is heavy/ thick smoke in the hallway, stay in your room, close the door and call x13 for help and stay near the window.

Do not take time to collect jewelry, money, or other valuables. They can be replaced— your life can't!

Do not attempt to use elevators to evacuate the building.

Do not attempt to use a fire extinguisher to put out the fire unless: the building fire alarm has been activated to alert others, Public Safety has been notified, you have received annual specific training in the use of a fire extinguisher, you know what is burning and what type of fire extinguisher to use. The fire is small – perhaps no larger than a wastebasket.

The fire is not spreading rapidly and there is no toxic smoke present. You know the fire extinguisher is fully charged and there is an escape exit or route behind you.

As you evacuate the building, do so in a calm and orderly fashion. Walk, don't run! Keep conversation levels down.

After exiting the building, proceed immediately to your designated assembly area. Remain there until released. Stand well clear of the building to allow maneuvering of emergency apparatus and emergency personnel.

At the assembly area, be as calm as possible and cooperate with Residential Life staff as they attempt to determine if everyone is out of the building.

Do not re-enter the building without direct authorization by a senior Residential Life staff member or a Public Safety officer.

It is the responsibility of all faculty, staff, students or visitors to report all fires (no matter how small or if they are extinguished), dangerous situations or other emergencies to Public Safety by calling x13, or #413 from AT&T or Verizon cell phones.

Additional information can be found in the [Residential Life evacuation policy](#).

Fire Safety Education and Training Programs

The Fire Marshal's Office will tailor a fire safety program for any student, faculty or staff group. Some examples of current fire safety programs available include Residential Life staff, Dining Services, Public Safety, Laboratory, Facilities and Services, Fraternity Houses, and Health Care. To schedule a fire safety training session, please call the UR Fire Marshal's office at (585) 275-3243.

The fire safety programs are designed to train individuals on the University's fire response procedures, fire safety policies, fire extinguisher operation, and resident advisors on smoke movement and obscuration. All students are also given literature prior to the school year on our fire safety policies and prohibited items. Fire safety training is conducted by the University Fire Safety staff out of Environmental Health & Safety who are experienced in fire safety matters.

Tampering With Fire Safety Devices and Equipment

Fire alarm systems, sprinkler systems and other fire/life safety equipment are provided in your building for occupant protection. Tampering with any of these may seriously reduce the level of protection afforded by alarm systems, automatic sprinklers, extinguishers, detectors, etc. and is prohibited and illegal.

Future Plans For Fire Safety Improvements

The University recognizes fire sprinklers in our residence halls as an investment in the safety of our students. We completed a multi-year fire safety program upgrade that installed state-of-the-art intelligent fire alarm systems in all residential housing except the Graduate Maisonettes, and complete quick response sprinkler systems in all our residential housing except the Graduate Maisonettes, University Park, and Whipple Park Apartments. Future plans for fire safety improvements are to focus on reducing fire alarms caused by unattended or inappropriate cooking practices.

How to obtain information

- Urgent:
 - AlertUR
 - Emergency email notifications | Posted Public Safety bulletins | Mailings to departments
 - Special meetings at any time needed
- Ongoing:
 - Campus Crime Log
 - Public Safety web site
 - Direct mailings
 - Facebook
 - Twitter
 - Other campus media
 - Meetings with customer groups

Public Safety bulletins may be distributed via email and posted on Public Safety's website. Bulletins are issued for crimes such as serious assault, robbery, forcible sex offenses with unknown suspects, patterns of thefts or other losses. In general we distribute a notice when the specifics of the crime are indicative of activity that may put the campus community at risk, or pose significant general security concerns by patterns or frequency of activity.

Police Are Called When

We call the police

- To calm a disturbance that may be threatening or disruptive to activities.
- When an offense against a person is committed or the individual requests that the police be notified.
- For crimes involving major property damage or multiple losses.
- For a motor vehicle accident with personal injury or property damage exceeding \$1,000.

Public Safety is in close contact with the Rochester Police and other law enforcement agencies through the 911 center and by direct radio communication with selected police units.

The University has Memoranda of Understanding with the city of Rochester Police Department, the Brockport police department and the Brighton police department which outline how the departments work together to respond to events occurring on University property.

Residential Life Fire Drill and Fire Systems

Environmental Health & Safety maintains the fire log which includes the general location, date, time and known causes that occur in on-campus student housing. Entry or additions to the log are made within two business days of receipt of the Public Safety report. The log is available for the most recent 60 days for public inspection, M-F during normal business hours at 685 Mt. Hope Avenue. Any portion of the fire log greater than the most recent 60 days will be made available within two business days of the request for public inspection.

[Download a copy of the Residential Life Fire Drill and Fire Systems document.](#)

| Building Name | Date | Time | Fires | Injuries | Deaths | Value Range | Cause |
|---|------------|-------|-------|----------|--------|-------------|--|
| Alpha Delta Phi, 577 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Anderson Tower, 850 Wilson Blvd. | 12/11/2022 | 23:55 | 1 | 0 | 0 | N/A | Burnt plastic in microwave |
| | 1/20/2023 | 14:19 | 1 | 0 | 0 | N/A | Burning Paper in trash can – 5 th floor kitchen |
| Brooks Crossing, 1500 Plymouth Ave. S | 4/6/2021 | 19:51 | 1 | 0 | 0 | \$0-\$99 | Grease from pot on stove, 1 st floor |
| | 3/3/2023 | 21:14 | 1 | 0 | 0 | \$100-\$999 | Oven fire – Range deemed inoperable |
| Burton Hall, 560 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Crosby Hall, 655 Faculty Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| deKiewiet Tower, 300 Kendrick Rd. | 3/28/2022 | 15:41 | 1 | 0 | 0 | \$0-\$99 | External battery in bag with papers, 5 th floor |
| Delta Kappa Epsilon, 597 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Douglass Leadership House, 575 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Drama House, 595 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Eastman Living Center, 100 Gibbs St. | 8/5/2023 | 12:30 | 1 | 0 | 0 | \$0-\$99 | Electrical outlet fire – 251E |
| | 9/26/2023 | 18:00 | 1 | 0 | 0 | \$0-\$99 | Electrical wiring fire – ECB Kitchen |
| Genesee Hall, 730 Library Rd | 7/3/2022 | 11:14 | 1 | 0 | 0 | \$0-\$99 | Microwave, 3 rd floor |
| Gilbert Hall, 615 Faculty Rd. | 2/12/2023 | 12:16 | 1 | 0 | 0 | \$0-\$99 | Trash Can fire |
| Goler House, 60 Crittenden Blvd. | 5/19/2021 | 00:43 | 1 | 0 | 0 | \$100-\$999 | Air handler motor, 14 th floor |
| | 3/6/2023 | 18:24 | 1 | 1 | 0 | \$100-\$999 | Oven/cabinet fire – unit 327 |
| Graduate Maisonettes, 210-490 Kendrick Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Hillcourt | | | | | | | |
| Chambers House, 995 Hill Court Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |

| | | | | | | | |
|---------------------------------------|------------|-------|---|---|---|-----------------|---|
| Fairchild House, 920 Hill Court Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Gale House, 940 Hill Court Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Kendrick House, 975 Hill Court Rd. | 12/18/2021 | 09:44 | 1 | 0 | 0 | \$25,000-49,999 | Stove fire, 1 st floor |
| | 4/5/2021 | 18:30 | 1 | 0 | 0 | N/A | Trash chute fire, between 3 rd & 4 th floor |
| | 4/1/25021 | 10:41 | 1 | 0 | 0 | \$0-\$99 | Kleenex box on fire, 1 st floor |
| Munro House, 955 Hill Court Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Slater House, 945 Hill Court Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Hoeing Hall, 620 Faculty Rd. | 12/1/2022 | 03:50 | 1 | 0 | 0 | N/A | Food on Stove |
| Lovejoy Hall, 540 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| O'Brien Hall, 800 Wilson Blvd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Psi Upsilon, 537 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Riverview, 1236 Plymouth Ave. South | 5/8/2021 | 22:38 | 1 | 0 | 0 | \$0-\$99 | Ashes in trash can, 1 st floor |
| | 12/13/2022 | 10:50 | 1 | 0 | 0 | N/A | Food container in microwave – Building B, 104 |
| Susan B. Anthony Hall | | | | | | | |
| Danforth Dining, 742 Library Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Gannett Hall, 740 Library Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Gates Hall, 740 Library Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Hollister Hall, 740 Library Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Morgan Hall, 740 Library Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Building Core Kitchens – All Floors | 1/11/2023 | 20:45 | 1 | 0 | 0 | N/A | Food in Microwave – Third Floor Kitchen |
| Sigma Alpha Mu, 535 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Sigma Chi, 555 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Sigma Epsilon, 515 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Theta Chi, 557 Fraternity Rd. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Tiernan Hall, 520 Fraternity Rd. | 8/26/2023 | 23:39 | 1 | 0 | 0 | \$0-\$99 | Microwave fire – Adj to 203 |
| University Park, 300 Westmoreland Dr. | 1/5/2022 | 10:56 | 1 | 0 | 0 | \$100-999 | Melted space heater, 400 building |
| Valentine Tower, 400 Kendrick Rd. | 5/6/2022 | 22:36 | 1 | 0 | 0 | \$0-\$99 | Burnt paper, 6 th floor |
| | 3/23/2022 | 08:14 | 1 | 0 | 0 | \$0-\$99 | Stove fire, 1 st floor kitchen |
| Whipple Park, 500 Murlin Dr. | N/A | N/A | 0 | 0 | 0 | N/A | N/A |
| Whipple Park 228 Conant Rd – Apt D | 12/23/2022 | 14:58 | 1 | 0 | 0 | N/A | Grease fire - stove |
| Wilder Tower, 810 Wilson Blvd. | N/A | N/A | 0 | 0 | 0 | N/A | |

The following additional information on these systems may be helpful to you.

The University has two basic designs of fire alarm systems in its residential housing. For residential housing that has a fire sprinkler system installed as described in the above-referenced summary, smoke detector activation in a student room results in “local” alarm

for notification of the room occupants and an electronic signal is automatically sent to the Department of Public Safety (DPS), which can alert the Fire Department.

For residential housing that does not have a fire sprinkler system (University Park and Whipple Park Apartments) a more sophisticated smoke detector is installed which senses heat and smoke separately. Activation of the heat sensor sends a fire alarm signal to DPS. Activation of the smoke sensor sends an alarm signal to DPS but also activates a “local” alarm to alert the room occupants.

The Graduate Maisonettes are equipped with battery operated smoke detectors that will alert the unit occupants only.

Smoke detectors that are located in common spaces (i.e. basements, common hallways) in all buildings, except the Graduate Maisonettes, and all sprinkler system activations in those building equipped with sprinklers, activate the building fire alarm system to alert all occupants and transmit a signal to DPS.

Residential Life Fire Drills conducted 2023: - 159

Sexual Harassment

Preventing sexual harassment, sexual assault

The University of Rochester prohibits sexual assault, dating violence, domestic violence and stalking.

Prevention

The University of Rochester provides opportunities for all incoming and existing students and all new and existing employees to participate in prevention and awareness training programs regarding domestic violence, dating violence, sexual assault, and stalking. Training programs include information regarding the University’s prohibition of domestic/dating violence, sexual assault and stalking, the definitions of these terms as well as information regarding bystander intervention skills and warning signs of abusive behavior. Mandatory trainings covering Title IX topics are required for all student, faculty, and staff during onboarding processes, including New Student Orientation. Additionally, the team at the Title IX Office, student leaders, and other community members lead interactive outreach efforts throughout the year to help educate the University community on prevention, creating consent culture, being a BADASS bystander, how to support friends, understanding the University of Rochester’s Policies on sexual misconduct and Title IX, and related topics.

The University regularly invites partners from organizations with expertise on these topics to lead educational programming. Programs have included [Take Back the Night](#),

workshops, film screenings, [The Clothesline Project](#), [Walk a Mile](#), [It's On Us National Pledge Day](#), [Medallion Leadership Program classes](#), and information tables.

Required Online Training for Students and Employees

New Students

The University of Rochester is committed to fostering a culture of prevention and awareness around sexual misconduct and gender equity. We have partnered with [Get Inclusive](#) to provide online training that is required for all first-year undergraduate, graduate, and transfer students at the University that covers Title IX and other topics. These training sessions, in addition to being highly interactive and engaging, are based on research around the best practices for healthy communities. This training is issued each fall and spring semester to all new students.

Student-Athletes and Student Leaders

In compliance with the New York State Education Law Article 129-B, all University of Rochester Student Athletes, Student Leaders and officers of student organizations are required to complete training on domestic violence, dating violence, stalking, or sexual assault prevention, which is administered online from a company called [Get Inclusive](#), each academic calendar year.

All University Employees

In compliance with New York State Labor Law, all employees of the University are required to take Harassment Prevention Training and Title IX Training via MyPath issued by Human Resources. The course provides interactive scenarios and examples of harassment and discrimination and it encourages all of us to be active in ending these harmful behaviors. This course also includes reminders of existing laws and University policies and systems that address these complex issues. This is an annual training for all employees.

Bystander Intervention and Risk Reduction

Everyone has a role to play in preventing harm or violence and there are many different ways you can step up to make a difference as a bystander.

Create a Distraction

Distracting is a subtle and innovative way of intervening. The purpose of distraction is to interrupt the incident, safely, by communicating with the individual at risk and giving them an opportunity to safely exit the potentially dangerous situation. Try creating a distraction as early as possible.

This technique can be used to de-escalate the situation and re-direct the attention of the aggressor or the individual at risk to something else. For example, creating a conversation

with the individual at risk is helpful. At this moment, make sure not to leave them alone. This technique can be used to dilute the tension before it escalates to further danger.

Other ideas include:

- Cut off the conversation with a diversion like, “Let’s get pizza, I’m starving,” or “This party is boring. Let’s try somewhere else.”
- Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about.
- Start an activity that draws other people in, like a game, a debate, or a dance party.

Ask Directly

Asking directly to the individual at risk can help you determine if an action needs to be taken immediately to ensure a safe environment. You can address the individual at risk directly. You can ask the following, “Do you need help?” or “Would you like me to stay with you?” or “Would you like to get out of here and go somewhere safe?”

Make sure to ask the question when the perpetrator is not listening or nearby in order to de-escalate the situation from turning into a crisis. Asking them if they need any support or assistance at the moment can help you determine if an authority needs to be contacted. If the answer is yes, proceed to contact a safe emergency personnel.

Rally Others

It can be intimidating to approach a situation alone. If you need to, enlist another person to support you:

- Ask someone to come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers.
- Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom.
- Enlist the friend of the person you’re concerned about. “Your friend looks like they’ve had a lot to drink. Can you check on them?”

Sometimes the safest way to intervene is to enlist an authority figure like a resident assistant, bartender, bouncer, or security guard. This option will allow you to have others on your side and can offer additional safety from the perpetrator.

Risk Reduction

No one asks to be sexually assaulted or to experience abuse in a relationship and the person responsible for violence is the person who caused harm, not the person who experienced it. However, there are some things it would be helpful to keep in mind to reduce your risk:

- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it is okay to leave.
- Avoid being isolated with someone you do not trust or someone you do not know if you can.
- When you go to a social gathering, go with a group of friends, arrive together, check-in with each other throughout the evening and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Do not leave your drink unattended while talking, dancing, using the restroom or making a phone call. If you have left your drink alone, just get a new one.
- Be thoughtful about accepting drinks from people you don't know or trust. If you choose to accept a drink:
 - Go with the person to the bar to order it, watch it being poured and carry it yourself.
 - At parties, do not drink from the punch bowls or other large, common open containers.
- Watch out for your friends and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they have had or is acting out of character, get them to a safe place immediately.
- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - Remember that you are not obligated to do anything you do not want to do or be nice to someone who is scaring you or is making you uncomfortable. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.

Information Regarding Sex Offender Registration

In accordance with Federal and State law. Information about Level III sex offenders, if any, living or working in the Rochester area near or adjacent to our campuses will be provided by local police and maintained by Public Safety. The Sex Offender Registration Act (SORA) presumes that information from the registry will be used responsibly to promote

public safety. Information provided from the registry may not be used to commit a crime against a person listed in the registry, or to engage in illegal discrimination or harassment against such person.

Options for students

The University has a number of resources available to support individuals who may have been subjected to, domestic violence, dating violence, sexual assault and stalking. These resources include access to mental and physical health providers as well as to procedures for adjudicating complaints of sexual misconduct within the University and through the criminal justice system.

If you have been the victim of a sexual assault, we encourage you to visit a local hospital as soon as possible for a rape kit to preserve any evidence. It is best to visit a hospital immediately after a sexual assault but within the first 72 hours of the sexual assault. Having evidence collected within 72 hours preserves your right to decide at a later date whether you wish to go forward with the University's judicial process or with the criminal justice system. This type of evidence can also be helpful in obtaining a protective order from a criminal, civil or tribal court.

Resources Available:

- **Meet with the University Title IX Coordinator or Deputy Coordinator:**
 - Contact an official trained in interviewing victims of sexual assault. This person will provide information on options, emphasize the importance of preserving evidence, and explain the sexual assault forensic examination process.
 - They will clarify that criminal justice standards differ and advise contacting law enforcement or the district attorney for questions about penal law.
 - Reach Title IX staff at: titleix@rochester.edu.
 - Title IX Coordinators are **private**, not **confidential** resources.
- **Make a Formal Report to the Department of Public Safety (DPS):**
 - **Phone:** (585) 275-3333)
 - DPS assists with filing a formal University report and can help make a report to local legal authorities (e.g., Rochester Police, Monroe County Sheriff's Office).
 - You can report to both the University and local law enforcement or choose to report to only one.

- **Consent:** The University will seek your consent before starting an investigation, respecting your decision unless it determines failure to investigate may pose a risk to others.
- **Confidentiality and Reporting to Title IX:**
 - If you disclose an incident but request confidentiality or decline an investigation, the Title IX Coordinator will weigh your request against the need to maintain a safe, non-discriminatory environment. Factors considered include:
 - The accused's history of violent behavior or repeated offenses.
 - Escalation from prior behavior or increased risk of further violence.
 - Weapon use or force in the incident.
 - Victim/survivor status (e.g., a minor).
 - Availability of other evidence (e.g., camera footage).
 - If an investigation is needed, you'll be notified, and action will be taken to assist and protect you.
- **DPS Investigation Process:**
 - If you report to the University, DPS will conduct an investigation and submit findings to the Center for Student Conflict Management (CSCM). CSCM staff will then discuss your options, support resources, and next steps in the conduct process.
 - You may withdraw your complaint at any time.
- **Request Interim Measures and Accommodations:**
 - Accommodations are available even if you do not file a formal report. These include:
 - **Alternative Housing, Transportation, and Classes:** The University may assist with arrangements, if appropriate.
 - **Academic Accommodations:** Title IX staff can help identify and communicate your academic needs to professors.
 - **Orders of Protection:** Assistance in obtaining legal protection orders (family or criminal court) or a University-issued Active Avoidance Order.

- **Connect with a Counselor at the University Counseling Center (UCC):**
 - **Phone:** (585) 275-3113)
 - UCC provides 24/7 mental health support through on-call counselors and scheduled appointments. Reports to UCC and UHS are **confidential**.
- **File a Report with Local Police:**
 - DPS can connect you to local law enforcement, or you can call **911**. The police may explain legal options and protection orders.
- **Contact RESTORE:**
 - **Phone:** (585) 546-2777)
 - RESTORE offers a confidential 24-hour hotline and advocacy support. Reports made to RESTORE are confidential and not shared with the University.
- **Confidential Reporting to the State or Local Government:**
 - You can confidentially disclose the incident to governmental agencies for support services.
- **Reporting an Employee (Policy 106):**
 - If the accused is a University employee, report the incident to University Human Resources via Policy 106. The full policy is available [here](#).
- **File a Report Online:**
 - Reports can be made anonymously without providing personal information. This option gathers details like date, type, and location of the incident without identifying the student.
- **Take No Action:**
 - You may choose not to take action or delay action. However, delaying reporting may affect your options for legal charges.

Confidentiality Guidelines:

- **Support Measures:** The University ensures confidentiality to the greatest extent possible. Support information is shared only with those who need to know to provide assistance.

- **Responsible Employees:** Employees designated as “Responsible Employees” must report incidents within 48 hours to the Title IX Coordinator. These employees include:
 - Supervisors of University employees.
 - Campus Safety Authorities under the Clery Act.
 - Deputy Title IX Coordinators.
 - Staff with “dean” in their title.
 - Employees in the Department of Public Safety, Office of Equity and Inclusion, Student Life offices, and Residential Life.

Confidential Support:

- Students can access confidential support services (UHS, UCC, and University Chaplains) without reporting the incident to the Title IX Coordinator. These services are available at:
 - **University Health Service:** (585) 275-2662
 - **University Counseling Center:** (585) 275-3113
 - **University Chaplains:** (585) 275-4321
- **Daily Crime Log and Timely Warnings:** The University does not disclose personally identifiable information in these records or notifications.

Reporting sexual harassment, sexual assault

The University encourages all individuals who believe they have been subject to sexual harassment or discrimination—including sexual assault, dating violence, domestic violence, and/or stalking—to promptly report the alleged incident to University Public Safety, the Title IX Coordinator, or the Dean (or Dean of Students Office) of any of the University’s schools. The Title IX Coordinator can help individuals understand their options, rights, and available support services on-campus, and can assist with the on-campus reporting process; University Public Safety can assist in making a report to other area law enforcement agencies.

The Title IX Coordinator - All members of the University community are encouraged to report any instances or claims of Sexual Misconduct, to the Title IX Coordinator. The Title IX Coordinator can provide information about how to report an incident to either the police or to a University official.

Relevant Policies - The University Title IX Policy outlines the policies and procedures that govern the University’s grievance process to address complaints of Sexual Harassment, as

that term is defined in the Title IX Regulations (34 C.F.R. Part 106) and in the University Title IX Policy.

The University's Student Sexual Misconduct Policy (SSMP) describes additional, prohibited sex-based student behaviors that are not covered by the University Title IX Policy, as well as the policies and procedures that govern investigation and decision-making for complaints alleging these behaviors by students.

The University Policy Against Discrimination and Harassment (PADH) prohibits discrimination and harassment based on a number of protected classes, including sex. The PADH outlines the process the University uses to investigate complaints of harassment and discrimination against faculty, staff, visitors, patients and guests, to the extent the behavior is not covered by the Title IX Policy. This includes complaints brought by students, but not against students.

Overview of investigation and decision-making processes

In general, upon receiving a report the University may conduct an investigation, depending in part on the complaining party's wishes. University investigations are prompt, fair and impartial, overseen by the Title IX Coordinator and/or Director of EEO Investigations (PADH), and conducted by investigators who receive annual training on, among other relevant topics, relevant University policies and issues related to sexual harassment, dating and domestic violence, sexual assault, and stalking (behaviors referred to as sexual misconduct). These investigators are trained in conducting investigations in a manner that protects the safety of parties and promotes accountability.

When a complaint of sexual misconduct is received, the University may initiate the grievance process or initiate informal resolution.

Informal Resolution is an option that may be offered by the Title IX Coordinator at their discretion and at any time prior to a determination whether Sex Discrimination or Sex-based Harassment occurred through a completed Grievance Process. The Title IX Coordinator may decline to offer Informal Resolution despite one or more of the parties' wishes, such as when the alleged conduct would present a future risk of harm to others. Participating in an Informal Resolution process is voluntary. Initiating this process requires specific notifications to the Parties, as well as the Parties' voluntary written consent to participate.

The Facilitator(s) will decide the process and method to be used in each Informal Resolution process. The Facilitator(s) will treat the Parties fairly and equitably. Each Party may be accompanied by their Advisor during the Informal Resolution process. The Facilitator(s) may meet with the Parties separately, may share information obtained during the course of any investigation with the Parties, may make suggestions about the terms of an Informal Resolution, and may take other reasonable steps to assist the Parties in determining if they can reach an Informal Resolution. The Facilitator(s) shall not require the

Parties to meet together, in person; the Parties will meet together only if they choose to do so.

The University seeks to resolve all Complaints of Sex Discrimination and Sex-based Harassment thoroughly, fairly, equitably, and as promptly as possible based on the allegations. Circumstances may arise that justify a good cause extension of anticipated timeframes at the University's initiative or at the request of a Party. Such circumstances may include, but are not limited to: the complexity of the allegations; expansion of the scope of the allegations as the investigation proceeds; the number of Witnesses involved; the availability of the Parties, Witnesses or others involved; the effect of a concurrent criminal investigation; breaks or other closures of campus; faculty sabbatical; approved employee leave; or unforeseen circumstances. In the event timelines are modified, the University will provide written notice to the Parties.

Right to an Advisor and Advisor Role

Each Party has the right to choose an Advisor to assist and advise them (at the Party's own expense, if the Advisor is paid). Each Party has the right to be accompanied by their Advisor throughout the Grievance Process, including during all related meetings and hearings. Parties are encouraged to identify an Advisor as soon as practical, as Advisors play an important role. Advisors:

1. provide support to the Party but do not serve as a proxy voice for the Party;
2. can confer quietly with their Party as needed, but if there is a need for an extended discussion, the Party should ask for a break in the meeting, interview or Hearing;
3. may not make statements or arguments or answer questions on behalf of Parties during meetings, interviews or during the Hearing;
4. may not speak during the hearing process, except in connection with Advisor-conducted Questions, described in Section XVIII(F)(4)(c) below;
5. cannot direct the Party how to answer a question; and
6. must conduct themselves quietly and professionally, must not disrupt any meeting, interview or proceeding, and must comply with the Rules of Decorum established by the University.

An Advisor who does not follow the Rules of Decorum and other guidelines above may be removed from the meeting, interview or Hearing.

Each Party must notify the Title IX Coordinator promptly of the name, title, and contact information for their Advisors and any change in their Advisor. The University can connect a Party with a trained on-campus Advisor upon request.

The Investigator will conduct the investigation with a presumption that the Respondent is not responsible and will investigate free of bias and conflict of interest. The Investigator will

provide advance written notice to each Party of the date, time, location, participants, and purpose of any meeting(s) the Investigator request with them. Parties will have equal access to information and the same rights to have others present. Investigations will be conducted in a thorough, impartial, and fair manner; all involved individuals will be treated with appropriate sensitivity and respect. Determinations regarding violations of this Policy will be made by using the preponderance of the evidence standard. Preponderance of the evidence means that an allegation is more likely true than not true.

The Investigator will decide which individuals to interview based on the information the Investigator gathers as part of the investigation and, with respect to Witnesses offered by a Party, the Investigator will ask the Party to describe the information the Party expects the Witness to provide. The Title IX Coordinator may also direct that additional interviews be conducted. Interviews will be supplemented by gathering any physical, documentary, and other evidence, as appropriate and available.

The Investigator will prepare a preliminary investigation report summarizing and attaching the Relevant, Admissible evidence and information obtained during the investigation, including Inculpatory Evidence and Exculpatory Evidence, and parties will have the opportunity to review.

At the conclusion of the investigation, the Title IX Coordinator will review the final investigation report and prepare a Notice of Hearing. Each Party and their Advisor will be invited to a Pre-Hearing Conference with the Title IX Coordinator and the Decision-maker to: review the Hearing process in detail. All Hearings will be conducted in a virtual format with the parties physically present in separate locations, with technology enabling the Decision-maker and Parties to simultaneously see and hear the Party or the Witness while that person is speaking. At the hearing, the Decision-maker has the right and responsibility to ask questions and elicit information from Parties and Witnesses to aid in obtaining Relevant, Admissible evidence and information, both Inculpatory and Exculpatory. The Parties have equal rights to present information to the Decision-maker, which ensures that the Decision-maker has the benefit of each Party's perspectives about the allegations and evidence.

At the conclusion of the hearing, the investigator will issue a written determination. The Written Determination will include factual findings, specific policy provisions determined to have been violated, if any, and Sanctions and/or Remedies imposed, if any, and will include an explanation of the rationale for these determinations

The Parties have equal rights to file an Appeal. Appeals must be submitted to the individual identified in the Written Determination on or before the date specified in the Written Determination.

Appeal Grounds

An Appeal is not intended to be a rehearing of the information presented at the Hearing. An Appeal may only be based upon one or more of the following grounds:

1. **Procedural Irregularity** that would change the outcome;
2. **New evidence** that would change the outcome and was not reasonably available when the dismissal was effectuated;
3. **Conflict of interest or bias**: The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent, that would change the outcome; and/or
4. **Inappropriate or too severe sanction(s)**.

The Appeal Decision-makers will then analyze all the materials related to the Appeal and take one of the following actions:

1. **Uphold** the original decision;
2. **Send the matter back** to the Decision-maker for further consideration;
3. **Refer the matter** to the Title IX Coordinator for further investigation or a new hearing with a new Decision-maker.

The written Appeal decision, which will include the Appeal Decision-makers' rationale, will be sent to the Parties simultaneously. All decisions made by the Appeal Decision-makers are final.

Investigation Process

In Title IX and SSMP matters, after gathering all the relevant information and evidence from a variety of sources (as applicable), the investigators will create an investigation report summarizing all such information and evidence. In some cases, that report is submitted to a decision maker for adjudication, either through a live hearing or an administrative hearing. The type of hearing depends on a number of factors, including the type of misconduct alleged and the status of the involved parties.

Other cases may be resolved through an **informal process** with all parties' voluntary consent and agreement, depending on the type of misconduct alleged and the status of the involved parties.

In cases that proceed to a hearing, the decision maker/adjudicator evaluates the investigation report and evidence, may take testimony from parties and witnesses, and then uses the **preponderance of evidence standard** (more likely than not) to determine whether or not the conduct occurred as alleged. If the conduct occurred, the decision maker will determine if it violates University policies.

The process for PADH matters differs in that the investigators evaluate whether the allegations are or are not substantiated by a preponderance of the evidence gathered and present these findings in an investigation report. The report is provided to a determination panel, which then applies PADH to the factual findings to decide whether University policy was violated.

Sanctions

(1) Students

- Expulsion (permanent separation)
- Suspension
- Deferred Suspension
- Disciplinary Probation
- Disciplinary Probation with deferred removal from the residence halls
- Loss of housing contract
- Residence hall probation
- Conduct warning
- Title IX education or other relevant education
- Parent or guardian notification (subject to privacy restrictions)
- Financial restitution
- Organizational sanctions, including probation and rescinding recognition or other organizational restrictions
- Fine
- Community restoration and/or community service
- Loss of campus privileges
- Loss of campus employment and/or opportunities for campus employment
- Withholding records or degree
- Revocation of admission and/or degree
- Bar against registration
- Discretionary action

- Substance abuse education and/or evaluation

(2) Employees/Faculty/Staff

- Termination of employment
- Revocation or denial of tenure
- Suspension
- Demotion
- Progressive discipline
- Warning
- Loss of pay or other pay adjustments
- Job transfer
- Change or restrictions in work location and/or job responsibilities
- Title IX education
- Restrictions on the Employee's communications
- Limitations on the Employee's movement in or on the University's campus, programs, and activities

(3) Non-community members (e.g., Visitors, Vendors, Contractors, Patients)

- Campus Ban
- Restrictions on accessing University property only for medical care
- Termination of contract

On-campus Confidential Resources

The **University Counseling Center**, **Employee Assistance Program**, and the **Chaplains** are available to discuss questions or problems concerning personal relationships and/or sexual harassment, sexual assault, dating or domestic violence, and stalking. These counseling services offer confidential, personal counseling and do not have the authority to discipline, expel, or prosecute individuals.

External Confidential Resources

Students, faculty, and staff who wish to seek confidential assistance without the University's involvement may contact the following Rochester-area resources:

- **Lifeline:** 585-275-5151 or Dial 2-1-1
- **RESTORE:** 585-546-2777
- **Willow Domestic Violence Center:** 585-222-7233
- **RESOLVE:** 585-425-1580
- **Rochester Police Victim Assistance Unit:** 585-428-6630

Definitions

Sexual Harassment

The University's definition of sexual harassment is outlined in the **Title IX Policy**, the **Policy Against Discrimination and Harassment**, and the **Student Sexual Misconduct Policy**, all of which are available online.

Sexual Assault, Dating Violence, Domestic Violence, and Stalking

University Policy defines **sexual assault** as any sexual act directed against another person, without the consent of that person, including instances where the person is incapable of giving consent. Sexual assault includes:

- **Rape:** Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without consent.
- **Fondling:** Touching of the private body parts of another person for sexual gratification, without consent.
- **Incest:** Sexual intercourse between persons related to each other within degrees prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person under the statutory age of consent. In New York, the statutory age of consent is 17 years old.

If you have been subjected to dating violence, domestic violence, sexual assault or stalking...

- Call Public Safety at (585) 275-3333 if you are on campus or the local police at 911 if you are off campus. You can notify Public Safety and the police even if you do not wish to file an official report or pursue criminal charges. Specially selected University Public Safety staff are available to work with you throughout the process.
- Get medical care as soon as possible. Do not shower, bathe, douche, change your clothes, brush your teeth, or eat until after you have been examined for physical injury and have discussed your medical options.
- If you believe you are the victim of stalking, seek a protective order limiting the ability of the alleged stalker to contact you in any way. University Public Safety (585)

275-3333), the Rochester Police Department's Victim Assistance Unit (585) 428-6630 and Legal Aid Society (585) 295-5751) can assist you in obtaining a protective order from Criminal or Family Court. If you obtain an order of protection, you must bring the order to University Public Safety as quickly as possible. Upon notice of the order, the University will enforce the any provisions that apply on campus. The Judicial Officer for the University or the Title IX Coordinator can also issue No Contact Orders that set expectations for no- contact between you and the alleged stalker on campus.

Please note that No Contact Orders are not legal instruments and are only enforceable through the University's internal adjudication process.

