

# Annual Police and Fire Safety Report



# 2018

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## Message from the Chief

I would like to take a moment to briefly introduce the Faulkner University Police Department. Whether you are a student, faculty, staff, or a visitor to our campus we are here to provide you with a safe and secure place to work, live, and learn. We serve the Faulkner community by providing professional law enforcement and emergency response services around the clock, every day of the year. In close cooperation with surrounding public safety agencies, our professionally trained officers are continuously available to answer calls for service and to respond to any emergency on campus.

The Police Department is committed to providing the University with proactive and professional law enforcement and emergency response services focusing on relationship building, community oriented policing, and customer service oriented goals. The members of our Department strive to reflect the Mission of the University and the teachings of Holy Scripture in everything they do.

The safety of the campus is a top priority for the University. I report directly to the Vice-President for Student Services and have close contact with the President of the University. This exceptional working relationship allows the Department to be proactive in identifying potential issues and instituting measures aimed at keeping our community safe.

The Faulkner University Police Department offers safety training information throughout the year and upon request to anyone or any group interested in personal and campus safety issues. Tests and practical exercises for emergency situations are also conducted throughout the year.

This report is intended to inform our campus community of the function of the Department, to highlight our preparations and policies in case of emergency, and to keep the community informed of what occurs on the campus. This report can be located on the Faulkner University web site at: <https://www.faulkner.edu/student-life/campus-safety-and-police-department/>

We encourage visitors to the Department and strive to develop relationships with all our students, faculty, and staff. Please do not hesitate to contact me or any member of the Department if you have any questions. You can contact me directly at 334-386-7415 or [pcalvert@faulkner.edu](mailto:pcalvert@faulkner.edu). The on-duty officer can always be contacted at 334-239-5496.

We are here to Serve and Protect,



Phillip Calvert  
Chief of Police

## **Faulkner University's Mission**

The mission of Faulkner University is to glorify God through education of the whole person, emphasizing integrity of character in a caring, Christian environment where every individual matters every day.

## **Faulkner University's Purpose**

Faulkner University is committed to providing a nurturing and challenging environment that encourages students to thrive not only academically, but also socially and spiritually. As a Christian liberal arts university associated with the Churches of Christ, Faulkner's offerings are continually expanding.

Undergirding all our offerings, both academic and extracurricular, is Faulkner's commitment to instill within our students the tenets of Godly intellect, character and service for the education of the whole person. We believe that all truth comes from God. With that knowledge, we instruct all courses through the lens of Christianity, emphasizing integrity of character and a Godly attitude in all phases of life.

Commitment to service is also at the core of a Faulkner education. Over the years, Faulkner students have logged thousands of hours in service projects and mission work. As a result of this dedication to helping our neighbors, Faulkner students have received recognition from the community.

## **Police Department Mission**

The mission of Faulkner University's Police Department is to glorify God by utilizing all available resources to provide a safe and secure community which supports the education of the whole person, emphasizing integrity of character in a caring Christian environment where every individual matters every day.

## **Police Department Objectives**

The Police Department serves to protect life and property, prevent and detect crime, maintain an effective parking and traffic system, and be of general service to the University community. The Department also maintains a high level of cooperation with the members of Faulkner University and other public safety and law enforcement agencies.

## **Police Department Authority & Jurisdiction**

*Code of Alabama 1975, as amended:*

### Section 16-22-1

#### ***Police officers at state colleges and universities or Institute for Deaf and Blind - Employment; powers and duties; nonlethal weaponry.***

(a) The president or chief executive officer of any state college or university, the president or chief executive officer of the Alabama Institute for Deaf and Blind, the Presidents of Talladega College, Concordia College, Samford University, Birmingham-Southern College, Miles College, Stillman College, Tuskegee University, Spring Hill College, Faulkner University, and Selma University may appoint and employ one or more suitable persons to act as police officers to keep off intruders and prevent trespass upon and damage to the property of the college or university or of the institute. These persons shall be charged with all the duties and invested with all the powers of police officers.

(b) Any person appointed to act as a police officer, pursuant to subsection (a), while on duty, shall carry and be trained in the proper use of a nonlethal weapon. For the purposes of this subsection, a nonlethal weapon is a weapon that is explicitly designed and primarily employed to immediately incapacitate the targeted person while minimizing fatalities and permanent injury. A nonlethal weapon is intended to have a reversible effect on the targeted person.

(c) A person appointed as a police officer pursuant to subsection (a) shall be certified through the Alabama Peace Officers' Standards and Training Commission.

(d) This section is cumulative.

*(Acts 1969, No. 1125, p. 2084, §1; Acts 1971, No. 960, p. 1718, §2; Acts 1994, No. 94-587, p. 1083, §1; Acts 1996, No. 96-430, p. 543, §1; Act 2005-296, 1st Sp. Sess., p. 555, §1; Act 2006-607, p. 1671, §1; Act 2013-191, p. 349, §1; Act 2014-156, p. 439, §1; Act 2015-409, §1.)*

### Section 16-22-2

#### ***Police officers at state colleges and universities or Institute for Deaf and Blind - Extension of jurisdiction.***

(a) Any police officer appointed pursuant to the provisions of Section 16-47-10 or 16-22-1, is a peace officer whose authority extends to any place in the state; provided, that the primary duty of any such police or peace officer shall be the enforcement of the law on property owned or leased by the institution of higher education employing said peace officers; provided further, that he shall not otherwise act as a peace officer in enforcing the law except:

(1) When in pursuit of any offender or suspected offender who is charged with the commission of a crime while on the premises of said institution; or

(2) To make arrests otherwise lawfully for crimes committed, or for which there is probable cause to believe have been committed, within his presence or within the boundaries of said property owned or leased.

(b) The provisions of this section granting authority to police officers at institutions of higher learning in the State of Alabama are not intended to limit or abridge any powers heretofore granted to said officers by law, and the provisions of this section are, therefore, to be considered cumulative.

(c) Nothing in this section shall grant authority to any persons appointed under the provisions of this section to enter a classroom for the purpose of enforcing traffic or parking citations.

*(Acts 1975, No. 924, p. 1836, §§1-3.)*

## **Montgomery Campus**

The Police Department provides 24 hour coverage of the University by sworn, state certified law enforcement officers with full arrest authority and statewide jurisdiction. Certified officers are augmented by non-certified campus safety officers. These assets provide professional law enforcement services to the Montgomery Campus 24 hours a day. Police Officers and Safety Officers act as first responders to all reports of criminal violations, violations of the student code of conduct, or unsafe conditions. Criminal investigations for offenses occurring on campus are handled by the Faulkner University Police Department. Felony investigations may be conducted jointly by Faulkner Police Department and the Montgomery Police Department, Montgomery County Sheriff's Department, Montgomery County District Attorney's Office, and ALEA's State Bureau of Investigation. The On-Duty Officer can be contacted by telephone at 334-239-5496 at all times.

Faulkner Police Department maintains a close working relationship with the City of Montgomery Department of Public Safety, the Montgomery County Sheriff's Department, the Alabama Law Enforcement Agency (ALEA), the local field office of the Federal Bureau of Investigation, Department of Homeland Security, and other law enforcement and public safety agencies.

Montgomery Police Department will be the primary agency in dealing with law enforcement response and investigative needs for situations occurring off of Faulkner's campus. Faulkner Police may call upon Montgomery Police for additional patrol or investigative assistance on any calls for service or criminal offenses occurring on campus. In the event that Faulkner Police, or a victim, requests that Montgomery Police become involved in an investigation of an offense on campus, the investigation will be conducted as a joint investigation by both agencies. There is no written memorandum of understanding between Faulkner Police Department and Montgomery Police Department.



Faulkner's Police Department also monitors Montgomery Police Department call/offense data for any student involvement in criminal activity off-campus. This information may be forwarded to Faulkner University's Dean of Students for possible university follow-up in accordance with university conduct code violations.

Faulkner Police and Safety Officers are classified by Faulkner University as university officials and have the authority to enforce regulations and policies as established by the university in relation to student conduct, parking regulations, and general campus safety. When Faulkner Police or Safety Officers handle these cases, they will be referred to the Dean of Students Office.

## **Birmingham Campus**

The Police Department provides professional law enforcement services to the Birmingham Campus during the evening hours Monday through Thursday and during class hours on Saturday. The Police Officers are certified officers and employees of Faulkner University assigned to the Faulkner Police Department. The Law Enforcement operation is directly supervised by a police sergeant who reports to the Chief of Police. Police Officers from the Montgomery Campus may be dispatched to this campus as necessary. The on duty officer can be contacted in the reception area at the entrance to campus facilities. To request or schedule a Police escort to your vehicle, contact Campus Police at the reception area of the campus. There is no written memorandum of understanding between Faulkner Police Department and Hoover Police Department.

## **Huntsville Campus**

The Police Department provides professional law enforcement services to the Huntsville Campus during the evening hours Monday through Thursday and during class hours on Saturday. The Police Officers are certified officers and employees of Faulkner University assigned to the Faulkner Police Department. The Law Enforcement operation is directly supervised by a police sergeant who reports to the Chief of Police. Police Officers from the Montgomery Campus may be dispatched to this campus as necessary. The on duty officer can be contacted in the reception area at the entrance to campus facilities. To request or schedule a Police escort to your vehicle, contact Campus Police at the reception area of the campus. There is no written memorandum of understanding between Faulkner Police Department and Huntsville Police Department.

## **Mobile Campus**

The Police Department provides professional law enforcement services to the Mobile Campus during the evening hours Monday through Thursday and during class hours on Saturday. The Police Officers are certified officers and employees of Faulkner University assigned to the Faulkner Police Department. The Law Enforcement operation is directly supervised by a police sergeant who reports to the Chief of Police. Police Officers from the Montgomery Campus may be dispatched to this campus as necessary. The on duty officer can be contacted in the reception area at the entrance to campus facilities. To request or schedule a Police escort to your vehicle, contact Campus Police at the reception area of the campus. There is no written memorandum of understanding between Faulkner Police Department and Mobile Police Department.

## **Campus Security Authority**

A Campus Security Authority (CSA) is an individual who is an official of the institution that has significant responsibility for student and campus activities, including but not limited to:

- Student Housing
- Student Discipline
- Campus Judicial Proceedings
- Directors of Athletics and team coaches
- Faculty Advisor to a student group
- Dean of Students overseeing Student Housing, a Student Center or student extracurricular activities.
- Student Resident Advisor (RA) or a Graduate Assistant (GA) who monitors access to resident halls
- Nurses in Campus Health Center
- Counselor in a Campus Counseling Center or a Victim Advocate or a Sexual Assault Response Team in a campus Rape Crisis Center
- Center Director at satellite locations

Under definitions provided in the Clery Act, a crime is reported when a victim, witness, other third party or even the offender brings it to the attention of a Campus Security Authority (CSA) or local law enforcement personnel. It does not matter whether or not the individual/s involved in the crime or reporting the crime are associated with the institution. If a CSA receives the crime information and believes it was provided in good faith, he or she should document it as a crime report and immediately forward the report to the Police Department. In “good faith” means there is a reasonable basis for believing that the information is not simply rumor or hearsay.

## **Daily Crime Log**

A daily crime log is maintained in the office of the Police Department. The purpose of the log is to record criminal incidents and alleged criminal incidents that are reported to the Department. The crime log for the last 60 days is available for public inspection in the Department office located at Harrison Apartments 6103 during normal business hours. Any portion of the crime log over 60 days old must be requested through the office and will be made available within two business days.

## Montgomery Campus Crime Statistics

The Faulkner University Police Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Police Policy and Crime Statistics Act.

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>On Campus Student Housing Facilities</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Murder/ Non-Negligent Manslaughter</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Negligent Manslaughter</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Sex Offenses Forcible</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	1	0	0
<b>Domestic Violence *</b>	2015	0	0	0	0
	2016	0	0	0	0
	2017	2	0	0	0
	2018	0	0	0	0
<b>Dating Violence *</b>	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	1	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>On Campus Student Housing Facilities</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Stalking *</b>	2015	0	0	2	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Sex Offenses Non Forcible</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Incest</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Statutory Rape</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Aggravated Assault</b>	2012	0	0	0	0
	2013	1	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>On Campus Student Housing Facilities</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Burglary</b>	2012	1	6	0	0
	2013	3	18	0	0
	2014	0	2	0	0
	2015	0	0	3	0
	2016	0	0	0	1
	2017	1	9	0	0
	2018	1	6	2	0
<b>Motor Vehicle Theft</b>	2012	1	1	0	0
	2013	2	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	2	0	0	1
	2018	0	0	0	0
<b>Arson</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Arrests: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Disciplinary Referrals: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	2	0	0	0
	2018	0	1	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>On Campus Student Housing Facilities</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Arrests: Drug Abuse Violations</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	2	0	0
	2015	1	0	0	0
	2016	0	0	0	0
	2017	1	0	0	0
	2018	0	0	0	0
<b>Disciplinary Referrals: Drug Abuse Violations</b>	2012	16	0	0	0
	2013	6	4	0	0
	2014	6	0	0	0
	2015	4	0	0	0
	2016	0	0	0	0
	2017	26	0	0	0
	2018	3	12	0	1
<b>Arrests: Liquor Law Violations</b>	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	0	0	0	0
	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
<b>Disciplinary Referrals: Liquor Law Violations</b>	2012	11	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
	2015	1	0	0	0
	2016	2	0	0	0
	2017	19	0	0	0
	2018	2	13	0	2

\*These offenses were added to the reporting requirements under the Cleary Act in 2016.  
No Data was collected on these offenses prior to 2015.

### Montgomery Campus Hate Crime Statistics

No Hate related crimes have been reported for the years of 2013, 2014, 2015, 2016, 2017, or 2018.

## Mobile Campus Crime Statistics

Offense	Year	On Campus Property	Non Campus Property	Public Property
<b>Murder/ Non- Negligent Manslaughter</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Negligent Manslaughter</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Sex Offenses Forcible</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Domestic Violence *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	19
	2018	0	0	0
<b>Dating Violence *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Stalking *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Sex Offenses Non Forcible</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	1
	2018	0	0	0
<b>Incest</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Statutory Rape</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Aggravated Assault</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	4
	2018	0	0	0
<b>Burglary</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	8
	2018	0	0	0



<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Motor Vehicle Theft</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	1
	2018	0	0	0
<b>Arson</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	1
	2018	0	0	0
<b>Arrests: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	2
	2018	0	0	0
<b>Disciplinary Referrals: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests: Drug Abuse Violations</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	5
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Disciplinary Referrals:</b>	2012	0	0	0
<b>Drug Abuse Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests:</b>	2012	0	0	0
<b>Liquor Law Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	5
	2018	0	0	0
<b>Disciplinary Referrals:</b>	2012	0	0	0
<b>Liquor Law Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

\*These offenses were added to the reporting requirements under the Cleary Act in 2016.

No Data was collected on these offenses prior to 2015.

\*\*No On Campus Student Housing Facilities are provided at this campus.

### **Mobile Campus Hate Crime Statistics**

No Hate related crimes have been reported for the years of 2013, 2014, 2015, 2016, 2017, or 2018.

## Birmingham Campus Crime Statistics

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Murder/ Non- Negligent Manslaughter</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Negligent Manslaughter</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Sex Offenses Forcible</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Domestic Violence *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Dating Violence *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Stalking *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Sex Offenses Non Forcible</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Incest</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Statutory Rape</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Aggravated Assault</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Burglary</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Motor Vehicle Theft</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arson</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Disciplinary Referrals: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests: Drug Abuse Violations</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Disciplinary Referrals:</b>	2012	0	0	0
<b>Drug Abuse Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests:</b>	2012	0	0	0
<b>Liquor Law Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Disciplinary Referrals:</b>	2012	0	0	0
<b>Liquor Law Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

\*These offenses were added to the reporting requirements under the Cleary Act in 2016.

No Data was collected on these offenses prior to 2015.

\*\*No On Campus Student Housing Facilities are provided at this campus.

### **Birmingham Campus Hate Crime Statistics**

No Hate related crimes have been reported for the years of 2013, 2014, 2015, 2016, 2017, or 2018.

## Huntsville Campus Crime Statistics

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Murder/ Non- Negligent Manslaughter</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Negligent Manslaughter</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Sex Offenses Forcible</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Domestic Violence *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Dating Violence *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Stalking *</b>	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Sex Offenses Non Forcible</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Incest</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Statutory Rape</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Aggravated Assault</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Burglary</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0



<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Motor Vehicle Theft</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arson</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Disciplinary Referrals: Weapons – Carrying, Possessing, Etc.</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests: Drug Abuse Violations</b>	2012	0	0	0
	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

<b>Offense</b>	<b>Year</b>	<b>On Campus Property</b>	<b>Non Campus Property</b>	<b>Public Property</b>
<b>Disciplinary Referrals:</b>	2012	0	0	0
<b>Drug Abuse Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Arrests:</b>	2012	0	0	0
<b>Liquor Law Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0
<b>Disciplinary Referrals:</b>	2012	0	0	0
<b>Liquor Law Violations</b>	2013	0	0	0
	2014	0	0	0
	2015	0	0	0
	2016	0	0	0
	2017	0	0	0
	2018	0	0	0

\*These offenses were added to the reporting requirements under the Cleary Act in 2016.

No Data was collected on these offenses prior to 2015.

\*\*No On Campus Student Housing Facilities are provided at this campus.

### **Huntsville Campus Hate Crime Statistics**

No Hate related crimes have been reported for the years of 2013, 2014, 2015, 2016, 2017, or 2018.

## **University Sponsored Travel Crime Statistics**

Requests for Crime Data at locations where University sponsored travel required overnight lodging were sent to the law enforcement agencies listed below with the corresponding responses:

Athens, AL Police Department – No crime data for the offenses listed on the dates requested.

Brunswick, GA Police Department – No crime data for the offenses listed on the dates requested.

Conyers, GA Police Department – No crime data for the offenses listed on the dates requested.

No additional University sponsored travel was reported for the year.

## **Alabama Alcohol Laws/Alcohol Policy**

### **Alabama Law Prohibits:**

- A. Persons under 21 years of age from purchasing, attempting to purchase, consuming, possessing or transporting alcoholic beverages.  
28-3A-25(a)(18) Code of Alabama, 1975 as amended
- B. Public intoxication as evidenced by boisterous and offensive conduct or endangerment of self, others or property.  
13A-11-10 Code of Alabama, 1975 as amended
- C. Driving while under the influence of alcohol or controlled substances.  
32-5A-191 Code of Alabama, 1975 as amended
- D. Unlicensed sale or possession for sale, of any alcoholic beverages.  
28-3A-25(a)(14) Code of Alabama, 1975 as amended

## **Faulkner University Drug Free Campus and Workplace**

Faulkner University is a drug-free campus and workplace. The possession, use, consumption, manufacture, distribution, or dispensation of alcohol or illegal drugs on any Faulkner University property, in the workplace of any employee, or as any part of any University function or activity, whether held on or off campus, by any employee or student of the University is strictly prohibited. This includes the unlawful possession, use or distribution of controlled substances, prescription medications and steroids. Also prohibited is the possession, use or distribution of any simulated or synthetic psychoactive substance, including synthetic marijuana/cannabinoids, which are designed, intended, possessed or used for the purposes of producing an intoxicating, hallucinogenic or psychoactive effect on the user.

**Students** suspected of or reported to have been using illegal drugs or controlled substances, on or off campus, may be required to submit to drug testing. Failure to comply may result in further disciplinary action. Any student testing positive for any illegal drug or controlled substance, including steroids, or found in violation of the university drug policy, will be subject to disciplinary action.

The university upholds local, state and federal laws about the possession, use and distribution of illegal drugs and/or drug paraphernalia. Offenses involving on-campus possession, use or distribution of illegal drugs and controlled substances may be referred to the Faulkner University Department of Campus Safety for investigation and possible filing of applicable criminal charges. Violations of this policy will be assessed the full range of disciplinary responses, including the possibility of immediate dismissal from the university.

Students must notify the appropriate University administration (usually the Dean of Students) of any alcohol or drug-related criminal conviction within five (5) days of the date of such conviction. Within ten (10) days after having received such notice of conviction of any student for any alcohol or drug-related offence, Faulkner University will notify the appropriate federal funding agency if required.

**Employees** - As a condition of employment, each employee must agree to abide by the terms of the drug-free policy of Faulkner University. Additionally, the use of alcohol off University premises that adversely affects an employee's work performance, or an employee's safety or the safety of others is strictly prohibited. Each employee agrees to notify his or her immediate department supervisor not later than five (5) days after conviction for violation of any criminal drug statute occurring in the workplace. The department or division head must report this information to Human Resources. If the convicted employee is employed under a contract or grant, Faulkner University will notify granting or contracting agencies within ten (10) days after receiving notice of a criminal drug statute conviction. Employees should contact the Human Resources office if they are having a problem with drugs or alcohol or become aware of problems occurring with another employee.

### **Standards of Conduct**

Policy # 350 – *Standards of Conduct* for additional details regarding standards of conduct and sanctions for students and employees.

The University will impose sanctions (consistent with local, state and federal law) upon all employees and students who violate these standards of conduct. Such sanctions may include but are not limited to: referral for prosecution; probation, suspension or expulsion of students; suspension or termination of employees.

### **Non-disciplinary Process/Administrative Agreements**

In keeping with the redemptive intent of Faulkner University's disciplinary philosophy, students who come forward voluntarily confessing a violation of the university policies or an addictive lifestyle associated with a violation (such as alcohol, illegal drugs and controlled substances) to the Dean of Students, Residence Life staff, or other Student Services personnel may be afforded an opportunity to submit to a range of possibilities outside the disciplinary process. The University maintains the right to require the student to enter into professional counseling and/or medical treatment as a condition of continued enrollment if, in the judgment of the Dean of Students, the behavior in question warrants such a response. The following conditions must be met in order for students to take advantage of this non-disciplinary policy:

- a. The student must take the first step by discussing his or her situation with the Dean of Students or other Student Services staff in order to develop an appropriate response. If a violation is identified or reported before the student voluntarily comes forward, the normal disciplinary process will ensue, and the student will no longer have the option of a non-disciplinary response.
- b. The student must be willing to submit to any intervention deemed appropriate.
- c. The student must understand that in cases where the behavior is repetitive, self-destructive or endangering to others or involves legal issues, the university has the responsibility to take appropriate action, including suspension or dismissal from the university.

Under the Higher Education Opportunities Act of 2008, federal law requires the university to notify students that a criminal conviction for any drug offense may result in the student losing his/her financial assistance related to any Title IV, HEA grant, loan, or work-study programs.

Therefore, a student's ability to obtain financial assistance upon returning to the university after completion of a suspension may be impacted.

Those convicted of **possessing illegal drugs** may lose financial aid eligibility for:

- First offense: 1 year from date of conviction
- Second offense: 2 years from date of conviction
- Third+ offense(s): Indefinitely

Those convicted of **selling illegal drugs** may lose financial aid eligibility for:

- First offense: 2 years from date of conviction
- Second offense: Indefinitely

For more information, go to <https://www.studentaid.ed.gov/eligibility>

## HEALTH RISKS ASSOCIATED WITH THE USE OF ALCOHOL OR DRUGS

**Depressants** (of the central nervous system)

**A. Opioid derivatives/narcotics (heroin, morphine, codeine, hydrocodone [Lortab or Vicodin combinations], oxycodone [Oxycotin], methadone and opium).** Lowers the perception of pain and can cause lethargy, apathy, loss of judgment and self-control. Physical and psychological tolerance and dependence develop. Overdoses cause convulsions, coma and death. Additional risks of use include malnutrition, hepatitis and AIDS (when injected).

**B. Sedatives/Hypnotics**

**1. Alcohol** is a powerful depressant. Alcohol use decreases alertness and inhibitions. Accidents and/ or risky behaviors occur with negative consequences to health such as disease transmission. Long-term, heavy drinking is linked to cancer, stomach problems, heart and liver damage, birth defects and psychological disorders. Tolerance, physical and psychological dependence develop. Danger increases when mixed with other drugs, particularly other depressants.

**2. Benzodiazepines**, e.g. alprazolam (Xanax), diazepam (Valium), and lorazepam (Ativan) are tranquilizers or antianxiety agents that are also depressants and can cloud judgment/reactions. They are especially dangerous when mixed with other depressants such as alcohol.

**Rohypnol** (flunitrazepam) is also a benzodiazepine and is a potent tranquilizer; it goes by several names, most commonly "roofies." Used with other drugs such as alcohol, the effects of Rohypnol intensify. This drug is known as the perfect "date rape drug." It can be slipped into beverages without detection (no change in taste or appearance). Within 30 minutes victims appear extremely intoxicated, are unable to resist unwanted advances, and afterwards, are unable to identify perpetrators since Rohypnol produces amnesia. With repeated use, physical and psychological dependence may develop. Respiratory failure and death may occur if used in combination with other drugs.

**Barbiturates** (downers), **tranquilizers** and **methaqualone** (commonly called qualudes) may cause confusion and loss of coordination. Tolerance, physical and psychological dependence develop. Overdoses cause coma and death. Depressants taken in combination with alcohol are especially dangerous due to their combined effects.

**Inhalants** (aerosol products, lighter fluid, paint thinner, amyl nitrite, glues and other volatile solvents) can cause loss of coordination, loss of bowel and bladder control, confusion and hallucinations. Overdoses cause convulsions, cardiac arrest and death. Psychological dependence develops. Permanent damage to lungs, brain, liver and immune system may occur.

### **Stimulants**

- A. Amphetamines** (uppers, speed), **dextroamphetamine**, **methamphetamines** (ice, crystal), **methylphenidate**, (Ritalin) and **mixed amphetamine salts** (Adderall) cause increased alertness, trouble sleeping, decreased appetite, and weight loss and can cause euphoria and hallucinations during acute toxicities. Tolerance, psychological and physical dependence develop. Continued high doses cause heart problems, high blood pressure, malnutrition, and death.
- B. Cocaine or crack cocaine** causes confusion, depression and hallucinations. Tolerance and physical dependence develop. Effects are unpredictable; convulsions, coma, cardiac arrest and death are possible. Nasal membranes may be destroyed when snorted. Smoking causes lesions in the lungs. Brain damage may occur.
- C. Caffeine** in larger doses (>250 mg) results in caffeinism (agitation, anxiety, headache, insomnia, tremors). Larger doses, or if mixed with other stimulants, may result in delirium, high blood pressure, heart rhythm disturbances, convulsions and respiratory arrest.

### **Hallucinogens (Psychedelics)**

- A. Lysergic Acid Diethylamide (LSD)** causes hallucinations and panic. Effects may recur (“flashbacks”) even after use is discontinued. Tolerance and psychological dependence develop. Severe effects may occur in mother or baby if taken during pregnancy.
- B. Phencyclidine (PCP)** causes depression, hallucinations, confusion and irrational behavior. Tolerance develops. Overdoses may cause convulsions, coma or death.
- C. Mescaline** (peyote), **mushrooms** (psilocybin), **ecstasy**, and other “designer” hallucinogens cause anxiety, depression, paranoia, illusions and hallucinations. Impaired perceptions may occur. Irreversible brain damage may occur.
- D. Cannabis** (marijuana) alters mood and perception. Use may cause confusion and loss of coordination. Long-term use leads to tolerance and psychological dependence. Users frequently begin using other drugs. Long-term use causes damage to lung tissue and other illnesses. Marijuana contains higher levels of carcinogens than tobacco.

## Other Drugs

- A. Gamma Hydroxy Butrate (GHB)** is a synthetic “date rape drug” that is a colorless and odorless central nervous system depressant. It is commonly called “G” and is associated with other “club drugs.” Originally introduced as a treatment for narcolepsy, it is now an illegally manufactured drug. Gamma Butyrolactone (GBL) is a chemical found in GHB and associated with GHB. GHB is found in liquid form and is used the same way as is Rohypnol, on an unsuspecting victim. The effects of GHB can be felt as quickly as fifteen minutes after being introduced into the body. It has no taste when mixed in a drink or water, but there may be a salty aftertaste. Memory loss is associated with GHB as is nausea, unconsciousness, breathing difficulty, seizures, and possibly coma.
- B. Ketamine Hydrochloride (Ketamine)** is another “date rape drug,” or “club drug” used legitimately for general anesthesia of humans and animals. It is more commonly known as “Special K.” It is found in liquid form but can be processed and then introduced into the body orally or by inhalation. The effects of ketamine include nausea, slurred speech, agitation, elevated blood pressure, breathing problems, and hallucinations or out-of-body experiences.
- C. Methylenedioxy-Methylamphetamine (MDMA)** or “Ecstasy” is commonly known as XTC. It is a synthetic stimulant and is being recognized as a “date rape drug” by many law enforcement entities. It is usually found in tablet form with a variety of different imprints ranging from the design of a butterfly to the word: SEX. Ecstasy can be deadly when mixed with alcohol. Other effects include anxiety, inability to sleep, chills, increased heart rate and blood pressure, rapid eye movement, and confusion.
- D. Synthetic Marijuana (Spice or K2)** may be sold in legal retail outlets as herbal incense and can be labeled not for human consumption to mask their intended purpose and avoid FDA oversight. These products consist of plant material that has been laced with substances that claim to mimic THC, the primary psychoactive ingredient in marijuana, and are often marketed as a “legal” high. Please note these substances are currently illegal in Alabama.

**Anabolic Steroids** may produce behavioral effects including aggressiveness, irritability, impaired judgment, impulsiveness, mania and paranoid delusions. Sexual functioning is frequently impaired. Serious health problems include cancer and liver and heart disease.

**Tobacco** used in the form of cigarette smoking is linked to emphysema, lung cancer, heart disease, and other illnesses. Physical and psychological dependence may develop. Smokeless tobacco use leads to cancer of the head and neck areas. Passive smoking may increase upper respiratory illnesses. Faulkner University is committed to providing a healthy, comfortable, and productive environment for the students, faculty, and staff of the University. This University operates in accordance with the S.B. 126 Alabama Clean Indoor Air Act and Alabama Department of Public Health regulations.



Faulkner University is entirely smoke free. Smoking shall not be permitted in:

- any University buildings, including private residential space within university housing;
- any University vehicles;
- outdoor seating or serving areas of University eating facilities;
- outdoor arenas, stadiums, any seating areas or concession stands; or
- bleachers and other seating areas used for spectators at sporting and other University events.

Refer to policy # 355 – Smoke Free University for more information.

### **Possession, Use or Distribution of Alcoholic Beverages**

- A.** Alabama state law prohibits the purchase, consumption, possession or transportation of alcoholic beverages by persons under 21 years of age. Penalties for conviction may include a fine, a jail sentence and a 90-day driver's license suspension. 28-3A-25(a)(18)
- B.** Public intoxication, driving under the influence of alcohol (DUI), and the unlicensed sale of alcoholic beverages are also against the law. Penalties may include a fine, jail sentence, suspension of driver's license and/or required completion of an alcohol rehabilitation program. 13A-11-10, 32-5A-191, and 28-3A-25(a)(14)
- C.** Alabama state law prohibits a person from having in his/her possession alcoholic beverages in an open container in the passenger area of a motor vehicle of any kind on a public highway or right of way of a public highway. A violation of this is a Class C misdemeanor that carries a fine. 32-5A-33

### **Possession of Controlled or Illicit Drugs**

#### **A. Marijuana**

1. Possession of a small amount of marijuana for personal use only is a misdemeanor punishable by a prison sentence of up to one year, a fine of up to \$6,000, or both and a six-month driver's license suspension. 13A-12-214
2. Possession of marijuana for other than personal use, or a second conviction for personal use, is a felony punishable by a prison sentence of 1-10 years, a fine of up to \$15,000, or both, and a six-month driver's license suspension. 13A-12-213
3. Possession of more than 2.2 pounds of marijuana is considered "drug trafficking" and is punishable by a minimum prison sentence of three years and a fine of up to \$25,000. It also includes a six-month driver's license suspension. 13A-12-231

#### **B. All Other Controlled Substances**

1. Possession of a controlled substance other than marijuana is a felony punishable by a prison sentence of 1-10 years and a fine of up to \$15,000, or both and a six-month driver's license suspension. 13A-12-212

2. Possession of large amounts of a controlled substance other than marijuana is considered “drug trafficking” and is punishable by a minimum prison sentence of three years and a fine ranging from \$50,000 to \$500,000 and a six-month driver’s license suspension. 13A-12-231

### **Sale of Controlled or Illicit Drugs**

- A. The sale of a controlled substance is a felony punishable by a prison term of 2-20 years, or a fine of up to \$30,000 or both. 13A-12-211
- B. The sale or distribution of a controlled substance by a person 18 years old or older to a person under the age of 18 is a felony punishable by a prison sentence of 10 years to life imprisonment or a fine of up to \$60,000 or both. The sentence for the distribution of a controlled substance to a minor cannot be suspended and there is no provision for probation. 13A-12-215
- C. The sale or distribution of a controlled substance within a three-mile radius of any school or college is punishable by a mandatory sentence of five years in addition to other penalties described above. 13A-12-250
- D. The sale of large amounts of controlled drugs is considered “drug trafficking” and is punishable by a minimum prison sentence of three years and a fine ranging from \$50,000 to \$500,000. 13A-12-231
- E. Federal trafficking penalties for first offenses range from up to one year of imprisonment and a fine of up to \$4 million depending on the illicit drug involved. Repeat offense penalties range from up to two years of imprisonment and a fine of up to \$200,000 to mandatory life imprisonment and a fine of up to \$8 million depending on the illicit drug involved. 21 US Code 841

### **Federal Drug-Free Workplace Act Requirement**

The University has both a legal and moral obligation to maintain a drug-free learning environment and a drug-free workplace for the University. Therefore, in accordance with the Drug-Free Workplace Act of 1988 PL 100-690 and the Drug-Free Schools and Communities Act Amendments of 1989 PL 101-226, Faulkner University has adopted an official policy on maintaining a drug-free community and workplace.

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

Faulkner University shall distribute annually, in writing, to each student (regardless of the length of the student's program of study) and each employee (regardless of classification, status, percent of time, etc.) the following information:

1. The standards of conduct that clearly prohibit the unlawful manufacture, distribution, dispensation, consumption, possession or use of illicit drugs

- and alcohol by students and employees on the institution's property or as a part of any of its activities;
2. A description of the health risks associated with the use of illicit drugs (controlled substances) and the abuse of alcohol;
  3. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
  4. A description of applicable legal sanctions under local, state or federal law; and
  5. A statement specifying the actions which will be taken against students and employees violating the policy, including termination of employment, expulsion from the University, referral for prosecution, or mandatory participation in a rehabilitation program.

The University shall review the program, biennially at a minimum, to determine its effectiveness, ensure that disciplinary sanctions are enforced, and make changes to the program if warranted.

Upon request by the Secretary of the U.S. Department of Education, the University shall make available personnel records and other information as necessary for a program review by the Secretary.

### **Alcohol and Drug Prevention, Education & Intervention**

A full range of education and treatment programs is available to students and employees of Faulkner University. Resources are available on Faulkner's Montgomery Campus, around the state of Alabama, and nationally.

### **On-Campus Resources**

#### **Faulkner University Counseling Center**

The Counseling Center provides education and first-level intervention counseling for students with alcohol and other drug concerns. Referrals are provided for intensive inpatient or outpatient services when indicated. Educational information on alcohol and other drugs is also available through the Counseling Center.

Main Campus – Bible Building 2<sup>nd</sup> Floor  
(334) 386-7275, (334) 386-7896 or (334) 386-7368

#### **Employee Assistance Program (EAP)**

Faulkner University's EAP provides information and referrals to employees and their family members about a variety of topics, including alcohol and drugs. Contact the Human Resources Office for additional information

EAP Consultants (800) 522-1073 - <http://www.eapconsultants.com/>

## **Montgomery, AL**

### **Bradford Health Services**

Provides rehabilitative services resulting from alcohol and/or chemical dependency for both adults and adolescents.

386 St. Lukes Drive,  
Montgomery AL 36117 (334)  
244-0702 or 1-800-873-2887  
<http://bradfordhealth.com/>

### **Crossbridge**

Crossbridge Behavioral Health, an affiliate of Baptist Medical Center South, has a skilled and dedicated team of psychiatrists, nurses, counselors, social workers and support staff committed to providing mental health services to individuals who are in crisis.

4385 Narrow Lane Rd.,  
Montgomery, AL 36116 (334)  
286-3116  
<https://www.baptistfirst.org/services/behavioral-health>

## **Birmingham, AL**

### **Bradford Health Services**

Bradford provides rehabilitative services resulting from alcohol and/or chemical dependency for both adults and adolescents.

300 Century Park South, Ste. 100, Birmingham, AL 35226 (205) 942-3200 or  
(800) 293-7191 <http://bradfordhealth.com/>

## **Huntsville, AL**

### **Bradford Health Services**

Bradford provides rehabilitative services resulting from alcohol and/or chemical dependency for both adults and adolescents.

1600 Browns Ferry Road, Madison, AL 35758 (256) 461-7272 or  
(800) 879-7272 <http://bradfordhealth.com/>

## **Mobile, AL**

### **Bradford Health Services**

Bradford provides rehabilitative services resulting from alcohol and/or chemical dependency for both adults and adolescents.

1000 Hillcrest Road, Suite 304, Mobile, AL 36695 (251) 633-0900 or  
(800) 333-0906 <http://bradfordhealth.com/>

## **Statewide Resources**

### **Alabama Department of Mental Health (DMH) and Mental Retardation (MR)**

A network of community mental health centers operated by regional mental health boards offers services in every county of the state. Programs and services related to alcohol and drugs are available through these centers and may be located by consulting a telephone directory (Yellow Pages) or by calling a statewide toll-free number that is answered 24 hours a day, 7 days a week. Alabama DMH/MR personnel who can direct you to professional services in your area operate this line. Programs operated throughout the state are available to Faulkner University employees whose work sites are distant from the Montgomery campus. In addition, students may prefer to seek services in locations near their homes.

(800) 367-0955 (statewide) <http://www.mh.alabama.gov>

## **Nationwide Resources**

### **Alcoholics Anonymous**

Support for people who want to achieve sobriety. [www.alcoholics-anonymous.org](http://www.alcoholics-anonymous.org)

### **Al-Anon Family Group**

Support and help for families and friends of problem drinkers. [www.al-anon.alateen.org](http://www.al-anon.alateen.org)

### **Narcotics Anonymous**

Support in a recovery environment for people who abuse substances. [www.na.org](http://www.na.org)

### **Substance Abuse and Mental Health Services Administration**

U.S. Department of Health and Human Services agency “that leads public health efforts to advance the behavioral health of the nation...and whose mission is to reduce the impact of substance abuse and mental illness on America’s communities.”

<http://www.samhsa.gov/>

## **General and Sexual Harassment Policy**

### **General Provisions**

Faulkner University’s mission and core values support the creation of a caring Christian environment where every individual matters every day. The University’s mission and core values are consistent with and support the provisions in state and federal laws (cf. Title IX; Equal Employment Opportunity policy) that all faculty, staff, and students have the right to work and learn in an environment free from all

forms of discrimination based on federal and state protected characteristics (i.e., race, color, national origin, religion, gender, age, and disability) including conduct which can be considered harassing, including sexual harassment when such conduct is based on the referenced protected characteristics.

Faulkner University will not tolerate harassment, including sexual harassment of its faculty, staff, and students by anyone, including but not limited to supervisors, faculty, staff, students, or third parties (alumni, visitors, vendors, etc). Harassment of any type is an insidious practice which demeans individuals and creates unacceptable stress for the entire organization. Such harassment is against the Biblical principles upon which Faulkner University is founded and operates. Persons who are found to have harassed others will be dealt with swiftly and vigorously.

In determining whether alleged harassing or sexual harassing conduct warrants corrective action, all relevant circumstances, including the context in which the conduct occurred, will be considered. Facts will be judged on the basis of what is reasonable to persons of ordinary sensitivity and not on the particular sensitivity or reaction of an individual. Due consideration will also be given to the nature and mission of the institution, such that conduct that may not be proscribed by law will nonetheless be prohibited by the University.

### **Harassment Defined**

This policy prohibits “quid pro quo” and “hostile environment” sexual harassment as defined below and also prohibits “hostile environment” harassment when the harassing conduct is based upon a federal or state protected characteristic of the victim.

### **Quid Pro Quo Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature by one in a position of power or influence constitutes “quid pro quo sexual harassment” when:

- a. Submission by an individual is made either an explicit or implicit term or condition of employment or of academic standing,
- b. Submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting that employee or student. As defined here, “quid pro quo sexual harassment” normally arises in the context of an authority relationship. This relationship may be direct as in the case of a supervisor and subordinate or teacher and student or it may be indirect when the harasser has the power to influence others who have authority over the victim.

### **Hostile Environment Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature constitute “hostile environment sexual harassment” when such conduct is directed toward an individual because of his or her gender and

- a. with regard to employees, such conduct is sufficiently severe or pervasive to alter the conditions of the victim’s employment and create an intimidating, threatening or abusive working environment

b. with regard to students, such conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. Generally, a single sexual joke, offensive epithet, or request for a date does not constitute hostile environment sexual harassment; however, being subjected to such jokes, epithets or requests repeatedly may constitute hostile environment sexual harassment.

### **Hostile Environment Harassment in General**

Verbal and physical conduct constitute “hostile environment harassment” when such conduct is directed toward an individual because of his or her membership in a class protected by state or federal law and

a. With regard to employees, such conduct is sufficiently severe or pervasive to alter the conditions

of the victim’s employment and create an intimidating, threatening or abusive working environment

b. With regard to students, such conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment.

Generally, a single joke, offensive epithet, or such like does not constitute hostile environment harassment; however, being subjected to such jokes, epithets or incidents repeatedly may constitute hostile environment harassment.

### **ACADEMIC FREEDOM AND HARASSMENT**

In cases of alleged sexual harassment or general harassment in a classroom context, both the intrinsic academic nature and the Christian mission of the University must be considered if issues of speech or artistic expression are involved. Great care must be taken not to inhibit open discussion and academic debate particularly in the classroom. The free and open discussion of issues or theories relating to sexuality, gender, or any other federal or state protected characteristic, either directly or indirectly, in an academic or professional setting, when appropriate to the subject matter, will be presumed not to constitute harassment even if it offends or embarrasses an individual.

Nonetheless, speech or conduct of a sexual or hostile nature which occurs in the context of educational instruction may exceed the protections of academic freedom and constitute prohibited sexual harassment or general harassment if it meets the definition of harassment noted above and

- 1) Is reasonably regarded as non-professional speech (i.e., advances a personal interest of the faculty member as opposed to furthering the learning process or legitimate objectives of the course), or
- 2) Lacks accepted pedagogical purpose or is not germane to the academic subject matter.

### **REPORTING OF SEXUAL HARASSMENT OR OTHER HARASSMENT ALLEGATIONS**

Persons who believe they have been victims of sexual harassment or other harassment should report the incident(s) immediately to appropriate administrative officials as set forth below. Delay in reporting makes it more difficult to establish the facts of a case

and may contribute to the repetition of offensive behavior.

**Confidentiality** The University will do everything consistent with enforcement of this policy and with the law to protect the privacy of the individuals involved and to ensure that the complainant and the accused are treated fairly. Information about individual complaints and their disposition is considered confidential and will be shared only on a “need to know” basis.

### **Assurance against Retaliation**

This policy seeks to encourage students, faculty, and other employees to express freely, responsibly, and in an orderly way opinions and feelings about any problem or complaint of sexual harassment or other harassment. Retaliation against persons who report or provide information about general harassment, sexual harassment or behavior that might constitute harassment is also strictly prohibited. Any act of reprisal, including internal interference, coercion, and restraint, by a University employee or by one acting on behalf of the University, violates this policy and will result in appropriate disciplinary action.

### **Frivolous and Malicious Complaints**

This harassment policy shall not, however, be used to bring frivolous or malicious complaints against students, faculty and other employees or third parties. If a complaint has been made in bad faith, disciplinary action may be taken against the person bringing the complaint.

### **Reporting Channels**

The following sections identify appropriate harassment resource persons and complaint-receiving officials, students and employees should contact regarding sexual harassment or general harassment.

#### ***1. Responsibilities of Supervisory Personnel and Faculty***

All members of the university community have a general responsibility to contribute in a positive way to a university environment that is free of harassment. Supervisory personnel, however, have additional responsibilities. Supervisory personnel are not only responsible for educating and sensitizing employees in their units about harassment issues, but they are also directed to take all appropriate steps to prevent and stop harassment in their areas of responsibility. Supervisory personnel who are contacted by an individual seeking to file a complaint about harassment in their unit or area of responsibility shall assist the complainant in contacting the Assistant Vice President of Human Resources, Renee Davis, at (334) 386-7230.

#### ***2. Student Complaints of Harassment***

Students with complaints of general harassment or sexual harassment should follow the procedures outlined in the Faulkner University Student Complaint and Conflict Resolution Policy. Any employee to whom a student has come with a complaint of general harassment or sexual harassment should recommend that the student follow the procedures outlined in the Faulkner University Student Complaint and Conflict Resolution Policy (also listed in the Student Handbook).



Students who believe for any reason that they cannot effectively communicate their concern through any of these channels may consult the University Diversity Officer in the Office of Human Resources, or if conflicts exist with the University Diversity Officer, students may consult with the Vice President for Academic Affairs.

In addition, students who are victims of sexual assault or sexual harassment or general harassment may seek advice and referral from both the University Counseling Center and/or Health Services Office. These offices, which keep all information confidential, neither receive formal complaints nor conduct investigations.

For assistance, students may contact:

- 1) Renee Davis, Assistant Vice President, Department of Human Resources, Title IX Coordinator
- 2) Ms Candace Cain, Dean of Students and Title IX Co-Coordinator.
- 3) Amanda Lewis, Title IX Co-Coordinator
- 4) Phillip Calvert, Chief of Police

### ***3. Employee Complaints of Harassment***

Employees should report complaints of general harassment or sexual harassment to the employee's immediate supervisor. If the complaint involves the immediate supervisor, the employee should contact their next higher level of supervision. In lieu of or in addition to notification of supervisory personnel, any University employee with such complaints may contact the Director of Human Resources directly to register a complaint or request advice and counsel.

Employees who are victims of sexual assault or sexual harassment or general harassment may seek advice and referral from the University Counseling Center; however, the University Counseling Center neither receives formal complaints nor conducts investigations.

For assistance, employees may contact the Assistant Vice President of Human Resources, Renee Davis, at (334) 386-7230 or Ms. Amanda Seesengood, Compliance Officer, Department of Human Resources.

### **Handling Complaints of Sexual Harassment or General Harassment**

Individuals who believe they are victims of sexual harassment or general harassment in their working or academic environments are encouraged to respond to the alleged harasser directly, by objecting and by requesting that the unwelcome behavior stop. However, neither students nor employees are required to approach the harasser. Individuals may seek assistance or intervention, from the University complaint-receiving officials referenced under the section titled Reporting Channels previously provided within this policy.

An initial discussion between the complainant and the complaint-receiving official will be kept confidential to the extent practical in this situation. The complainant should be advised that once a situation has been brought to the complaint-receiving official's attention, it is that official's responsibility to follow through with the appropriate procedures. The complainant must decide after an initial meeting with the complaint-receiving official, whether he/she would like to file a formal complaint and thereby provide a written statement describing the complaint.

Complaints will receive prompt attention. Complaints may be resolved through the process described below, and appropriate action will be taken.

## **Complaint Resolution and Investigation Procedures**

### **1. General Guidelines**

Upon notice of conduct which allegedly constitutes general or sexual harassment under the definition set forth herein, the officials listed previously, or their appointed designees along with other appropriate university personnel, will conduct whatever inquiry is reasonably necessary to fully investigate the matter and will arrange conferences with the complainant, the alleged offender, and any other appropriate persons. The investigation will afford the accused an opportunity to respond to the allegations.

If a complaint is found to be valid, appropriate counseling may be made available to the offender and disciplinary action consistent with the degree of seriousness of the harassment may be instituted.

Those directing investigations will make a record of the case, including a record of their decision, and a copy of that record will be forwarded to the Director of Human Resources (for claims involving employees) and the Dean of Students (for claims involving students), where it will be retained in confidential files. The complainant and the alleged offender will be notified of the outcome of the investigation; however, that information should be treated by both parties as confidential and private.

### **2. Student Complaints of Harassment**

In cases where a student is the alleged harasser, the investigation and resolution of the complaint will be done in accordance with the disciplinary procedures outlined in the Code of Student Conduct in the Student Handbook.

In cases where the alleged harasser is a student acting in an employment capacity, or a regular employee or third party, the Director of Human Resources shall be involved in the investigation and resolution of the complaint.

Point of contact will be Ms. Candace Cane, Dean of Students. (334) 386-7539.

### **3. Employee Complaints of Harassment**

In cases where an employee or third party is the alleged harasser, the investigation and resolution of the complaint will be done in accordance with the general guidelines set forth in this section. The Director of Human Resources will coordinate the investigation.

In cases where a student is the alleged harasser the Dean of Students will be notified and will partner with the Director of Human Resources in the investigation and resolution process.

Point of contact will be the Assistant Vice President of Human Resources, Renee Davis, at (334) 386-7230 or Ms. Amanda Seesengood, Compliance Officer, Department of Human Resources.

## **DISCIPLINARY SANCTIONS**

A conclusion that general or sexual harassment has occurred shall subject the offender to appropriate disciplinary action and may result in suspension, discharge, expulsion or dismissal. University disciplinary procedures and possible sanctions are described for students in the Code of Student Conduct in the Student Handbook. The point of contact for enforcing appropriate sanctions for students will be Dr. Jean-Noel Thompson, Vice President for Student Services. (334) 386-7300.

For faculty and staff, sanctions imposed will be proportional to the severity of the conduct therefore, determined on the basis of the facts of each case but will result in corrective action up to and including termination of employment. The alleged harasser's employment history and any similar complaints of prior harassment will be taken into consideration. The point of contact will be Assistant Vice President of Human Resources, Renee Davis, at (334) 386-7230.

Faulkner University trusts that all of its employees and students will continue to act responsibly to establish a pleasant work environment free of discrimination.

## **STUDENT COMPLAINTS AND CONFLICT RESOLUTION POLICY**

Student complaints and/or other problems must be submitted in writing to the appropriate division of the University. Undergraduate student's desiring to register a complaint should reference the current Faulkner University Student Handbook for the specific procedures to submit a complaint and complete the appropriate Student Complaint Record Form. Graduate student's desiring to register a complaint should reference the current Faulkner University Graduate Student Handbook for the specific procedures to submit a complaint and complete the appropriate Student Complaint Record Form. Jones School of Law student's desiring to register a complaint should reference the current Faulkner University Jones School of Law Student Handbook for the specific procedures to submit a complaint and complete the appropriate Student Complaint Record Form. All student complaints will be handled in an unbiased manner, with emphasis on respecting confidentiality, preventing reprisals and seeking a resolution. A written response summarizing the resolution of the complaint/conflict will be provided.

## **UNDERGRADUATE STUDENTS**

### **ACADEMIC COMPLAINTS AND CONFLICT RESOLUTION**

Student complaints and/or other problems relating to academic matters such as course content, grades, academic/course policies, are handled through the Division of Academic Affairs. All student complaints must be submitted in writing on the Student Complaint Record Form for Academics. Students wanting to register a complaint should follow the procedures detailed in the current Faulkner University Student Handbook and outlined as follows:

1. Student Complaint Record Form for Academics.

Students must complete the Student Complaint Record Form: Academic and provide a written narrative describing the complaints and/or other problems relating to academic matters.

## 2. Submission of Student Complaint Record Form: Academic.

- Submission to Instructor. Students should initially submit the Student Complaint Record: Form to the relevant course instructor. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Instructor, then the student should submit the complaint to the Department Chair, Program Director, and/or Center Director.
- Submission to the Department Chair, Program Director, and/or Center Director.

Student complaints (a) not resolved by the instructor, (b) inappropriate for submission to instructor, or (c) referred to the Department Chair, Program Director, and/or Center Director, must be submitted by the student to the Department Chair, Program Director, and/or Center Director. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Department Chair, Program Director, and/or Center Director, then the student should submit the complaint to the Dean of the appropriate college or the Director of Student Success.

## 3. Submission to Director of Student Success

Students complaints (a) not resolved by the Department Chair, Program Director, and/or Center Director, (b) inappropriate for submission to instructor and Department Chair, Program Director, and/or Center Director, or (c) referred to the Director of Student Success, must be submitted by the student to the Director of Student Success.

## 4. Submission to the Dean of the appropriate college

Students complaints (a) not resolved by the Department Chair, Program Director, and/or Center Director, (b) inappropriate for submission to instructor and Department Chair, Program Director, and/or Center Director, or (c) referred to the Dean of the appropriate college, must be submitted by the student to the Dean of the appropriate college. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Dean of the appropriate college, then the student should submit the complaint to the Vice President of Academic Affairs.

## 5. Submission to the Vice President of Academic Affairs.

Students complaints (a) not resolved by the Dean of the appropriate college, (b) inappropriate for submission to Dean of the appropriate college, or (c) referred to Vice President of Academic Affairs, must be submitted by the student to the Vice President of Academic Affairs.

## **NON-ACADEMIC COMPLAINTS AND CONFLICT RESOLUTION**

Student complaints and/or other problems relating to non-academic matters such as housing, financial aid, facilities, are handled through the Division of Student Services. All student complaints must be submitted in writing on the Student Complaint Record

Form for Non-Academics. Students wanting to register a complaint should follow the procedures detailed in the current Faulkner University Student Handbook and outlined as follows:

1. Student must complete the Non-Academic Student Complaint Record Form and provide a written narrative describing the complaints and/or other problems relating to non-academic matters.
2. Submission of Student Complaint Record Form: Non-Academic.
  - a. Submission to the Department Head, Program Director, and/or Center Director. Students should initially submit the Student Complaint Record: Form to the relevant Department Head, Program Director, and/or Center Director. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Department Head, Program Director, and/or Center Director, then the student should submit the complaint to the Dean of Students or the Director of Student Success.
  - b. Submission to the Dean of Students. Students complaints (a) not resolved by the Department Head, Program Director, and/or Center Director, (b) inappropriate for submission to instructor and Department Head, Program Director, and/or Center Director, or (c) referred to the Dean of Students, must be submitted by the student to the Dean of Students. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Dean of the appropriate college, then the student should submit the complaint to the Vice President of Academic Affairs.
  - c. Submission to the Director of Student Success. Students complaints (a) not resolved by the Department Head, Program Director, and/or Center Director, (b) inappropriate for submission to Department Head, Program Director, and/or Center Director and Dean of Students, or (c) referred to the Director of Student Success, must be submitted by the student to the Director of Student Success.
  - d. Submission to Vice President of Student Services. Students complaints (a) not resolved by the Dean of Students, (b) inappropriate for submission to Dean of Students, or (c) referred to Vice President of Student Services, must be submitted by the student to the Vice President of Student Services.

## **GRADUATE STUDENTS**

### **ACADEMIC COMPLAINTS AND CONFLICT RESOLUTION**

Student complaints and/or other problems relating to academic matters such as course content, grades, academic/course policies, are handled through the Division of Academic Affairs. All student complaints must be submitted in writing on the Student Complaint Record Form for Academics. Students wanting to register a complaint should follow the procedures detailed in the current Faulkner University Student

Handbook and outlined as follows:

1. Student Complaint Record Form for Academics. Students must complete the Student Complaint Record Form: Academic and provide a written narrative describing the complaints and/or other problems relating to academic matters.

2. Submission of Student Complaint Record Form: Academic.

a. Submission to Instructor.

Students should initially submit the Student Complaint Record: Form to the relevant course instructor. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Instructor, then the student should submit the complaint to the Department Chair, Program Director, and/or Center Director.

b. Submission to the Department Chair, Program Director, and/or Center Director.

Student complaints (a) not resolved by the instructor, (b) inappropriate for submission to instructor, or (c) referred to the Department Chair, Program Director, and/or Center Director, must be submitted by the student to the Department Chair, Program Director, and/or Center Director. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Department Chair, Program Director, and/or Center Director, then the student should submit the complaint to the Dean of the appropriate college or the Director of Student Success.

c. Submission to Director of Student Success

Students complaints (a) not resolved by the Department Chair, Program Director, and/or Center Director, (b) inappropriate for submission to instructor and Department Chair,

Program Director, and/or Center Director, or (c) referred to the Director of Student Success, must be submitted by the student to the Director of Student Success.

d. Submission to the Dean of the appropriate college

Students complaints (a) not resolved by the Department Chair, Program Director, and/or Center Director, (b) inappropriate for submission to instructor and Department Chair, Program Director, and/or Center Director, or (c) referred to the Dean of the appropriate college, must be submitted by the student to the Dean of the appropriate college. If the nature of the complaint makes it inappropriate for the student to submit the complaint to the Dean of the appropriate college, then the student should submit the complaint to the Vice President of Academic Affairs.

e. Submission to the Vice President of Academic Affairs.

Students complaints (a) not resolved by the Dean of the appropriate college, (b) inappropriate for submission to Dean of the appropriate college, or (c) referred to Vice President of Academic Affairs, must be submitted by the student to the Vice President of Academic Affairs.

## **JONES SCHOOL OF LAW**

Student complaints and/or other problems must be submitted in writing to the

appropriate division of the University. Jones School of Law student's desiring to register a complaint should reference the current Faulkner University Jones School of Law Student Handbook for the specific procedures to submit a complaint and complete the appropriate Student Complaint Record Form. All student complaints will be handled in an unbiased manner, with emphasis on respecting confidentiality, preventing reprisals and seeking a resolution. However, nothing shall prevent a JSL student from using the same reporting channels and points of contacts as any traditional Faulkner student. A written response summarizing the resolution of the complaint/conflict will be provided. If a student needs to bring a complaint to the attention of the administration, please address the complaint to the attention of the following person:

1. For academic concerns to the Associate Dean for Academic Affairs.
2. For student behavioral matters to the Assistant Dean for Student Services.
3. For building concerns to the Assistant Dean for Administration.
4. For concerns in the Library to the Associate Dean for Information Services.

Complaints will be handled with confidentiality. All complaints should be submitted in writing and as soon as possible after the problem occurs. A complaint outside the jurisdiction of the Honor Court will be answered by the appropriate administrator. A response will be given in writing within a reasonable time.

If the student feels that the problem is not satisfactorily resolved, the complaint may be referred to the Dean of the School of Law.

## **Violence Against Women Act (VAWA)**

### **Title IX Coordinator**

Renee Davis, Assistant Vice President for Human Resources, Title IX Coordinator

### **Amendment to Harassment Policy**

This policy amends Policy # 351 Harassment (including Sexual Harassment) and is applicable to all students enrolled in the University, including graduate students, law students and doctoral students. This amendment is adopted by the University as a result of its attempt to comply with the Campus SaVE Act, which was passed in March 2013 as part of the Violence Against Women Reauthorization Act and to comply with proposed regulations the University expects the Department of Education to adopt in the near future.

The provisions of Policy #351 remain in effect except to the extent that this amendment contradicts such provisions or supplements them. In the same way, this amendment supersedes any other campus publication to the contrary, including but not limited to, student handbooks, catalogs, etc.

This amendment governs all situations in which **a student alleges** that he/she has been sexually harassed (as that term is defined in Policy #351) **by another student** or alleges that **another student has perpetrated upon him or her** the following

offenses: “dating violence;” “domestic violence;” “sexual assault;” and “stalking;” which offenses are defined at the last section of this policy, and which are hereby forbidden by this policy.

The University provides that its policies and procedures described herein will include a prompt, fair and impartial process from the initial investigation to the final result. All officials involved in the process (investigation, decision-maker, appeals committee) will receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and annual training on how to conduct an investigation and hearing process that protects the safety of the alleged victims and promotes accountability. The University’s proceedings will afford both the accuser and the accused the same opportunities.

It is the goal of the University to resolve each complaint within approximately a sixty (60) day time period, said time period to commence running from the date of the complaint through the rendition of a decision by the appeals committee. The University recognizes however that in some cases the period might take longer, depending on the facts and circumstances of each case.

### **Reporting incidents of sexual harassment, dating violence, domestic violence, sexual assault and stalking**

Students with complaints about sexual harassment, dating violence, domestic violence, sexual assault and/or stalking perpetrated by another student should be reported to either of the following Title IX Co-coordinators for SaVE Act Compliance: Ms. Amanda Lewis, Compliance Officer, Department of Human Resources or Ms. Candace Cain, Dean of Students and Title IX Co-coordinator.

Students who believe for any reason that they cannot effectively communicate their concern through any of these channels may consult the University Diversity Officer in the Office of Human Resources, or if conflicts exist with the University Diversity Officer, students may consult with the Vice President for Academic Affairs.

In addition, students with such complaints may seek advice and referral from both the University Counseling Center and/or Health Services Office. These offices, which keep all information confidential, neither receive formal complaints nor conduct investigations.

### **Confidentiality Concerns**

An initial discussion between the complainant and the complaint-receiving official will be kept confidential to the extent practical in this situation. The complainant is hereby advised that once a situation has been brought to the complaint-receiving official’s attention, it is that official’s responsibility to follow through with the appropriate procedures. The complainant must decide after an initial meeting with the complaint-receiving official whether he/she would like to file a formal complaint and thereby provide a written statement describing the complaint.

If a student requests that his or her name not be revealed to the alleged perpetrator or asks that the University not investigate or seek action against the alleged perpetrator, honoring this request may limit the University’s ability to respond fully to the incident



including pursuing disciplinary action against the alleged perpetrator. Student-complainants should be aware that Title IX includes protections against retaliation and that school officials will not only take steps to prevent retaliation but will also take strong responsive action if retaliation is attempted or occurs—this protection against retaliation includes retaliation by the University, its employees or third parties.

Despite a request by a student that his or her name not be disclosed to the alleged perpetrator or that the school not investigate or seek action against the alleged perpetrator, the appropriate University official(s) will have to determine whether the University can honor such a request while still providing a safe and nondiscriminatory environment for all students, including the complainant and **in some cases may not therefore honor such requests.**

### **Interim Measures to Protect the Complainant**

If as a result of a complaint or during the investigation of a complaint, a Title IX Co-coordinator reasonably believes that interim steps must be taken either to ensure equal access to the University's education programs and activities or to protect the complainant as necessary, the Co-coordinator will report to the appropriate University officials such concerns and they will be obligated to take such steps as are necessary under the circumstances to ensure equal access or to protect the complainant.

### **Initial Investigation**

Once a complaint has been made to one of the Title IX Co-coordinators, he/she will inform the Title IX Coordinator and one or both of the Co-coordinators will commence a thorough investigation, including but not limited to interviewing any witnesses, others with corroborating evidence and the alleged perpetrator. Both the accuser and the accused have a right to have present in any interview an advisor of their choice for the purpose of providing to them support, guidance or advice. The Title IX Co-coordinators have the right to establish such restrictions as seem prudent to them regarding the extent to which the advisors may participate in the process as long as such restrictions apply equally to both advisors.

At the conclusion of the investigation one or both Title IX Co-coordinators will prepare a detailed written summary of the investigation and will forward same to the appropriate decision maker. In cases involving any students except law students, the decision maker shall be the Vice President for Student Services and in cases involving only law students, the decision maker shall be the Dean of the Law School. In cases involving both a law student and any other non-law student, the decision maker will be that person under whose jurisdiction the alleged perpetrator falls.

### **Decision Making Process**

After receiving the summary of the investigation, the decision maker may interview both the complainant and the alleged perpetrator. This interview may be conducted either separately or simultaneously. If the interview is to be separate, the decision maker may conduct such interview either telephonically, in person or via Skype or FaceTime or other such method).

Both the accuser and the accused have a right to have present in any interview an advisor of their choice for the purpose of providing to them support, guidance or advice. The decision maker has the right to establish such restrictions as seems prudent to him regarding the extent to which the advisors may participate in the process as long as such restrictions apply equally to both advisors.

If the interview is to be simultaneous, both parties should be notified of same and at the request of the complainant, the decision maker must ensure that both parties do not have to be present in the same room at the same time, either by using closed circuit television or other means. Neither party shall be allowed to directly question the other party. All questions will be asked by the decision maker. Each party will be given an opportunity to submit written questions to the decision maker to be asked of the other party but the decision maker shall not be obligated to ask any question he/she deems to be inappropriate, irrelevant, redundant or otherwise unworthy of being pursued.

The decision maker may also interview (either telephonically, in person or via Skype or FaceTime or other such method) any person he/she deems may have relevant evidence to offer or he/she may rely solely on the facts as set forth in the written summary of the investigation. Neither the complainant nor the alleged perpetrator have the right to be present during such interviews but if one is allowed to be present, the other must be allowed to be present as well.

### **Standard of Proof and Related Matters**

The decision maker shall not disregard any evidence that is not contradicted; however, the decision maker shall have the discretion to resolve issues of credibility as between witnesses who present conflicting testimony.

Upon his conclusion of such interviews as he/she chooses to undertake, the decision maker shall then decide whether he/she is satisfied by a preponderance of the evidence that the alleged perpetrator has committed one or more of the conduct violations described in this policy or in Policy #351. The decision maker shall issue a written decision to both parties announcing his or her decision in the matter, setting forth his findings of facts and, if finding against the accused, including any sanctions that are to be enforced against the perpetrator, as well as the rationale therefore.

The following sanctions may be imposed upon a finding that the accused has committed an offense under this policy: placing the offender on conduct probation for a specified period of time such that any further violations of this policy or other University conduct regulations will result in suspension for one or more semesters or expulsion; suspension for one or more semesters; expulsion; sanctions to prevent the offender's access to the complainant, including but not limited to, changes in the offender's class schedule, changes in the offender's on campus living arrangements (including denial of the ability to live on campus), changes in the offender's ability to participate in co-curricular and extra-curricular activities (including but not limited to, University athletic teams, social clubs, band, chorus, Dinner Theatre, etc.), restriction

of the offender to move freely about the campus.

### **Appeals**

No sanction imposed by the decision maker will take effect until the time to appeal has lapsed or until the SaVE Act Appeals Committee has issued a written ruling denying the appeal.

Either party may appeal the ruling of the decision maker to the SaVE Act Appeals Committee, provided that the appeal is made in writing to the committee and received by a member of the committee within seven calendar days of the decision's having been communicated to the parties via e-mail to their Faulkner student e-mail address.

A copy of the appeal must also be provided to the decision maker (via e-mail to his Faulkner e-mail address) and to the other party (via e-mail to his or her Faulkner student e-mail address), both of whom shall have seven days in which to respond in writing to the Appeals Committee regarding the materials contained in the appeal.

Upon his receipt of an appeal, the decision maker shall immediately forward to the SaVE Act Appeals Committee a copy of his decision as well as a copy of the report provided by the Title IX Co-coordinator(s). The Appeals Committee may decide to issue a decision based on the written materials or may decide to allow both parties an opportunity to appear before the Committee. The Appeals Committee will return its decision as quickly as is possible under the circumstances.

All matters of fact as determined by the decision maker will be presumed to be correct on appeal and will not be reversed on appeal unless the appellant provides clear and convincing evidence to the contrary.

All sanctions imposed by the decision maker will be upheld on appeal unless the appellant provides proof that the sanctions were so disproportionate to the offense (either too severe or not severe enough) that the Committee concludes the decision maker abused his discretion.

The Appeals Committee shall issue a written decision as to its disposition of the appeal and shall distribute same simultaneously to both parties and the decision maker via e-mail to the respective Faulkner e-mail addresses. The Appeals Committee's determination as to its decision will be made by majority vote of the Committee.

The decision of the Appeals Committee is final and there is no further appeal; neither will a request for reconsideration be allowed.

For cases involving non law students, the Appeals Committee shall be comprised of the following: the Vice President for Academic Affairs and the Dean of Jones School of Law (or their designees) and a third member as decided upon by these two. (If either the Vice President for Academic

For cases involving law students, the Appeals Committee shall be comprised of the following: the Vice President for Academic Affairs and the Vice President for Student Services (or their designees) and a third member as decided upon by these two.

## **Definitions**

“Dating Violence” has the meaning given in § 40002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a), as amended) and is defined as follows: “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; where the existence of such a relationship is determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.” Additionally, as per the proposed regulations of 34 CFR 668.46(a) dating violence includes but is not limited to, sexual or physical abuse or the threat of such abuse; dating violence does not, however, include acts that meet the definition of “domestic violence.”

“Domestic Violence” has the meaning given in § 40002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a), as amended) and is defined as follows: “a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Alabama or by 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.”

“Sexual Assault” has the meaning given in proposed 34 CFR 668.46(a) and is defined as “an offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI’s UCR program and included in Appendix A to subpart D of part 668”; said definitions being provided below.

The offense of rape is “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”, for purposes of this policy, it also includes instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

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

The offense of incest is non-forcible sexual intercourse between persons who are

related to each other within the degrees wherein marriage is prohibited by law of the State of Alabama.

The offense of statutory rape is non-forcible sexual intercourse with a person who is under the statutory age of consent in the State of Alabama.

“Stalking” is as defined in the Violence Against Women Act of 1994 and means “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” and includes, as per proposed 34 CFR 668.46(a), the following definitions:

“course of conduct” is defined to mean two or more acts, including, but not limited to, acts in which the stalker directly or indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property;

“substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling;

“reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.

### **Access to Campus Facilities**

Most campus facilities are open during normal business hours of 8 a.m. and 5 p.m. Certain facilities, buildings and offices may be restricted as to hours of access. Access to residence buildings and areas are restricted to residents, their guests, and college staff for the purpose of maintenance, housekeeping, Police and other administrative functions. Room keys and IDs/access cards are issued to all resident students and IDs/access cards to all commuter students. All keys and IDs/access cards remain the property of Faulkner University and may not be duplicated. Lost or stolen keys should be reported immediately to the Resident Supervisor or the Department of Campus Safety. The lock will then be changed and new keys will be issued to the student. If a student is locked out of his/her room, a staff member or Police officer may open the room door only after proper identification/room assignment is verified. In the event the resident’s student ID is locked in the room, the staff member or Police officer will remain in the hallway with the door open until identification is produced. Access to some academic buildings after-hours is on an as-needed basis and only those individuals cleared by the Department of Campus Safety will be allowed access.

### **Weapons Policy**

Any firearms, illegal knives, and other prohibited weapons are strictly prohibited on university property, including parking lots or at any university activity off campus.

Alabama's new firearms law does not give students the right to possess, transport or carry firearms (either openly or concealed pursuant to a concealed carry permit) on private property when the property owner has forbidden firearms on the property. In addition, city ordinance prohibits the firing of any air gun, including pellet guns and BB guns. Other dangerous weapons not listed may be subject to sanction. If a student is found in violation of this university policy, he or she may also be subject to the applicable student conduct policy and corresponding sanctions up to and including suspension and dismissal and the University also reserves the right to initiate criminal prosecution.

If you believe that a student or other person is in possession of a weapon take the following actions:

- Get away from that person.
- Lock yourself in a secure area, if possible.
- Notify Campus Police at (334) 239-5496 and the Center Director at extended campuses.
- If the person is threatening or menacing with the weapon call 911 and explain the problem in detail.
- Remain on the phone with the 911 dispatcher as long as possible.
- Remove students and yourself from any danger, if possible.
- If you fear the person, barricade yourself and other students in a room away from the person.
- If anyone becomes injured or needs medical attention, tell the 911 dispatcher.
- Do not confront the armed person.
- Remain in a safe area until told to leave by police or emergency responders.

### **Timely Warning Policy**

The Faulkner University Department of Campus Safety strives to keep the campus and campus community safe. Part of keeping the campus and community safe involves keeping the community informed about certain situations on or near campus that could pose an ongoing or continuing threat to the campus or members of the campus community.

Eagle Alert is an emergency notification system that notifies faculty, staff, students and others of critical information and situations affecting campus through the use of text messages, email, and more. This system makes immediate notifications across campus without delay.

To sign in to Eagle Alert to register or change contact information, students, faculty, and staff may go to <https://www.getrave.com/login/faulkner>.

Eagle Alerts are also posted as emergency notifications on the Faulkner App available for cell phone and tablet access. For more information on the Faulkner App, please contact the Dean of Students office.

## **Procedure**

In the event that a situation arises either on or near campus that, in the judgment of the Chief of Police, Faulkner University Department of Campus Safety, or his designee, constitutes an ongoing or continuing threat to the campus or to members of the campus community, a campus wide “Eagle Alert” will be issued through the campus e-mail as well as the emergency notification systems to all students, faculty and staff members.

When the circumstances could pose a more immediate threat to members of the campus community, the warning/emergency notifications may also be posted on the announcements portion of Faulkner’s home page, as well as local TV/Radio media, and Faulkner’s Facebook profile.

Emergency Notifications will also be distributed and displayed in prominent locations on campus including all Residence Halls, Campus Center, and Campus Center Information Desk when possible.

Appropriate follow-up including information about the situations further evolution or resolution will also be disseminated as appropriate as soon as possible.

In similar fashion, but within the narrower scope of notifying the campus community of information pertaining to incidents of Clery specific crime categories occurring on or near campus, or which have already occurred and in the judgment of the Department of Campus Safety, Director, or his designee, could pose an ongoing risk to the campus community, an “Eagle Alert” will be distributed through the notification system. These emergency notifications will be issued as soon as possible after confirmed information becomes known to the Department of Campus Safety or appropriate university officials. These alerts will also be updated as the situation warrants and information becomes available.

Because of their wider scope, not every “Eagle Alert” will be considered an emergency notification unless otherwise stated in the message.

## **Emergency Response and Evacuation Procedures**

### **Emergency Management Roles**

#### **Faulkner Police**

The Campus Police Department is on duty 24/7 and should be notified at (334) 239-5496 of all accident, incidents, and emergencies. The department is fully staffed with Police officers who are fully trained in responding to emergency situations that may arise on campus.

#### **Incident Commander**

The Incident Commander (IC) is the Chief of Police, or designee and is the primary individual responsible for coordinating the University’s initial response to a campus

incident/emergency. The Incident Commander will direct and manage emergency responses in conjunction with the Vice President of Student Services, Dr. Jean-Noel Thompson. The Chief of Campus Safety is also the primary liaison between Faulkner University and federal, state, and local emergency management agencies.

### **Incident Command Team**

The Incident Command Team (ICT) is the central operations center utilized during emergency situations. The ICT directly supports the IC and is fully equipped to communicate with the campus and external agencies. The ICT is always on call and is responsible for coordinating and/or directing necessary resources to support the IC during emergency situations. The ICT also assists the President and senior university leaders in developing and implementing strategies, tactics, and the overall plan for managing a campus emergency. The ICT provides general oversight of all emergency response and recovery operations and determines the appropriate courses of action to ensure that emergency management decisions are inclusive of all university operations and lead to timely restoration of the university's mission. The ICT is comprised of: The President of the University, Vice President of Student Services, and other designated persons depending on the type of crisis. ICT members regularly plan, train, and communicate strategies to mitigate campus emergencies.

### **Emergency Response Procedures**

When an incident occurs, Faulkner University Police Officers are dispatched to the scene and if warranted, the Chief of Police is notified. Police Officers and Campus Safety Officers provide direction and assistance in mitigating the incident, including coordination with local law enforcement, fire, or emergency agencies. The Chief notifies senior University leaders and coordinates with other relevant external agencies/authorities.

An incident or series of critical incidents which requires the university to disengage resources from normal operations to provide extraordinary protection of life, property and/or operations will constitute a campus emergency. The Chief directs actions to prepare for or respond to all incidents or emergencies that may occur and coordinates the appropriate response dependent on the scope and nature of the specific incident/emergency. The Chief is also responsible for the development and implementation of an Incident Response Plan (IRP) for each potential incident.

### **Facility Emergency Management**

Facility Emergency Managers and Residence Hall Directors/Resident Assistants are responsible for implementing plans/procedures and issue directions to occupants when there is a perceived threat. The following are the general procedures for effectively managing emergencies affecting facilities.



## **Evacuations**

In the event that campus facilities or a campus must be evacuated, the following general procedures should be followed:

### **Building Evacuation**

All building evacuations will occur by an Eagle Alert notification, an alarm and/or upon notification by Campus Police or University personnel.

- When the building evacuation alarm is activated during an emergency, leave by the nearest marked exit and alert others to do the same.
- Resident Supervisors and Assistants are designated to assist disabled resident students during an emergency. If Resident Supervisors and Assistants are not available, others must assist persons with disabilities in exiting the building. Do not panic.
- Do not use the elevator in cases of fire and/or earthquake. Use stairway.
- Once outside, proceed to a clear area that is at least 500 feet away from the affected building. Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel.
- Do not return to an evacuated building unless told to do so by a Faulkner University official.
- Important: After any evacuation, report to your designated area assembly point.
  - Montgomery Campus
    - South: Front of campus vacant lot
    - East: Parking lot
    - North: Near Tennis Courts
    - West: Vacant Lot near Davis Dorm.
  - Birmingham Campus
    - Parking Lot
  - Huntsville Campus
    - Parking Lot
  - Mobile Campus
    - Parking Lot

### **Campus Evacuation**

All campus evacuations will occur by an Eagle Alert notification, an alarm and/or upon notification by Campus Police or University personnel.

All persons (students, faculty, and staff) are to immediately vacate the site in question and relocate to another area or part of the campus grounds as directed.

Questions or suggestions regarding the procedures and response should be directed to Campus Police at (334) 386-7415 or [police@faulkner.edu](mailto:police@faulkner.edu).

### **Campus Crime/Emergency Reporting**

Faulkner University requests timely and accurate reporting of crimes to the Campus Police Department, local police municipality and/or Sheriff's Office. All Criminal activities, emergencies, injuries, and requests should be reported to the Chief of Police or any Police officer by telephone or in person at the VIC or the reception area on the extended campuses. If a situation warrants, please call 911 to reach a local dispatching agency. Campus Officers may be reached at 334-239-5496. Campus Police will facilitate the reporting of crime and emergency matters to the proper authorities. Should any criminal activity or emergencies occur at an off-campus event recognized by the University, Campus Police should be notified as soon as possible.

### **Missing Student/Persons Procedures**

If a member of the Faulkner University community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify either the Police Department at (334) 386-7415 during normal business hours or the on-duty Campus Police Officer at (334) 239-5496 any time of the day. The Police Department will generate a missing person report and initiate an investigation.

In addition to registering a general emergency contact, students residing in on-campus housing have the option to identify confidentially an individual to be contacted by Faulkner University in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, Faulkner University will notify that individual no later than 24 hours after the student is determined to be missing. A student who wishes to identify a confidential contact can do so through their Residence Hall supervisor. The Residence Hall supervisor should then update the information in the Regent database. A student's confidential contact information will be accessible only by authorized campus officials and law enforcement in the course of the investigation.

After investigating a missing person report, should the Police Department determine that the student has been missing for 24 hours, Faulkner University will notify Montgomery Police Department and the student's emergency contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, Faulkner University will notify the student's parent or legal guardian immediately after the Police Department has determined that the student has been missing for 24 hours.

### **Faulkner University Contact List**

Name	Position	Phone Number	Email
Phillip Calvert	Chief of Police	(334) 386-7415	pcalvert@faulkner.edu

Dr. Jean-Noel Thompson	Vice President of Student Services	(334) 386-7300	<a href="mailto:jthompson@faulkner.edu">jthompson@faulkner.edu</a>
Candace Cain	Dean of Students	(334) 386-7184	<a href="mailto:ccain@faulkner.edu">ccain@faulkner.edu</a>
Dr. Dave Rampersad	Vice President for Academic Affairs	(334) 386-7100	<a href="mailto:drampersad@faulkner.edu">drampersad@faulkner.edu</a>
Campus Police	On-Duty Police Officer	(334) 239-5496	<a href="mailto:police@faulkner.edu">police@faulkner.edu</a>
Renee Davis	Assistant Vice President of Human Resources Title IX Coordinator	(334) 386-7230	<a href="mailto:rdavis@faulkner.edu">rdavis@faulkner.edu</a>

## Annual Fire Safety Report

The Higher Education Opportunity Act (HEOA) requires two (2) new safety-related requirements on institutions that participate in federal student financial aid programs which follow:

**1. Fire Log:** Institutions must keep a fire log that states the nature of the fire, date, time, and general location of each fire in on-campus student housing facilities. Faulkner University complies with this rule by including all fire-related incidents in the Daily Crime and Fire Log. The public can also view the most recent 60 days of crime and fire-related incidents by visiting the Department of Campus Safety at building 6103. Requests for information older than 60 days must be directed to the Director of Campus Safety at [pcalvert@faulkner.edu](mailto:pcalvert@faulkner.edu). Information will be made available within two (2) business days of a request for public inspection.

**2. Annual Fire Safety Report:** Institutions with on-campus student housing facilities must publish annually a fire safety report that provides information on campus fire safety practices and standards. Faulkner University complies with this regulation by including all fire-related incidents at on-campus student housing facilities as part of the Annual Police & Fire Safety Report. Information contained in this annual fire safety report includes: number and cause of fires at all on-campus student housing facilities; number of fire-related deaths; related injuries; value of fire-related property damage; information on evacuation procedures; fire safety education and training programs; fire safety systems in each student housing facility; number of regular mandatory supervised fire drills; and policies on portable electrical appliance, smoking and open flames. The Annual Police & Fire Safety Report must include three (3) years of data.

If a fire occurs in any building, community members should immediately notify 911 or by calling (334)239-5496. Campus Safety will initiate a response. If a member of the Faulkner University community finds evidence of a fire that has been extinguished, and the person is not sure whether Campus Safety has already responded, the community member should immediately notify Campus Safety to investigate and document the incident.

The various campus fire alarm systems alert community members of potential hazards. Community members are required to heed an activated fire alarm system, and evacuate a building immediately. Use the nearest available exit to evacuate the building. Gather outside at either the primary or secondary gathering area as noted on the building's Emergency Preparedness Bulletin. Community members should familiarize themselves with the exits in each building.

When a fire alarm is activated, the elevators in most buildings will automatically recall to a pre-designated fire safe floor. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button.

### **Fire Protection Equipment/Systems**

All residential buildings and University buildings are equipped with automatic fire detection and alarm systems which are monitored by contract alarm monitors, 24 hours a day, 365 days a year.

### **Health and Safety Inspections**

The Dean of Students Housing Department performs residential inspections each semester. Residents are notified beforehand of the inspection process. The inspections are conducted to identify safety violations as well as conditions which may be detrimental to the health or well being of the wider residential community.

The inspections include a visual examination of electrical cords, sprinkler heads, smoke detectors and other life safety systems. In addition, each room is examined for the presence of prohibited items such as candles, halogen lamps, open coiled appliances, pets, etc. Rooms are also examined for evidence of prohibited activity such as smoking in the room, removal of door closers, unauthorized door locking or alarm mechanisms, removal of Police screens or other equipment, tampering with life safety equipment, etc. This inspection also includes a general assessment of cleanliness of the room, including food and waste storage.

Conditions warranting follow up are reported to the Dean of Students for follow up. The Housing Manager will be expected to communicate with those residents, apply sanctions that can range from fines to expulsion from housing; and to document such follow up. The residents signature on the Housing Services Occupancy Agreement, required in order to take occupancy, signifies their acceptance of and responsibility for abiding by residential and University policies as provided through all printed publications, web sites, email and other vehicles. Specific Health and Safety policies and procedures are outlined in the Residential Handbook as well as the Occupancy Agreement. Per the agreement, Housing Services may enter any room at any time for the purposes of inspection, establishment of order, maintenance, extermination, inventory correction, cleaning, or in case of emergency or other reasonable purposes.

### **Fire Definitions**

**Fire:** Rapid oxidation of combustible material accompanied by heat, light and smoke of combustible material, which is found outside of its normal appliance, whether or not it is extinguished prior to arrival of emergency personnel.

**Fire-related Deaths:** Number of persons who were fatalities because of a fire incident, including death resulting from a natural or accidental cause while involved in fire control, attempting a rescue, or persons escaping from the fire scene (an individual who dies within one (1) year of injuries sustained as a result of a fire).

**Fire-related Injuries:** Number of persons receiving injuries from fire-related incidents,

including an injury from a natural or accidental cause who received medical treatment at a local medical facility. This includes first responders attempting to control the fire, attempting a rescue, or persons escaping from the fire scene. Persons may include students, faculty, staff, visitors, firefighters, or any other individuals.

Estimated U.S. Dollar Loss Related to Fire Incidents: Estimated total U.S. dollar loss of both contents and structure or property destroyed because of a fire incident, not loss of business.

Evacuation Procedures Posted: When a fire alarm is activated, evacuation is mandatory. DO NOT use elevators; evacuate the building using the nearest available exit and proceed to the gathering area to begin an accountability and assessment process.

Fire Alarms Monitored: Fire alarms are monitored 24 hours a day, seven days a week, 52 weeks a year by contracted alarm company. Notice of fire alarm activation is sent to the Montgomery Fire Department and the Department of Campus Safety.

Fire Safety Training Programs Delivered: Number of training programs delivered by Fire and Emergency Services or other responsible persons of authority within the University or City of Montgomery to occupants of residence halls concerning fire prevention and preparedness.

Buildings Equipped with Fire Alarm Systems and Smoke Detectors: Buildings that have functional fire alarm systems and smoke detectors installed. Please note, all residence halls are equipped with a functional fire alarm system and smoke detectors.

Buildings Protected with Automatic Sprinkler System Throughout: Indicates an automatic sprinkler system protects all areas of a building. Residence Halls have wet-pipe automatic sprinkler systems.

Emergency Evacuation Drills (formerly known as Fire Drills): The number of supervised scheduled drills or actual events at campus residence halls, fraternities or sororities that are facilitated and certified by the Dean of Student's Housing manager. Various drills are conducted throughout the year to familiarize students, faculty and staff with emergency procedures and individual roles. Two Emergency Evacuation Drills are conducted for each Residence hall every semester.

All academic and administrative buildings undergo two (1) emergency drill each year, while all residence halls undergo two (2) emergency drills per semester and one (1) during the summer.

### **Fire Policies for On-Campus Student Housing Facilities**

Portable Electrical Appliances: Hot plates, halogen lamps, immersion coils, air conditioners, freezers, dishwashers, washing machines, and open-coil appliances are prohibited in University residences as they pose a threat of electrical overload and/or

fire.

Microwaves, computers, stereos, televisions, radios, irons, non-commercial hairdryers, and other similar appliances are permitted, unless specifically prohibited by the residence staff.

All appliances must have a manufacturer's label that show the electrical ratings and listing by a nationally recognized testing laboratory (e.g., ETL, UL, etc). We strongly recommend the use of surge protectors(s). No more than one refrigerator may be installed per room or apartment, not including those provided by the University.

Caution should be taken to prevent fire hazards resulting from excessive use of appliances and over-dependence on power strips and extension cords.

**Lamps:** A Special Safety Advisory – The use of halogen lamps is prohibited.

- Carefully read all safety instructions and warnings that accompany any lamp.
- Never use bulbs of a higher wattage or of a different style than is recommended by the manufacturer's instruction.
- Never remove or discard a bulb that is hot to the touch; don't try to operate a lamp that has damaged or missing parts.
- Do not place lamps near clothing, draperies, or bedding, as incidental contact with the lamp bulb could ignite the material. Keep lamps away from windows, bunk beds, and closets.
- NEVER place materials such as towels or clothing on top of lamps.
- Avoid placing lamps in location where they may be knocked over.
- Always remember to turn off or unplug any lamp when changing bulbs or when leaving your room/apartment.
- Taking proper precautions and guarding against potential hazards posed by lamps will help ensure community safety.

**Smoking:** Smoking, including hookahs and other smoking paraphernalia, is prohibited anywhere on campus and in all residential buildings. Those who violate this policy may face disciplinary actions, fines, and possible termination of their Housing Agreement.

**Open Flames:** Fire or smoke producing articles, such as Bunsen burners, portable stoves, kerosene lamps, cut trees, incense and candles are prohibited in residence. Possession of hibachis, barbecue grills, smokers, potpourri burning units or other fire-starting devices/substances is prohibited in residences, as is their use in residential areas or adjacent outdoor space without staff supervision. Violators are subject to judicial action and criminal prosecution.

**Type of Fire Suppression and Monitoring for each Residence Hall at Faulkner University**

Resident Halls	Sprinkled	Smoke Alarms Single Station not Monitored	Smoke Detectors Monitored by Building Fire Alarm System
<b>Margaret Harris Women's Dorm</b>	Yes	Yes	Yes
<b>Burton Dorm</b>	No	Yes	No
<b>Baldwin Dorm</b>	No	Yes	No
<b>Davis A Wing</b>	No	Yes	No
<b>Davis B Wing</b>	No	Yes	No
<b>Harrison 4000 Apartment Building</b>	No	Yes	Yes
<b>Harrison 5000 Apartment Building</b>	No	Yes	Yes
<b>Harrison 6000 Apartment Building</b>	Yes	Yes	Yes
<b>Harrison 7000 Apartment Building</b>	Yes	Yes	Yes
<b>9000 Apartment Building</b>	Yes	Yes	Yes
<b>10,000 Dorm</b>	Yes	Yes	Yes



**Reported Fires for Residence Halls at Faulkner University  
2018**

<b>Name of Facility</b>	<b>2016</b>			<b>2017</b>			<b>2018</b>		
	<b>Fires</b>	<b>Injuries</b>	<b>Deaths</b>	<b>Fires</b>	<b>Injuries</b>	<b>Deaths</b>	<b>Fires</b>	<b>Injuries</b>	<b>Deaths</b>
<b>Burton Dorm</b>	0	0	0	0	0	0	0	0	0
<b>Baldwin Dorm</b>	0	0	0	0	0	0	0	0	0
<b>Davis Dorm</b>	0	0	0	0	0	0	0	0	0
<b>Harris Dorm</b>	0	0	0	0	0	0	0	0	0
<b>Harrison 4000</b>	0	0	0	0	0	0	0	0	0
<b>Harrison 5000</b>	0	0	0	0	0	0	0	0	0
<b>Harrison 6000</b>	0	0	0	0	0	0	1	0	0
<b>Harrison 7000</b>	0	0	0	0	0	0	0	0	0
<b>9000</b>	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	0	0	0