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Information on the University of South Alabama Baldwin County Campus was obtained from security officer Ralph McDonald at that location and combined with information from the Fairhope Police Department.

Statistics from USA Health University Hospital, USA Health Mitchell Cancer Institute, USA Health Strada Patient Care Center, and other USA Health related operations on or near those sites are obtained from local law enforcement agencies and combined with statistics from USAPD and USA Health Security Department.

USAPD submits the annual crime statistics published in this report to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Each year, an email notification is sent to all enrolled students and employees that provides a direct link to access the Annual Security and Fire Safety Report online and a brief summary of its contents. A link is also available at [www.usouthal.edu/annual-security-report](#). Copies of this report may also be obtained at the University of South Alabama Police Department, located at Beta Gamma Commons Bldg., 290 Jaguar Blvd., or by calling (251) 460-6312.

## USA Police Department

The University of South Alabama Police Department consists of sworn law enforcement officers and is accredited through the International Association of Campus Law Enforcement Administrators (IACLEA).

USAPD exists to meet the unique law enforcement needs of the University community. Therefore, it engages in community-oriented policing that actively encourages input from the community and utilizes innovative crime interdiction, prevention, and public education methods to foster a safe environment on campus.

All officers from USAPD have completed an Alabama Post certified academy and undergo semiannual firearms training. Additionally, officers are required to complete a minimum of 12 hours of continuing education training each year. Officers are sworn state law enforcement officers and are empowered by legislation (Alabama Code § 16-55-10) to enforce all state and local laws, and may make arrests for any offense occurring, or having probable cause to believe occurred, within their presence or anywhere within the State of Alabama. Their primary responsibility is the enforcement of law on property that is owned, leased, or otherwise controlled by the institution; however, their authority extends to any place in the State of Alabama. All law enforcement matters are handled within USAPD, including initial complaint taking, criminal investigations, and arrests.

USAPD is directed by the Chief of Police, Patrol and Administrative Captains, and Investigative and Special Operations Lieutenants. The Department is comprised of 18 sworn police officers and a full-time support staff of seven civilian employees. It operates 24/365 and provides full police services to the University community <sup>2</sup> primarily the Main Campus, the USA Health University + R V S L W D O W K H 8 6 \$ + H D O W K & K U S A O H C U H M C C a n c e r C e n t e r H i Q t V + R V S L USA Health Strada Patient Care Center, USA Health Providence Hospital and other USA Health related operations on or near those sites.

USAPD patrols the Main Campus and bordering streets, which include University Blvd., Old Shell Rd., and Hillcrest Rd.



Student Affairs maintains contact with recognized Greek organizations through the efforts of the Fraternity and Sorority Life staff. USAPD also patrols and responds to calls for service at all University-recognized Greek houses located on the Main Campus and immediately adjacent to the Main Campus.

The University of South Alabama has Registered Student Organizations that have non-campus locations. USAPD does not actively monitor criminal activity engaged in by students at these locations or other off-campus locations. However, crime statistics are requested from local law enforcement agencies having police jurisdiction over non-campus locations of officially UHFRJQLJHG VWXGHQW RUJDQLJDWLRQV WR EH LQFOXGHG that will provide local agencies with assistance upon request.

At the discretion of USAPD, it may provide the Dean of Students with information regarding off-campus criminal activity of students of which it has been apprised if such activity is deemed to potentially impact the health and safety of the campus community and/or the reputation of the University.



## Reporting Criminal Incidents & Public Safety Concerns On-Campus

Community members, students, faculty, staff, and guests are encouraged to accurately and promptly report all crimes, emergencies, and public safety concerns to USAPD.

Crimes should be reported to USAPD for the purpose of assessing crimes for potentially distributing Timely Warning notices, Emergency Notifications and for disclosure in the annual crime statistics.

Furthermore, USAPD encourages accurate and prompt reporting of all crimes to USAPD and the appropriate police agencies or the USA Health Security Department, when the victim of a crime elects to, or is unable to, make such a report.

Persons wishing to report a crime or other emergency incident(s) occurring on any University property may do so in person or by telephone.

For walk-in reports: USAPD is staffed 24 hours a day, seven days a week. Walk-in reports may be made at USAPD located at: 290 Jaguar Blvd., Mobile, AL 36688.

For telephone reports: USAPD may be contacted 24/7 by dialing: (251) 460-6312.

All calls for service are logged in USAPD's computer-aided dispatch (CAD) system, while official police reports are filed in the Department's

USAPD may also be contacted via text or phone utilizing the free LiveSafe smartphone safety app. Utilizing LiveSafe to contact USAPD also provides device location information to assist

## **Reporting Criminal Incidents & Public Safety Concerns for USA Baldwin County Campus and other USA Fairhope Properties**

The University of South Alabama Baldwin County (USABC) Campus is dispersed across several sites within proximity in downtown Fairhope, Alabama. The administration building and the Classroom Complex are located at 111 Saint James Street, and the Nursing Complex is located at 161 North Section Street, Suite C.

Office/Officer	Office Address	Contact Number	Email
University of South Alabama Baldwin County Security Office & Security Officer Ralph McDonald	111 St. James Street Fairhope, AL 36532	(251) 928-8133 or (251) 472-7474	rmcdonald@southalabama.edu
University of South Alabama Police Department	290 Jaguar Blvd Mobile, AL 36688	(251) 460-6312	police@southalabama.edu
Fairhope Police Department	107 North Section Street Fairhope, AL 36532	(251) 928-2385 Or 911	N/A

## Reporting Criminal Incidents to a Campus Professional or Pastoral Counselor

Under Federal guidelines, campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such, are not considered to be CSAs and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of practice, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis to USAPD. Nevertheless, crimes exclusively reported to a Pastoral or Professional Counselor are exempt from Timely Warning notices.

Listed below are campus counselors:

Counselor	Title	Address	Contact Number	Email
Dr. John Friend	Director of Counseling & Wellness	300 Student Center Circle Mobile, AL 36688	(251) 460-7051	jfriend@southalabama.edu
Dr. Chelsea L. Greer	Associate Director of Counseling & Wellness	300 Student Center Circle Mobile, AL 36688	(251) 460-7051	clgreer@southalabama.edu
Julie A. Graham	Employee Assistance Counselors	650 Clinic Drive, Suite 2200, Mobile, AL 36688	(251) 461-1346	jbarker@southalabama.edu
Fletcher Eaton	Employee Assistance Counselors	1700 Center Street, CWEB II, Mobile, AL 36604	N/A	gfeaton@health.southalabama.edu
Kim Meeks	Manager of Spiritual Care	2451 University Hospital Drive, 5th Floor, Room 550, Mobile, AL 36617	N/A	kcrawford@health.southalabama.edu

## Reporting Criminal Incidents to Campus Security Authorities

You may report crimes to other University officials who have been designated as CSAs. Generally, any professional student affairs and housing staff member, any member of the campus and/or hospital security, faculty advisor to student groups, and/or the athletic director and head coaches can receive a report for inclusion in the annual crime statistics and for the purpose of issuing a Timely Warning. These additional CSAs may also encourage and assist the victim in filing a report with USAPD.

If you are the victim of a crime and you wish for your identity to remain confidential and desire no formal investigation, you must inform the CSA to whom you are reporting the event of your wishes. If confidentiality has been requested, the listed University official receiving a crime report will gather sufficient information to allow the University to implement proper crime alerts, if warranted, and so the information may be included in the statistical records maintained by USAPD.

The following additional CSAs have been designated by the institution as the preferred receivers of reports:

CSA	Title	Address	Contact Number	Email
Dr. Michael Mitchell	Vice President of Student Affairs and Dean of Students	350 Student Center Circle, Room 245, Mobile, AL 36688	(251) 460-6172	mmitchell@southalabama.edu
Cathi Jones	Assistant Director of Student Conduct	350 Student Center Circle, Room 252, Mobile, AL 36688	(251) 461-1893	cjjones@southalabama.edu
Deidra Byas	Title IX Coordinator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1538	deidrabyas@southalabama.edu
Jarmora Valrie	Director of Multicultural Affairs	350 Student Center Circle, Suite 120, Mobile AL 36688	(251) 460-6895	jvalrie@southalabama.edu
Dr. Chris Cleveland	Associate Vice President of Auxiliary Services	251 Delta Loop, Room 110, Mobile, AL 36688	(251) 460-6522	chriscleveland@southalabama.edu

Dr. Jeremy Sheffield	Director of Housing	251 Delta Loop, Room 110, Mobile, AL 36688	(251) 341-4663	jtsheffield@southalabama.edu
Ralph McDonald	USABC Campus Security Officer	111 St. James Street Fairhope, AL	(251) 928-8133 or (251) 472-7474	rmcdonald@southalabama.edu
<b>For Academic Affairs:</b>				
Dr. Shelley Holden	Professor for the Department of Health, Kinesiology, and Sport and Deputy Title IX Coordinator	75 South University Boulevard, Room 1006, Mobile AL 36688	(251) 461-1611	sholden@southalabama.edu
<b>For College of Nursing Students:</b>				
Dr. Rebecca J. Graves	Assistant Professor, Director of Special Project & Evaluation, and Deputy Title IX Coordinator	5721 USA Drive North, Room 4083, Mobile, AL 36688	(251) 445-9437	rgraves@southalabama.edu
<b>For College of Medicine Faculty &amp; Staff:</b>				
Dr. John V. Marymont	Vice President for Medical Affairs and Dean of the College of Medicine:	5795 USA Drive North, CSAB 170, Mobile, AL 36688	(251) 341-3030	jmarymont@southalabama.edu
<b>For College of Medicine and USA Health Faculty &amp; Staff Physicians:</b>				

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Jinni Frisbey	Senior Associate Athletic Director and Title IX Coordinator for Athletics	591 Joseph E. Gottfried Drive, Room 153, Mobile, AL 36688	(251) 445-9551	jfrisbey@southalabama.edu
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The purpose of an anonymous report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents on or near campus, determine where there is a pattern of crime, and alert the campus community to potential dangers. Reports filed in this manner are conducted and disclosed in the annual crime statistics for the institution.



## Daily Crime

**Negligent Manslaughter** the killing of another person through gross negligence.

**Sexual Assault (Sex Offenses)** An offense that meets the definition of rape, fondling, incest, or statutory rape.

- x **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.
- x **Fondling:** the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- x **Incest:** non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- x **Statutory Rape:** non-forcible sexual intercourse with a person who is under the statutory age of consent. If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.

Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex o I I H Q V H L V <sup>3</sup> D Q \ V H [ X D O D F W G L U H F W H G D J D L Q V W D Q R W K L Q F O X G L Q J L Q V W D Q F H V Z K H U H W K H Y L F W L P L V L Q F D S D E O H

Listed statistics include all attempted as well as completed acts.

**Robbery:** the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force, threat of force, violence, and/or by putting the victim in fear.

**Aggravated Assault** the unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

This type of assault usually is accompanied using a weapon or by means likely to produce death or great bodily harm. A weapon is a commonly known weapon (a gun, knife, club, etc.) or any other item which although not usually thought of as a weapon, becomes one in the commission of a crime.

It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

**Burglary:** the unlawful entry of a structure to commit a felony or a theft. This does not include thefts from automobiles.

**Motor Vehicle Theft:** the theft or attempted theft of a motor vehicle, including cases where

**Arson:** the willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

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

**Domestic Violence:** A felony or misdemeanor crime of violence committed by (1) a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; (2) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (3) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or is receiving grant monies; or (4) 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 in which the crime of violence occurred.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be

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The following list of laws are applicable for Domestic Violence (the state code and classification are listed in parenthesis):

- x Assault in the 1st or 2nd Degree (Felony ±Ala. Code § 13A-6-20 and -21)
- x Aggravated/Non-Aggravated Stalking (Felony ±Ala. Code § 13A-6-90 and -91)
- x Electronic Stalking 1st Degree (Felony ±Ala. Code § 13A-6-95)
- x Electronic Stalking 2nd Degree (Misdemeanor ±Ala. Code § 13A-6-96)
- x Intimidating a Witness (Felony ±Ala. Code § 13A-10- 123)
- x Burglary in the 2nd or 3rd Degree (Felony ±Ala. Code § 13A7-6 and-7)
- x Criminal Mischief 1st Degree (Felony ±Ala. Code § 13A-7-21)
- x Assault in the 3rd Degree (Misdemeanor ±Ala. Code § 13A-6-22)
- x Menacing (Misdemeanor ±Ala. Code § 13A-6-23)
- x













devices. More information can be found at: <http://www.southalabama.edu/departments/student-affairs/livesafe.html>.

**Operation ID:** A program that encourages students to mark their personal property, usually by engraving, and to record serial numbers to deter theft and assist with returning recovered property.

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**Check Your Ride:** An opportunity offered by the University of South Alabama Police Department prior to school breaks, in which officers assist and teach students how to perform basic vehicle maintenance with the aim of increasing the safety of students traveling on the road.

**Sexual Assault Awareness** Includes various programs throughout the year geared towards educating men and women about sexual assault prevention.

**Bystander Awareness** Includes programs such as the Bro Code, Cracking the Code, and Girls Night Out that train bystanders on safe and positive options a bystander can take when he or she witnesses potential domestic violence, dating violence, sexual assault, and/or stalking.

**Threat Assessment/Active Shooter Training Curriculum** intended to train employees and students on how to respond in the unfortunate event of a shooter on the University campus.

**Workplace Violence** An educational program that identifies problems and characteristics associated with workplace violence.

**Peer Education** The Sexual Assault and Violence Educators offer ongoing prevention presentations and events to the University community on sexual assault, bystander intervention, domestic violence, and personal safety.

**Online Module:** All incoming students, including professional and graduate students, are now required to take an online training called "Lasting Choices: Preventing Sexual Assault" through United Educators when they arrive on campus.

**At-Risk Programming:** Each semester, at-risk groups such as student athletes, student fraternity and sorority members, minority student organizations, etc. are educated on personal safety and campus resources.

USAPD is eager to engage the University community in interactive and educational programming. For more information about any of the programs listed above, or to request additional courses, please contact USAPD at (251) 460-6312 or by email at: [police@southalabama.edu](mailto:police@southalabama.edu).

## Campus Escort Service

Although there is currently no formal escort service available on the Main Campus, University officers will assist individuals with safely getting to their on-campus destination, to their vehicle, or the JagTran shuttle stop upon request. To request assistance, call USAPD at (251) 460-6312 or contact them via the free LiveSafe safety app. Depending on other calls for service, there could be a wait before the officer arrives. For more information on the daily services provided by the JagTran, please visit the following link: <http://www.southalabama.edu/departments/jagtran/>

Limited shuttle service is normally provided at least through 8:00 p.m. each weekday that classes are in session.

## Property Protection

USAPD offers a number of services to help minimize property loss through theft, including the

### Campus Overview

The University of South Alabama has a student population of almost 13,500. The main campus is located on University Blvd. in the western portion of the city of Mobile and currently houses approximately 3,000 students in its on-campus residential facilities.

Founded by an act of the Alabama Legislature in 1963, the University is located on over 1,200 acres. More detailed information on the exciting history of the University of South Alabama is

### Facility Security

During business hours, students, parents, employees, contractors, guests, and invitees. Academic buildings are open during the day and evening hours when classes are in session.

During non-business hours, access to academic and administrative buildings and the spaces within are by key or the campus access control system with varied levels of access. Access is approved by the Department or Division Head

Some facilities may have additional hours which may vary at different times of the year. Examples are the Recreation Center, University libraries, and the Mitchell Center. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility. Emergencies or other considerations may necessitate changes or alterations to any posted schedules.

Academic and administrative buildings do not have a University Police Department officer assigned to them. However, USA Police

## USA Housing and Facility Security

The Department of Housing oversees the residence halls and Greek Housing. Area Coordinators, Graduate Community Directors, and Resident Assistants concentrate on promoting community; developing relationships; helping to establish and maintain a healthy residential environment conducive to academic and personal growth; assisting in the disciplinary procedure as necessary;

## Timely Warnings

A Timely Warning is narrowly focused and will be issued for any Clery Act crimes that have already occurred on Clery Act geography but are considered by the institution to represent a serious or continuing threat to students and employees. Clery Act geography includes the Main Campus, adjacent public property, non-campus properties (e.g., USA Health hospitals and clinics), and the USA Baldwin County Campus in Fairhope. A Timely Warning will be issued as soon as the pertinent information is available

known or reported to the institution at the time. Additional notifications will be made as more information becomes known.

Emergency Notifications may be issued by USAPD, the Department of Safety & Environmental Compliance, or the Office of Marketing and Communications. The purpose of these warnings is to warn or inform the campus community about immediate or ongoing threats or crimes to the Main Campus or the Baldwin County Campus in Fairhope. This allows the community to take appropriate actions or precautions. Emergency Notifications are not limited to crimes and can include any event or condition that poses an immediate or ongoing threat. Information disseminated may include the nature of the event/crime, known information about any suspects, the continuing danger, if any, and other information that would promote safety and aid in prevention of a similar crime. As conditions change or new information becomes available, warnings may be updated or canceled. Any information that may identify victim(s) is considered confidential and will not be disseminated.

Emergency Notifications may be disseminated by any or all of the following methods:

- x JagAlert Outdoor Warning System , Q D G G L W L R Q W R D V L U H Q 3 \$ V L J C system can broadcast pre-recorded messages or live messages via USAPD ¶ Dispatch system (Main Campus only).
- x Everbridge Mass Notification System. This system provides simultaneous outbound messaging services such as phone, SMS, text, and email communications. Members of the University community are automatically signed up for the system through their PAWS accounts.
- x Global Email. The University has designated email as the primary means of campus-wide communication.
- x Emergency & Weather Hotline (251) 460-6999. This recorded telephone line provides official information bulletins regarding campus emergencies, severe weather, and campus closures.
- x Information can also be accessed at: <https://www.southalabama.edu/alert/>.
- x Social Media 7 K H 8 Q L Y H U V L W \ ¶ V V R F L D O P H G L D D F F R X Q W V L Twitter and can be found at the following links:
  - o <https://www.facebook.com/theuniversityofsouthalabama/>
  - o <https://www.instagram.com/uofsouthalabama/>
  - o <https://twitter.com/uofsouthalabama>
- x 8 Q L Y H U V L W \ ¶ V + E m e r g e n c y m e s s a g e s and information may be posted on the top of the 8 Q L Y H U V L W \ ¶ V K R P H <http://www.southalabama.edu> V L W H D W
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## Response Procedures for Emergency and Evacuations

In making determinations about whether an emergency exists and/or sending emergency notifications, the Department of Safety and Environmental Compliance, the President's Council, the Emergency Response and Recovery Team, Office of Marketing & Communications, CSAs, local emergency response agencies <sup>2</sup> including the Fairhope Police Department which provides primary law enforcement coverage for the USA Baldwin County Campus <sup>2</sup> and any other individuals relevant to the situation.

8 SRQ FRQILUPDWLRQ RI D VLJQLILFDQW HPHUJHQF\ RU GD Campus posing an immediate threat to the health or safety of the University community, the University will initiate the emergency notification process without delay. Although USAPD is primarily responsible for confirming that there is a significant emergency or dangerous situation and issuing a warning, the Office of Marketing & Communications and Office of Safety/Environmental Compliance also have access to the emergency notification systems. These three departments have the authority to determine the appropriate segment or segments of the campus community that will receive the alerts, to determine the content of the alert, and to initiate the notification system.



University of South Alabama Emergency Response and Recovery Plan Manuals are posted in each campus building, generally by the elevators or the front entrance. Basic information about the emergency response and evacuation procedures for the University is published each year as part of the Annual Security and Fire Safety Reports.

## **Emergency Response and Recovery Plan**

The University of South Alabama has adopted the Emergency Response and Recovery Plan designed by the University Safety and Environmental Compliance Committee to provide a guide for potential emergency responses, evacuation procedures, recovery actions, and mitigation programs.







## Title IX Office

Title IX prohibits sex discrimination in educational institutions that receive federal funding. Discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual coercion, stalking and domestic/intimate partner violence. While it is often thought of as a law that applies only to athletics programs, Title IX is much broader than Athletics and applies to all programs at the university. The University of South Alabama prohibits sex or gender-based harassment, discrimination or retaliation.

The Title IX Office is dedicated to supporting the university's commitment to creating an environment where students, faculty, staff and visitors are free from discrimination, sexual harassment, and sexual violence. We provide leadership and support regarding Title IX regulations and the implementation of prevention programming that addresses sex discrimination and sexual violence. The Title IX Office takes all allegations of sexual misconduct seriously. We will promptly respond and thoroughly investigate and resolve all complaints of sexual misconduct in accordance with the university's Sexual Misconduct Policy. We are committed to supporting all

Deputy Title IX Coordinators	Title	Address	Contact Number	Email
Dr. Michael Mitchell	Deputy Title IX Coordinator for Students	350 Student Center Circle, Room 245, Mobile, AL 36688	(251) 460-6172	mmitchell@southalabama.edu
Dr. Shelley Holden	Deputy Title IX Coordinator for Academic Affairs			

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National studies have shown that approximately 26% of all female undergraduate students and 6.8% of male undergraduate students will be victims of sexual assault (including attempted sexual assault) while at college. These studies also found that most campus sexual assaults occurred when women were incapacitated, usually by alcohol, and that the majority of sexual assaults are committed by someone known to the victim.

The University strictly prohibits the crimes of domestic violence, dating violence, sexual assault, D Q G V W D O N L Q J D V S D U W R I W K H 8 Q L Y H U V L W \ | V F R P P L W P H sexual misconduct. The University is committed to establishing and maintaining an environment where individuals are free from sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation (collectively "sexual misconduct").

The University of South Alabama has a comprehensive Sexual Misconduct Policy and Complaint Resolution Procedures that apply to all students, faculty, staff, and visitors to campus.

The University considers sexual misconduct to be a serious offense because it undermines the atmosphere of trust and respect that is essential to a healthy University community. Consequently, it is the goal of the University to prevent sexual misconduct from occurring and to provide a response that will limit the potential emotional damage to the victim.

**Awareness and Prevention Programming**

The University offers sexual assault awareness and prevention programming through various offices on campus. Programs to prevent dating violence, domestic violence, sexual assault, and stalking are comprehensive, intentional, and integrated programming, initiatives, strategies, and

The University Counseling and Wellness Center, Student Health Center, University Police Department, and Title IX Office all offer sexual assault education and information programs to University students and employees upon request.

The University of South Alabama has instituted an online training module from United Educators called "Lasti Q J & K R L F H V 3 U H Y H Q W L Q J 6 H [ X D O \$ V V D X O W ' W K D W including professional and graduate students, on preventing sexual misconduct.

The University of South Alabama has instituted online training modules from United Educators F D O O H G 3 U H Y H Q W ' L V F U L P L Q D W L R Q D Q G + D U D V V P H Q W 7 7 R J H W K H U ' 7 K H V H P R G X O H V S U R Y L G H S U L P D U \ S U H Y H Q W L F

The University community collaborates with the Sexual Assault and Violence Educators to conduct ongoing prevention presentations, trainings, academic classes, awareness events, and outreach programs to the University community on sexual assault, bystander intervention, domestic violence, and personal safety. Outreach programs include peer-facilitated programs such as Bro Code, Girl's Night Out, and Cracking the Code. The programs train bystanders on safe and positive options a bystander can take when he or she witnesses potential domestic violence, dating violence, sexual assault, and/or stalking. Additionally, they cover a wide range of topics, including consent, sexual assault, and body positivity.

Information on specific education programs and training is available from the Title IX Coordinator and is published on the Title IX website at:

<https://www.southalabama.edu/departments/studentaffairs/titlenine/index.html>.

Education materials and information regarding upcoming workshops and training can be requested via email at [titleix@southalabama.edu](mailto:titleix@southalabama.edu).

## Understanding Sexual Assault, Domestic and Dating Violence, Stalking, Consent, and Incapacitation

Although the State of Alabama has enumerated numerous sexual offenses, the offenses that are most relevant to the typical university student experience are sexual assault, domestic violence, dating violence, and stalking. Complete definitions of these offenses, including jurisdictional definitions, are as follows:

**Sexual Assault (Sex Offenses)** An offense that meets the definition of rape, fondling, incest, or statutory rape.

- x **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.





- x Criminal Mischief in the 2nd or 3rd Degree (Misdemeanor ±Ala. Code § 13A-7-22 and -43)
- x Arson in the 3rd Degree (Misdemeanor ±Ala. Code § 13A-7-43)

The severity of the violation is determined by which of the listed state laws is involved.

**Dating Violence:**

Under Clery, Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship VKDOO EH GHWHUPLQHG EDVHG RQ WKH UHSRUWLQJ SDUV statements of the alleged complainant or alleged perpetrator, the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat

any electronic tracking device on the property of another person, with or without the intent to surveil or for any other unlawful purpose. Alabama law prohibits electronic stalking pursuant to Alabama Code §13A-6-95 through § 13A-6-96, inclusive.

**Consent and Incapacitation:**

7KH 8QLYHUVLW\ RI 6RXWK \$ODEDPD¶V GHILQLWLRQ RI FR person would understand to indicate agreement to the sexual conduct at issue. Consent must be informed, freely given, and mutually understood. Lack of consent is a critical factor in determining whether sexual violence has occurred.

Under Alabama state law, lack of consent results from forcible compulsion, incapacity to consent, or in the case of sexual abuse, any circumstances in which the victim does not expressly or LPSOLHGO\ DFQ\1dÀH )qLQ WK '9DFVRD ,V ApFRQ XFWQ WQ6Â XD C



The following list includes some safe and positive options for bystander intervention:

- x Be aware of your surroundings and notice potential problems.
- x Get help if you see something.
- x Approach people who are exhibiting behaviors that are characteristic of a potential sexual assault/rape perpetrator in groups.
- x Cut off reinforcement of support of demeaning acts.
- x Stop victim blaming and making excuses for why it was ok for it to happen.
- x Shut down conversations around you where this kind of talk is taking place and being accepted.
- x Talk to your friends openly and honestly about sexual assault.
- x +DYH FRQYHUV D WLRQV ZLWK IULHQGV DERXW UHVSHEFW no means.
- x Be clear with other people that getting consent is a must and not optional (regardless of the relationship status, such as long-term or one-night stand).
- x Be blunt and direct when approaching an individual in question; do not assume that they understand what you mean. Connect the dots!
- x Help someone who is intoxicated get to a safe place with friends rather than allow them to leave.

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- o When you gather evidence, this is not filing a report, nor are you making a commitment to file charges or to testify in court. If victims do not opt for forensic collection, health care providers can still treat injuries. USA Health Children's and Women's Hospital has trained sexual assault nurse examiners and will collect a "Jane Doe" kit if you are not certain you want to pursue criminal charges at the time of occurrence.
- o USA Health & KLOGUHQ ¶V : RPHQ ¶V +RVSLWDO LV ORFD Mobile, Alabama 36604.
- x Contact a trusted person, such as a friend or family member for support.
- x Call the Assault Hotline at (251) 460-7151.
  - o A certified victim's advocate is available 24 hours a day, seven days a week to aid in recovery.
- x Talk with a counselor who will help explain options, give information, and provide emotional support.
- x Explore legal avenues for criminal/or civil action including Title IX, the University student disciplinary system, and University Grievance Procedures. You may email [titleix@southalabama.edu](mailto:titleix@southalabama.edu) to connect with the Title IX Coordinator.
- x Call the police.
  - o If the assault occurred off-campus, dial 911
  - o If the assault occurred on-campus, dial (251) 460-6312
    - f At your request, USAPD will assist you in contacting the appropriate law enforcement agency.
  - o If you prefer not to call the police but you want to make it known that a sexual assault occurred, you can also contact other campus officials. The following University officials are best equipped to assist you:

Official	Contact
Dr. Michael Mitchell, Vice President for Student Affairs & Dean of Students	(251) 460-7172 or <a href="mailto:mmitchell@southalabama.edu">mmitchell@southalabama.edu</a>
Ms. Deidra Byas, Title IX Coordinator	(251) 461-1538 or <a href="mailto:deidrabyas@southalabama.edu">deidrabyas@southalabama.edu</a>
Dr. Jeremy Sheffield, Director of Housing	(251) 341-4663 or <a href="mailto:jtsheffield@southalabama.edu">jtsheffield@southalabama.edu</a>
USA Health & KLOGUHQ ¶V DQG : RPHQ ¶V +RVSLWDO LV ORFD Emergency Room	(251) 460-1620
University Counseling and Wellness Center	(251) 460-7051
9LFWLP ¶V \$GYRFDWH 3URJU ¶V	(251) 460-7151

Upon request, these officials will assist you in filing campus judicial charges and/or notifying USAPD.







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 misconduct was made; sending threatening text messages or social media messages to someone because of a report of sexual misconduct or because of a statement as a witness; causing physical harm to personal belongings because of a report of sexual misconduct or because of a statement as a witness; suspension from activity or limiting involvement because of a report of sexual misconduct; publication of knowingly false information about a person because of a report of sexual misconduct; and/or any other forms or means of discrimination because the person reported sexual misconduct or served as a witness or support person.

## Limited Amnesty

The University aims to reduce barriers to seeking medical assistance and to encourage students and student organizations to make responsible decisions in potentially serious or life-threatening situations. Except for the stipulations listed in the University Office of Student Conduct Medical Assistance Policy, students that abide by the policy and its protocols will be granted an exemption from disciplinary proceedings.

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 police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

## Confidentiality

The University will make all reasonable and appropriate efforts to preserve the privacy of the parties involved while recognizing that absolute confidentiality is not possible. The University cannot guarantee complete confidentiality due to state and federal laws governing the reporting of certain types of misconduct as well as the necessity for information to be disclosed to the respondent and others involved in the investigation.

## What to Expect if You File a Campus Sexual Assault Report with USAPD

When you notify the University of South Alabama Police Department of a campus sexual assault, the following will occur:

- f A police officer will assist you with obtaining emergency medical treatment, ensure your safety, and collect some initial information, such as a description of the suspect, the location and time of the assault, and the nature of your injuries.
- ‡ The case will be assigned to the University of South Alabama Police Department's Criminal Investigation Division. All investigators of this division have been trained in the investigation of sexual offenses and the crimes' impact on the victim. These investigators will approach each case in a sensitive manner.
- ‡ USAPD will contact a campus victim's advocate to provide emotional support.
- ‡ With your consent, USAPD will request a medical examination to ensure that you have suffered no physical injury and so that evidence can be collected. An officer can transport the victim to the hospital, or the victim can choose to go to a hospital by themselves or with a friend.

- ‡ With your consent, you will be interviewed for further details regarding the assault.
- ‡ With your consent, a report of the incident will be sent to the Office of Student Conduct and the Title IX Coordinator.

When you report a campus sexual assault, you are not making a commitment to file charges or to testify in court. By reporting the matter to USAPD as soon as possible you help protect yourself and others from further victimization, help apprehend the assailant, and preserve your options regarding university disciplinary action and civil or criminal prosecution.

## Victim Assistance Pledge

The University provides a victim advocate who responds to all campus sexual assaults. The University of South Alabama Police Department makes the following pledge to anyone who feels he or she is a victim of sexual assault on campus:

- x We will meet with you privately, at a place of your choice, to take a complaint report.
- x We will treat you and your case with courtesy, sensitivity, dignity, understanding, and professionalism.
- x If you feel more comfortable talking with a female or male officer, we will do our best to accommodate your request.
- x We will assist you in arranging hospital treatment or other medical needs.
- x We will assist you in privately contacting counseling, safety advising, or other available resources.
- x We will fully investigate your case and help you achieve the best possible outcome. This may involve the arrest and full prosecution of the suspect responsible. You will be kept up to date on the progress of the investigation and/or prosecution.
- x We will continue to be available for you, to answer your questions, explain the system, your options, and the processes involved, and be a listening ear if you need one.

Sexual Assault, Domestic and Dating Violence, and Stalking victims have three judicial options from which to choose: filing criminal charges, filing a civil suit for monetary damages, and filing campus judicial charges.

Victims are not limited to just one of these options but can choose any combination, including filing all three types of charges. In most instances, the wishes of the victim will determine the pursuit of criminal and/or disciplinary proceedings.

# University Disciplinary Process

"Sexual Misconduct" is a violation of the Student, Faculty, and Staff Codes of Conduct.

With the exception of those employees who are identified as Confidential Resources, all University employees have a duty to report sexual misconduct that they observe or otherwise learn about. While University employees are required to report sexual misconduct, the University takes reports of sexual misconduct from any interested person seriously.

The University will promptly and thoroughly investigate and resolve all formal complaints of Sexual Misconduct. If the complainant requests that the report not be investigated and/or is unwilling to be a complainant under the Complaint Resolution Procedures, the University will take all reasonable steps to address the report consistent with the request.

Complete policies and procedures regarding the University discipline process, Complainant, Victim and Respondent rights, and accommodations and sanctions, can be accessed online at:

- x <http://www.southalabama.edu/departments/studentaffairs/lowdown/>
- x [KWWSV ZZZ VRXWKDODEDPD HGX GHSDUWPHQWV FRPS GRF \( & &% \\$' \\$ % \) \( &](#)



- x The right to have protective orders enforced, and the right to receive information from the University about obtaining a protective /restraining order.
- x The right to a written explanation of complainant rights and options and contact information for local resources and support organizations.
- x The right to receive simultaneous written notice of the outcome of any University disciplinary proceeding alleging sexual misconduct, the institution's appeal procedures, any change to the results before the results become final, and when the results (which include the imposed sanctions) become final, as well as the rationale for the results and the sanctions.
- x The right to an advisor of his or her choice for the purpose of conducting cross examination during the hearing. An advisor does not have to be, but may be, an attorney. A support person may also serve as an advisor, either by choice of the party or by designation of the University. If you do not have an advisor, the University will provide one free of charge.
- x The right to have a support person accompany him or her during any campus
- x

### Standard of Review

The standard of review used in all disciplinary proceedings related to sexual misconduct is a standard of clear and convincing evidence.

### Rules of Evidence

Formal rules of evidence do not apply in any of the formal resolution processes specified below.

Nonetheless, information presented that is irrelevant or whose prejudicial effect substantially

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sexual history will be excluded from consideration.

### Contact with The Parties

After an evaluation of the reported misconduct, the Title IX Coordinator or his/her designee will contact the potential complainant. The Title IX Coordinator or his/her designee will advise the potential complainant of his or her options under the policy and otherwise. The Title IX Coordinator or his/her designee will give the potential complainant a written document that outlines these options and provides contact information for local resources and support organizations.

member, or non-faculty employee/other member of the University Community. However, below is an outline of the proceedings as they apply to the formal resolution process regardless of the UHVS RQGHQW )RU PRUH VSHFLILF LQIRURDWRUJUDWLWLRQ SOHDVH and Complaint Resolution Policy at:

<https://www.southalabama.edu/smcr>

All proceedings will include a prompt, fair, and impartial process from the initial investigation to the final result and will be conducted by trained officials who receive annual training on issues related to sexual misconduct (such as Dating and Domestic Violence, Stalking, and Sexual Assault), including, but not limited to: how to conduct an investigation, hearings that protect the safety of victims, promotes accountability, appeals, and information resolution, how to serve impartially, how to avoid prejudgment of the facts at issue, conflicts of interest and bias, relevant evidence, proper techniques for questioning witnesses, and basic procedural rules for a proceeding.

Proceedings will be completed within a reasonably prompt timeframe. However, the time that it takes to complete the process will be affected by circumstances such as the unavailability of parties or witnesses, scheduling conflicts, intervening breaks, prior attempts at informal resolution, the complexity of a case, and the need to avoid interference with a pending law enforcement investigation. In the event of any delays, which may only be for a good cause, the University will provide written notice to the parties and the reason for the delay. The parties will receive written notification if extenuating circumstances are anticipated to result in lengthy delays.

Once the complaint is identified for formal investigation, the investigator will conduct an investigation to gather information and statements from witnesses and other sources for eventual review and consideration at a hearing.

The University will send the evidence to the respondent and the Respondent's advisor in electronic form and give them at least (10) business days to submit a written response, which the investigator must consider before finalizing the investigation.

At the conclusion of the investigation, the respondent may accept responsibility for the sexual



Both parties will receive timely written notice at least ten (10) business days prior to the hearing, at which both may be present.

Prior to the hearing, the investigator shall transmit the investigative report and any appended information to the administrator for review. The complainant and respondent are expected to provide all relevant information and/or materials to the investigator during the investigation and are expected to immediately deliver any relevant information discovered after the investigation to the investigator for delivery to the receiving parties.

The investigation must result in an investigation report that fairly summarizes the investigation that must be completed at least ten (10) business days prior to the hearing and sent to each party and his or her advisor.

\$W WKH FORVH RI WKH KHDULQJ GHOLEHUDWLRQV ZLOO FRQYLQFLQJ' VKDOO EH DSSOLHG WR GHWHUPLQH ZKDW F constitutes sexual misconduct.

Upon conclusion of deliberations, a written decision of finding(s) determined by majority will be issued.

Written notification of the decision, which will include permissible grounds for appeal, will be simultaneously provided to both parties.

All decisions that are not timely appealed become final.

**Right to Appeal**

Both the complainant and respondent have the right to appeal the written determination on the JURXQGV VHW IRUWK LQ WKH 8QLYHUVLW\¶V 6H[XDO 0LVFR In order to appeal, the aggrieved party must timely submit a written statement of appeal within five (5) b83.74-87 (rig)11 (ht. reW\* nBT/TT0 12 Tf72.024 331.83.noti)-3 (a)q0 0 612 792 re 79m Td( h-79 7mf

### Informal Resolution

Informal resolution is a process by which the investigator attempts to resolve a formal complaint to the mutual satisfaction of both the complainant and respondent. Informal resolution may include, but is not limited to, mediation, agreed to separation of the parties, referral of the parties to their respective counseling programs, agreed to educational or training programs for one or more of the parties, the agreement of a party to apologize for their conduct, and other agreed to remedial measures, which may include forms of discipline.

Both parties must agree in writing to use informal resolution. If either party does not wish to use informal resolution, formal resolution will be used. Both parties have the right to end informal resolution at any time prior to agreement or resolution and insist upon formal resolution. Informal resolution will not be utilized in any case in which an employee is accused of sexually harassing a student.

If the parties reach an agreement on an informal resolution, the investigator will consult with the Title IX Coordinator and other appropriate University administrators (including the Title IX Deputy Coordinator) or his/her designee if any student is a party). This group will review the resolution and may reject it, approve it, or require modifications prior to approval. In the event the resolution is approved, the investigator will prepare a written memorandum setting forth the terms of the resolution. The investigator will present the written memorandum to the parties for their review and signature. The investigator will then provide the parties with simultaneous written notification that the case has been resolved pursuant to informal resolution. If any students are parties, the Student Conduct Administrator shall also be notified. Because it is collaborative and must be agreed to by both parties, there is no right to appeal the terms of an informal resolution.

### Sanctions Under the University Disciplinary Procedures

Disciplinary sanctions may range from remedial education and training to removal from the University community (i.e., dismissal or termination of employment), or any combination of the same. More specifically, possible sanctions for a student or employee found responsible for violating the University's sexual misconduct policies include, but are not limited to the following:

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Written reprimand.            | <input checked="" type="checkbox"/> Eviction from University housing. |
| <input checked="" type="checkbox"/> Conduct probation.            | <input checked="" type="checkbox"/> Suspension and/or expulsion.      |
| <input checked="" type="checkbox"/> Community service.            | <input checked="" type="checkbox"/> Suspension from job without pay.  |
| <input checked="" type="checkbox"/> Financial penalty (fine).     | <input checked="" type="checkbox"/> Termination.                      |
| <input checked="" type="checkbox"/> Residence hall room transfer. |   |

Any person (not just the victim) can request disciplinary charges be brought against a person for allegedly committing sexual misconduct; however, the decision to pursue disciplinary charges is made by the designated administrator. Generally, in serious incidents, or when facts are under dispute, a formal hearing will be held to determine if the respondent is responsible or not responsible.



## Off-Campus Resources For Victims of Sexual Misconduct

Off-Campus Resources	Address	Contact
Lifelines Counseling Services Rape Crisis* Penelope House*	705 Oak Circle Drive, N. Mobile, Alabama 36609	(251) 473-7273 or (800) 718-7273 (24 hours)

## On-Campus Resources For Victims of Sexual Misconduct

Off-Campus Resources	Address	Contact
University Police Department	290 Jaguar Blvd. Mobile, Alabama 36688	(251) 460-6312 (24 hours & 365 days a year)
Title IX Coordinator, Ms. Deidra Byas*	6001 USA South Drive Suite 50, Mobile, AL 36688	(251) 461-1538
Dean of Students, Dr. Michael Mitchell	350 Student Center Circle, Room 245, Mobile, AL 36688	(251) 460-6172 or
8 Q L Y H U V L W \ \ ¶ V 9 L F W L P \$ G Y R F D W H Program		(251) 753-5440 (24 hours)
Employee Assistance Counselors (non-USA Health employees only)	650 Clinic Drive, Room 2200. Mobile, AL 36688	(251) 461-1346
Employee Assistance Counselors (USA Health employees only)		(251) 410-764 6for EAP or (251) 445-9015 for spiritual care support
Student Health/SANE Services*	5870 USA South Drive Mobile, Alabama 36688	(251) 460-7151
Office of Immigration*	390 Student Center Circle, Suite 2200, Mobile, AL 36688	(251) 460-6050
Office of Financial Aid	390 Student Center Circle Mobile, Alabama 36688	(251) 460-6231

\*Please see below for more information on these resources.

### Title IX

Title IX of the Education Amendments of 1972, and its implementing regulations, prohibits discrimination based on sex in education programs or activities operated by educational institutions that are recipients of Federal financial assistance. Sexual misconduct of students, which includes acts of sexual violence and sexual harassment, are forms of sex discrimination prohibited by Title IX.

The Title IX Coordinator for the University of South Alabama is responsible for monitoring University policy in relation to Title IX; providing educational materials and training for the campus community; conducting and/or coordinating investigations of complaints received pursuant to Title IX; and ensuring a fair and neutral process for all parties involved. The coordinator will facilitate remedial action to eliminate a hostile environment, prevent its reoccurrence, and address its effects.

For more Title IX information, including Title IX coordinators, please visit:

<https://www.southalabama.edu/departments/studentaffairs/titlenine/>

### Counseling Services

The University ¶ Counseling and Wellness Center is a comprehensive mental health center providing a full range of services to meet the needs of students, faculty, and staff. The University Counseling and Wellness Center is staffed by licensed professional counselors who provide high quality counseling, outreach and consultative services to the university community. The Center strives to facilitate the academic, emotional and social development of all USA students.

The counselors are qualified to assist individuals in solving situational problems or addressing barriers that get in the way of reaching their goals on campus. The following services are provided:

- x Psychological counseling, group therapy, and crisis intervention
- x Substance abuse education, assessment, and counseling
- x Consultation on mental health issues
- x Sexual assault counseling
- x Training programs in communication, leadership, conflict resolution, and substance abuse prevention

Counseling services are available without cost to all enrolled USA students. Strict confidentiality of records and counseling relationships is always maintained. Appointments may be arranged by calling (251) 460-7051, or by visiting the Center at 300 Student Center Circle.

### Campus Victim's Advocates

Victims of a sexual assault may choose to request an advocate from the Mobile Rape Crisis Center, a Campus Advocate, or to decline the services of an advocate altogether. The University has campus- specific advocates comprised of faculty, staff, and graduate students who have undergone basic crisis training with the Mobile Rape Crisis Center and an additional block of training covering University resources and policies. Campus Advocates will respond to meet with the victim within a timely manner of receiving a request for assistance and will provide emotional support, as well as appropriate information and referrals on court proceedings, disciplinary processes, alternative housing, academic arrangements, and medical procedures.

### Student Health Center

The mission of the Health Education and Promotion Office of the Student Health Center is to advance the health of students, faculty, staff, and public health initiatives. This is accomplished through prevention programs that strive to reduce the risk of illness and injury; enhance health as a strategy to support learning; and empower students to make healthy lifestyle choices.

Wellness programs covering a wide range of topics (including, but not limited to: STIs, sexual assault, dating violence, alcohol and drugs, tobacco, eating disorders, and nutrition) are available to the entire USA community including residence halls, fraternities and sororities, clubs, organizations, athletics, as well as academic instructors. To schedule a program, call the Health Education Specialist at (251) 460-6353. For more information, visit their website at:

[http://www.southalabama.edu/departments/student\\_health/eduwellness.html](http://www.southalabama.edu/departments/student_health/eduwellness.html)

The Student Health Center (SHC) is located at 5870 USA

In accordance with the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. § 16921), information on registered adult sex offenders can be found at:



The University of South Alabama recognizes that substance abuse is a major issue affecting all aspects of our society. The University views the abuse of alcohol and other drugs as harmful to the life, safety, and orderly progress of the academic community. Responsible conduct and accountability are expected from each individual on campus. The University of South Alabama prohibits the unlawful possession, use, sale, or distribution of illicit drugs and alcohol on University property or University sponsored events or trips.

### Health Risks Associated with Alcohol Use

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Moderate to high doses

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With University permission and in compliance with Alabama laws and regulations, alcohol may be sold at the locations/areas listed below:

- x USA Mitchell Center
- x MacQueen Alumni Center-In or Around the premises
- x USA Baldwin County Campus - Fairhope
- x Stanky Field and Clubhouse
- x Faculty Club
- x Hancock Whitney Stadium
- x Other locations may be approved by the VPSA

Events should have a definite beginning and ending time. The serving of alcoholic beverages should be stopped at least thirty minutes before the ending time of the event. Advertising for events may not include any reference to alcohol including a reference to a function being BYOB (Bring your own bottle of alcohol) without prior approval of the VPSA, as well. Non-alcoholic beverages

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## Alabama Laws Pertaining to Alcohol

Like every other state, Alabama has numerous laws governing the possession, use, sale, manufacturing, and distribution of alcohol.

- x Amphetamines use may increase heart and breathing rates and blood pressure, cause blurred vision, dizziness, loss of coordination, and even physical collapse. An amphetamine injection creates sudden increases in blood pressure that cause death from stroke, very high fever, or heart failure.
- x Hallucinogen use (LSD, mescaline, mushrooms) may cause organic brain damage, such as impaired memory and attention span, mental confusion, and difficulty with abstract thinking.
- x Barbiturates use when in large doses (Amytal, Nembutal, Seconal) may cause slurred speech, staggering gait, poor judgment, and slow, uncertain reflexes. These effects make it dangerous to drive a car or operate machinery. Unconsciousness and death may also occur from large doses.

## University Illegal Drug Policy

The possession, unlawful use, sale, manufacture, or distribution of any controlled substance or paraphernalia is illegal under both state and federal laws. Furthermore, the University has an extensive substance abuse policy that prohibits the possession, unlawful use, sale, manufacture, distribution, dispensation, or sale of illegal drugs or drug paraphernalia on University premises, while on University business, or in University vehicles, either during or after working hours. The policy further states that any of these activities off University premises that adversely affects an employees' work performance, and/or his or her own or other's safety, is also prohibited and mandates that employees must inform the University within 5 days of an arrest or conviction under any criminal drug statute.

## Enforcement/Sanctions of Alcohol and Drug Policies

University policy and state and federal laws are strictly enforced by the University of South Alabama Police Department. Violators are subject to University disciplinary action, criminal prosecution, fines, and imprisonment. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by the University. Disciplinary sanctions may include, but are not limited to, the following: written reprimand, conduct probation removal from University housing, fine, completion of substance abuse education, community service, suspension, and/or expulsion. Sanctions for University employees may include up to termination.

)RU PRUH LQIRUPDWLRQ UHJDUGLQJ WKH 8QLYHUVLW\¶V SR risks, and applicable laws, please refer to the 8QLYHUVLW\¶V ROLF\ DQG WKH 8QLY Alcohol and Drug Abuse Prevention Policy:

<https://www.southalabama.edu/departments/studentaffairs/resources/hrdrugpolicytextrev3-17-15.pdf>

Additional information regarding alcohol and drugs applicable to staff and faculty, respectively, can be found in

- x The Staff Employee Handbook:
  - o <http://www.southalabama.edu/departments/financialaffairs/hr/resources/staffemphandbook.pdf>

- x The Faculty Handbook:
  - o <http://www.southalabama.edu/departments/academicaffairs/facultyhandbooks.htm>

## Programs

The University expresses its ongoing concern through an institution-wide commitment to appropriate education, training, and counseling services. Multiple departments across campus participate in National Collegiate Alcohol Awareness Week each year. The University offers a range of programs and services to help students, faculty, and staff cope with alcohol and drug related problems.

The Counseling and Wellness Center takes a primary role in planning and conducting alcohol and other drug prevention activities for students. Students are eligible for free substance abuse assessment and counseling services from the University Counseling and Wellness Center ± Substance Abuse Program, (251) 460-7051.

Employees are eligible for free substance abuse assessment and counseling services from the 8 Q L Y H U V L W \ | V ( P S O R \ H H \$ V V L V W D Q B 4 6 ( C a m p u s ) U r D 2 5 1 ) & R - X Q V H O R I 7664 (USA Health).

Services are provided confidentially to the extent allowed by relevant laws and ethical guidelines. When an employee or student requires treatment beyond what can be provided by the EAP Counselor or Substance Abuse Program staff, he/she will be referred to an outside provider.

Other programs include the Jag Student Support Network, a peer support program on campus that provides training and support to student advocates to help them become more knowledgeable about mental health and substance abuse issues and to learn how to reach out and support students in need. The Department of Athletics has a mandatory prevention program consisting of drug education, drug testing, counseling, and rehabilitation.

Except as authorized by University policy and state law, weapons of any type are not permitted on University property. Weapons include, but are not limited to, bullets, ball bearing bullets, bullet balls, pellets, firearms, knives, paintball guns, air guns, to and water guns, hunting bows, archery bows, swords, martial arts weapons, and replicas of such weapons. In addition, fireworks and pyrotechnic devices and materials are prohibited on University property.

Law enforcement officers are armed for self-protection and the protection of others. University police officers are trained to use the force necessary to overcome resistance and maintain control when justified and as authorized by law.

The State of Alabama has enacted numerous laws regarding weapons for the public welfare. A person who has been convicted of committing or attempting to commit a crime of violence is not permitted to own or have in his or her possession, or under his or her control, a firearm. Drug addicts and habitual drunkards are also forbidden from the same. If a person desires to carry a pistol in his/her vehicle or concealed on his/her person, he/she must obtain a license from the local sheriff. Please note that a license to carry a concealed weapon does not negate University policies and that faculty, staff, and students may face disciplinary sanctions for violating the University weapons policies.



Table 1: Fire Protection Systems in USA Main Campus Student Housing Facilities

Building Name	Onsite Fire Alarm Monitoring by USAPD	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans & Signs	
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Table 2: Fire Protection Systems in Central House on Stadium, a USA Main Campus Student Housing Facility

Building  
Number

When a fire evacuation alarm is sounding, all occupants should:

- x Shut down any experiments or procedures that should not be left unattended.
- x Take or secure all valuables, wallets, purses, keys, etc.
- x Evacuate the building immediately and in an orderly manner. The last occupant to leave a room should close the door leading to the corridor.
- x Never use the elevators. In most University buildings, elevators are automatically recalled to the street floor or transfer level upon the activation of the buildings' fire alarm system.
- x Proceed to the nearest and safest exit.
- x If possible, assist non-ambulatory occupants to areas of refuge or to ground levels. All members of the University community are responsible, within the limits of their abilities, to assist those individuals requiring assistance prior to, during, or after an emergency. Normally, assistance is in the form of notifying emergency workers of the location of these individuals or by providing guidance to safe areas.
- x Remain at a safe location at least 500 feet away from the building until instructed to re-enter by the City of Mobile Fire Department, University Fire Marshal, or other University Officials.

The primary concern of Residence Life staff members in the event of a fire is to evacuate everyone from the building as quickly and safely as possible. The staff is trained to check each room for occupants if time and situation allows. To accomplish this, staff and occupants must be prepared in advance for a quick and orderly evacuation.

It is suggested that people with disabilities prepare for emergencies in advance by learning the locations of exit corridors, areas of refuge, and exit stairways; by planning an escape route; and by showing a classmate, Housing staff, or co-residents how to assist him/her in case of an emergency.

Anyone found causing a false fire alarm, tampering with fire safety equipment, or not properly evacuating during a fire alarm will face appropriate sanctions, including disciplinary sanctions and/or arrest.

The Office of Safety and Environmental Compliance maintains extensive information on evacuation and other fire safety procedures on its website at:

<http://www.southalabama.edu/departments/environmental/resourcelinks.html>h-15EMC 0 1 3694493 8 222.53[





### USA Main Campus Fire Statistics for Student Housing Facilities in 2022

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	0						
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	0						
Chi Omega	0						
Delta 3	0						
Delta 4	0						
Delta 5	0						
Delta 6	0						
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Kappa Sigma	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						

# USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2022

Building Number	
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## USA Main Campus Fire Statistics for Student Housing Facilities in 2021

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that Required Treatment at a
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# USA Main Campus Fire Statistics For Central House on Stadium, a Student Housing Facility, in 2021

Building Number	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that required Treatment at a Medic224 1-3 (Fi)-3 (
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# USA Main Campus Fire Statistics for Student Housing Facilities in 2020

Building Name	Total Fires	Fire Number
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### USA Main Campus Fire Statistics For Central House on Stadium, a Student Housing Facility, in 2020

Building Number	Total Fires	Fire Number	Date	Cause of Fire	Number of Injuries that required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	0						
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

