Franklin University
ANNUAL SECURITY REPORT

The Department of Safety and Security Services
CRIME STATISTICS 2014-2016
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Message from the Director of Safety & Security Services

The mission of the Department of Safety and Security Services (DSSS) is to provide the campus community and its visitors with the highest quality of safety and security services. Through collaboration with its stakeholders, the DSSS focuses on providing professional and effective programs and services designed to protect and promote the University’s mission statement. Franklin University is the University of Opportunity; we are a student-centered nonprofit, independent institution which provides high quality, relevant education enabling the broadest possible community of learners to achieve their goals and enrich the world.

The woman and men of the Franklin University Department of Safety and Security Services work hard to ensure these goals are met. Providing a safe environment for students, faculty, staff and visitors takes a collaborative approach. It is a community effort; the educational mission and security interests are a collective responsibility. Collaboration adds to our crime prevention response capability, with partners such as the Discovery Special Improvement District (SID) security bike patrols, Columbus Police/Fire Department, Franklin County Sheriff’s Office, Delaware County Sheriff’s Office, Columbus State Community College Police Department, Dublin Police/Fire Department, Beavercreek Police/Fire Department, Ohio State Highway Patrol, Federal Bureau of Investigation and the United States Secret Service. In addition, safety is enhanced internally by our colleagues on the Crisis Management Team, Franklin Intervention and Awareness Team, and several others.

Our relationship with the campus community is based on openness and trust. Our bottom line will continue to be the quality of service that we provide. Our measure of success will continue to be the satisfaction of our customers. Please take the time to become familiar with your Department of Safety and Security Services, and please support our crime prevention presentations. In closing, we always welcome your input as we continue to work to provide the highest quality of safety and security services.

Thank you for the opportunity to serve you.

Clifton L. Spinner, MS
Director of Safety and Security Services
INTRODUCTION
The "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act," commonly referred to as the "Clery Act," requires institutions of higher education receiving federal financial aid to report specified crime statistics on college campuses and to provide other safety and crime information to members of the campus community. More specifically, among other things, the Clery Act requires colleges and universities to prepare, publish, and distribute to all prospective students, current students and employees information pertaining to the University security policies, procedures, and programs. Franklin University's Department of Safety and Security Services (DSSS) is responsible for preparing and distributing the Annual Security Report to the Franklin University community as part of its Clery Act obligations and the University's commitment to safety and security on campus. This report is available on the Franklin University website under the Safety & Security tab at http://www.franklin.edu/franklin/files/safety-and-security/Annual_Security_Report.pdf

Information on specific crimes reported at main campus and each of the co-locations in the last three years is included in the crime statistic charts toward the end of this report. This University does not have residential facilities, separate campuses, or off campus student organizations within the meaning of the Clery Act. Franklin University does currently have eight on campus student organizations. Below, you will also find contact numbers for the main campus, and each of the Franklin University co-locations.
<table>
<thead>
<tr>
<th>CONTACT NUMBERS</th>
<th>614.947.6901</th>
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<tbody>
<tr>
<td>Director of Safety &amp; Security Services</td>
<td>614.947.6901</td>
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<tr>
<td>Director of Public Relations</td>
<td>614.947.6581</td>
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<tr>
<td><strong>ON-CAMPUS SECURITY</strong></td>
<td>614.947.6902</td>
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<tr>
<td>Main Campus</td>
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<tr>
<td><strong>CO-LOCATION SECURITY</strong></td>
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<td>Delaware</td>
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<td>Dublin</td>
<td>614.947.6905</td>
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<td>Gahanna</td>
<td>614.947.6690</td>
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<tr>
<td>Indianapolis</td>
<td>317.429.3111</td>
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<tr>
<td>Beavercreek</td>
<td>937.705.6914</td>
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<tr>
<td>Community College of Beaver County – Monaca, PA</td>
<td>724.480.3615</td>
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<td>Cuyahoga Community College – Brunswick University Center</td>
<td>216.987.4325</td>
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<td>Lakeland Community College - Holden University Center</td>
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<td>North Central State Community College – James W. Kehoe Center</td>
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<td>Rhodes State College</td>
<td>419.995.8499</td>
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<td>Southern State Community College – Fayette Campus</td>
<td>740.335.6170</td>
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<td>Southwest Wisconsin Technical College</td>
<td>608.822.3262</td>
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<td>Zane State College - Cambridge Campus</td>
<td>740.439.4455</td>
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<td>Zane State College - Zanesville Campus</td>
<td>740.683.3584</td>
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<td>Lakeshore Technical College (Cleveland Campus):</td>
<td>614.947.6859</td>
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<td>Eastern Gateway Community College – Steubenville OH</td>
<td>614.947-6060</td>
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<td>Owens Community College – Perrysburg, OH</td>
<td>567.661.2172</td>
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<td>Sinclair Community College – Mason Campus</td>
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<td>Sinclair Community College – Eaton Campus</td>
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<td>Sinclair Community College – Englewood Campus</td>
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<td>Sinclair Community College – Huber Heights Campus</td>
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<tr>
<td>Butler Community College – Butler, PA Campus</td>
<td>1.877.341.6300</td>
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<tr>
<td>Hocking College - Nelsonville, OH</td>
<td>614.947.6061</td>
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<tr>
<td>Marion Technical College - OSU Marion Campus</td>
<td>614.947.6079</td>
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<tr>
<td>Stark State College - North Canton Campus</td>
<td>1.877.341.6300</td>
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CLERY REPORTABLE OFFENSES

Criminal Offenses
- Murder/ Non-Negligent Manslaughter
- Negligent Manslaughter
- Sexual Assault
  - Rape
  - Fondling
  - Incest
  - Statutory rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Stalking
- Domestic Violence
- Dating Violence

Hate Crimes (Crimes Motivated by Bias)
- Murder/ Non-Negligent Manslaughter
- Negligent Manslaughter
- Sexual Assault
  - Rape
  - Fondling
  - Incest
  - Statutory rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Stalking
- Domestic Violence
- Dating Violence
- Simple Assault
- Larceny Theft
- Intimidation
- Destruction/damage/vandalism of property

Disciplinary Actions/Arrest
- Liquor Law Violations/Arrests
- Drug Law Violations/Arrests
- Weapon Law Violations/Arrests
DEFINITIONS

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

**Non-Campus:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**Public Property:** All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. Public property, for purposes of data collection and this report, does not include businesses or private residences adjacent to the campus.

**Hate Crime:** Criminal offense against a person or property which is motivated in whole or in part by the offender’s bias.

**Bias:** A pre-formed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin.

**Consent:** Is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity. Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.

**CRIMINAL OFFENSES**

**Murder/Non-Negligent Manslaughter:** The willful killing of one human being by another. Any death caused by injuries received in a fight, argument, quarrel, assault or the commission of a crime.

**NOTE:** Deaths caused by negligence, traffic accidents, fetal death, accidental death, assaults with intent to Murder and attempts to Murder, suicides, and justifiable homicides are excluded.

**Negligent Manslaughter:** The killing of another person through gross negligence.

**Robbery:** The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon 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. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

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

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

**Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

**Drug Abuse Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Liquor Law Violations:** The violation of state laws or local laws/ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**NOTE:** The above listed crime definitions are from the Uniform Crime Reporting Handbook

**HATE CRIMES (Crimes Motivated by Bias)**

**Larceny:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

**Vandalism:** To willfully or maliciously destroy, injure, disfigure, or deface any public or private
property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

**Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

**FEDERAL CLERY ACT DEFINITIONS**

**DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING**

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

**Domestic Violence:**

i. A Felony or misdemeanor crime of violence committed—
   A) By a current or former spouse or intimate partner of the victim;
   B) By a person with whom the victim shares a child in common;
   C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
   D) By 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
   E) 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 in which the crime of violence occurred.

ii. For the purposes of complying with the requirements of the Clery Act and 34 C.F.R. §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**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.

i. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

ii. For the purposes of this definition—
   A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
   B) Dating violence does not include acts covered under the definition of Domestic Violence.
iii. For the purposes of complying with the requirements of the Clery Act and 34 C.F.R. §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) Program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is
“any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

- **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** is defined as the touching of the private body parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

**Stalking:**

i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
   A) Fear for the person’s safety or the safety of others; or
   B) Suffer substantial emotional distress.

ii. For the purposes of this definition—
   A) **Course of conduct** means two or more acts, including, but not limited to, acts which the stalker directly, 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.
   B) **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
   C) **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

iii. For the purposes of complying with the requirements of the Clery Act and 34 C.F.R. section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
JURISDICTIONAL DEFINITIONS
DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

Domestic Violence:
The state of Ohio defines domestic violence as follows:
http://codes.ohio.gov/orc/2919.25
The state of Indiana defines domestic violence as follows:
The state of Pennsylvania defines domestic violence as follows:
http://www.legis.state.pa.us/WU01/LI/LI/CT/HTM/23/00.061.HTM
The state of Wisconsin defines domestic violence as follows:
https://docs.legis.wisconsin.gov/statutes/statutes/968/075

Dating Violence:
The state of Ohio does not have a definition of dating violence.
The state of Pennsylvania does not have a definition of dating violence.
The state of Indiana does not have a definition of dating violence.
The state of Wisconsin does not have a definition of dating violence.

Sexual Assault:
The state of Ohio does not have a definition of sexual assault. The state of Pennsylvania defines sexual assault as follows:
http://www.legis.state.pa.us/WU01/LI/LI/CT/HTM/18/00.031.HTM
The state of Indiana defines sexual assault as follows:
The state of Wisconsin defines sexual assault as follows:
http://docs.legis.wisconsin.gov/statutes/statutes/940/II/225

Stalking:
The state of Ohio defines stalking as follows: http://codes.ohio.gov/orc/2903.22
The state of Indiana defines stalking as follows:
The state of Pennsylvania defines stalking as follows:
http://www.legis.state.pa.us/WU01/LI/LI/CT/HTM/18/00.027.009.001.HTM
The state of Wisconsin defines stalking as follows:
https://docs.legis.wisconsin.gov/statutes/statutes/940/II/32

Consent:
The state of Ohio defines consent as follows: http://codes.ohio.gov/orc/5924.120
The state of Indiana does not have a definition of consent.
The state of Pennsylvania does not have a definition of consent.
The state of Wisconsin defines consent as follows:
http://docs.legis.wisconsin.gov/statutes/statutes/940/II/225
The above map represents the Main Campus reporting area. You can find a link to each of our suburban and co–locations (non-campus) on our website at www.Franklin.edu.
DAILY CRIME LOG
The daily crime log records criminal incidents and alleged criminal incidents that are reported to or
identified by the Department of Safety and Security Services. The daily crime log is available at each
location during normal business hours and contains the nature of the crime, the general location, the
date/time it occurred and the status of the case/incident if applicable. Crime logs at our co-locations
(host location) are maintained by the host institution via their Police Department or Security
Department. If data is needed past the last posted 60 day period, please contact the Department of
Safety and Security Services at 614.947.6900. You may contact the Director of Safety and Security
Services at 614.947.6901 if you have any questions regarding the logs.

SECURITY AND ACCESS POLICY
Franklin University is a private, non-profit educational institution whose grounds are open to members
of the University community, including students, faculty, staff, visitors and the general public. During
business hours, student buildings at the University will be open to students, employees, contractors,
guests and visitors with a legitimate business or educational purpose. During non-business hours,
access to University facilities is by badge access only. After hour access is only permitted by written
request to DSSS.

Franklin University is committed to providing a safe and secure environment for faculty, students and
staff and providing broad access to public areas for the University community, while balancing the need
to protect the assets of the University. Certain University facilities, by the nature of their function, are
open to public access. Other buildings have restricted access protocols in place at all hours. Campus
Security and Special Duty Officers regularly patrol grounds and buildings. All other locations have
campus security and special duty officers patrolling the location while classes are being held. Further
information on security and access to campus facilities can be found in our After Hours Access policy which
is located at https://www.franklin.edu/student-services/safety-and-security-services For specific
information regarding access to a particular building, contact DSSS at 614-947-6902.

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. DSSS
personnel report any unsafe conditions related to facilities or landscaping immediately to Facilities
Management utilizing an on-line work order ticketing system. Any unsafe condition that poses an
immediate threat to life safety is immediately communicated to an on-duty Facilities team member for
repair.

At Franklin University’s co-locations, each host Institution determines their security and access policies.
At Franklin University’s co-locations, all facilities and landscaping are maintained by the host Institution
in a manner that is intended to minimize hazardous conditions. If an unsafe condition or hazard is
communicated to DSSS personnel, they report the information to that co-location’s local police
department or security department.
EMERGENCY (IMMEDIATE) NOTIFICATION POLICY

In the event of a serious incident that poses an immediate threat to members of the Franklin community, the University has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated upon the confirmation from the Campus Special Duty Officer or Department of Safety and Security Services (DSSS) personnel of a significant emergency or dangerous situation involving an immediate threat to the health or safety of visitors, students or staff occurring on campus. These methods of communication include:

- Franklin University Alerts (text messaging and e-mail)
- InformaCast (IP telephone broadcasts)
- Face to face communication
- Franklin’s radio system
- Blast e-mailing
- Social media posts

The University will post updates during a critical incident on Franklin’s website at http://franklin.edu. The Department of Safety and Security Services will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

DSSS is responsible for the activation of a Franklin University Alerts and InformaCast messages. At the direction of a member of DSSS or a Franklin University senior business leader, Franklin University’s Help Desk personnel can activate these systems.

Incidents that occur that are not an immediate threat to students, faculty, or staff will be evaluated by the Department of Safety and Security Services in concert with the Chief Financial Officer (if available) to determine the need for an alert. Any member of the Department of Safety and Security Services may initiate an alert without consulting the previously mentioned person(s) if in their professional judgment, consulting with said person(s) will unduly delay the emergency notification process.

FRANKLIN ALERTS

Franklin University Alerts is a text messaging and email notification system that will notify registered users when there is a major emergency, crisis, disaster, or other emergency closing or delay information for Franklin University locations. Franklin University faculty, staff and students are automatically enrolled in the Franklin University Alerts system via their Franklin University email address. Once enrolled in the Franklin University Alerts system, users have the opportunity to “opt-out” of the system and not receive future notifications. The “opt-out” process is communicated to users via their Franklin University email. Registration information will not be shared with outside sources and will only be used to send emergency messages.
Once registered, users may log in to their Franklin University Alerts account to input additional email addresses and mobile phone numbers. Users may login to their account using the link at: http://www.franklin.edu/news-community/user-sign-up. The account login Username is the first part of the user’s email address, located before the @ symbol (e.g. user01@franklin.edu). To obtain the account password, select the link: “Forgot Password?”. At the next screen enter the user’s login Username (example: user01) into the login box and click on the “Send Password” button. The Franklin University Alerts system will send a temporary password to the user email account registered in the system. Users may then access their account information by returning to the login page using the link at: http://www.franklin.edu/news-community/user-sign-up and entering the account Username and the temporary password provided via email.

Once Franklin sends an alert message through Franklin University Alerts, the message is sent to a large number of telephone and email service providers. These providers control how quickly messages are delivered to phones and email mailboxes. Delayed message delivery is usually due to the telephone/email provider and how the message has been processed through their network. Emergency information and weather delays or cancellations are also posted on the Franklin University web site at www.franklin.edu

The Department of Safety and Security Services may prepare a Franklin University Alert whenever a report is received of a violent incident against a person or a particularly threatening incident against property on campus that represents an ongoing danger to the safety of students, faculty, and staff.

Additionally, the Department of Safety and Security Services may issue a Franklin University alert in the following circumstances:
• Weather Closing
• Severe Weather
• Hostile Intruder
• Police Emergency
• Shooting
• Gas Leak
• Biological Threat
• Bomb Threat
• Bomb Found
• Emergency Situation
• All Clear

For each co-location, Franklin University will share their student directory database with the host institution in order for the student to receive any co-location emergency messages. Franklin enrollment personnel will capture directory information (e-mail and cell phone #) at time of our student registration. Our records will be updated at least monthly and shared with the host institution. Franklin University DSSS personnel will also be registered. DSSS will work with the Host Institution in the event of an emergency situation to help assist Franklin University students and staff.

TIMELY WARNING POLICY

In the event that a situation arises, either on or off campus, that, in the judgment of the Department of Safety and Security Services personnel, constitutes a serious or continuing threat to the safety of students, faculty or staff, a campus wide “timely warning” will be issued. Information for this type of warning may also be provided by other law enforcement agencies or offices. Every attempt will be made to distribute a warning in a timely manner. However, the release is subject to the availability of accurate facts concerning the incident. Warnings can be distributed to students, faculty, and staff through e-mail, fliers, web page posted messages, Franklin’s radio system and face-to-face communication. Some or all of these methods of communication may be activated and used for issuing a timely warning. Anyone with information warranting a timely warning should report the circumstances to DSSS, by phone at 614-374-6169 or by campus telephone at extension 6902.

The Department of Safety and Security Services will initiate a timely warning whenever a report is received for any Clery Act crime or a particularly threatening incident against persons or property on campus that represents an ongoing danger to the safety of students, faculty, and staff. Timely information will be widely distributed throughout campus, provided to campus media representatives, posted on the DSSS web site and, to the extent possible, emailed as quickly as possible to select University offices as deemed appropriate by DSSS. Depending on specific facts of the event, the Franklin University website and blast emails can also be utilized to disseminate the timely warning.

Whenever a law enforcement agency issues a news release about an off-campus crime that represents an ongoing threat to the safety of students, faculty, and staff, the University may assist in the distribution of this information to the campus community.
At each co-location, the host institution will initiate a timely warning whenever a report is received for any Clery Act crime or a particularly threatening incident against persons or property on campus that represents an ongoing danger to the safety of students, faculty, and staff. DSSS will work with the host institution in the event of an emergency to help assist Franklin University students and staff.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES
The University has developed an all hazards approach to the mitigation of crises or emergencies on campus. This plan referred to as the Crisis Management Plan (CMP) delineates the University’s response to any human-made or natural incident. The plan incorporates an “all hazards approach” to crisis management and provides a standard format for incident planning and details the response activities implemented during a crisis.

The CMP is a basic guide for providing a response system to a major crisis or emergency occurring at any Franklin University location. It is placed into operation whenever an emergency affecting the campus cannot be controlled through routine, daily and normal channels and procedures. The response to any major crisis or disturbance will always be conducted within the framework of this plan.

The Crisis Management Plan has a two-fold purpose:
- To develop and maintain awareness of the crisis or emergency situation for University leaders
- To coordinate support and assistance for crisis and emergency responders

The University is committed to the use of the Incident Command System (ICS) methodology and principles in its response to any crisis or emergency situation. The Incident Command System was developed to be a systematic tool for the command, control, and coordination of an emergency response. It provides common disaster management language, which allows an organization to communicate its priorities and assign designated personnel to carry out specific responsibilities. The Emergency Management Guide can be accessed at: http://www.franklin.edu/file_source/franklin/files/safety-and_security/Emergency_Management_Guide.pdf

ANNUAL TESTING
The University will test their response to emergency incidents by conducting at least one tabletop, functional, or full-scale exercise per calendar year that is related to a crisis or emergency event on campus. This will allow the University's Crisis Management Team the opportunity to test current University crisis management plans in this simulation exercise.

In addition, at least one time per year, Franklin's DSSS will conduct and document fire drills for each building to assess the evacuation procedures currently in place for each building. This drill also allows University officials the opportunity to evaluate rally point locations as to their size and suitability.

Annually, Franklin’s DSSS will conduct a Crisis Management Team recall drill. This drill allows University officials to evaluate the call in and response time for all Crisis Management Team members in the event of an
emergency. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. Evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants “practice” drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by DSSS personnel, and in some instances local public safety agencies, to evaluate building egress and behavioral patterns of building occupants. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration. Franklin University will publish a summary of its emergency response and evacuation procedures in conjunction with at least one drill or exercise each calendar year.

**POLICIES FOR PROMPT AND ACCURATE REPORTING OF CRIMES**

Any person involved in or who is a witness to a life-threatening emergency or serious crime should call 9-1-1 immediately. Criminal acts or other emergencies should also be reported immediately to Franklin University Safety and Security Services at (614) 947-6902 or in person at the Paul J. Otte Center for Student Services, Lower Level, Room 001 or to the host institution’s Security or Police Department noted on page 6 of this report. Most states have laws requiring persons who have knowledge of a felony (a victim of or witness to the crime) to report the crime to the police. Failure to report a felony crime may itself be a crime. Franklin University Crime Reporting Policy can be found on our website at [http://www.franklin.edu/student-services/safety-and-security-services](http://www.franklin.edu/student-services/safety-and-security-services).

Crimes should be reported to the DSSS to aid in providing timely warning notices to the community when appropriate and ensure inclusion in the annual crime statistics. Clery reportable offenses that are known to the University are reported to the local police agencies. The prosecution of all criminal offenses, both felony and misdemeanor, are conducted through the court systems of each jurisdiction in which the campus location resides. Campus Special Duty Officers work closely with local, state, and federal police agencies and have direct radio communication with their agency’s radio network.

**CONFIDENTIAL REPORTING PROCEDURES**

If you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report. Lighthouse Services allows students, faculty and staff, the opportunity to file a report on the details of an incident without revealing your identity. This reporting system may be accessed via the following link: [https://www.lighthouse-services.com/Franklin](https://www.lighthouse-services.com/Franklin)

Franklin University’s Office of Community Standards has incorporated the use of the Simplicity product, Advocate. The Advocate System is a comprehensive university management tool that assists Franklin University employees in working through Student Code of Conduct cases. It also enables students, staff, and
community members to report incidents, violations, complaints, and grievances both publicly and anonymously to the Office of Community Standards. The use of the Advocate System will allow Franklin University to better serve its student population by making it more convenient to report an incident while allowing the University to better track student conduct incidents. advocate@franklin.edu

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University can keep a record of the number of incidents involving students; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

IMMEDIATE ACTION FOR CRIME VICTIMS

If you have become the victim of a crime on campus or in a campus-controlled facility or at a co-location, please take the following steps:

- Immediately report the crime to the Department of Safety and Security Services, co-location security office or police, or the local police department.
- Do not leave the area until you have spoken with a security / police officer about the incident. However, your safety is the primary concern; if you feel safer leaving the area, do so and call security as soon as you can.
- Write down a description of the suspect, noting gender, race, clothing, and/or any other identifying characteristics. If the suspect enters a vehicle, get a description of the vehicle, license plate number, and direction of travel.
- Preserve evidence; do not touch or move anything.
- In case of a sexual assault, do not launder clothing or take a shower and preserve all clothing. There may be valuable transfer evidence on your clothing or body. Immediately seek medical treatment at the nearest hospital.

For more information see Ohio Health Sexual Assault Response Network (SARNCO) at: https://www ohiohealth com/services/neuroscience/our-programs/behavioral-and-mental-health/sarnco

COUNSELING SERVICES FOR CRIME VICTIMS

Information about counseling and other resources available to victims and witnesses of a crime can be located at http://www ohioattorneygeneral gov/About-AG/Service-Divisions/Crime-Victims-Services

This information is made available to provide Franklin University community members with specific information about community resources and counseling services available. If an employee of the University, the Employee Assistance Program is available for use. Franklin University’s Human Resources Department should also be consulted. Counseling service information for victims of sexual assault is available through our Title IX coordinator at TitleIX@franklin.edu or 614-947-6236. The College does not provide counseling services to sexual assault crime victims, but will assist the student in obtaining counseling in their local area.
Victims of sexual assault can also contact the Rape, Abuse & Incest National Network (RAINN) National Sexual Assault Hotline 800-656-HOPE or online at rainn.org for sexual assault counseling and referral services.

County agencies and the state of Ohio are also charged with supporting victims and witnesses. This information will be provided by the law enforcement agency with jurisdiction in the area of the incident. The Ohio Attorney General’s Crime Victim Section provides funding and services to aid victims, training for professionals who assist them, grants for victim service providers, and crime prevention programs for Ohio communities. For more information, visit the Ohio Attorney General’s web page at http://www.ohioattorneygeneral.gov/Individuals-and-Families/Victims/Apply-forVictims-Compensation

The Attorney General also provides a web site where you can obtain information about the custody status of an offender 24-hours a day. This web site, called VINELink, is the online version of VINE (Victim Information and Notification Everyday) and the National Victim Notification Network and can be accessed at https://www.vinelink.com/#/home/site/36001

POLICY FOR REPORTING THE ANNUAL DISCLOSURE OF CRIME STATISTICS
The University's Department of Safety & Security Services prepares an annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus, regional locations and co-locations. Each regional location provides updated information to comply with the Act. The crime statistics are listed below by location or co-location.

PREPARING ANNUAL SECURITY REPORT
The Director of Safety and Security Services in cooperation with other University departments is responsible for the preparation of the University’s Annual Security Report (ASR). Crimes occurring immediately adjacent to, or on University property and reported to the following individuals or offices will be included in the annual crime statistics report which is published as part of the University's ASR.
• Dean of Students
• Chief of Staff and Sr. VP for Administration
• Provost and Sr. VP for Academic Affairs
• VP Planning and University Services
• Director of Human Resources
• Executive Director of Domestic Expansion and Regional Campuses
• University Registrar
• Director of Accreditation & Institutional Effectiveness
• Franklin University Department of Safety & Security Services
• Executive Director of Indianapolis
• Administrative Services Director
• Director of Beavercreek
• Suburban Location Operations Manager
• Suburban Locations Assistants
• Numerous Suburban Location Law Enforcement Agencies (County & State)
• Director of Student Engagement
• Director of Student Development
• Director of International Services and Programs
• Assistant Director of the Call and Welcome Centers
• Director of Community Standards
• Student Organization Advisors

CAMPUS LAW ENFORCEMENT AUTHORITY
POLICY STATEMENT ADDRESSING THE AUTHORITY OF NON-SWORN DSSS PERSONNEL

The Department of Safety and Security Services employs non-sworn safety and security personnel responsible for many administrative and operational functions to include access control, policy and procedure development, training, and various record keeping activities. As such, they are school officials with a legitimate educational interest. Franklin University non-sworn safety and security personnel have the authority to request identification from individuals on campus to determine whether individuals have lawful business at the University. Safety and Security personnel do not possess arrest powers outside of those granted to ordinary citizens.

Campus Special Duty Officers have complete police authority to apprehend and arrest anyone involved in illegal acts on-campus and areas immediately adjacent to campus locations. If minor offenses involving University rules and regulations are committed by a Franklin University student, the incident may be investigated through the Director of Community Standards for potential Student Code of Conduct violations. https://www.franklin.edu/student-services/campus-information/university-policies/student-code-of-conduct While working on behalf of Franklin University, Campus Special Duty Officers are under the guidance of the University's Department of Safety and Security Services. As such, they are school officials with a legitimate educational interest.

Criminal incidents are referred to the Campus Special Duty Officer or the local law enforcement agency that has jurisdiction on the campus. The Department of Safety and Security Services at
Franklin University maintains a strong professional working relationship with all law enforcement organizations having jurisdiction at any campus location. All crime victims and witnesses are strongly encouraged to immediately report any crime to the Department of Safety and Security Services. Prompt reporting will assure timely warning notices on campus and timely disclosure of crime statistics.

**WORKING RELATIONSHIP WITH LAW ENFORCEMENT AGENCIES AND CAMPUS SECURITY PERSONNEL**

The Department of Safety and Security Services maintains a close working relationship with local police agencies having jurisdiction over campus locations. DSSS staff also works with numerous state and federal law enforcement and public safety agencies. Meetings are held between the leaders of these agencies on both a formal and informal basis. DSSS staff communicates regularly with local police agencies on the scene of incidents that occur in and around the campus area.

Campus Special Duty Officers work closely with the investigative staff at their respective agencies when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information, as deemed necessary. There is no written memorandum of understanding between Franklin University’s Department of Safety and Security Services and local law enforcement agencies having jurisdiction over campus locations, as it falls within their respective jurisdiction.

Franklin University’s Main Campus Security Force is comprised of campus security officers and off-duty City of Columbus, Ohio police officers. Officers maintain all of the authorities granted them by the City of Columbus Police Department and the State of Ohio while on campus. All other Franklin regional locations employ campus security officers and off-duty police officers from their respective communities. They maintain all law enforcement powers granted by state law and their respective police agencies while on duty at these locations.

**SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS**

DSSS designs and promotes programs to inform the campus community about campus security procedures, including those to prevent sexual assault crimes. These programs are designed to encourage the campus community to be responsible for their own security and the security of others. DSSS is dedicated to eliminating criminal activities through prevention and awareness programs, and special duty police officers, and campus security technicians who are visible, and provide targeted patrols. Which encourage community involvement.

During the first week of classes for each term, the DSSS, in cooperation with other University organizations, departments, and law enforcement agencies, provides crime prevention awareness materials on topics such as theft from vehicles, vandalism, sexual assault prevention, as well as educational sessions on personal safety. Information is disseminated to students and employees through crime prevention awareness packets, security alert posters, displays, emails, training programs on the prevention of substance abuse and sexual assault, and articles and advertisements in University publications.
Faculty teaching "face-to-face" classes receive a handout the first class of each trimester discussing safety features installed in each classroom to include telephone and emergency management guides. The University's Emergency Management Guide may also be accessed on line at:

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. Faculty and staff of Franklin University are provided additional safety and security awareness training as part of the University’s New Hire Orientation program. Employees are presented information regarding personal safety practices, emergency procedures (as outlined in the University’s Emergency Management Guide-EMG), and other safety initiatives. Other training occurs as requested by various employee groups and maybe provided by in-house experts or outside consultants. New International Student Orientation is held several times a year. DSSS personnel provide an overview of campus safety and security procedures during this orientation session.

Crime prevention programs and brochures emphasizing security and safety procedures are presented throughout the year and are provided throughout the campus at each of building entrance. Crime prevention, security information, and safety tips can also be found on our website at https://www.franklin.edu/student-services/safety-and-security-services/safety-tips and in the in the Student Services section, on the Franklin University website at https://www.franklin.edu/student-services, and in the Annual Security Report. Some of these crime prevention programs include: Active Shooter information, Substance Abuse and Sexual Assault Prevention, Self Defense Tactics, Being Street Wise, What To Do if You Become a Victim, and How To Deal With Panhandlers. In short, students learn simple but highly effective strategies that will increase your survivability during a crisis, or potential crime.

Periodically, University employees that function in customer facing positions receive training in personal safety, dispute resolution, threat assessment, and disengagement strategies. Other training occurs as requested by various employee groups.

The Violence Against Women Act (VAWA) and the Campus SaVE Act/Section 304 provides updated regulations that require all new students and new employees to be provided with a prevention and awareness program in order to promote awareness of rape and sexual violence, sexual misconduct, domestic violence, dating violence, and stalking. This training program must also provide the following:

- A statement that the institution prohibits those offenses,
- Definitions of those offenses in the applicable jurisdiction,
- Definitions of consent, with reference to sexual offenses, in the applicable jurisdiction,
- Bystander intervention training,
- Recognition of signs of abusive behavior and how to avoid potential attacks,
- Ongoing prevention and awareness campaigns for students and faculty.
As an institution, Franklin University is committed to being an inclusive community, free from all forms of harassment, discrimination and sexual misconduct. In response to these requirements, Franklin University has deployed a program focused on Title IX, VAWA and Campus SaVE Act required trainings to effectively reach students, faculty, and staff. This program includes two (2) different training courses, one (1) for students and one (1) for faculty and staff.

The student substance abuse and sexual assault prevention training is provided by an external company, CampusClarity, a service of LawRoom. This training uses a course titled “Think About It,” an online substance abuse and sexual assault prevention training program that prepares students to confront and prevent serious campus problems while promoting a safer campus environment for everyone. This training takes about two hours to complete and is self-paced. All questions within the program are completely anonymous and the students’ responses are not viewable by any staff at Franklin University.

The faculty and staff training is also provided by an external company, LawRoom. This training uses a course titled 300: Intersections: Supervisor Anti-Harassment (EDU-US) and 101: Intersections: Preventing Discrimination and Harassment (EDU-US). This is an online, self-paced, combined training. Part one covers essential material relating to harassment, discrimination, retaliation, and abusive conduct in a focused interactive course engaging employees and giving them the skills for responding to and preventing harassment and abusive conduct in the workplace. Part two trains faculty and staff on how to recognize, report, and prevent sexual misconduct against students, covering awareness and prevention training requirements required by Title IX guidance, the Campus SaVE Act, and VAWA regulations.

All questions within the program are completely anonymous and the faculty/staff responses are not viewable by any staff at Franklin University.

The LawRoom training is provided to every student, faculty, and staff member. If an individual does not complete the training, they will receive bi-weekly reminders until they complete the training. Along with the LawRoom training, there are additional ongoing trainings provided to all students, faculty, and staff to encourage and create a safer campus environment.

**POLICY TO ADDRESS DISCRIMINATION, HARASSMENT & SEXUAL MISCONDUCT**

Franklin University’s mission is to provide a high quality, relevant education enabling the broadest possible community of learners to achieve their goals and enrich the world. Franklin University is committed to its educational mission and to ensure the rights of its community members. Each community participant has a right to be free from discrimination, harassment, and sexual misconduct in the learning environment and work setting. Therefore, conduct that diminishes the dignity and worth of the community members is prohibited.
Franklin University does not discriminate based on age, religion, race, ethnicity, color, national origin, ancestry, immigration status, sex, sexual orientation, gender identity or expression, marital or familial status, disability, or veteran or military status. Conduct by students, student organizations, staff, faculty, administrators, trustees, volunteers, visitors, contractors, and vendors that violates this policy is disruptive to the educational environment and work setting. Any complaint by a member or guest of the University community will be investigated and addressed.

Franklin University is committed to being an inclusive community free from all forms of discrimination and harassment in all university dealings as required by Local, State, and Federal laws and regulations. The following person has been designated to handle civil rights inquiries regarding harassment, discrimination, and sexual misconduct:

   Blake J. Renner,  
   Ed.D. Title IX  
   Coordinator  
   614-947-6236  
   TitleIX@franklin.edu.

This policy, as available at www.franklin.edu/antidiscrimination, supersedes all current University policies pertaining to discrimination, harassment, and sexual misconduct. The University reserves the right to make changes to this policy. All changes will be posted online at www.franklin.edu/antidiscrimination. Portions of this policy are based on a model policy provided by ATIXA and authored by the NCHERM Group, LLC as well as resources available at www.NotAlone.gov.

KEY TERMS AND PARTICIPANTS

A. GENERAL DEFINITIONS

   **Title IX Coordinator:** the individual charged with coordinating the University response to reports and complaints of all misconduct covered under this policy; they do not serve as an advocate for either the reporting party or responding party  
   **Protected Class:** any protected category under applicable local, state, and federal law, ordinance, or regulation  
   **Reporting Party:** the person or entity bringing the allegations that this policy has been violated  
   **Responding Party:** the person or entity alleged to have violated this policy  
   **Campus Security Authority:** is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution.

   - A campus police department or a campus security department of an institution.
   - Any individual or individuals who assume responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
Includes individuals who provide security at a campus parking kiosk, monitor access into a campus facility, and act as event security, or escort students around campus after dark.

- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

B. INQUIRIES

The following individual has been designated as the institution’s Title IX Coordinator. Students and/or employees may contact him in order to:

- Seek information or training about rights and courses of action available to resolve reports or complaints that involve potential discrimination, harassment, or sexual misconduct;
- File a complaint or make a report of discrimination, harassment, or sexual misconduct;
- Notify the University of an incident or policy or procedure that may raise potential concerns related to this document;
- Obtain information about available resources (including confidential resources) and support services relating to discrimination, harassment, or sexual misconduct; and
- Ask questions about the University’s policies and procedures related to discrimination, harassment, or sexual misconduct.

The Title IX Coordinator listed below monitors and advises with respect to compliance, including:

- Training, consultation, and technical assistance on Title IX for students and employees;
- Conducting adequate, reliable, and impartial investigations of reports and complaints; and
- Implementing steps to ensure the reporting party’s equal access to the University’s programs and activities and protect the reporting party, as necessary.

Title IX Coordinator
Blake J. Renner, Ed.D.
Director of Graduate Engagement, Retention Programs, & Community Standards
Franklin University Student Services Center
201 South Grant Ave
Columbus, OH 43215
614-947-6236
TitleIX@franklin.edu

Anonymous reports may be submitted through: www.lighthouse-services.com/franklin_. All matters will be treated private to the extent practical and consistent with Franklin University’s obligations under the law.
Inquiries or complaints that involve potential violations of Title IX (sexual harassment and discrimination) or Section 504 (disability discrimination) may also be referred externally to the U.S. Department of Education’s Office of Civil Rights:

Office of Civil Rights, Cleveland Office  
U.S. Department of Education  
1350 Euclid Avenue, Suite 325  
Cleveland, OH 44115-1812  
Phone: 216-522-4970  
TDD: 800-877-8339  
Email: ocr.cleveland@ed.gov

Inquiries or complaints involving Title VII or Equal Employment Opportunity may also be made externally to:

Equal Employment Opportunity Commission  
550 Main Street, 10th Floor  
Cincinnati, OH 45202  
Phone: 800-669-4000

TTY: 800-669-6820

C. SCOPE AND JURISDICTION

As members of an academic community, students share responsibility with the faculty, staff and students of Franklin University for creating and maintaining an atmosphere that is conducive to learning and personal growth and respectful of the rights of others. By their attendance at Franklin University, students are obligated to comply with its regulations and procedures, which they are expected to read and understand.

Regardless of the status of the parties involved, this policy applies to students, student organizations, staff, faculty, administrators, trustees, volunteers, visitors, contractors, and vendors. This policy also extends to the University the right to act on incidents occurring on-campus, at University-sponsored events and programs, off-campus, and online conduct when the University determines that such conduct affects the University’s educational or employment environment.

Students and employees continue to be subject to local, state, and federal laws while at the University, and violations of those laws may also constitute violations of University policies. In such instances, the University may proceed with an investigation under these policies independently of any criminal proceeding involving the same conduct and may impose sanctions for violation of these policies even if such criminal proceeding is not yet resolved or is resolved in the person’s favor.
The University reserves the right to proceed with a hearing process even if the responding party withdraws from the University, is no longer enrolled in classes or employed, or subsequently fails to meet the definition of a student or employee while a disciplinary matter is pending.

If the responding party is unknown or is not a member of the University community, the Title IX Coordinator (or designee) will assist individuals in identifying appropriate campus resources or local authorities if the individual would like to file a report. In addition, Franklin University may take additional actions to protect the individual and the campus community. The University will assist students, faculty and staff who report sexual violence, sexual harassment, stalking, dating violence and/or domestic violence in obtaining medical support and information regarding available legal and Student Conduct resources, as well as counseling and support services. The University will also assist students, faculty and staff in notifying local police if the assistance of law enforcement is requested.

UNIVERSITY POLICIES

A. DISCRIMINATION, HARASSMENT, & SEXUAL MISCONDUCT
Franklin University is committed to maintaining a working and learning environment that is free from harassment, discrimination and sexual misconduct. In keeping with this commitment, Franklin University has a zero tolerance policy towards any type of harassment or discrimination. The University will not tolerate discrimination, harassment, or sexual misconduct by any individual (employees, students, customers, vendors, contractors or other affiliated stakeholders); including harassment or discrimination that affects job benefits, interferes with an individual’s work performance, or creates an intimidating, hostile, or offensive environment.

Discrimination is defined as unequal, adverse treatment of an individual because of his/her protected legal status, such as race, age, or gender that unreasonably interferes with, denies, or limits someone's employment access, benefits or opportunities, and/or the ability to participate in or benefit from the University’s educational program and/or activities.

Discrimination can take many forms, including the following prohibited conduct:

1. **Harassment** is any unwelcome verbal, written, or physical conduct that is sufficiently severe, pervasive or persistent that it creates an intimidating, hostile, degrading, humiliating, or offensive environment and interferes with, denies, or limits one’s access to or benefits of the employment and/or educational environment.

*Examples of harassment include but are not limited to:* bullying; verbal, written (including via electronic communication), or physical intimidation; persistent unjustified criticism; public humiliation; insults, jokes, and inappropriate comments; threats; displays of objectively offensive materials; and exclusion.
Examples of sexual harassment include but are not limited to: an attempt to coerce an unwilling person into a sexual relationship; to repeatedly subject a person to egregious, unwelcome sexual attention; to punish a refusal to comply with a sexual based request; to condition a benefit on submitting to sexual advances; and gender-based bullying.

2. **Non-Consensual Sexual Contact** is any intentional sexual touching, however slight, with any object by a person upon another person that is without consent and/or by force.

Sexual contact includes: contact with the breasts, buttocks, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth, or other orifice.

3. **Non-Consensual Sexual Intercourse** is any sexual intercourse, however slight, by a person upon another person with any object that is without consent and/or by force.

Intercourse includes: vaginal or anal penetration by a penis, object, tongue or finger and oral copulation (mouth to genital contact or genital to mouth contact) no matter how slight the penetration.

4. **Sexual Exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.

Examples of sexual exploitation include but are not limited to: invasion of sexual privacy; prostituting another person; non-consensual video or audiotaping of sexual activity; going beyond the boundaries of consent (such as letting someone hide in a closet to watch consensual sex); engaging in voyeurism; knowingly transmitting an sexually transmitted disease or HIV; exposing one’s genitals in non-consensual circumstances or inducing another to expose their genitals; sexually based stalking and/or bullying may also be forms of sexual exploitation.

5. **Relationship Violence** is violence between those in an intimate relationship (this includes romantic, dating, or domestic relationships).

Examples include, but are not limited to: Physical assault between two people in a current or prior intimate relationship who do not live together (Dating Violence); Physical assault between two people in an intimate relationship who live together (Domestic Violence)

6. **Stalking** refers to a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress. Franklin University also prohibits cyber stalking which occurs when a person, through a pattern of conduct which includes the use of electronic communication, causes another person physical or mental distress.
7. Romantic/Sexual Consensual Relationships between People with Unequal Power

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (e.g., faculty and student, supervisor and employee). The unequal power inherent in such relationships, even if consensual, heightens the vulnerability of the person with less power and heightens the potential for coercion and abuse. In addition, these relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change, and conduct that was previously welcome may become unwelcome. Even when both parties have consented at the outset to a romantic or sexual involvement, this past consent may not remove grounds for a later charge of a violation of applicable sections of this policy. Such relationships can also create a hostile learning and work environment for others.

**Examples of the kinds of relationships prohibited by this policy include but are not limited to:**

- Faculty and students. The decision to become a faculty member at the University presumes an educational and mentoring relationship with any student and precludes engaging in a romantic relationship with any student.
- Staff or volunteers who have mentoring or supervisory relationships with students. The decision to become a staff member or a volunteer in a position that is defined by mentoring or supervision precludes engaging in a romantic relationship with any student.
- Supervisors and subordinates. Romantic relationships are not allowed between employees of Franklin University when a supervisory relationship is involved. This applies to all employees, including student employees and their supervisors. The power differential makes such relationships open to abuse and to charges of sexual harassment or unprofessional conduct. Such relationships can also create a hostile work environment for others. Should romantic relationships develop, the supervisor should inform his/her supervisor so that appropriate actions can be made to remove the involved supervisor from direct supervision of the employee.

8. **Retaliation** is any action, statement, or behavior that is designed to punish an individual for filing a report, cooperating with an investigation, seeking guidance regarding a concern or to deter someone from taking such action. Retaliation in any form will not be tolerated by any participant or third-party to a discrimination, harassment or sexual misconduct policy violation or suspected violation. Acts of retaliation will be investigated and addressed according to this policy.

Violation of any other University rule, when it is motivated by perceived membership of the victim in a protected class, including sex or gender, may be pursued using this policy and process. For further information, please see the policy at https://www.franklin.edu/student-services/campus-information/university-policies/policy-to-address-discrimination-harassment-sexual-misconduct

*Note that campus definitions of harassment, stalking, domestic violence and types of sexual misconduct to address University policy violations differ from Ohio state law definitions, which are applicable to criminal prosecutions.*
B. ACCOMMODATION OF DISABILITIES

Franklin University provides accommodations and support services to students, faculty, and staff with disabilities to ensure that they are not denied the benefits of or excluded from participation in any program or activity offered by the University. The Office of Disability Services will assist in providing academic services and accommodations for students with diagnosed disabilities.

There are multiple ways for a student to provide The Office of Disability Services with documentation of their disability. The documentation provided regarding the disability diagnosis must demonstrate a disability covered under Federal law. Documentation will assist The Office of Disability Services in understanding how the disability affects the student in an academic setting and/or how the disability affects the employee in their working environment and the current impact of the disability as it relates to the accommodations requested. This documentation should be completed or provided from a treating or diagnosing healthcare professional (psychologist, counselor, therapist, social worker, medical doctor, optometrists, speech-language pathologists, prior college accommodation paperwork, etc.). Each piece of documentation submitted is handled confidentially and on a case-to-case basis. The Office of Disability Services will review and consider all pieces of documentation submitted.

Like all Franklin University students, students with disabilities are expected to take responsibility for their own education. A component of this expectation is the continuing process of learning how to make decisions and advocate for one’s self, particularly in regards to one’s disability and related accommodations. For a complete overview of The Office of Disability Services, please visit https://www.franklin.edu/student-services/campus-information/disability-services

C. MANDATORY REPORTERS

Three federal laws establish responsibilities for employees to report certain types of crimes and incidents, especially sexual misconduct—the Clery Act, Title VII and Title IX. Each of these laws has a different purpose, but generally, the laws are intended to protect members of the campus community, visitors and guests from criminal and discriminatory behavior. The responsibilities established by these laws give rise to the term “mandated or mandatory reporter.” Reporting of concerning and disruptive behaviors is not legally mandated, but is a policy mandate to assist the University in early identification and detection of at-risk situations. Additionally, state law imposes mandates with respect to the reporting of child and elder abuse, sexual abuse, and felony crimes under federal, state, and local laws.

Franklin University defines all Campus Security Authorities, all employees (both staff and faculty), and all volunteers who have mentoring or supervisory relationships with students as mandatory reporters, except those listed under “Confidential Reporting.” If you learn about discrimination, harassment, or sexual misconduct, you are expected to promptly contact the Title IX Coordinator. Other serious crimes, including those covered by the Clery Act, must be reported to Campus Safety and Security. Additionally, reports of any type of misconduct can be made anonymously at www.lighthouse-services.com/franklin.

Where student employees have supervisory or mentoring roles (i.e., graduate assistant), oversee a facility (i.e., Student Center or Library), or otherwise have authority that affects the work or educational
environment of other students, they are considered mandatory reporters under this policy. Federal statutes, including the Clery Act and Title IX, require the reporting of serious crimes, including sexual offenses, harassment, and discrimination. As a Franklin University employee, you are expected to report such crimes immediately.

If you are in a life-threatening situation or are witness to a serious crime, please call 9-1-1 first before calling Campus Security or the Title IX Coordinator.

<table>
<thead>
<tr>
<th>Report to Title IX Coordinator and Police:</th>
<th>Report to Campus Safety, Supervisor and/or Police:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Discrimination</td>
<td>• Murder/Non-negligent manslaughter</td>
</tr>
<tr>
<td>• Harassment based on protected class</td>
<td>• Negligent manslaughter</td>
</tr>
<tr>
<td>• Incest</td>
<td>• Robbery</td>
</tr>
<tr>
<td>• Rape</td>
<td>• Aggravated assault when not based on protected class</td>
</tr>
<tr>
<td>• Stalking</td>
<td>• Burglary/Theft</td>
</tr>
<tr>
<td>• Relationship Violence (Domestic or Dating)</td>
<td>• Motor vehicle theft</td>
</tr>
<tr>
<td>• Intimidation</td>
<td>• Arson</td>
</tr>
<tr>
<td></td>
<td>• Simple assault</td>
</tr>
<tr>
<td></td>
<td>• Destruction/damage/vandalism or property</td>
</tr>
<tr>
<td></td>
<td>• Liquor, drug or weapons law violations/arrests</td>
</tr>
</tbody>
</table>

When reporting crimes or misconduct, a University employee cannot and should not promise confidentiality. In some cases, Campus Safety and Security may be required to release a timely warning to the University community about a threat to the community. In such cases, an initial investigation or determination of the nature of the threat may be conducted, after which a warning will be immediately issued.

D. CONSENT
Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.

Consent to one form of sexual activity cannot imply consent to other forms of sexual activity. Previous relationships or consent cannot imply consent to future sexual acts. Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

Coercion is the unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes it clear that he or she does not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be perceived as coercion. In order to give effective consent, one must be of legal age (in Ohio, 16 is the legal age of consent).

Incapacitation is a state where one cannot make a rational, reasonable decision because they lack the ability to understand the who, what, when, where, why or how of their sexual interaction. If you have
sexual activity with someone you know to be—or should know to be—mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), you are in violation of this policy. This policy also covers someone whose incapacity results from mental disability, sleep, non-voluntary physical restraint, or from the taking of a so-called “date-rape” drug. Use of alcohol or other drugs will never function to excuse behavior that violates this policy.

NOTICE OF OFFENSES AND RESOURCES

A. REPORTING IS VITAL
Franklin University is committed to creating a culture of reporting by stressing the critical importance of the members of its community and the University’s dependence on them as reporters. Franklin University is obligated to follow up on all allegations and will respond formally to any alleged incidents of discrimination harassment, and sexual misconduct that occurred on campus, that were part of official University program or activity (regardless of location), or where the reporting party and responding party are members of the Franklin University community.

B. SUPPORT FOR THE REPORTING PARTY

On Campus:

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Franklin University Safety and Security</td>
<td>614-947-6902</td>
</tr>
<tr>
<td>Employee Assistance Plan Hotline</td>
<td>800-869-0276</td>
</tr>
</tbody>
</table>

Local off-campus resources include:

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency/Police</td>
<td>911</td>
</tr>
<tr>
<td>Sexual Assault Response Network of Central Ohio</td>
<td>614-267-7020</td>
</tr>
<tr>
<td>Choices for Victims of Domestic Violence</td>
<td>614-224-4663</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Central Mental Health Services</td>
<td>614-227-6865</td>
</tr>
<tr>
<td>Suicide Prevention</td>
<td>614-299-6600</td>
</tr>
<tr>
<td>Ohio Alliance to End Sexual Violence</td>
<td>614-221-5445</td>
</tr>
<tr>
<td>Project Woman Hotline</td>
<td>888-886-8388</td>
</tr>
<tr>
<td>Sexual Assault Response Network of Central Ohio</td>
<td>800-634-9893</td>
</tr>
</tbody>
</table>

National Resources:

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Sexual Assault Hotline</td>
<td>800-656-HOPE</td>
</tr>
<tr>
<td>National Domestic Violence Hotline</td>
<td>800-799-SAFE</td>
</tr>
<tr>
<td>Victims Assistance Program</td>
<td>800-582-2877</td>
</tr>
</tbody>
</table>

C. CONFIDENTIALITY & PRIVACY
Confidentiality and privacy are valued for parties involved in an incident of discrimination, harassment, or sexual misconduct. In working with individuals, the University will be guided by the goals of empowering the reporting party and allowing the reporting party to retain as much control over the
process as the case allows, but no University employee (other than those listed as Confidential Reporters below) can or may promise confidentiality over the course of the process. When the investigation and/or resolution process requires disclosure of certain information, the University will keep the reporting party informed and protected, to the extent permitted by the circumstance.

Franklin University cannot promise complete confidentiality; however, we will work to ensure each situation is resolved as privately as possible in compliance with the Family Educational Rights and Privacy Act (FERPA), a federal law. Franklin University understands that reporting a crime may involve disclosing sensitive information. The University will use and disseminate such information consistent with the need to conduct an appropriate investigation, to provide assistance and resources to crime victims, and to perform other appropriate university functions. Franklin University is required by Ohio Law (2921.22) to report all felonies that have knowingly been or are in the process of being committed to law enforcement authorities. Note that the use and release of personally identifiable information from an education record of a student is governed by the Family Educational Rights and Privacy Act (FERPA), and the University will only disclose covered student information in compliance with that law and University policy.

CONFIDENTIAL RESOURCES
If a reporting party does not desire action by the University and would like the details of the incident to be kept confidential, the reporting party may seek support and/or guidance from certain resources who are not required to tell anyone else private, personally identifiable information unless there is cause for fear of victim safety, cause for fear of the safety of other members of the community, and/or situations that mandate reporting, such as child or elder abuse. These resources include:

**On-Campus:**

| Employee Assistance Plan Hotline | 800-869-0276 |

**Local off-campus resources:**

| Sexual Assault Response Network of Central Ohio | 614-267-7020 |

**National Resources:**

| National Sexual Assault Hotline | 800-656-HOPE |
| National Domestic Violence Hotline | 800-799-SAFE |
| Victims Assistance Program | 800-582-2877 |

**D. AMNESTY FOR REPORTING PARTY**

Franklin University will take into consideration the positive impact of reporting an incident of discrimination, harassment, or sexual misconduct when determining the appropriate response for policy violations by the reporter of an incident. An individual who reports misconduct, either as a reporting party or third party witness, will not be subject to disciplinary action by the University for his/her own personal consumption of alcohol or drugs at or near the time of the incident, provided the specific incident has not come to the University’s attention via normal reporting channels and/or any such
violations did not and do not place the health or safety of any other person at risk. Education options may be explored, but no conduct proceedings or record will result.

**E. BYSTANDER INTERVENTION**
Franklin University expects all community members to take reasonable and prudent actions to prevent or stop an act of misconduct. Taking action may include direct non-violent intervention, calling law enforcement, and seeking assistance from a person in authority. Community members who choose to exercise this positive moral obligation in good faith and a reasonable manner will be supported by the University and protected from retaliation.

**F. FALSE COMPLAINTS**
Franklin University has an obligation to investigate all complaints. The University also recognizes that false complaints are likely to cause significant damage to the person and reputation of an individual who is wrongfully accused. Individuals found to have knowingly made false complaints will be subject to disciplinary action. A complaint that is erroneous but made in good faith will not be subject to disciplinary action.

**INVESTIGATING NOTICES OF OFFENSES**
When Franklin University receives a notice of offense or complaint, the Title IX Coordinator or designee will confer with University officials pertinent to implementing any immediate interim actions necessary to stop any discrimination or harassment. Additionally, the Coordinator will complete an initial assessment and make an initial determination whether a policy violation may have occurred. If a complaint does not appear to allege a policy violation, the complaint does not proceed to investigation but may be referred to student or employee conduct procedures.

The Title IX Coordinator or designee will explain the University conduct procedures to the reporting party, including the difference between the administrative procedures and criminal reporting; no contact orders and remedial action; confidentiality and privacy. The University has an obligation to investigate allegations of sexual misconduct as provided for in this policy.

**A. RIGHTS OF THOSE INVOLVED**
Franklin University has a responsibility to protect the rights of all parties involved in any allegation of improper behavior.

Franklin University requires that its campus community members uphold and adhere to standards of conduct embodied within a set of core values that include honesty and integrity, respect for others, and respect for the campus community. When incidents occur that are detrimental to upholding these core values and disrupt Franklin University’s community, the University will seek to restore an atmosphere that is conducive to learning and personal growth while upholding the rights of its community members. Franklin University has a responsibility to protect the rights of all parties involved in any allegation of improper behavior.
Reporting Party has the right to:
- Be treated with dignity and respect.
- Have allegations treated seriously.
- Notify or not notify law enforcement and to be assisted by campus authorities in notifying law enforcement.
- Have their cases referred for administrative campus investigation and review.
- Have campus personnel take reasonable and necessary actions to prevent further unwanted contact by alleged responding party.
- Amnesty for minor misconduct (such as alcohol or drug violations) that is secondary to the alleged incident.
- Request a change in his or her academic situation.

Reporting Party and Responding Party have the right to:
- Be treated with respect by University officials.
- Information for on- and off-campus support resources.
- Have grievances reviewed through the procedures outlined in this policy.
- Be accompanied by an advocate or advisor of their choice during the campus investigative and administrative process, though advocates may not address or participate in the process.
- Be informed of the outcome of any campus disciplinary process related to this policy.
- Be free from retaliatory actions by other members of the community.

The Reporting Party will be notified of, and can receive, no contact administrative orders and options for adjustments to academic or work arrangements, whether or not there is a formal complaint, if it is deemed necessary to prevent further harm.

B. INTERIM ACTIONS & REMEDIES
The University may implement interim actions and remedies as appropriate upon notice of alleged discrimination, harassment, and/or sexual misconduct. Interim actions and remedies will be made for the safety of the individuals involved as well as the educational community as a whole. Requests for assistance may be made to the Title IX Coordinator.

Interim actions may include, but are not limited to: providing counseling service referrals, access to medical services, providing academic support, interim suspensions, paid or unpaid leave, no contact orders, campus escort, options for a change in academic situation, a change in work schedule and assignment accommodations, safety planning, and/or referral to campus or community support resources. Even where a violation of this policy is not found to have occurred, the University may recommend that mediation, counseling, or other restorative steps be taken. If another campus policy is found to have been violated, the University may implement sanctions as appropriate.
C. INVESTIGATION and HEARING

A full investigation will be pursued if there is evidence of a violation, a pattern of misconduct, presence of violence, or a perceived threat of further harm to the community or any of its members. The University desires to complete all investigations within a 60-day time period, which can be extended as necessary for appropriate cause by the Title IX Coordinator with notice to the parties.

Once a full investigation is deemed appropriate, the Title IX Coordinator will appoint trained investigators to complete the investigation. The investigation will be conducted with no predisposition towards any particular finding or result. It will be a thorough, reliable, and impartial inquiry into the allegations of the complaint, the responses and defenses raised by the responding party, and other relevant issues. Using an investigative model, trained investigators will interview the reporting and responding parties as well as identified witnesses. Investigators will then prepare a summary report with their findings.

A Grievance Committee composed of the Title IX Coordinator and one other senior level manager who has received annual training on sexual violence and Title IX investigative procedures will be convened to review the Investigator's report and to receive any oral or written testimony from the reporting party and responding party, and any relevant witnesses from both parties and any other relevant evidence. The standard of evidence used in the hearing will be "preponderance of the evidence," meaning that Committee will evaluate whether it is more likely than not that the alleged conduct occurred. Both the complainant and the alleged perpetrator will be afforded equal and timely access to any information that will be used at the hearing. No party may have their lawyer present at any stage of the proceedings before the Grievance Committee but may be assisted in the process by a support person of their choice including an attorney.

Franklin University sanctions, unlike procedures of courts of law, do not require conclusive proof; instead, they rely on the “preponderance of evidence.” No person will be found in violation of Franklin University’s policies without a preponderance of evidence that a policy violation occurred. Legal rules of evidence do not apply in campus conduct cases.

D. RESULTS OF INVESTIGATION

The Grievance Committee will review the results of the investigation and the hearing to confirm that the process has been fair, objective, impartial, and thorough and that University policies have been followed. The Committee’s summary report must be sufficiently detailed and provide fairness to all participants.
1. **Procedures for Students:**
   Students found to have violated University policy will have appropriate disciplinary sanctions determined by the Vice President of Enrollment and Student Affairs or designee, and the Office of Community Standards after reviewing the Grievance Committee’s report. The Title IX Coordinator will notify the reporting party and the responding party in writing of this decision. The written decision will be issued within five business days of the date of the Grievance Committee’s report.

2. **Procedures for Employees:**
   Employees found to have violated University policy will have appropriate disciplinary sanctions determined by the Chief of Staff and Senior Vice President, Administration and/or designee and the Department of Human Resources after reviewing the Grievance Committee’s report. The complainant and respondent will be notified in writing of the outcome within five business days of the date of the Grievance Committee’s report.

E. **SANCTIONS**

Not all forms of discrimination, harassment and sexual misconduct are equally serious offenses, and the University reserves the right to impose varying sanctions, ranging from verbal warning to expulsion/termination, depending on the severity of the offense. The University will consider the concerns and rights of both the reporting and responding party.

- Any person found responsible for violating the policy on Non-Consensual Sexual Contact (where no intercourse has occurred) will likely receive a sanction ranging from probation to expulsion (student) or termination (employee), depending on the severity of the incident, and taking into account any previous violations.
- Any person found responsible for violating the policy on Non-Consensual Sexual Intercourse, including rape, acquaintance rape, or other forcible or non-forcible sex offense, will likely receive a sanction of suspension to expulsion (student) or termination (employee).
- Any person found responsible for violating the policy on Sexual Exploitation or Sexual Harassment (and related violations) will likely receive a sanction ranging from warning to expulsion (student) or termination (employee), depending on the severity of the incident and taking into account any previous violations.
- Any person found responsible for violating policies on Dating Violence, Domestic Violence, or stalking will likely receive a sanction of probation to expulsion (student) or termination (employee).

F. **APPEALS**

The reporting party and responding party each have the right to appeal any outcome decision. This appeal is not intended to re-hear the same case and is limited to the specific grounds outlined below. Any resolution or sanction will remain in force while an appeal is considered and a final decision is determined. Each party is limited to one appeal and the decision of the appeal is final. Submission of any
appeal must be made in writing to the Title IX Coordinator at TitleIX@franklin.edu within 5 calendar days of receipt of the decision letter.

The outcomes of an investigation can be appealed once. Those appeals should be based on the one of the following reasons:

- The established processes were not followed in a significant way that resulted in material harm or prejudice.
- Deviations from designated procedures will not be a basis for sustaining an appeal unless material harm or prejudiced results have occurred.
- Discovery of substantial new evidence that was unavailable at the time of the hearing or investigation that reasonably could have affected the decision. This new information must be included with the Petition for Appeal.
- The sanction imposed was disproportionate to the nature of the violation or circumstances. In cases in which a the responding party has accepted responsibility, such appeals are limited to having the severity of the sanction reviewed.

Dissatisfaction with a decision is not grounds for an appeal. Non-attendance or non-participation in the outcome decision is not considered new evidence and grounds for an appeal. All appeal decisions are final.

1. **Procedures for Students**
   The Vice President of Enrollment and Student Affairs or designee will review the appeal to determine if the petitioner has standing for the appeal, and if the appeal could substantially affect the outcome. If the Petition for Appeal is accepted, the original decision will be reviewed. If a new review of the outcome decision is requested, the Vice President of Enrollment and Student Affairs will send the case back to the Grievance Committee for further review and to provide a recommendation for an outcome of the appeal decision. Both parties will be notified of this appeal outcome decision. If the original decision is upheld, the Title IX Coordinator will notify both parties on the appeal decision outcome. If it is determined that the appeal does not have merit, the Grievance Committee will reject the appeal and notify the Title IX Coordinator within 15 days of receipt of the Petition for Appeal and the Title IX Coordinator will notify both parties of the appeal decision outcome.

2. **Procedures for Employees**
   The Chief of Staff and Senior Vice President, Administration or designee will review the appeal to determine if the petitioner has standing for the appeal, and if the appeal could substantially affect the outcome. If the Petition for Appeal is accepted, the original decision will be reviewed. If a new review of the outcome decision is requested, the case is sent back to the Grievance Committee to be reviewed and to provide a recommendation for an outcome decision. Both parties will be notified of this appeal outcome decision. If the original decision is upheld, the Title IX Coordinator will notify both parties on the appeal decision outcome. If it is determined that the appeal does not have merit, the Grievance Committee will reject the appeal and notify the Title IX Coordinator within 15 days of receipt of the Petition for Appeal and the Title IX Coordinator will notify both parties of the appeal decision outcome.
TITLE IX COORDINATOR AND INVESTIGATOR CONTACTS

Title IX Coordinator
Blake J. Renner, Ed.D.
Director of Graduate Engagement, Retention Programs, & Community Standards
Franklin University Student Services Center
201 South Grant Ave
Columbus, OH 43215
614-947-6236
Blake.Renner@franklin.edu

Investigator
Randi Quinn, MBA, PHR
Executive Director of Human Resources
Franklin University: Alumni Hall
201 South Grant Ave
Columbus, OH 43215
614-947-6543 randi.quinn@franklin.edu

Investigator
Molly Miller, MBA
Assistant Director of Human Resources
Franklin University: Alumni Hall
201 South Grant Ave
Columbus, OH 43215
614-947-6541 Molly.Miller@franklin.edu

DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING
Domestic Violence, Dating Violence, and Stalking are violations of the Community Standards and are prohibited at Franklin University.

- **Domestic Violence** includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.
- **Dating Violence** includes violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
- **Stalking** refers to a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress. Franklin University also prohibits cyber stalking which occurs when a person, through a
pattern of conduct which includes the use of electronic communication, causes another person physical or mental distress.

In cases of domestic violence, dating violence, or stalking Franklin University will:

- Provide a prompt, fair, and impartial investigation and resolution; conducted by officials who are trained on issues related to domestic violence, dating violence, and stalking, and are able to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- Ensure that the reporting party and responding party are entitled to the same opportunities to have a support person/advisor of their choice at any proceeding or related meeting.
- Ensure that the accuser and accused are simultaneously informed in writing of:
  1. The outcome of any institutional disciplinary proceeding that arises from an allegation of domestic violence, dating violence, or stalking.
  2. The institution’s procedures for appealing the results of the process.
  3. Any change to the results that occur prior to the time that such results become final.
  4. When such results become final.

The following list includes possible sanctions that may be imposed as a result of violations of Franklin University Community Standards rules and regulations. The sanctions include, but are not limited to

1. **Informal word of warning** – an oral or written word of caution resulting from the student’s Misconduct. No formal charges or notice is required before the issuance of an informal word of warning.

2. **Letter of corrective action** – a written letter issued by a hearing officer resulting from the student’s misconduct and subsequent review of the circumstances. This is an official notification of unacceptable behavior and a violation of the student code of conduct.

3. **Loss of privileges** – this may include privileges such as using book vouchers, computer labs, meeting spaces, parking, Franklin email account, tutoring, proctored tests, etc.

4. **Restitution** – reimbursement for costs of damages to a person or property or for a misappropriation of property. Restitution may take the form of appropriate services to repair or otherwise compensate for damages. Restitution may be imposed in combination with any other penalty.

5. **Probation** – permits continuation of enrollment, but may impose certain requirements on the student for a specified period of time. Any further violations by the student under probation will likely result in progressively severe sanctions.
6. **Suspension** – is the loss of privileges of enrollment at Franklin University for a designated period of time and prohibits a student from being present without permission on any property of Franklin University.

7. **Dismissal** – is the permanent loss of privileges of enrollment at Franklin University and prohibits the student from ever being present without permission on any property of Franklin University.

8. **Deny Entry/Deny Re-Enrollment** – is the permanent loss of privileges to enroll or re-enroll at Franklin University and prohibits the student from ever being present without permission on any property of Franklin University.

9. **Revocation of a Degree** – Any degree previously conferred by the University may be revoked if the student is found to have committed academic misconduct in pursuit of that degree. The University Provost has sole authority to revoke a degree and may not delegate this authority.

**SEX OFFENDER REGISTRATION POLICY**

Convicted sex offenders are required to register with their local sheriff's office or law enforcement agency for a designated period of time as required by state law. You can obtain more information by accessing the following websites:

- Beaver County, PA: [http://www.pameganslaw.state.pa.us/SearchResultsSVP.aspx](http://www.pameganslaw.state.pa.us/SearchResultsSVP.aspx)
- Butler County, PA: [https://www.pameganslaw.state.pa.us/](https://www.pameganslaw.state.pa.us/)
- Grant County, WI Sheriff: [http://www.grantcountysheriffwisconsin.com/Home/Sex_Offenders.php#top](http://www.grantcountysheriffwisconsin.com/Home/Sex_Offenders.php#top)
- Indianapolis, IN Metropolitan Police Department: [http://www.icrimewatch.net/indiana.php](http://www.icrimewatch.net/indiana.php)
ALCOHOL AND DRUG ABUSE POLICY

The U.S. Department of Education has issued regulations implementing the provisions of the Drug-Free Schools and Communities Act Amendments of 1989. Franklin University's policies on substance abuse and alcoholic beverages outline information on University sanctions for violation of these policies, criminal sanctions for the illegal possession or distribution of drugs and alcohol, and health risks of drugs and alcohol. These policies will be distributed annually to each Franklin University student and employee. The University reviews its alcohol and drug programs annually for effectiveness and consistency of application and, where necessary, make appropriate changes. Questions or concerns regarding University policies should be addressed to the Office of Community Standards at advocate@franklin.edu

Standards of Conduct

Franklin University takes a strong stand on substance abuse and will vigorously enforce its rules regarding alcohol and illegal drugs use. Franklin University is focused on the protection of the campus community. Students, Faculty, and Staff of Franklin University, agree to comply with all University regulations as a condition of enrollment or employment. As responsible adults and representatives of the University, they are accountable for their actions both on and off campus. The University supports and will cooperate with authorities of the federal, state, and local governments in the enforcement of public laws and regulations regarding alcohol and illegal drugs.

All Franklin University students, faculty, and staff are expected to abide by the terms of the University's policies. A student and/or employee found to be in possession, illegally using, or distributing drugs and/or alcohol may be subject to appropriate sanctions. Such sanctions may include and are not limited to:

- referral for prosecution,
- termination of employment, and/or
- referral to The Office of Community Standards for violations of the Student Code of Conduct which may result in reprimand, probation, suspension or expulsion.

The unlawful use of alcohol, drugs, or controlled substances by students adversely affects Franklin University’s educational environment. Therefore, all members of the campus community must adhere to established University policy, as well as to local, state, and federal laws.
**Alcohol Policy**

The following regulations apply to alcohol use at Franklin University or any co-location of the University by students and employees of the University:

- The possession or use of any alcoholic beverage, as defined by Ohio Revised Code, is prohibited on University property, co-location, or at any University sponsored activity or event by any person under the legal age as established by the State of Ohio or the applicable state laws of the campus location.
- Kegs, beer balls, and other large size containers (larger than 40 oz.) are prohibited, along with large quantities (in excess of one-half gallon) of assorted or mixed alcoholic beverages, such as punch.
- Alcohol is prohibited on University Property and campus grounds and co-locations of the University, including parking lots and roadways.
- Alcohol paraphernalia is prohibited; including materials designed or modified to be used for drinking games and use of alcohol bottles, cans, or other related items as decoration.
- The use of alcohol at University sponsored off campus events is prohibited unless specifically approved in writing by the University President.

**Drug/Controlled Substance Policy**

The following regulations apply to illegal drug use at Franklin University or any co-location of the University by students and employees of the University:

- Any and all using, possession (including trace), possession for sale, selling, abusing, distributing, manufacturing, or being under the influence of a controlled substance (including illegal drugs and the illegal use of prescription drugs) or chemical of abuse on any University property (including vehicles parked on University grounds), or at any University sponsored event is prohibited. This excludes lawful use of medications prescribed by a licensed physician and/or permitted by federal, state, and local ordinances. Chemical abuse includes but is not limited to the abuse of chemicals, glue, paint, petroleum products, and nitrous oxide.

- Any and all using, possessing, possessing for sale, and selling any drug paraphernalia is prohibited. This includes any instrument, tool, or object designed or converted to allow ingestion by any means drugs of abuse, controlled substances, or chemicals.

**Franklin University Student Sanctions**

Franklin University’s Community Standards expressly prohibit the use, manufacture, distribution, sale, offer for sale, or possession of illegal drugs, narcotics, and alcohol on campus. Students found to be in violation of this standard will be subject to the full range of sanctions available under the Student Code of Conduct, including potential suspension or expulsion from the University. Being under the influence of drugs and/or alcohol does not diminish or excuse the violation of the Student Code of Conduct. The Student Code of Conduct can be found here: [www.franklin.edu/community-standards](http://www.franklin.edu/community-standards)
Franklin University Employee Sanctions

Franklin University recognizes its responsibility to provide a safe, drug-free work environment and protection for its employees, students, and customers. Any unlawful possession, manufacture, sale, distribution, or use of alcohol, illegal drugs or substances while on University premises or business; reporting for work while under the influence of alcohol, illegal drugs or substances, including illegally used prescription drugs, or testing positive for the same is strictly prohibited. Any violation of Franklin University’s substance abuse control policy will result in disciplinary action, which can include termination of employment. Please notify your supervisor or Human Resources if you become aware of any activities that violate the University’s Drug and Alcohol Policy. The complete Substance Abuse Policy is located in the Franklin University Employment handbook.

Legal Sanctions
Applicable legal sanctions under local, state or federal law for the unlawful use, possession or distribution of illicit drugs or alcohol are summarized below and are available upon request from the Department of Safety and Security Services.

<table>
<thead>
<tr>
<th>Schedul</th>
<th>Substance/Quantity</th>
<th>Penalty</th>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>Cocaine 500-4999 grams mixture</td>
<td>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual.</td>
<td>Cocaine 5 kilograms or more mixture</td>
<td>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual.</td>
</tr>
<tr>
<td>II</td>
<td>Cocaine Base 28-279 grams mixture</td>
<td>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment.Fine of not more than $8 million if an individual, $40 million if not an individual.</td>
<td>Fentanyl 280 grams or more mixture</td>
<td>First Offense: Not less than 10 yrs. and not more than 3 years. If death or serious bodily injury, not less than 40 yrs. or more than life. Fine of not more than $75 million if an individual, $375 million</td>
</tr>
<tr>
<td>IV</td>
<td>Fentanyl 40-399 grams mixture</td>
<td></td>
<td>Fentanyl Analogue 100 grams or more mixture</td>
<td></td>
</tr>
<tr>
<td>I</td>
<td>Fentanyl Analogue 10-99 grams</td>
<td></td>
<td>Heroin 1 kilogram or more mixture</td>
<td></td>
</tr>
<tr>
<td>I</td>
<td>Heroin 100-999 grams mixture</td>
<td></td>
<td>LSD 1-9 grams mixture</td>
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<tr>
<td>I</td>
<td>LSD 1-9 grams mixture</td>
<td></td>
<td>Methamphetamine 5 grams or more pure or 50-499 grams mixture</td>
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</tr>
<tr>
<td>II</td>
<td>Methamphetamine 5-49 grams pure or 50-499 grams mixture</td>
<td></td>
<td>Methamphetamine 50 grams or more pure or 500 grams or more mixture</td>
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</tr>
<tr>
<td>II</td>
<td>PCP 10-99 grams pure or 100-999 grams mixture</td>
<td></td>
<td>PCP 100 grams or more pure or 1 kilogram or more mixture</td>
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</tbody>
</table>

2 or More Prior Offenses: Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
Health Risks

The following are summaries of the major health risks and common symptoms associated with alcohol and other drug use and abuse. This is not a complete listing but does provide an overview.

Government Warning:

- According to the Surgeon General, women should not drink alcoholic beverages during pregnancy because of the risk of birth defects.
- Intoxication can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver and heart diseases.
- Consumption of alcoholic beverages impairs your ability to drive a car or operate machinery and may cause health problems. The above statements also hold true for the consumption of controlled substances as identified by the Ohio State Board of Pharmacy and include:

<table>
<thead>
<tr>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
</table>
| Any Amount Of Other Schedule I & II Substances | **First Offense:** Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine $1 million if an individual, $5 million if not an individual.  
**Second Offense:** Not more that 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual. |
| Any Drug Product Containing Gamma Hydroxybutyric Acid |  
| Flunitrazepam (Schedule IV) 1 Gram | **First Offense:** Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual.  
**Second Offense:** Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if other than an individual. |
| Any Amount Of Other Schedule III Drugs |  
| Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam) | **First Offense:** Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual.  
**Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual. |
| Any Amount Of All Schedule V Drugs | **First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.  
**Second Offense:** Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual. |
<table>
<thead>
<tr>
<th>Schedule I: Drugs</th>
<th>Schedule II: Drugs</th>
<th>Schedule III: Drugs</th>
<th>Schedule IV: Drugs</th>
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<tr>
<td>Cannabis</td>
<td>Narcotics</td>
<td>Doridin</td>
<td>Darvon</td>
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<td>Hallucinogens</td>
<td>Barbiturates</td>
<td>Noludar</td>
<td>Talwin</td>
<td>Codeine</td>
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<td>Narcotics</td>
<td>Cocaine</td>
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<td>Placidyl</td>
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<td>Crack Cocaine</td>
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<td>Dalmane</td>
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<td>PCP</td>
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<td>Librium</td>
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<tr>
<td></td>
<td>Angel Dust</td>
<td></td>
<td>Valium</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amphetamines and related stimulants</td>
<td></td>
<td>Serax</td>
<td></td>
</tr>
</tbody>
</table>

**Alcohol Health Risks:**

Alcohol in moderate amounts causes dizziness, dulling of the senses, and impairment of coordination, reflexes, memory and judgment. Increased amounts of alcohol produce staggering, slurred speech, double vision, mood changes and, possibly, unconsciousness. Larger amounts result in death. Alcohol causes damage to the liver, heart and pancreas. It also may lead to malnutrition, stomach irritation, lowered resistance to disease and irreversible brain or nervous system damage. Symptoms: Glazed eyes, obvious odor, pale and dry skin, broken blood vessels in facial area, slowed motor coordination and enlarged stomach.

**Marijuana Health Risks:**

Marijuana use leads to a substantial increase in heart rate. It impairs or reduces short-term memory and comprehension, and motivation and cognition are altered. With extended use it can produce paranoia and psychosis. Smoking marijuana damages the lungs and pulmonary system. Marijuana contains more cancer causing agents than tobacco. It also lowers male sex hormones, suppresses ovulation, and causes changes in the menstrual cycle and possibly causes birth defects. Symptoms: Someone who uses marijuana may laugh inappropriately and have bloodshot eyes, dry mouth and throat, and a tell-tale odor of the drug, a poor sense of timing and increased appetite.

**Cocaine and Crack Health Risks:**

Cocaine and its derivative crack produce dilated pupils and elevated blood pressure, heart rate, respiratory rate and body temperature. They may also cause insomnia, loss of appetite, tactile hallucinations, paranoia, seizure and death. Symptoms: Someone using cocaine may experience muscle twitching, panic reactions, anxiety, numbness in hands and feet, loss of weight, a period of hyperactivity followed by a depression, a running or bleeding nose and sustained depression.
Barbiturates Health Risks:

In small doses, barbiturates produce calmness, relaxed muscles and lowered anxiety. Larger doses cause slurred speech, staggering gait and altered perception. Very large doses taken in combination with other central nervous system depressants (e.g., alcohol) cause respiratory depression, coma and sometimes death. Symptoms: A person who uses barbiturates may have poor muscle control, appear drowsy or drunk, become confused, irritable, inattentive or have slowed reactions.

Amphetamines Health Risks:

Amphetamine use causes increased heart and respiratory rates, elevated blood pressure, and dilated pupils. Larger doses cause rapid or irregular heartbeat, tremors and physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, high fever and heart failure. Symptoms: An individual using amphetamines might begin to lose weight, have periods of excessive sweating, and appear restless, anxious, moody and unable to focus. Extended use may produce psychosis, including hallucinations, delusions and paranoia.

Hallucinogens (including PCP, LSD, Mescaline, Peyote, Psilocybin) Health Risks:

PCP, or angel dust, interrupts the part of the brain that controls the intellect and impulsive behavior. PCP blocks pain receptors. Violent episodes, including self-inflicted injuries, are not uncommon. Chronic users report memory loss and speech difficulty. Very large doses produce convulsions, coma, heart and lung failure, or ruptured blood vessels in the brain. LSD, mescaline, peyote, etc. cause dilated pupils, elevated body temperature, increased heart rate and blood pressure, and tremors. Symptoms: Someone using PCP might appear moody, aggressive or violent. Such an individual may become paranoid and experience hallucinations and have time and body movements slowed. LSD users may experience loss of appetite, sleeplessness, confusion, anxiety and panic. Flashbacks may also occur.

Narcotics (including Heroin, Codeine, Morphine, Opium, Percodan) Health Risks:

Because these narcotics are generally injected, the use of contaminated needles may result in AIDS and hepatitis. Symptoms of overdose include shallow breathing, clammy skin and convulsions. An overdose may result in a coma or even death. Symptoms: Some signs of narcotic use are euphoria, drowsiness, constricted pupils and nausea. Other symptoms include itchy skin, needle or "track" marks on the arms and legs, nodding, loss of sex drive and appetite. When withdrawing from the drug, sweating, cramps and nausea occur.

Drug and Alcohol Treatment Resources

Any student seeking assistance with an alcohol or substance abuse problem can also contact the Office of Student Life at 614-947-4700 or at studentlife@franklin.edu. Franklin University does not offer professional counseling or rehabilitation services, but a list of all resources will be provided as well as a list of external agencies. Students are responsible for costs associated with such services.
Any staff or faculty member who desires assistance with an alcohol or substance abuse problem should consult the appropriate employee manual for information regarding such services or contact Human Resources at hr@franklin.edu.

If you or someone you know believes they are struggling with alcohol or drug abuse, view the links below for further information on counseling and treatment resources available:

• Help Guide.Org: Provides steps to Alcohol and Drug Abuse Treatment and Self Help

• Substance Abuse & Mental Health Services Administration Substance Abuse Treatment Facility Locator: provides treatment options throughout the United States through a searchable database: https://findtreatment.samhsa.gov/
• Franklin University Resource Guide: provides referral off-campus resources (local and national)
• Alcoholics Anonymous, Narcotics Anonymous, Codependents Anonymous, Al-Anon, and other self-help groups
• For information on off campus programs, employees and students may contact one of the following agencies based on their location:
  • Central Ohio: Hands On Central Ohio 614.221.6766 or 211
  • Beavercreek, OH: 800.917.3224 or 211
  • Brunswick, OH: 888.330.4211 or 211
  • Cambridge, OH: 740.439.4532
  • Indianapolis, IN: 317.926.4357 or 211
  • Lakeland, OH: 440.639.4420 or 211
  • Shelby, OH: 419.522.4357
  • Washington Court House, OH: 888.775.1260 or 211
  • Zanesville, OH: 740.454.1266
  • Beaver County, PA: 800.400.6180
  • Grant County, WI: 800.362.8255 or 211

• Franklin employees with health insurance benefits may seek assistance through Franklin University's Employee Assistance Program (EAP). The EAP is provided by United Health Care (UHC), and/or Aetna. Both provides confidential counseling services to full-time employees, spouses, and dependent children. These programs deal with abuse, alcohol and drug abuse, depression, family and parenting problems, legal problems, stress, financial, and many others. United Healthcare’s Care24 Service can be reached at 1-888-887-4114, or www.myuhc.com Aetna can be reached at 1-888-238-6232 or www.mylifevalues.com The username and password with my life values is FRANKLIN. Additionally, representatives from UHC and Aetna attends the Spring Wellness Fair.
Awareness Program
The Drug-Free Schools and Communities Act Amendments of 1989 regulations require that the University distribute the information annually, in writing, concerning the possession, use, or distribution of alcohol and illicit drugs at the University. In addition to this information, the University provides related information on University sanctions for violation of its policies, on health risks of drugs and alcohol, and on resources for assistance with illicit use and abuse of alcohol and drugs.

FRANKLIN UNIVERSITY CRIME STATISTICS
In accordance with the “Student Right to Know and Campus Security Act of 1990” each institution within the state is required annually to prepare security reports on campus crime statistics for the preceding year. The following is a report of Franklin University’s crime statistics for the calendar years of 2014-2016 for the main campus and each co-location. Statistics reflect the calendar year of January 1 through December 31.
### Franklin University - Main Campus

#### Criminal Offenses

<table>
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<tr>
<th>Criminal Offense</th>
<th>YEAR</th>
<th>On Campus</th>
<th>Non-Campus</th>
<th>Public Property</th>
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<td><strong>Crimes Reported by Hierarchy</strong></td>
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### HATE CRIMES - On Campus

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### HATE CRIMES - Public Property

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