

ANNUAL FIRE SAFETY AND SECURITY REPORT 2023

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Rhodes College



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A MESSAGE FROM ASSOCIATE VICE PRESIDENT OF CAMPUS SAFETY

To the Rhodes College Community –

As we do each year, consistent with federal law, Rhodes College has completed its annual report on campus security and fire safety for 2023. This report is now available on the [Campus Safety website](#). The report contains three years’ worth of campus crime statistics as well as campus safety statements, fire safety information, and information on how students, faculty and staff should report crimes.

The report uses federally mandated definitions concerning the locations and types of crimes in order to allow for comparisons across college campuses. As a reminder, if you need to reach Rhodes Campus Safety for any reason, call them directly at 901-843-3880. I encourage you to add the number of Rhodes Campus Safety into your cell phone. In an emergency, dial 911.

I hope you will read this annual report on campus security and fire safety and become familiar with the services and programs that are available to help keep the campus safe. If you have questions about the federal requirements and reporting on security and fire safety, or for any other police and security matters, you may contact me at webba@rhodes.edu. To learn more about Rhodes campus safety services and programs, please visit the [Campus Safety website](#).

It is our privilege to serve the Rhodes College campus community. Thank you for your interest in reading our Annual Security and Fire Safety Report. This document will assist you in attaining the knowledge necessary to develop and maintain a sense of situational awareness. Our goal is to educate you and the rest of the community by sharing information on crime and safety, as well as offer information about various campus and local resources that may be of assistance to you. Our students, faculty, and staff come from across the United States and many different countries around the world. Expectations on crime and safety can vary widely; by reading this report, you will gain a better understanding of our community.

The safety of our campus is a shared responsibility. While Campus Safety is here to support our safety initiatives, it is our commitment as individuals that strengthens campus safety. I ask that you help us in our shared commitment to safety by:

- Locking residence hall doors and offices when you leave.
- All residence hall doors on campus are access-controlled using your fob. Do not hold them open for strangers. Do not let people into residence halls or other protected locations, unless you know them.
- Secure vehicles and valuables. Report suspicious behavior as soon as possible. If you “See Something, Say Something.” Communities that effectively report crime and suspicious behavior are generally safer. Campus Safety can be reached at 901-843-3880.
- When going out at night, travel with friends; there is safety in numbers.
- Take time to learn what to do in the event of an emergency such as an armed assailant or natural disaster.

Finally, I encourage you to ask questions and share ideas with our campus safety officers and with me directly. If we build a combined sense of community for each other and this great College, together we can make a difference.

Sincerely,
L. Angela Webb



ABOUT THE ANNUAL FIRE SAFETY AND SECURITY REPORT

The purpose of the report is to provide information about security on campus, including: campus crime statistics, fire statistics and safety information, policy information, safety tips, resource phone numbers and a brief overview of the many services/resources available to Rhodes College community members.

Rhodes College has designated the Campus Safety Department as the office responsible for compiling and publishing the College's annual fire safety and security report. Information in this report is compiled from reports provided by, but not limited to, Campus Safety, Residence Life, other offices, and local law enforcement, including the Memphis Police Department.

This report is accessible on the Campus Safety webpage and hard copies are available at Campus Safety, located in the Spann Building, Unit #5.

If you have any questions about any part of this report, please contact Ike Sloas, Director of Campus Safety at 901-843-3215.

ANTI-DISCRIMINATION AND HARASSMENT POLICY

Discrimination and harassment on the grounds of race, gender, color, age, religion, disability, sexual orientation, gender identity or expression, genetic information, national or ethnic origin, military status or any other protected status are forms of misconduct that undermine the institutional mission of the College and thus will not be tolerated. All members of the College community are responsible for maintaining an environment of mutual respect for all persons.

In compliance with Title VI of the Civil Rights Act of 1964 (Title VI), Rhodes College does not permit discrimination on the basis of race, color, or national origin in any program or activity receiving

Federal financial assistance. Inquiries by or about employees or contractors concerning the application of Title VI should be directed to, the Director of Institutional Equity and Title IX Coordinator.

Inquiries by or about students or former students concerning the application of Title VI should be directed to the Vice President of Student Life. Student complaints related to sex- or gender-based discrimination or harassment, or sexual misconduct are governed by Title IX of the Civil Rights Act of 1964 and are processed accordingly.

Student concerns pertaining to sex or gender discrimination or harassment, or sexual misconduct are governed by Title IX of the Civil Rights Act of 1964. If a student has been subjected to discrimination or harassment, or has witnessed such, they should contact the College's Title IX office:

Title IX Coordinator: Inez Warner
200A Southwestern Hall
(901) 843-3554
TitleIX@rhodes.edu



ABOUT THE CAMPUS SAFETY DEPARTMENT

The Campus Safety Department provides for the safety and security of all persons and property within the Rhodes community to enable the educational commitment of the College.

Locating the Campus Safety Office within the Rhodes' Division of Finance and Business Affairs puts Campus Safety in close contact with all aspects of the Campus Community. The primary mission of the Campus Safety Department is to preserve the safety and security of the campus community to enable the mission of the college to go forward. This mission includes comprehensive efforts aimed at protecting our community from threats to both person and property. Although the Campus Safety staff is a private security and safety force, it is responsible for holding community members accountable for all state and local laws, college policies and procedures, and emergency responses. The Campus Safety Officers achieve this mission by referring reports, cases, or incidents to the Memphis Police Department, Rhodes College Office of Community Standards, Rhodes College Human Resources, Rhodes College Title IX office or internal Rhodes College hearing boards for review and processing. Campus Safety strives to provide support services that are consistent, welcoming, and foster a safe Rhodes Community.

CAMPUS LAW ENFORCEMENT POLICY STATEMENT

Rhodes Campus Safety Officers are not armed in any capacity and are not sworn or commissioned law enforcement personnel. All Rhodes Campus Safety Officers are employees of Rhodes College. Rhodes Campus Safety Officers work on licenses issued by the Tennessee Department of Commerce and Insurance for Unarmed Security Guards with Rhodes College being the Proprietary Organization. TN Code 62-35-102 (16) (2021) "Security guard and patrol service" means protection of persons or property, or both, from criminal activities, including, but not limited to:

- A. Prevention or detection, or both, of intrusion, unauthorized entry, larceny, vandalism, abuse, fire or trespass on private property;
- B. Prevention, observation or detection of any unauthorized activity on private property;
- C. Enforcement of rules, regulations or local or state laws on private property;
- D. Control, regulation or direction of the flow or movements of the public, whether by vehicle or otherwise on private property; or
- E. Street patrol service;

TN Code 62-35-102 (17) "Street patrol service" means the utilization of foot patrols, motor patrols or any other means of transportation in public areas or on public thoroughfares in order to serve multiple customers or facilities. "Street patrol service" does not apply to:

1. A management supervisor moving from one (1) customer or facility to another to inspect personnel; or
2. A security guard/officer traveling from one (1) facility to another to serve the same customer with multiple facilities;

As the agent entrusted to protect the property, the security officer may then expel the suspect from the premises. The

security officer may also effect an arrest as a private citizen. The Tennessee Supreme Court has observed that, in order to arrest, "[i]t is basic statutory law in this state that a private person may arrest another for an offense committed in the presence of the arresting individual, or for a felony not committed in his presence." See *State v. Smith*, 695 S.W.2d 954, 959 (Tenn. 1985); accord *Tenn. Code Ann. § 40-7-109(a)* (2003).

WORKING RELATIONSHIP WITH LOCAL, STATE, AND FEDERAL LAW ENFORCEMENT AGENCIES

The Memphis Police Department has primary law enforcement authority on the Rhodes College campus. Rhodes College does not have a memorandum of understanding with the Memphis Police Department although the Campus Safety Department maintains an ongoing working relationship with the Memphis Police Department, Shelby County Sheriff's Office and the local FBI office. Rhodes College is located within the MPD Crump Station Precinct, which not only supports active street patrol units, but houses general investigation detectives at 949 E. H. Crump Blvd. Memphis TN.

The Campus Safety Office has 24/7 staff that will respond to any report involving a crime or other unusual circumstance. The Campus Safety Department maintains daily crime logs: www.rhodes.edu/crime-and-fire-report.

DAILY CRIME AND FIRE LOGS

The purpose of the daily crime log is to record all criminal incidents and alleged criminal incidents that are reported to the campus police or security department. Because Rhodes College also maintains on-campus student housing facilities, it also publishes a daily fire log.

Both logs for the most recent 60-day period are open to public inspection at: www.rhodes.edu/crime-and-fire-report. The College will provide any portion of the log older than 60 days within two business days of a request for public inspection by contacting Ike Sloas, Director of Campus Safety at sloasi@rhodes.edu.

REPORTING CRIMES AND OTHER EMERGENCIES

REPORTING TO RHODES CAMPUS SAFETY

Rhodes College strongly encourages any victim of or a witness to a crime that occurs within the jurisdiction of Rhodes College regardless of its nature to report the incident immediately to Campus Safety to ensure prompt and appropriate action is taken. For crimes or other emergencies occurring off campus, you should report these to the local law enforcement or first response agency having proper jurisdiction, commonly by dialing 911. If you are unsure of the proper jurisdiction, contact Campus Safety and they will assist you in contacting the proper agency. It is critical when reporting an emergency or crime to provide accurate information ensuring the most informed, fastest, and most appropriate response.

Things to remember when reporting a crime

- Obtain a description of the perpetrator: Attempt to obtain the sex, age, race, hair color, clothing and distinguishable features.

Also, attempt to obtain vehicle information, such as a license plate number, color, type of vehicle and direction of travel.

- Preserve the crime scene: Do not touch any items involved in the incident. Close off the area of the incident and do not allow anyone into the crime scene until the police arrive.
- Sexual assault: If you are the victim of a sexual assault, report it immediately. Preserve the physical evidence. Do not bathe, douche, use the toilet, or change clothing. If you are the victim of a rape, you should seek medical treatment immediately regardless of whether you report the matter to the police. (Further information is found under Sexual Assault and Rape sections of this report)
- Telephone harassment: Victims should report obscene or threatening telephone calls immediately as well as other harassing phone calls if they persist. If you receive such a call, remain calm and hang up. Do not talk or try to discover who the caller is. If calling persists, keep a log of the times you received the calls, what the caller said, and a description of the caller's voice.
- Bomb threats: If you know of a bomb threat, report it immediately to Campus Safety at ext. 3880. Notify your supervisor or department head and wait for instructions.
- Indecent exposure: Exposing one's self is a crime in Tennessee. If you observe someone doing this, contact Campus Safety. If off campus, contact the local law enforcement agency having proper jurisdiction.



- Associate Vice President of Campus Safety – 901-843-3880
- Memphis Police Department – 901-545-COPS (2677)

VOLUNTARY, CONFIDENTIAL REPORTING

- An anonymous report means campus officials do not know the identity of the person making the report.
- A confidential report is one where the identity of the reporter is unknown to personnel beyond the official receiving the report. Individuals can confidentially discuss incidents, misconduct or crimes with one of the following College “confidential resources” staff:
 - Student Counseling Center staff - Moore-Moore Student Counseling Center: 901-843-3128
 - Any member of the Student Health Services staff located at the Moore-Moore Student Health Center: 901-843-3895
 - Chaplain Beatrix Weil: 901-843-3822

Members of the Rhodes community or third parties may make reports via the Title IX report portal at: https://cm.maxient.com/reportingform.php?RhodesCollege&layout_id=50.

CAMPUS SECURITY AUTHORITIES (CSA)

Rhodes College is responsible for identifying those individuals whose job responsibilities place them in the role of a CSA. Campus Safety maintains the list of CSAs. Examples of individuals who generally meet the criteria for being campus security authorities include:

- Campus Safety including the Associate Vice President, Director, the staff, and student workers
- Members of the Residence Life staff, like the Director and RAs
- The Dean of Students, Dean of Student Success, Dean of Equity and Engagement
- The Director of Athletics, and all athletic coaches and trainers
- Faculty advisors to student groups
- The Director of Fraternity and Sorority Life
- The Director of First-Year Experience and Transitions



ADDITIONAL LOCATIONS TO REPORT CRIMES:

- Vice President of Student Life – 901-843-3997
- Director of Residence Life – 901-843-3241
- Any Residential or Student Life Staff Members – 901-843-3241
- Director of Athletics – 901-843-3919
- Provost and Vice President for Academic Affairs – 901-843-3795

- The Assistant Director of Student Engagement
- The Director of Institutional Equity and Title IX Coordinator
- The Director of Community Standards

The Rhodes College Campus Safety annually notifies CSAs in writing of their role and responsibilities for reporting crimes in accordance with this policy. Campus Safety facilitates CSA training, and establishes the method and delivery of training based on their roles and responsibilities. These methods may include on-line training, in person training, or training in the form of written materials.

PASTORAL AND PROFESSIONAL COUNSELORS

There are two types of individuals who, although they may have significant responsibility for student and campus activities, are not considered CSAs.

Professional counselor: A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification. Rhodes College has a fully staffed Counseling Center. Call (901) 843-3128, walk in, or email counseling@rhodes.edu to schedule an appointment. The Student Counseling Center is open from 8:30 – 5:00, Monday through Friday. To schedule an appointment during regular office hours, please call (901) 843-3128. Appointments are preferred when possible, but walk-ins are welcome and counselors will see students as soon as possible. The Counseling Center is located in the Moore-Moore Building adjacent to the Refectory. The Student Counseling Center provides short-term individual counseling and group counseling for students who are experiencing problems that are emotionally overwhelming or that are interfering with their capacity to perform to the best of their ability. For more information, visit: <https://sites.rhodes.edu/counselingcenter>

Pastoral counselor: A person recognized by a religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor. At Rhodes, that person is Beatrix Weil, the Chaplain: weilb@rhodes.edu | 901-843-3822 |. She is a confidential resource for emotional and spiritual support and her office is at Burrow Hall 421.

Professional and pastoral counselors verbally advise students about options to voluntarily and confidentially report crimes for inclusion in the Rhodes College annual crime report.

MONITORING AND RECORDING OF CRIMINAL ACTIVITY AT NON-CAMPUS LOCATIONS OF STUDENT ORGANIZATIONS

Rhodes College does not have any student organizations that maintain off-campus buildings or properties.

SECURITY OF AND ACCESS TO RHODES COLLEGE FACILITIES

All Residence Halls are locked 24-7, accessible only to authorized students and staff using controlled access fobs. All Academic buildings are open generally 7am to 7pm daily, hours vary on the weekends and holidays. All Academic buildings have 1-2 fobbed door(s) for access to



faculty/staff and students after hours, weekends, and holidays. Bailey gate is open 24-7 and staffed with Rhodes Campus Safety Officers to monitor access. Phillips (staffed) and North Parkway Gate (fob) are accessible 7am to 6pm daily, hours vary on the weekends and holidays. The West Campus and Parkway Hall parking gates are fobbed access 24-7. All walking gates are locked 24-7, accessible only to authorized students and faculty/staff using controlled access fobs.

ACCESSING RESTRICTED AREAS

Students may need access to certain academic and administrative buildings in pursuit of their studies after the College has locked these buildings at the end of the day and on weekends. At the same time, the College has the responsibility to ensure that students utilizing these facilities work and study in a safe and secure environment. Accordingly, students will use the following building access control systems:

- When students need to have access to a certain academic office or administrative space, they must ask the appropriate departmental representative to authorize them to enter the room during a specified time. Campus Safety must have this authorization retained on file.
- Most academic buildings and administrative buildings, including classrooms, are accessible to students after hours by fob. Rhodes secures individual offices and restricted spaces to which the College prohibits entry, unless the community member has obtained previous authorization as outlined above.
- Access to students' rooms for anyone other than the registered occupant must always have the authorization of Residence Life or Student Life Administrative Staff. This includes parents, family members, and friends of the registered occupant.

GUESTS AND VISITORS

Guest are expected to remain under the auspices of their host and the host bears the responsibility for the guest's behavior in compliance

with campus policy. Host responsibilities for a guest should not be transferred from one person to another. Guest are not permitted during finals and senior week.

Overnight Guests

Rhodes permits 24-hour visitation if the student first secures the verbal approval their roommate(s) and/or suite-mate(s) before the arrival of any visitors. A roommate's right to free access to the room/apartment at all times, privacy, study time, or sleep must not be compromised because of a guest. Any student wishing to entertain a guest, whether of the same or opposite sex, must have the permission of the roommate(s).

The College does not allow cohabitation and cannot ignore any infraction of this policy that comes to its attention. Cohabitation is defined as a guest spending the night more than three consecutive nights. Failure to comply with these requirements may result in disciplinary action.

Visitors

Visitors without a host bear the responsibility themselves for compliance with campus policy. Visitors are expected to conduct themselves in a civil and non-disruptive manner. Visitors are not permitted during finals and senior week.

Trespass Notice

A Criminal Trespass Notice may be issued by any Campus Safety or Rhodes official when it is determined that an individual's continued presence on campus poses a significant threat to the health, safety, welfare, or academic experience of members of the College community. Regardless of whether such notice has been issued, any individual who is deemed to have committed a crime may be subject to arrest by the Memphis Police Department.

BUILDING ACCESS REPAIRS

Should a building access protection device (lock, Fob or door) need maintenance call Campus Safety at Ext. 3880 or enter a work order request via the Physical Plant 24hr online work order system.

ROOM KEY AND FOB REPLACEMENT

The College replaces keys and fobs that are either lost or damaged by accessing the work order system on express.rhodes.edu and completing the order form. There is a cost associated with key and fob replacement.

ESCORTS

Anyone walking across campus at night, needing assistance carrying something to their vehicle or requiring a ride may call Campus Safety (901-843-3880) for an escort 24-7.

Rhodes College Campus Safety maintains (3) three patrol units to manage escort requests 24/7. Rhodes College Campus Safety also maintains (3) three golf carts to assist with escorts. In general, student workers with the Lynx Kat program within Campus Safety staff these carts.

TIMELY WARNING AND CRIME ALERTS

When the College learns of a crime that may represent an on-going or continuing threat to Rhodes College community, the

College takes the following steps:

- The Associate Vice President of Campus Safety or their designees consults with the President, Vice President for Finance and Business Affairs, Vice President for Student Life and Vice President for Marketing and Communications or their designees to determine if a report represents such a threat.
- If the team determines that they should send an alert, the Associate Vice President of Campus Safety or their designees drafts the message, if needed utilizing the assistance of the President, Vice President for Finance and Business Affairs, Vice President for Student Life and Vice President for Marketing and Communications or their designees for review prior to distributing the message.
- Generally, Rhodes distributes this information by email. The department issues/posts a Timely Warning for incidents of all Clery Act crimes that pose a significant or on-going threat to the safety of the campus. Campus Safety reviews each of these reports discretely and carefully to assess whether it creates such a threat.

See the Critical Communication Page at: <https://www.rhodes.edu/student-life/services-support/campus-safety/safety-resources/critical-campus-safety-communications>

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

EMERGENCY MANAGEMENT AT RHODES COLLEGE

If a situation arises that warrants an evacuation of campus (e.g. hazardous material leak, chemical spill, catastrophic weather, etc.), the President/Senior Leadership team will communicate through Student Life and the Communications Department to initiate the Rhodes College emergency evacuation plan. The Dean of Students or designee will notify all students, faculty, and staff to vacate the Rhodes College campus. The College's alert system will provide instructions for evacuation. That system, RhodesAlert: uses text messaging, emails, and website updates.

Rhodes College Campus Safety will check all campus buildings to ensure that they are secure throughout the evacuation. Critical emergency personnel and the live-on campus staff are the only employees allowed to remain on the Rhodes Campus after its official closure and evacuation. The College expects these employees to remain on-duty throughout the emergency until dismissed by the Dean of Students. Critical emergency personnel may be relocated off-campus if the situation warrants. Faculty/staff who are able to travel home should do so immediately. Students who are able to travel home should do so immediately. If the students are able to host friends that are unable to make it home, it is highly encouraged. If not evacuating by personal vehicle, we advise students to secure available air, train, or bus transportation.

DRILLS, EXERCISES AND TRAINING

Rhodes College test its warning system(s) at least once annually. These are generally announced tests. Scheduled drills such as text

alert testing are coordinated efforts that contain action items like active shooter/tornado training. They are sent campus-wide and completed by everyone. Analytics about the texting test are reviewed and recorded with each drill along with drill information and opportunities for follow up training. Rhodes provides emergency response and evacuation procedures at least annually campus wide.

* Annual Campus wide testing of RhodesAlerts:

* Annual Campus wide Emergency Response tabletop with Policy Group and Emergency Operation Group.

EMERGENCY NOTIFICATION POLICY AND PROCEDURES

Before students leave campus, all students must fill out an emergency evacuation form: https://cm.maxient.com/reportingform.php?RhodesCollege&layout_id=6

The form includes the name of the student, the destination where the student will be residing during the evacuation, and contact information. Rhodes emergency staff provides students unable to evacuate with information about relocating to a temporary emergency shelter at the staging areas. Buses and/or vans will pick up students at a predetermined time to transport students to the emergency shelter. The College officials will strictly enforce designated departure time of the buses and/or vans. Those who fail to report to the loading area will accept responsibility for their personal safety. The critical emergency personnel staff members will take turns staying with the Rhodes students at the emergency shelter. Students going to the emergency shelter still need to fill out an emergency evacuation form. Students going to the emergency shelter should expect very limited accommodations. This may include sleeping on an open gym floor without cots. As occupants of the emergency shelter, students must abide by the rules of the shelter and college policies are still in effect. The College will keep students up to date on the status of the college evacuation with the RhodesAlert texting system.

The critical emergency personnel will review the emergency evacuation forms to account for all students. The emergency personnel will make efforts to contact and determine the whereabouts of students who did not fill out an emergency evacuation form (this includes calling home to parents). After this step, officials will share the names of students who are still unaccounted with local/state/federal agencies to use additional resources to locate the student.

AFTERMATH PLANS

Once the emergency has passed, the President/Senior Leadership will determine when it is safe to return to campus. Post-emergency response teams will inspect all buildings, grounds, and utilities for damages. If inspectors deem the college is safe:

- A. The critical emergency personnel member who is residing with the students in the emergency shelter will announce a departure time and designated loading area to the sheltered students.
- B. All students will receive an emergency text, email and update via website via the RhodesAlert: texting system that it is safe to return to campus.
- C. Students will not be allowed to return to campus until their housing assignments are ready for occupancy (in the event

that some but not all of the campus facilities are damaged). If the college is deemed unsafe and/or will be closed for a prolonged period:

- D. Sheltered students and emergency personnel will make plans for long-term relocation. The College expects students and emergency staff to make their way to the nearest airport, train station, or bus station so they may make appropriate travel plans. All expenses incurred will be the individual's responsibility.

Rhodes will keep students, staff, and faculty informed on the status of the college through the RhodesAlert: texts, Rhodes emails, and website updates.

EMERGENCY COMMUNICATION PROCEDURES

When a crime or other significant emergency poses a threat to the campus community, the College will issue a timely warning or emergency notification. There are two types of threats; those that pose an imminent threat to campus members and require immediate action, and those that allow campus members to make informed choices in their day-to-day activities (timely warnings).

IMMINENT THREATS

1. When the College experiences an immediate threat to life or significant safety hazard, the Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications or their designee or will alert faculty, staff, and students immediately, by the most appropriate means possible. This notice will most likely contain a short text (RhodesAlert) mandate depending upon the situation and information available, and a reason for the mandate. (Example: Tornado warning for Rhodes College -go to the lowest interior area of the building. Avoid windows and doors.) Rhodes College is equipped with several tools to communicate emergency situations. These include, but are not limited to email, RhodesAlert (Mass texting) and an addressable outdoor warning system.

2. Rhodes College uses a variety of sources to confirm there is an immediate threat to campus that requires immediate communication with the campus. Information is often processed based on incoming data from reporting parties, witnesses, students, Faculty/Staff, local media, local police and any other useful source. The Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, or their designees collect and process this information prior to the notification.

Rhodes College can separate emergency notifications by students, staff or faculty and parents in the emergency texting and email systems when it determines that only a certain segment of the campus community requires the message. Rhodes will notify the entire campus community when there is at least the potential of impact on a very large segment of the community by the situation.

If the College only notifies a segment of the campus population, there will be a continuing assessment of the situation and notification of additional segments of the campus community if a situation warrants such action. The Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, or their designee will determine how much information is appropriate to disseminate at different points in time. Depending on what segments of the Rhodes College community it notifies, the content may differ. In the case of tornado, we may tell residents to take shelter but we may tell commuter students to stay away from the campus.

Rhodes College has 24-7 Campus Safety officers who respond to incidents and upon arriving to the scene and investigating can give directions to the Campus Community. As the Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, or their designees receive information; they will then send the notification to the Campus Community. The Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, or appropriate designee should continue to communicate updates in this fashion until such time that the imminent threat no longer exists or it is minimized.

1. Rhodes College 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.
2. The Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, or their designee are responsible for section 2 above.
3. Rhodes College has various systems that are in place for communicating information quickly to the campus community: Blackboard Connect/Finalsite (mass-texting and email) Internal Rhodes email system Outdoor siren system.

The Communications office will post updates during a critical incident on the Rhodes College website at www.rhodes.edu. Rhodes may activate some or all of these methods of communication in the event of an immediate threat to the Rhodes College community.

RHODES COLLEGE RESPONSE TO SEXUAL AND GENDER VIOLENCE

INTRODUCTION

Rhodes College is committed to ensuring a safe learning environment that supports the dignity of all members of the Rhodes community.

Rhodes does not discriminate on the basis of sex or gender in any of its education or employment programs and activities. To that end, this policy prohibits specific forms of behavior that violate Title IX of the Education Amendments of 1972 and which are antithetical to the educational mission of Rhodes. Rhodes will not tolerate sexual misconduct, and prohibits it. It includes, but is not limited to, domestic violence, dating violence, sexual assault, sexual exploitation, sexual harassment, and stalking. Rhodes strongly encourages students to report instances of sexual misconduct immediately. Employees are required to report such instances, pursuant to Rhodes' Employee Handbook and Rhodes' Mandatory Reporter Policy. The policies and procedures are intended to ensure that all students involved in a Title IX case receive appropriate support and fair treatment, and that allegations of sexual misconduct are handled in a prompt, thorough, and equitable manner. Relevant terms are defined below. Maintaining an atmosphere of free inquiry is crucial to the teaching and research mission of the College. This policy is not intended to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters protected by academic freedom. Academic freedom extends to topics that are pedagogically appropriate and germane to the subject matter of courses or that touch on academic exploration of matters of public concern. Rhodes will review, evaluate, and make any revisions or amendments to this policy on an ongoing and as-needed basis. General inquiries about the application of this policy should be directed to the College's Title IX Coordinator: Inez Warner.

REPORTING AN INCIDENT + PROCEDURES VICTIMS SHOULD FOLLOW

The College is acutely aware that an individual who has been subjected to, or who knows of or who has witnessed a sex offense may experience physical, mental and emotional trauma as a result of the incident. A victim of sexual violence (e.g., sexual assault, dating violence, domestic violence, stalking) is encouraged to follow these procedures immediately following the occurrence, when possible:

- A. Get to a safe place immediately and call someone you trust.
- B. If sexual contact and/or penetration occurred, do not wash, shower, bathe, use the toilet or change clothing. Preserve any evidence as would be necessary to prove the offense, or in obtaining a judicial protective order, restraining order, and/or no-contact order. Examples of such evidence include: Clothing worn during the incident, including but not limited to undergarments;
 - Sheets, bedding, and condoms, if used;
 - A list of witnesses with contact information;
 - Text messages, emails, call history, and digital media posts; and
 - Pictures of any injuries.
- C. Although you are encouraged to call the appropriate law enforcement agency, you have the right not to notify law enforcement. To contact the Memphis Police Department Sex Crimes Squad, call (901) 636-3330. Rhodes College Campus

Title IX Coordinator: Inez Warner
200A Southwestern Hall
(901) 843-3550
TitleIX@rhodes.edu



Safety, (901) 843-3880, can assist any student with reporting a crime to the Memphis Police Department.

- D. Get medical attention. Campus Safety will assist you in calling Emergency Medical Services (911) if you ask them to. The College also encourages you to go, or have someone else take you, directly to a medical facility or medical provider of your choice. In Memphis, the Shelby County Rape Crisis Center is the only location where trained Sexual Assault Nurse Examiners are authorized to perform a forensic examination and collect evidence for use in a criminal proceeding. To contact the Shelby County Rape Crisis Center please call (901) 222-4350.
- E. The College will assist an individual who has been subjected to, who knows of, or who has witnessed an incident of Sexual Misconduct in obtaining the services of counseling professionals, if requested. The College encourages you to seek support services. For on-campus student counseling services, contact the Counseling Center at (901) 843-3128. For off-campus counseling and advocacy services, contact the Shelby County Rape Crisis Center at (901) 222-4350. The College will provide as much assistance as possible but cannot assume financial responsibility for such services.

All members of the campus community are encouraged to seek resources and support related to sex/gender discrimination and sexual misconduct proceedings, including Respondents, witnesses and bystanders. For more information, see Rhodes' Title IX website: <http://sites.Rhodes.edu/TitleNine>

STATE OF TENNESSEE DEFINITIONS APPLICABLE TO THE VIOLENCE AGAINST WOMEN ACT OFFENSES

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim. The existence of such a relationship will be determined based on a consideration of the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is

not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. 34 C.F.R. § 668.46.

Domestic Violence – Under Tennessee law, a person commits domestic assault when they intentionally, knowingly or recklessly cause bodily injury, a reasonable fear of imminent bodily injury, or physical contact that would be regarded as extremely offensive or provocative to a reasonable person in the following categories:

- a. Individuals who are current or former spouses or intimate partners;
- b. Persons who share a child in common;
- c. Persons who currently live together or have formerly lived together as spouses or intimate partners;
- d. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the school's jurisdiction, or
- e. 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 State of Tennessee.

Rape – “Sexual penetration” is defined under Tennessee law as sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of any other person's body. Such contact is deemed non-consensual if done without the other person's affirmative consent (see definition below).

Fondling – “Sexual contact” is defined under Tennessee law as the intentional touching of another person's intimate parts, or the intentional touching of the clothing covering the immediate area of the other person's intimate parts, if that intentional touching can be reasonably construed as being for the purpose of sexual arousal or gratification. Such contact is deemed non-consensual if done without the other person's affirmative consent (see definition below).

Incest – A person commits incest who engages in sexual penetration as defined in § 39-13-501, with a person, knowing the person to be, without regard to legitimacy:

- The person's natural parent, child, grandparent, grandchild, uncle, aunt, nephew, niece, stepparent, stepchild, adoptive parent, adoptive child; or
- The person's brother or sister of the whole or half-blood or by adoption.

Statutory Rape – Statutory rape is the unlawful sexual penetration of a victim by the defendant or of the defendant by the victim when:

1. The victim is at least thirteen (13) but less than fifteen (15) years of age and the defendant is at least four (4) years but less than ten (10) years older than the victim; or
2. The victim is at least fifteen (15) but less than eighteen (18) years of age and the defendant is more than five (5) but less than ten (10) years older than the victim.
3. Aggravated statutory rape is the unlawful sexual penetration of a victim by the defendant or of the defendant by the victim when the victim is at least thirteen (13) but less than eighteen (18) years of age and the defendant is at least ten (10) years older than the victim.



Consent – Means an affirmative, conscious decision by each participant to engage in mutually agreed-upon sexual activity. All five of the following elements are essential in order to have affirmative consent. If one or more of the following is absent, there is no affirmative consent.

- A. Consists of Mutually Understandable Communication: Communication regarding consent consists of mutually understandable words and/or actions that indicate an unambiguous willingness to engage in sexual activity. In the absence of clear communication or outward demonstration, there is no consent. Consent may not be inferred from silence, passivity, lack of resistance or lack of active response. An individual who does not physically resist or verbally refuse sexual activity is not necessarily giving consent. Relying solely upon non-verbal communication can lead to a false conclusion as to whether consent was sought or given. Verbal communication is the best way to ensure all individuals are willing and consenting to the sexual activity.
- B. Informed and Reciprocal: All parties must demonstrate a clear and mutual understanding of the nature and scope of the act to which they are consenting and a willingness to do the same thing, at the same time, in the same way.
- C. Freely and Actively Given: Consent cannot be obtained through the use of force, coercion, threats, intimidation or pressuring, or by taking advantage of the incapacitation of another individual.
- D. Not Unlimited: Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person. Each participant in a sexual encounter must consent to each form of sexual contact with

each participant. Even in the context of a current or previous intimate relationship, each party must consent to each instance of sexual contact each time. The consent must be based on mutually understandable communication that clearly indicates a willingness to engage in sexual activity. The mere fact that there has been prior intimacy or sexual activity does not, by itself, imply consent to future acts.

- E. Not Indefinite: Consent may be withdrawn by any party at any time. Recognizing the dynamic nature of sexual activity, individuals choosing to engage in sexual activity must evaluate consent in an ongoing manner and communicate clearly throughout all stages of sexual activity. Withdrawal of consent can be an expressed “no” or can be based on an outward demonstration that conveys that an individual is hesitant, confused, uncertain, or is no longer a mutual participant. Once consent is withdrawn, the sexual activity must cease immediately and all parties must obtain mutually expressed or clearly stated consent before continuing further sexual activity.



ON & OFF CAMPUS RESOURCES

Department	Phone	Location	Purpose
Inez Warner Director of Institutional Equity Title IX Coordinator	901-843-3550	Southwestern 200 www.rhodes.edu/titlenine	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Brittney Jackson Deputy Title IX Coordinators	901-843-3584	Burrow 103	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Tyler Cempre Deputy Title IX Coordinators	901-843-3949	BCLC	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Human Resources	901-843-3750	West Campus HR	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Pam Detrie Director of the Counseling Center	901-843-3128	Moore-Moore Bldg.	Confidential counseling
L. Angela Webb Associate Vice President Campus Safety	901-843-3880	Southwestern Hall 201-C	Assists with safety and security, contacting Memphis Police, issues emergency alerts
Ike Sloas Director of Campus Safety	901-843-3880	Spann Townhouse #5	Assists with safety and security, contacting Memphis Police, issues emergency alerts
Aretha Milligan Director of Residence Life	901-843-3241	Trezevant 110	Provides changes in housing accommodations & after hours student support
Tanya Johnson Director of Health Services	901-843-3895	Moore-Moore Bldg.	Confidential counseling
Beatrix Weil Chaplain	901-843-3822	Burrow 421	Confidential counseling

Organization	Phone	Location	Service
Shelby County Crime Victims & Rape Crisis Center	901-222-3950 901-222-4350	1060 Madison Ave., Memphis, TN 38104 https://www.shelbycountyttn.gov/737/Crime-Victims-Center-and-Rape-Crisis-Cen 24-Hour Sexual Assault Hotline https://shelbycountyttn.gov/3773/Resources-Links	Counseling, rape kits, medical assistance
Tennessee Domestic Violence Hotline	1-800-356-6767	https://www.kidcentraltn.com/program/tennessee-domestic-violence-helpline.html	Free Counseling, Referrals, Resources 24/7
Rape, Abuse & Incest National Network (RAINN)	1-800-656-HOPE	https://www.rainn.org	24/7 hotline and online support (online.rainn.org) and referral service
National Domestic Violence Hotline	1-800-799-7233	http://www.thehotline.org/	24/7 one on one confidential counseling with advocates
National Center for Victims of Crime, Stalking Resource Center	855-484-2846 1-202-467-8700	https://victimconnect.org https://victimsofcrime.org/our-programs/stalking-resource-center/help-for-victims	Confidential referrals for crime victims
Tennessee Coalition to End Domestic and Sexual Violence	1-800-289-9018 1-800-356-6767	Tncoalition.org 24 Hour Hotline Number	Referrals, training, advocacy, emergency assistance

ACCOMMODATIONS

Any Rhodes College student or employee, or anyone else who reports an incident of sexual violence, whether the offense occurred on or off campus, shall receive a written explanation of their rights and options. This written explanation identifies existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both within the institution and in the community; and describes options for available assistance in; and how to request changes to academic, living, transportation, and working situations or protective measures. Rhodes College must make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to Rhodes Campus Safety or local law enforcement.

CONTACT WITH THE COMPLAINANT AND SUPPORTIVE MEASURES

Upon receiving a report of sexual harassment, the Title IX Coordinator will promptly contact the Complainant confidentially to discuss the availability of supportive measures (as explained more fully below), consider the Complainant's wishes with respect to supportive measures, inform the Complainant that supportive measures are available with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. The Title IX Coordinator will also contact the Respondent and any other members of the Rhodes community who have been affected by the alleged conduct and offer reasonable supportive measures. Reasonable supportive measures are non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge.

Supportive measures shall be balanced based on the facts collected, seriousness of the allegations, and the potential safety risks posed to the Rhodes community. Supportive measures are designed to restore or preserve equal access to Rhodes' education programs and activities without unreasonably burdening the other party, while being designed to ensure equal educational access, protect safety, or deter sexual harassment. Rhodes will work to maintain the confidentiality of any personal supportive measures provided to both the Complainant and the Respondent, to the extent that providing such confidentiality would not impair the College's ability to provide the supportive measures (for example, a professor may have to be advised of a mutual no contact order to prevent student from being placed together to participate in small group projects).

Supportive measures, among other things, may include:

1. Extension of deadlines or other course-related adjustments;
2. Modification of work or class schedules;
3. Assistance in connecting to counseling services;
4. Assistance in connecting to medical services;
5. Providing an escort to and from classes;
6. Changes in work or housing locations;
7. Arranging a leave of absence;
8. Assistance with obtaining personal protective orders from a court;
9. Increased security and monitoring of certain areas of campus;



10. Mutual restrictions on communication or contact between the parties ("no contact orders"); or
11. A combination of any of these measures.

The Title IX Coordinator will coordinate the supportive measures.

Notwithstanding the above, Rhodes may:

1. Remove a Respondent from an educational program or activity on an emergency basis after a safety and risk analysis determines that an immediate threat to the physical health or safety of a student or other individual justifies removal. In such a case, the Respondent will be provided with notice and an opportunity to promptly challenge the decision.
2. Place a non-student employee Respondent on administrative leave during the pendency of the complaint resolution process.

ANONYMOUS AND CONFIDENTIAL REPORTING

An individual can make an anonymous report of a violation of the College's Title IX Policy but if the anonymous reporter does not provide sufficient information for Rhodes to offer supportive measures or conduct an investigation, the College may request the reporter to provide more information. If the reporter declines to do so, and the Title IX Coordinator reasonably determines that Rhodes cannot, through the exercise of reasonable diligence, take meaningful action in response to an anonymous report, the matter will be closed. The anonymous reporting form can be found on the College's website (<http://sites.Rhodes.edu/TitleNine>). The Title IX Coordinator will receive the anonymous report and will determine the appropriate steps, including individual or community remedies, as appropriate.

Additionally, a person can make a report requesting confidentiality. In such instances, the Title IX Coordinator must weigh the request for confidentiality against the College's obligation to provide a safe, non-discriminatory environment for all students and employees, the effect of confidentiality on Rhodes' ability to provide supportive measures or properly investigate and resolve a report of sexual harassment, and the respective rights and obligations of the parties to a Title IX matter.

In any instance where Rhodes determines it must deny or modify a request for confidentiality, the Title IX Coordinator will inform the requesting individual prior to making the disclosure to anyone

beyond necessary College officials. Any such disclosure will be limited to individuals on a need to know basis. Consistent with FERPA's prohibition on re-disclosure of confidential information, any recipient is prohibited from using or disclosing other people's confidential information, learned as a result of participation in any investigation or proceeding under this Policy outside of such forums without express consent or for any improper purpose.

BYSTANDER INTERVENTION AND RISK REDUCTION

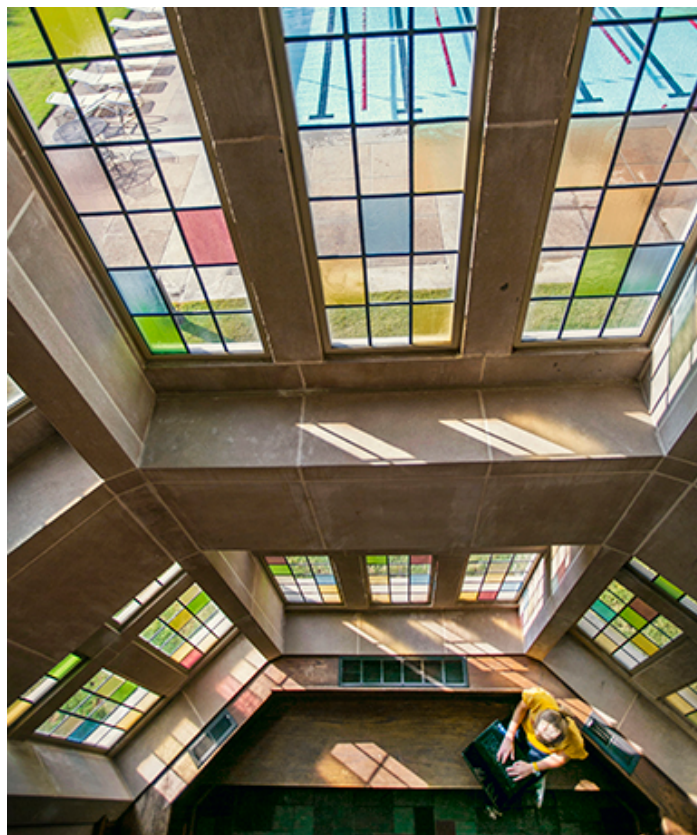
BYSTANDER INTERVENTION

Bystanders may play a critical role in the prevention of violence. Bystanders are individuals who witness an act of violence or a situation posing the risk of violence and who may be in a position to intervene in an effective manner to preserve the health and safety of all those involved. Rhodes College strives to promote a culture of care and community accountability in which bystanders are actively engaged in the prevention of violence without causing further harm. Bystanders may not always know what to do even if they want to help.

RISK REDUCTION

The victim is not to blame for criminal behavior. The following are offered only as potential strategies to reduce one's risk of harm:

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid dark or isolated areas. It is more difficult to get help if no one is around.



- Familiarize yourself with the blue light emergency phone locations around campus.
- Walk with confidence and purpose. Even if you do not know where you are going, act like you do.
- Have a code word to use with your friends or family, so that if you do not feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before engaging in sexual activity.
- Be true to yourself. You should not feel obligated to do anything that you do not want to do. "I don't want to" is always a good enough reason. Only do what you feel comfortable doing.
- Ask Campus Safety for a ride. Bailey Gate is Staffed 24-7 and a Campus Safety officer is available by calling 901-843-3880

Rhodes College uses Green Dot, a bystander intervention program coordinated by the Office of Violence Prevention. All faculty, staff and students at Rhodes College may participate in bystander intervention training offered by the Title IX office.

EDUCATIONAL PROGRAMMING

Rhodes College is committed to increasing the awareness of and preventing sexual violence. The College facilitates awareness and training orientation for all incoming students and new employees with programming and strategies intended to prevent rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking before it occurs through the changing of social norms and other approaches. These include a clear statement that Rhodes College prohibits such acts, their definitions, the definition of consent, options for bystander intervention, information about risk reduction, and our policies and procedures for responding to these incidents. The College also offers ongoing prevention and awareness campaigns throughout the year. These programs include:

- Vector Solutions – nationally produced sexual and interpersonal violence reduction program; and
- Green Dot – nationwide educational multimedia sexual and interpersonal violence awareness program.
- Sexual Assault awareness program led by National Award Recipient speaker from Center for Respect.

FORMAL COMPLAINT PROCESS

A Complainant may, but is not required to, file a formal complaint. If the Complainant does not wish to file a formal complaint, and thus trigger an investigation and the complaint resolution process, the Complainant's wishes will generally be respected, except that the Title IX Coordinator may sign a formal complaint to initiate an investigation over the wishes of the Complainant if the Title IX Coordinator determines that a formal complaint is needed to guarantee equal access to educational opportunities for Rhodes students and/or employees and such determination is not clearly unreasonable in light of the known circumstances. If a formal complaint is filed, either by the Complainant or the Title IX

Coordinator, Rhodes will begin the investigation and complaint resolution process set forth in Section X of this Title IX Policy. If a Complainant and the Title IX Coordinator decide not to file a formal complaint, Rhodes cannot conduct a Title IX investigation or use the complaint resolution process set forth in the Title IX Policy, and no disciplinary action may be taken against the Respondent.

INVESTIGATION AND RESOLUTION PROCESSES

A. Preliminary Review

Rhodes will gather and review all reports of sexual harassment reported to the Title IX Coordinator, the Provost or the Chief Human Resources Officer. In this phase, the Title IX Coordinator will conduct a limited investigation to determine if the alleged conduct reported is covered by Rhodes' Title IX Policy. If the Title IX Coordinator determines that the alleged conduct is not covered by Rhodes' Title IX Policy, the Title IX Coordinator will close the matter under Title IX but may take other action pursuant to Appendix A.

If the Title IX Coordinator determines that the alleged conduct is covered by Rhodes' Title IX Policy, the Title IX Coordinator will consult with the Complainant to determine if the Complainant wishes to file a formal complaint and review other available resources and options, including requesting supportive measures, as discussed above. Even if the Complainant does not wish to file a formal complaint, the Title IX Coordinator may file a formal complaint if they determine that the reported conduct implicates Rhodes' Title IX obligations to maintain a safe and non-discriminatory campus environment. Regardless of whether a formal complaint is filed, the Title IX Coordinator will make supportive measures available to all parties.

B. Filing a Formal Complaint

At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in an education program or activity of the College. A formal complaint filed by a Complainant must include the Complainant's physical or digital signature or otherwise indicate that the Complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a Complainant or a party during a complaint resolution process and must comply with requirements for Title IX personnel to be free from conflicts and bias. Upon receipt of a formal complaint, the Title IX Coordinator will promptly provide written notifications to all known parties. This notification will include the following information:

1. Notice of the allegations constituting potential sexual harassment, including all relevant details known at the time, with sufficient time to prepare a response before any initial investigative interview. These details will include, at a minimum, the identities of the parties involved in the incident(s), if known, the alleged conduct that could constitute sexual harassment, and the date and location of the alleged incident(s), if known. If, in the course of an investigation, the College decides to investigate allegations that are not included in the original notice, the College will provide notice of the additional allegations to the parties whose identities are known;

2. A statement that the Respondent is presumed not responsible for the alleged conduct unless a determination regarding responsibility is made at the conclusion of the complaint resolution process;
3. A description of Rhodes' complaint resolution process, including the rights and responsibilities of the parties during the investigation, hearing, and appeal process, and the availability of any informal resolution process (as set forth more fully in the Title IX Policy);
4. A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney; and
5. A statement that the parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including evidence that Rhodes does not intend to rely on in reaching a determination.

In the Title IX Coordinator's discretion, Rhodes may consolidate multiple formal complaints where the allegations arise out of the same facts or circumstances.

Unless the formal complaint resolution process results in a determination that a Respondent was responsible, Rhodes will not impose disciplinary actions or take any other actions under this Policy that are not supportive measures.

At the discretion of the Title IX Coordinator, a temporary delay or limited extension of deadlines in the formal complaint process may be granted for good cause. Good cause includes the absence of a party, advisor or witness; concurrent law enforcement activity; or the need for language assistance or the accommodation of disabilities.

C. Dismissal of a Formal Complaint

If the allegations in a formal complaint are not within the scope of this Policy because they do not meet the Title IX definition of sexual harassment, or because the alleged activities did not occur in Rhodes' education program or against a person in the United States, then the Title IX Coordinator shall dismiss the formal complaint for purposes of Title IX.

At any time during the investigation or complaint resolution hearing, Rhodes may dismiss the formal complaint under the following circumstances:

1. A Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the formal complaint in whole or in part. In such instance, the Title IX Coordinator may, in their discretion, sign the formal complaint to continue the process.
2. The Respondent is no longer enrolled in or employed by Rhodes.
3. Specific circumstances prevent Rhodes from gathering evidence sufficient to reach a determination as to the formal complaint, in whole or in part.

Upon dismissal, the Title IX Coordinator will promptly send written notice of the decision to dismiss the complaint and the reasons for such decision to both parties. Even if the formal complaint is dismissed, however, Rhodes still may address the allegations pursuant to Appendix A. When a formal complaint is dismissed, supportive measures may be continued.

D. Investigation After a Formal Complaint is Filed

1. Appointment of Investigator

Once a formal complaint is filed, the Title IX Coordinator will appoint an investigator (“Investigator”) to handle the investigation. This Investigator will be a different person than the Title IX Coordinator, and will be properly trained on Title IX and free of conflict of interest or bias towards either Complainant or Respondent. The Investigator will begin an investigation as soon as practicable and generally not later than ten (10) days after written notice of the formal complaint has been delivered to all parties.

2. Use of Advisors and Supporters

During the investigation process, each party will have the same opportunity to select an advisor of the party’s choice who may be, but need not be, an attorney. Rhodes will provide a pool of trained advisors from which the parties may choose.

The adviser may assist with all written submissions made by a Complainant or a Respondent, may assist with preparing questions or other information for the Complainant or the Respondent to use at the hearing, and may facilitate scheduling and other processes. During any pre-hearing meeting or proceeding, the adviser may be present to observe and provide support and counsel to the participant. The adviser may not, at this stage, present evidence on a party’s behalf, present argument, examine witnesses, testify, or disrupt or otherwise obstruct meetings or proceedings.

Should a matter proceed to a complaint resolution hearing, advisors for both the Complainant and the Respondent are permitted to ask questions of the Investigator, the Complainant, the Respondent and any witnesses.

If a party does not choose an advisor for the hearing, Rhodes will provide one without fee or charge to ask questions of witnesses on behalf of that party. The advisor may be, but is not required to be, an attorney. A party who has not chosen an advisor must notify the Title IX Coordinator in writing at the same time the party provides a list of expected attendees and witnesses.

Both Claimants and Respondents may also choose a designated Supporter. The role of the Supporter is primarily to provide emotional support during the process by accompanying the Claimant or Respondent to any hearing, conference or related proceeding. The Claimant and the Respondent may choose any person, regardless of their association with the College, to perform the role of Supporter and to support them through a portion of or the entire Title IX process. Neither party is required to have and be accompanied by a Supporter; however, the College encourages the presence of a Supporter at all stages of the proceedings, including the reporting and investigation stages, in order to provide the Claimant and Respondent with emotional and personal support. The Supporter may be present during any stage of these processes but will not be allowed to make opening or closing statements, present evidence, make procedural objections, question witnesses, or otherwise actively participate during complaint resolution hearings and informal resolution conferences.

Rhodes may limit the quantity of people in attendance at hearings, conferences and related disciplinary proceedings but

will not interfere with parties’ choices of specific attendees. A fact witness can serve as an Advisor / Supporter and will not be prohibited from testifying as a witness, but they will be subject to the witness sequestration rule and subject to exclusion from most parts of the complaint resolution hearing. There is no restriction on former Advisors or Supporters testifying as fact witnesses.

3. Conduct of the Investigation

The Investigator collects and examines the facts and circumstances of the alleged conduct and provides an investigative report to the Title IX Coordinator. Although the burden of investigation remains on the College, the Investigator will provide equal opportunity for the parties to present fact and expert witnesses and other inculpatory and exculpatory evidence.

The Investigator will send written notice of any investigative interviews or meetings involving the parties to the parties and their advisors, allowing each party adequate time to prepare in advance.

The Investigator will complete the investigation as quickly as possible, generally within sixty (60) days. The amount of time needed to complete an investigation will depend in part on the nature of the allegation(s) and the evidence to be investigated (e.g., the number and/or availability of witnesses involved), as well as the College’s academic calendar.

The Complainant, Respondent, witnesses, and others sharing information with the Investigator are expected to provide all relevant and truthful information and to do so at their earliest opportunity to facilitate prompt resolution. Medical records will not be received by the Investigator without the written consent of the subject of the medical records. Rhodes’ students and employees remain subject to the policies in the Student and Employee Handbooks during investigations and may be subject to discipline for failing to provide information, making false statements or knowingly submitting false information during the investigation.

Rhodes will keep the parties reasonably informed of the status of the investigation. If it is determined that more time is needed for the investigation, Rhodes will communicate the additional estimated amount of time needed to complete the investigation.

When the investigation is complete, the Investigator will provide the parties with a preliminary report, which will include, as applicable, the Complainant’s statement, the Respondent’s statement, each witness statement, and either a copy or written summary of any other evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. The preliminary report will be provided in an electronic format that restricts the parties from downloading or copying the evidence. Each party will have ten (10) days to review the preliminary report and to provide written feedback. Each party’s written feedback, if any, will be attached to the final investigative report.

After consideration of the parties’ final responses to the preliminary report, or after ten (10) days have elapsed without comment, the Investigator will prepare and send to the parties

and to their advisors a final investigative report that includes the parties' written feedback, if any. The report will be in electronic format or hard copy. The parties will have at least ten (10) days after receipt of the final investigative report to prepare for any scheduled hearing.

The parties may also provide a written response to the final investigation report to the Title IX Coordinator within five (5) days of receipt of the final investigative report so that the party's response will be available to both parties and the decision-maker(s) prior to the hearing. If warranted, the Investigator may choose to update the final investigative report to take a party's response into account, in which case the hearing date may be postponed.

4. Coordination with Law Enforcement

If Rhodes is made aware that there is a concurrent criminal investigation, the Investigator will inform any law enforcement agency that is conducting its own investigation that a Rhodes investigation is also in progress. The Investigator will ascertain the status of the criminal investigation and determine the extent to which any evidence collected by law enforcement may be available to the College in its investigation. At the request of law enforcement, Rhodes may agree to temporarily defer part or all of its own investigation (or subsequent hearing) until after the initial evidence-gathering phase of the law enforcement investigation is complete. The Investigator will communicate with the parties, consistent with the law enforcement request and the College's obligations, regarding procedural options, anticipated timing, and the implementation of any necessary interim measures.

E. Informal Resolution

At the discretion of the Title IX Coordinator and after the filing of a formal complaint, the Complainant and Respondent may mutually agree to forego an investigation and complaint resolution hearing and pursue an informal resolution of the complaint. Waiver of the right to an investigation and adjudication of formal complaints will never be required as a condition of enrollment or continuing enrollment, employment or continuing employment, or enjoyment of any other right.

An informal resolution is a voluntary, non-adversarial, remedies-based, non-judicial process designed to eliminate or address potential sexual harassment. This process, which is similar to mediation, aims to assure fairness, to facilitate communication, and to maintain an equitable balance of power between the parties. Rhodes will not offer or facilitate an informal resolution to resolve allegations that an employee sexually harassed a student.

The Title IX Coordinator will make an initial decision about whether a formal complaint qualifies for an informal resolution, and if both parties then agree in writing to pursue that path, Rhodes will halt any investigation or scheduled complaint resolution hearing so that the parties can schedule an informal resolution process led by a facilitator who is free of bias and conflicts of interest. The facilitator is not an advocate for either party but rather assists the parties in reaching a resolution upon which they can both agree.

Informal resolution is available at any time prior to a determination regarding responsibility.

For cases selected to be resolved through informal resolution:

1. The parties will receive simultaneous written notice of the allegations, the name and contact information for the facilitator, the requirements of the informal resolution process, the fact that a party may withdraw from the informal resolution process and proceed with the investigation and determination of the formal complaint at any time prior to reaching an informal resolution, and any consequences resulting from participating in the informal resolution process, including any records of the process that will be maintained or shared.
2. The facilitator will set up an informal resolution conference at a time agreeable to both parties but within a reasonable amount of time after the decision to participate in the process is made.
3. Advisors and/or Supporters may be present at each party's option, but may not actively participate during the conference.
4. The College will not compel face-to-face confrontation between the parties or participation in any particular form of informal resolution.
5. The informal resolution conference ends when a resolution has been reached or when the facilitator determines that further proceedings will not allow the parties to reach an agreement. Agreements reached in an informal resolution conference will be reduced to writing and signed by both parties. Such agreements are final and not subject to appeal.

F. Complaint Resolution Hearing

A complaint resolution hearing is Rhodes' disciplinary proceeding through which one or more decision-maker(s), through a live hearing, evaluates evidence related to a complaint to determine whether a Respondent is responsible or not responsible for a violation of this Policy, based on the criteria of "a preponderance of evidence." Under this standard, the burden of proof is met and a Respondent may be found responsible for a Policy violation if the decision-maker(s) determines that it is more likely than not that the Respondent committed the violation. If the Respondent is found in violation of the Policy, the Respondent may be subjected to disciplinary action.

1. Decision-maker(s)

The decision-maker(s) will be selected by the Title IX Coordinator and may vary based on the enrollment or employment status of the Respondent:

1. Student and staff respondent cases will typically be heard by a hearing board consisting of three faculty and/or staff members. A chair will be chosen to confer with the Title IX Coordinator concerning procedures and evidence related to the hearing.
2. Non-tenured faculty respondent cases will typically be heard by the Faculty Governance Committee.
3. Tenured faculty respondent cases will typically be heard by the Faculty Governance Committee or the Faculty Committee on Appeals consistent with Section X of the Faculty Handbook, as modified for Title IX compliance.

Decision-makers must have had no prior involvement in the case and be free of conflicts of interest and bias for or against either the Complainant or Respondent. Decision-makers will receive regular training on how to conduct a fair and impartial hearing. Neither the Title IX Coordinator nor the Investigator can be a decision-maker.

The Title IX Coordinator will identify the decision-maker(s) at least five (5) days prior to the hearing date. Either party may challenge the selection on the grounds of conflict of interest or bias by submitting their objection in writing to the Title IX coordinator no less than two (2) days prior to the hearing date stating the basis for their objection. The Title IX Coordinator has sole discretion to keep or replace a decision-maker, and may postpone the hearing to allow for a replacement decision-maker, if necessary.

2. Pre-Hearing Procedures

The parties will be provided notice of the date, time and location of the hearing. At least ten (10) days prior to a hearing, both parties and the decision-maker(s) will be provided access to a hearing packet containing the investigation report, supporting evidence, and other information about the hearing. The packet may not be copied and must be returned at the end of the hearing because it will typically contain other parties' confidential and FERPA-protected information. Receipt of the hearing package will be conditioned upon each recipient's agreement not to re-disclose or use outside of the hearing other people's confidential information learned as a result of the investigation or hearing.

At least five (5) days' prior to the hearing, the parties must give the Title IX Coordinator and the other party a list of expected attendees (including any advisor) and their expected witnesses (including themselves), in order of appearance. Witnesses expected to testify only to the good character of a party will not be permitted. The parties will not be strictly bound to their lists, but they should be made in good faith.

Typically, the parties will be responsible for choosing and supplying their own witnesses to the hearing. When necessary for the pursuit of truth and to gather evidence sufficient to reach a determination, the decision-maker(s) may request the Title IX Coordinator to arrange for the availability of other witnesses after the witness lists have been submitted; recognizing, however, that Rhodes cannot compel any witness to attend. Such additional witnesses will be disclosed to the parties in advance of the hearing.

The Title IX Coordinator, in consultation with the decision-maker, shall have discretion to exclude witnesses based on investigation results that show their expected testimony is not relevant to the facts at issue in the hearing. The parties may object to such a determination, but the Title IX Coordinator shall have ultimate discretion on this issue.

3. Conduct of Hearing

At the live hearing, the decision-maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination must be conducted directly, orally, and in real time by the party's

advisor, never by the party personally. At the request of either party, the hearing will be conducted with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at Rhodes' discretion, any or all parties, witnesses, and other participants may appear virtually, with technology enabling participants to simultaneously see and hear each other.

At the start of the hearing, each party will have the option to provide an opening statement, summarizing their position. The Investigator will then present the investigation report and be available for questioning by the decision-maker(s) and the parties' advisors.

Each party will then be permitted to call their own witnesses, including themselves. Witnesses will be asked to affirm adherence to the Honor Code, if applicable. Prospective witnesses, other than the Complainant and the Respondent, may be sequestered, i.e., excluded from the hearing during the statements of the Investigator and other witnesses, at the request of any party.

The decision-maker(s) and the parties, acting through their advisors, will have an opportunity to question witnesses who appear at the hearing. Any person who offers testimony at the hearing must remain available to answer questions from the decision-maker(s) and both parties' advisors. Typically, the decision-maker(s) will ask questions first, then permit the questions of the advisor of the party whose witness it is, then the questions of the advisor of the other party.

All hearings will be recorded and closed to the public. Attendance at the hearing by those other than the parties, their witnesses, their supporters and their advisors, will be at the discretion of the decision-maker(s). Any person who engages in disruptive behavior may be removed at the discretion of the decision-maker(s). The recording of the hearing and/or a transcript will be made available to the parties upon request.

4. Rules Governing Proof

At the hearing, all relevant evidence will be objectively evaluated. Relevant evidence is any evidence that tends to



make the allegations at issue more or less likely to be true. Credibility determinations will not be made on the basis of a person's status as a complainant, respondent, or witness.

The decision-maker(s) will be responsible for ensuring in advance that each question asked by one party's advisor to the other party is fair and relevant. Questions that seek to elicit solely character evidence or have the effect of impermissibly badgering or harassing the witness will not be permitted. If a question is not permitted, the decision-maker(s) will provide the parties with the basis for that decision.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless the questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged, or are concerning specific incidents with the Respondent that are offered to prove consent. If the Respondent is found in violation of the Policy, any previous discipline for sexual misconduct received by Respondent may be subject to inquiry by the decision-maker(s) only in connection with determining potential sanctions.

The standard of evidence to determine responsibility in hearings under this Policy is the preponderance of the evidence standard, which means that, based on the evidence presented, it is more likely than not that the Respondent is responsible for a violation of Title IX. The Respondent is presumed not responsible and can be found responsible only if the evidence preponderates in favor of a finding of responsibility.

Legal rules of evidence or criminal or civil procedure are not binding on the decision-maker(s) at complaint resolution hearings, but may inform the decision to include or exclude or give proper weight to evidence in order to insure the fundamental fairness of the process.

Introduction of the medical records of any person will not be permitted unless the person whose records are sought to be introduced voluntarily agrees in writing that they may be introduced. No medical records may be introduced at the hearing, regardless of consent, unless they are (1) complete; (2) introduced and explained by a health care professional with knowledge of the underlying facts; (3) previously provided to the Investigator prior to the completion of the final investigation report.

The decision-maker(s) may, in their discretion, exclude or grant lesser weight to last-minute information or evidence introduced at the hearing that was not previously presented for investigation by the Investigator or not provided to the other party in sufficient time for that party to adequately address that information at the hearing.

The decision-maker(s) may rely, if relevant, on a statement of a party or a witness even if that party or witness is not present for the hearing or does not submit to questioning. The decision-maker(s) may not draw an inference for or against a party or witness solely based on their absence from the hearing or refusal to answer questions.

At the conclusion of the hearing, the Investigator may give a closing statement and each party will have an opportunity to provide a closing statement at their discretion.

5. Deliberations and Written Decision

All parties, the witnesses and the public will be excluded during the decision-maker(s) deliberations, which will not be recorded or transcribed. The Title IX Coordinator and the Investigator will not participate in the deliberations of the decision-maker(s) in determining responsibility.

In all cases, the decision-maker(s) must consider evidence presented by the Complainant, the Respondent, the Investigator and/or others and determine by a preponderance of the evidence whether a violation of the Policy occurred and impose sanctions, if any.

The decision-maker(s) will issue a written determination regarding responsibility to the parties simultaneously. The written determination will include:

1. Identification of the allegations potentially constituting sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the Title IX Policy to the facts;
5. A statement of, and rationale for, the result as to each allegation, including:
 - a. A determination regarding responsibility;
 - b. Any disciplinary sanctions to be imposed; and
 - c. Whether remedies designed to restore or preserve equal access to Rhodes' education program or activity will be provided by Rhodes to the Complainant (but not the details of such measures unless necessary to carry them out).
6. The College's procedures and permissible bases for the Complainant and Respondent to appeal.

The decision-maker(s) will use best efforts to issue the written determination regarding responsibility within fourteen (14) days after the hearing. The determination will be issued simultaneously to the parties. Either party may appeal the determination by filing a written appeal, as described below, within ten (10) days after receipt of the determination regarding responsibility. If no appeal is filed, the determination regarding responsibility becomes final ten (10) days from the date of delivery to the parties.

The Title IX Coordinator will be authorized to stay sanctions pending appeal and/or make further accommodations, including supportive measures, that are consistent with the determination.

7. Sanctions

When determining sanctions for a Respondent found in violation of the Policy, the following criteria may be considered, among other factors:

1. The nature, circumstances, and severity of the violation(s);
2. The College's responsibility to ensure the effectiveness of behavioral standards for the Rhodes community;
3. The impact of the violation(s) on the Complainant and the community, protection of the College community and the risk that a Respondent may create a hostile and intimidating environment;
4. The requests of the Complainant;
5. The level of cooperation and/or honesty of the Respondent, or lack thereof, during the disciplinary processes;
6. Any official college report including, but not limited to, prior disciplinary records, criminal records if known, or other official information, the relevance of which will be determined by the decision-maker(s);
7. Whether other judicial measures have been taken to protect the Complainant or discipline the Respondent (e.g., civil protection orders); and
8. The housing and course enrollment pattern of the Complainant, giving due regard to the principle that a student found responsible for sexual harassment under the Policy should bear the burden of accommodating the Complainant and not the reverse.

After taking into account the above considerations, the decision-maker(s) will determine the sanctions for a Respondent found in violation of the Title IX Policy. One or more of the following sanctions may be imposed upon any student found in violation of the Policy:

1. Warning: A formal letter to be placed in a student's record warning the student that any further violations of the Title IX Policy or other violation of institutional policies will lead to more severe consequences, including suspension or expulsion;
2. Loss of Privileges: Denial of specified privileges for a designated period of time;
3. Required training or education: Attending or participating in a required number, determined by the decision-maker(s), of educational and/or awareness programs relating to the Policy violation, and providing evidence of engaging in the programs;
4. Fines: Previously established and published fines may be imposed;
5. Restitution: Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement;
6. Discretionary Sanctions: Work assignments, service to the College or community, education, referral to counseling, required behavioral assessment, or other related discretionary assignments;
7. Residence Hall Suspension: Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified;

8. Residence Hall Expulsion: Permanent separation of the student from the residence halls;
9. Disciplinary Probation: A period of time in which the student is placed on notice that any further violation of institutional regulations will likely lead to more severe disciplinary sanctions, including suspension or expulsion, if the student is found to violate any institutional regulations during the probationary period. Students can be placed on disciplinary or housing probation. A student on disciplinary probation is considered to be not in good social standing with the College;
10. College Suspension: Separation of the student from Rhodes College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified; or
11. College Expulsion: Permanent separation of the student from Rhodes College. Pursuant to Rhodes' academic criteria, expulsion may occur at any time before a diploma is awarded.

The following sanctions may be imposed upon any employee found in violation of the Policy:

1. Warning: A formal letter to be placed in an employee's personnel file warning the employee that any further violations of the Title IX Policy or other violation of institutional policies will lead to more severe consequences, including suspension or termination of employment;
2. Required training or education: Attending or participating in a required number, determined by the decision-maker(s), of educational and/or awareness programs relating to the Policy violation, and providing evidence of engaging in the programs;
3. Loss of pay increase: The employee would be ineligible for an annual merit or cost-of-living increase for the year in which the violation occurred;
4. Suspension of employment with or without pay; or
5. Termination of employment.

G. Appeals

Either Complainant or Respondent may appeal any dismissal of a formal complaint or determination of responsibility within ten (10) days of delivery of written notification of the dismissal or a determination. Such appeal must be in writing and can only be raised on one or more of the following grounds:

1. A procedural irregularity that could have affected the outcome of the matter;
2. New evidence that (i) was not reasonably available to the appealing party at the time of the dismissal or determination, and (ii) could have affected the outcome of the matter; or
3. The Title IX Coordinator, Investigator, or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The notice of appeal must specifically describe the facts or evidence upon which the appeal is based and how it allegedly affected the outcome. The notice of appeal will be provided promptly to the other party, who may, within ten (10) days of receipt of the notice of appeal, file a written response. The appeal will be reviewed and determined by an Appeals Board, members of which

Retaliation

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its regulations, or this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sexual harassment, but arise out of the same facts or circumstances as a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this Policy, constitutes retaliation.

Rhodes will keep confidential the identity of any individual who has made a report or complaint of sexual harassment; any complainant; any individual who has been reported to be the perpetrator of sexual harassment; any respondent; and any witness, except as may be permitted by Title IX, FERPA, or as otherwise required by law, or to carry out Rhodes' Title IX procedures.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a Title IX proceeding does not constitute retaliation. A determination regarding responsibility alone, however, is not sufficient to conclude that any party made a materially false statement in bad faith.

Complaints alleging retaliation may be filed with the Title IX Coordinator. In the event an individual alleges that the Title IX Coordinator retaliated against them, the individual may file a complaint with the Chief Human Resources Officer.

Any individual found to have retaliated against another individual will be in violation of this Policy and will be subject to disciplinary action, up to and potentially including termination for employees and expulsion for students.

SEX OFFENDER REGISTRATION - CAMPUS SEX CRIMES PREVENTION ACT

MEGAN'S LAW

The federal Campus Sex Crime Prevention Act (CSCPA-Section 1601 of Public Law 106-386) amends the Jacob Wetterling Crimes against Children and Sexually Violent Offender Registration Act. In addition to the Wetterling Act, CSCPA also amended the Clery Act, an annual crime reporting law and the Family Educational Rights and Privacy Act of 1974 (FERPA) to allow disclosure of this information regarding students. As provided in the Wetterling Act, any person required to register under a state sex offender registration program must notify the state regarding each institution of higher education in that state at which he or she is employed or is enrolled and must alert the state of any changes

in enrollment or employment status. Sex offender registration information is to be transmitted from each state to the law enforcement agency where the registered sex offender resides. In Tennessee, the sex offender list is maintained at the county level. You can locate the Tennessee Sex Offender Registry Map of the Tennessee Bureau of Investigation at <https://sor.tbi.tn.gov/home> or the Shelby County Sheriff's Department at www.shelby-sheriff.org. If you have any questions concerning the sex offender registry, contact Campus Safety and we can assist you with your needs.

PROCEEDING OUTCOMES TO VICTIMS OF CRIMES OF VIOLENCE

Rhodes College will, upon written request, provide the alleged victim of a crime of violence, [i.e. an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense (18 U.S. Code § 16)], including the offenses of statutory rape and incest, a statement of the results of any disciplinary proceeding conducted by Rhodes College against a the student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the information shall be provided, upon request, to the next of kin of the alleged victim.

CAMPUS SECURITY POLICIES, CRIME PREVENTION & SAFETY AWARENESS PROGRAMS

Crime prevention is defined as the anticipation, recognition, and appraisal of a crime risk and the initiation of some action to remove or reduce that risk. Below are recommendations that can reduce the risk of being victimized:

- Lock your door whenever you leave your room for any length of time.
- Always lock your vehicle doors.
- Never prop open a residence hall door or a fence gate.
- Do not leave valuables or cash in plain view.
- Do not loan your room key or fob to anyone.
- Do not put your name or address on your room key.
- Take all valuables with you when you leave school for extended periods, such as breaks.
- Itemize your possessions on file, recording the description and serial number. Keep a copy of a file in a safe place.
- Never let unauthorized persons into your room, residence hall or secure areas. Always ask for identification and report any suspicious activity to Campus Safety.
- Avoid working or studying alone in a campus building. If working late, contact Campus Safety for an escort.

CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS

Rhodes College offers a variety of crime prevention programs.



- On-going programs include:
 - Prevention emails
 - Active shooter trainings (CRASE)
 - Residence hall prevention classes
 - Steering Wheel Lock giveaways
- Annual On Campus programs include:
 - Open Rhodes booth providing information on crime prevention
 - Welcome week information on crime prevention
 - Annual session on crime prevention for international students
 - Town hall meetings on crime prevention as needed.
- Off campus annual programs include:
 - Off Campus Living Resources page with Campus Safety. <https://www.rhodes.edu/student-life/services-support/campus-safety/safety-resources/living-campus-resources>
 - CPTED Crime Prevention Through Environmental Design form.
 - Trainings with Campus Safety, and Memphis Police.

- Associate Vice President of Campus Safety
- Memphis Police Department

When a campus official other than Campus Safety receives a report that a student is missing, these officials must refer the report to Campus Safety immediately for investigation. The Campus Safety Department will initiate a “Missing Student” report. The College will take reasonable and prudent steps to locate the student. Campus Safety may contact the Memphis Police Department for assistance in its investigation. Students can identify either a contact person whom Rhodes College shall notify within 24 hours of the determination by Campus Safety or the Memphis Police Department that a student is missing.

This contact information will be confidential and will be accessible only to authorized campus officials, and will be disclosed only to law enforcement personnel in furtherance of the missing student investigation. Once a student has been determined to be missing, Rhodes College will take the following actions no later than 24 hours from the determination:

1. Notify the emergency contact person named by the missing student. The College will attempt notification by all methods of contact provided by the missing student.
2. Notify the student’s custodial parent or legal guardian if the missing student is under the age of 18 and not emancipated.
3. Notify the Memphis Police Department if it was not already involved in the missing person investigation.

MISSING STUDENT NOTIFICATION POLICY AND PROCEDURES

The Rhodes College missing student policy relates to students who reside in on-campus student housing. Rhodes College will report to the appropriate contract person and to the Memphis Police Department any student who has been determined to be missing from campus. If any member of the Rhodes community believes that a student who lives in on-campus housing is missing, the community member is urged to report this to one of the individuals or organizations on the list below:

- Dean of Students
- Director of Residence Life
- Director of Campus Safety
- Rhodes College Campus Safety

RHODES COLLEGE POLICIES GOVERNING CONDUCT, ALCOHOL, DRUGS, AND WEAPONS

Introduction

Rhodes College joins with Universities and Colleges across the United States in the effort to educate and prevent drug and alcohol use and abuse. Drug and Alcohol Abuse Prevention Programs (DAAPP) are the foundation of this education and prevention.

The United States Congress passed and the President signed into law the Drug-Free Schools and Communities Act Amendments of 1989-Public Law 101-226 on December 12, 1989. This Act requires institutions of higher education to certify that they have adopted and instituted a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty, and staff.

To comply with the Drug Free Schools and Communities Act of 1989 (DFSCA) and subsequent amendments, students and employees of Rhodes College are informed that strictly enforced policies are in place which prohibit the possession, use, or distribution of any illicit drugs, including alcohol, on Rhodes College property or as part of any College-sponsored activity unless event-specific permission is given for of-age students to consume alcohol moderately. Students and employees are also subject to all applicable legal sanctions under local, state, and federal law for any offenses involving illicit drugs on Rhodes College property or at College-sponsored activities.

Jurisdiction of the Standards of Conduct and Honor Code

The Standards of Conduct/Honor Code apply to conduct that occurs on the Campus, at Rhodes College-sponsored activities, and/or when the Student, RSO, or AG is representing Rhodes College.

OCS will have discretion to extend jurisdiction over conduct that occurs off campus when the conduct adversely and significantly affects the learning environment or College community and would be in violation of a college policy, the Standards of Conduct, or the

Honor Code had occurred on campus. In determining whether or not to extend jurisdiction, OCS may consider its ability to gather information. OCS may extend jurisdiction if the alleged conduct:

1. Involves violence or produced a reasonable fear of physical harm; and/or
2. Involves any members of the College community or any academic work, records, documents, or property of the College.
3. Involves conduct which constitutes a hazard to the health, safety, or well-being of members of the College community or which is detrimental to the College's interests.

Each Student is responsible for conduct from the time of application for admission through the actual awarding of a degree, though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment and even if the conduct is not discovered until after a degree is awarded.

Violation of Law and Rhodes College Policy

Proceedings may be instituted against a Student, RSO, or AG charged with conduct that violates both the law and the Standards of Conduct without regard to the status of any civil, criminal, or other proceedings. Any student who is arrested on or off campus must inform the Office of Community Standards within 48 hours of the arrest.

Proceedings under this Standards of Conduct may be carried out prior to, simultaneously with, or following any civil or criminal proceedings.



Good Neighbor Policy

Rhodes College values all community members, including those outside our gates. The College strives to build positive, respectful, and civil relationships with our community neighbors to ensure positive, open streams of dialogue.

Rhodes students, whether living on or off campus, should be respectful of the people who live in the neighborhoods surrounding Rhodes. We are committed to reducing quality of life concerns such as loud noise, abusive behaviors (i.e., fighting, bullying, etc.), harassment, underage drinking, and drug abuse, which may negatively impact life on and off campus.

Quality of life concerns included but are not limited to:

- High-risk behavior and large parties where alcohol is provided to guests
- Vandalism and theft of property;
- Excessive noise in the community that exceeds city ordinances;
- Driving while impaired or taking other risks while behind the wheel;
- Fighting and harassing behaviors;
- Failing to dispose of trash.

If a student is living in an off-campus residence with one or more other students or non-students and the residence is found by the College to be violation of the Good Neighbor Policy or other policies and regulations or to be adversely affecting the College's relationship with the neighboring community, all Rhodes College students who are residents may be subject to corrective action through the College's Community Standards process, even if the conduct of an individual resident cannot be specifically identified.

Social and Alcohol Policy

Alcohol and its effect on the college experience is a common topic of discussion and debate. The Rhodes College philosophy is that there is a time and a place for alcohol consumption consistent with certain college activities and times. No matter the circumstance, an individual's behavior when consuming alcohol should always demonstrate respect for people and property.

When an individual chooses to drink alcohol, they are assuming some level of risk – risk to their health and safety, and, if they are under the legal drinking age, the risk that they will be held accountable either by the College and/or by law enforcement. Students can lessen their risk by practicing reasonable and safe consumption of alcohol. Alcohol should be consumed in moderation and not toward a goal of intoxication.

Drinking alcohol to the point of intoxication is not a community value and violates this policy. Rhodes defines alcohol intoxication as a condition of having physical or mental control so diminished by the effects of alcohol that the individual: (1) is a danger to themselves; (2) presents a danger to other people or property; or (3) unreasonably annoys people in the vicinity. Regardless of a student's age, intoxication is not tolerated.

Rhodes College follows federal and state law as it pertains to alcohol:

- Individuals under 21 may not possess and/or consume alcohol.
- Individuals may not sell, give, or serve alcoholic beverages or

permit alcohol to be served to persons under 21. By law, the sale of alcoholic beverages includes any situation in which there is a charge for entertainment or service and alcohol is freely available.

- Individuals may not drive or operate a vehicle on or off campus while under the influence of alcohol.
- As a private institution, Rhodes College has standards and expectations on campus that go above and beyond the law:
- Individuals, regardless of whether they are of legal drinking age, are not permitted to possess or consume alcohol in residence halls that are designated for first-year students.
- Individuals may not possess open containers of alcohol, including secondary containers (i.e., cups, tumblers, water bottles, etc.) on College property, such as in academic buildings, the library, parking lots, outdoor quads and spaces, athletic fields, roadways, and administrative buildings.
- Individuals may not possess open containers of alcohol, including secondary containers (i.e., cups, tumblers, water bottles, etc.) in public areas, such as on a street, sidewalk, or in a park.

There are some campus events where alcohol is served in a controlled and monitored setting. At these approved events, carrying alcohol from one on-campus venue to another is strictly prohibited unless carried in a cup. No bottles, cans, kegs, or other containers are permitted to be carried from one on-campus venue to another.

Because the College is committed to promoting the reasonable and safe consumption of alcohol, paraphernalia that facilitates high-risk or binge drinking is prohibited. This includes, but is not limited to, beer bongs or funnels, kegs, and other common containers and mass sources.

Drinking games are another contributor to the rapid consumption of alcohol and are also prohibited.

In situations in which an alcohol policy violation occurs in a group setting, the determination of each individual's responsibility for the violation will be determined on a case-by-case basis, including, but not limited to, the following factors:

- The location and quantity of alcohol,
- The student's ability to exercise control over the situation, or
- Whether or not students in the incident take responsibility for the procurement or consumption of the alcohol.

Shared Responsibility Statement: Students who are found to be present in an environment where illegal alcohol consumption is present will be held responsible for a "Shared Responsibility Drug" violation. This violation will result in a warning and alcohol education.

Amnesty

Student safety is of utmost importance to the College. To encourage Students to make responsible decisions, Rhodes College recognizes the need for amnesty from College sanctions in certain situations. Amnesty under this policy, when granted, excuses a Student, RSO, or AG from College sanctions under the Standards of Conduct. Amnesty is intended to promote action when an emergency situation is present. It is not intended to excuse any student or organization causing the emergency situation or unsafe condition. The decision to grant amnesty will be determined by the Dean of Students, Director of Community Standards, or their designee, on a case-by-case basis.

Amnesty under this policy is limited to violations of the Standards of Conduct/Honor Code and has no bearing on actions taken by any law enforcement agency, including any Police entity. To qualify for amnesty, a Student, Registered Student Organization (RSO), or Affinity Group (AG) is encouraged to: report any incident or medical emergency by contacting the appropriate College officials (i.e. Campus Safety, Residence Life, etc.), remain with any student needing attention or emergency treatment, This policy does not protect students from violations of other college policies, such as threatening/causing physical harm, sexual assault, harassment, damage to property, etc. After a review of the information and considering of any mitigating factors reported, the College has the discretion to grant or deny amnesty to a student, RSO, or AG.

The College strives to empower students to make healthy and responsible decisions while exploring opportunities to learn. A student, RSO, or AG may not use the Amnesty policy repeatedly as a means to circumvent accountability medically or non-medically.

Medical Amnesty

The College recognizes the need for emergency response amnesty (“Medical Amnesty”) in certain alcohol, drug, physical, and emotional distress related emergencies and situations. Medical Amnesty may be available in the following situations:

- Student seeking medical attention for themselves
- Student seeking medical attention on behalf of another Student
- an RSO or AG seeking medical attention for a Student

Medical Amnesty will not be granted for other policy violations (outside of alcohol and drug related violations) that may have occurred during the incident. In order to qualify for Medical Amnesty, the Student, RSO, or AG must comply with College requests for an educational conversation, assessment, and any potential referrals for additional services or treatment and/or outcomes to address the behavior.

Non-Medical Amnesty

The College recognizes the need for amnesty in certain behavioral situations which do not require immediate emergency medical response (“Non-Medical Amnesty”). In order to qualify for Non-Medical Amnesty, the Student, RSO, and/or AG must notify the College of the specific concerns in advance of the College having knowledge of the incident for which Non-Medical Amnesty is sought. In order to qualify for Non-Medical Amnesty, the Student, RSO, or AG must agree to comply with appropriate educational outcomes to address the behavior.

- Non-Medical Amnesty may be available to a Student, RSO, or AG who proactively seeks clarification of College rules prior to engaging in questionable conduct.

Hosting Events and Parties

All events planned and hosted by Rhodes College departments and organizations must use the Events Management System to:

- Reserve the location (indoor, outdoor, and off-campus) 14 days prior to the event start date. If coordination with other departments listed below, arrangements are needed at least seven days in advance.

- Arrange catering through Bon Appetit and request any of the following: set-up from Physical Plant (chairs, tables, stage, etc.), AV equipment from the Barret Media Center, Campus Safety if cash is collected or security is needed, and publicity through Communications.
- In planning of events where alcohol is anticipated, the host will work with the VP for Finance and Business Affairs (faculty and staff) and Campus Safety to plan logistics and procedures related to compliance with the law, organizational rules and by-laws, and the well-being of guests.
 - o No organization shall furnish alcoholic beverages to students on campus or at any College function.
 - o Requests for exceptions to these procedures should be made to the Director of Student Engagement and the Dean of Equity and Engagement for student groups
- Advertising for events must follow the Posting Signs Policy in the Student Handbook.
- Clean-up of events on campus must be completed by 8 a.m. the following morning unless an earlier time is requested in advance.

Regulatory and Contractual Compliance

- Bon Appetit is Rhodes College’s approved contract vendor for food and beverages. To consume alcohol in the Lair and/or Lair Patio, it must be purchased through Bon Appetit.
- In compliance with the National Collegiate Athletic Association, possession and consumption of alcohol is prohibited at National Collegiate Athletic Association athletic events.
- In planning of events where alcohol is anticipated, the host will work with the VP for Finance and Business Affairs (faculty and staff) and Campus Safety to plan logistics and procedures related to compliance with the law, organizational rules and by-laws, and the well-being of guests. No organization shall furnish alcoholic beverages to students on campus or at any College function.
- Requests for exceptions to these procedures should be made to the Dean of Students for student groups or the VP for Finance and Business Affairs for other groups.



Alcohol Shipments

It is prohibited for any student, regardless of age, to have alcohol shipped to the mailroom at Rhodes College. The mailroom will inform the Office of Community Standards (OCS) if/when shipments of alcohol are received. This is a violation of the Social and Alcohol Policy.

Alcohol Laws

Local Alcohol Laws

Sec. 10-8-5. - Drunkenness in private places.

It is unlawful for any person to be drunk in any private place, to the annoyance of others. (Code 1967, § 22-17; Code 1985, § 20-11; Ord. No. 933, § 1, 4-27-1971)

Sec. 10-8-6. - Drunkenness in public places.

It is unlawful for any person to be drunk in any public place so as to be incapable of protecting his or her own safety or in such condition as to constitute a danger to himself or herself or to others or to be drunk in any public place to the annoyance of other persons.

(Code 1967, § 22-17.1; Code 1985, § 20-12)

State Law reference—Public intoxication, T.C.A. § 39-17-305; local public intoxication ordinances, T.C.A. § 33-10-203. Title 7 - ALCOHOLIC BEVERAGES—Below is the link to the additional Local Alcohol Laws https://library.municode.com/tn/memphis/codes/code_of_ordinances?nodeId=TIT7ALBE

Tennessee Law on Alcohol

The following summary is provided to promote increased awareness of the Tennessee laws concerning alcoholic beverages.

This summary is not intended to be a restatement of the law nor a summary of all of the laws relating to alcoholic beverages. All members of the Rhodes community are responsible for compliance with the state laws governing the use of alcohol.

Regarding alcohol consumption, according to Tennessee law, it is illegal:

- For any person or group of legal drinking age to sell, furnish, or provide alcoholic beverages to any person under twenty-one years of age;
- For any person under the age of twenty-one to purchase, receive, or possess alcoholic beverages;
- For any person to make a false statement to the effect that the individual is twenty-one years of age or older for the purpose of obtaining alcoholic beverages;
- For any person or group to sell alcoholic beverages without a license;
- For any person or group of legal drinking age to sell or furnish any alcoholic beverages to any person who is known to be visibly intoxicated, or to any person who appears to habitually drink alcoholic beverages to excess, or to any person who appears to be a habitual user of narcotics or other habit-forming drugs. Regarding alcohol and driving a motor vehicle, according to Tennessee law, it is illegal:
- To drive or be in physical control of a motor vehicle if a person is under twenty-one years of age and registers .02 or more blood-alcohol content (BAC); for individuals who are twenty-one or over, the blood-alcohol test level is set at .08.



- To consume any alcoholic beverage or possess an open container of alcoholic beverage while operating a motor vehicle. Partial summary of punishments for offenses related to alcohol and motor vehicles:
- The offense of driving while impaired (.02 or greater BAC) for a person under age twenty-one (21) is a Class A misdemeanor punishable by a driver's license suspension of one (1) year and by a fine of two-hundred fifty dollars (\$250). As additional punishment, the court may impose public service work.
- The offense of driving while the driver is in possession of an open container of alcohol, or of a beverage containing any amount of alcohol, is a Class C misdemeanor punishable by a fine to be established by the court.
- The first DUI offense (.08 or higher BAC) is punishable by 48 hours up to 11 months and 29 days jail time, one (1) year suspension of license, \$350 - \$1,500 fine, and participation in an alcohol treatment program.
- The second DUI offense (.08 or higher BAC) is punishable by 45 up to 11 months and 29 days jail time, two (2) year suspension of license, \$600 - \$3,500 fine, and alcohol and drug treatment program may be required.
- The third DUI offense (.08 or higher BAC) is punishable by 120 up to 11 months and 20 day jail time, three (3) to ten (10) year suspension of license, \$1,100 - \$10,000 fine, 11 months and 29 days probation, and alcohol and drug treatment program may be required.
- The fourth DUI offense (.08 or higher BAC) is a Class E Felony punishable by 150 straight days minimum jail time, five (5) year suspension of license, \$3,000 - \$15,000 fine, and 1 to 6 years' probation or parole, and alcohol and drug treatment program may be required.



Federal Alcohol Laws

www.ttb.gov/what-we-do/program-areas/beverage-alcohol

Student Violations and Outcomes

Student violations of this policy include, but are not limited to, the possession or consumption of alcohol if under the age of 21, providing alcohol to underage students, or alcohol intoxication or substance induced behavior that places a student or others at risk in terms of health and safety issues. Students in violation will:

1. Dispose of all alcoholic beverages in their possession or the alcoholic beverages will be confiscated and disposed of by a College staff member;

Special Note: Any violation that includes drinking and driving on campus will likely result in a suspension of parking and driving privileges for the rest of the student's college career at Rhodes in addition to other applicable sanctions.

Alcohol Awareness

Rhodes is committed to providing students with factual information about alcohol as well as confidential referrals for professional assistance in the event that they are needed. An awareness of the negative effects of alcohol consumption may assist you in your efforts to make safe and responsible choices about alcohol. Educational programs will be organized and conducted annually to promote continued awareness and encourage an attitude of genuine concern and care for others. Information concerning responsible use, effective party planning, indications of abuse or addiction, and resources for assistance are available for you or someone you care about in the Counseling Center.

Employees Substance Abuse Policy Conduct Prohibited

The use of illegal drugs and/or alcohol by employees and impairment in the workplace due to drugs and/or alcohol are prohibited and will not be tolerated. Engaging in prohibited and/or illegal conduct will lead to discipline, up to and including termination. Prohibited and/or illegal conduct includes, but is not limited to:

1. Being under the influence of alcohol or illegal drugs during working hours;
2. The sale, possession, transfer or purchase of illegal drugs on College property or while performing College business;
3. The manufacture, use, sale, distribution or possession of illegal drugs while on duty;
4. Off-duty use of alcohol or illegal drugs that discredits the College or adversely impacts an employee's ability to do their job;
5. Refusing or failing a drug and/or alcohol test administered under this policy; and
6. Providing an adulterated, altered or substituted specimen for testing.

Illegal drug use includes the use of prescription medication without a valid prescription. Employees are also precluded from reporting to work under the influence of over-the-counter or legally prescribed medications that adversely affect the ability of the employee to safely and efficiently perform their duties.



Employees who organize or sponsor a student group involved in an institutionally sponsored activity of the College, whether on or off campus, have the responsibility to take all reasonable measures to limit the consumption of alcohol to those legally entitled to drink. Reasonable measures would include (but not be limited to): required use of identification when alcohol is allowed, monitors utilized, etc.

Drug and Alcohol Testing

An employee is subject to testing for illegal drugs and/or alcohol where there is reasonable suspicion to believe the employee is using or is under the influence of drugs and/or alcohol. The decision to test will be based on specific and contemporaneous observations concerning the appearance, behavior, speech and body odors of the employee. Drug and alcohol testing may also be conducted following a work-related accident where the use of illegal drugs or alcohol may be the cause or contributed to the accident.

Upon being notified of a test for drugs or alcohol, the employee must submit to testing at the specified location immediately. Employees who refuse to submit to testing, or who have been found to have submitted a substituted or adulterated specimen for testing, are subject to immediate termination.

Employees who have tested positive for illegal drugs or alcohol will be notified in writing of a positive test result. The employee will then have an opportunity to offer a written explanation of the test result to the testing facility within five (5) working days after receiving the notification. The employee is subject to immediate removal from duty without pay and may be subject to disciplinary action up to and including termination.

Student Drug Policy

Rhodes is an institution committed to practicing conscientious respect, Rhodes College will not condone the use of illegal substances and the misuse of over the counter (OTC) or

prescription medication. Individuals who use or misuse these substances run the risk of damaging their bodies or their minds.

Students are expected to comply with federal and state law as it concerns controlled substances. This means that the consumption, sale, manufacture, possession, distribution (including gifts), and/or illegal use of controlled substances is prohibited. Controlled substances include, but are not limited to:

- Cannabis
- Cocaine/cocaine derivatives
- Heroin
- Amphetamines
- Barbiturates
- LSD
- PCP
- Substances known as “designer drugs” such as ecstasy or eve

Students who share, gift, sell, or distribute their prescription medication to others are violating College policy and the law, and such actions are prohibited. Students who are prescribed medication are expected to keep that medication in a safe place and to only use it as their physician or healthcare provider has prescribed. Possession of a Medical Marijuana prescription/card does not exempt a student from this policy.

Even though a substance is not intended to be inhaled or consumed, the College recognizes that there are some substances that can be abused in this way. Students who utilize other mind-altering substances including, but not limited to, aerosols, amyl nitrate, ephedrine, glue, nitrous oxide, paint, volatile solvents, any cannabis-related Delta 8, Delta 9, and Delta 10 substances and other similar substances are also in violation of this policy.

Drug Paraphernalia

The possession or use of drug paraphernalia is often an indication that an individual is in possession of or is using controlled

substances. Drug paraphernalia is defined as any equipment that is used to produce, conceal, and/or consume controlled substances, such as, but not limited to, bong, grinders or pipes. Possession of drug paraphernalia is prohibited by the College.

Shared Responsibility Statement – Drugs

Students who are found to be present in an environment where illegal drug use or drug paraphernalia is present will be held responsible for a “Shared Responsibility Drug” violation. This violation will result in a warning and drug education.

Student Sanctions

Disciplinary Outcomes

The following outcomes may be imposed for student misconduct at Rhodes:

1. **Warning:** This outcome will be used in cases in which the College determines that the appropriate lesson has been learned and conclude the matter with a formal letter of warning.
2. **Disciplinary Probation:** A written notification for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary outcomes if the student is found to violate any institutional regulation(s) during the probationary period. Students on disciplinary probation are considered not in good social standing with the College. Good Standing may be required for participation in certain campus activities. In addition, students not in good standing may have their conduct reviewed for leadership or employment positions on campus.



3. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
4. **Fines:** Previously established and published fines may be imposed.
5. **Restitution:** Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
6. **Discretionary Outcomes:** Work assignments, service to the college, education, referral to counseling, or other related discretionary assignments (such assignments must have the approval of the OCS Administrator or their designee).
7. **No Contact:** a preventative measure when alleged violation(s) of the Standards of Conduct are reported. At the discretion of the Director of Community Standards, or their designee, a No Contact Order (NCO) can be issued as a means of informal resolution. The NCO will usually state that the individual may have been involved in a situation where a violation of College policy occurred and prohibiting the individual from contacting another student(s).
8. **Residence Hall Suspension:** Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
9. **Residence Hall Expulsion:** Permanent separation of the student from the residence halls.
10. **College Suspension:** Separation of the student from Rhodes College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
11. **College Expulsion:** Permanent separation of the student from Rhodes College.

More than one of the outcomes listed above may be imposed for any single violation.

The Appeal Process for a Respondent (Charged Student)

Students who wish to appeal the outcome of an administrative hearing should submit an appeal letter to the decision-maker who is named in the decision letter. The appeal letter must be written by the student, and not another individual or party. This letter must specify the basis for the appeal. Appeals will be considered based on the supporting documents provided by the student, and may be requested on one of three grounds:

1. The student believes that the hearing procedure was not followed;
2. The student believes the outcomes imposed were inappropriate for the violation of College policy;
3. The student has new and relevant information, sufficient to alter the decision, that was unknown or unavailable to them at the time of the original hearing

Appeals that are not based on one or more of the grounds listed above may be dismissed without further meeting or action. Students have four business (4) days from the date their decision letter was sent to submit an appeal.

The appeal of an administrative decision will be heard by the Dean of Students, or their designee. The Dean of Students, at their discretion, may determine that, in addition to the documentation received for the appeal, interviews are warranted to gather more information about the appeal. After reviewing the appeal documentation/information, the Dean of Students, or their designee may uphold, modify, or overturn the original decision. If the decision is modified by the Dean of Students, at their discretion and considering the information received, may impose a more severe decision and/or outcome. The decision of the appellate officer is final.

Appeal Procedures for a Registered Student Organization (RSO)/ Affinity Group (AG):

- **Appeals for RSO (Under Interim Suspension):** RSO/AG has the right to appeal an interim suspension. The appeal must be submitted to the Dean, or their designee, who is named in the interim suspension notification letter. The appeal letter must be written by the President of the RSO/the primary student point of contact for the AG. This letter must specify the basis for the appeal. The Dean, at their discretion, may uphold, modify, or overturn the interim suspension. (Create a form for Org under Interim Suspension)
- **Appeals (After a Hearing):** All organizational conduct proceedings at Rhodes allow for an appeal of the outcome of the hearing. The appellate officer will be the Vice President for Student Life, or their designee. The Standards of Conduct Appeal Form must be completed, and is limited to three grounds:
 1. A hearing procedure was not followed; and/or
 2. The outcomes imposed were inappropriate for the violation of College policy; and/or
 3. New and relevant information has become available, sufficient to alter the decision, that was unknown or unavailable to them at the time of the original hearing.

Appeals that are not based on one or more of the above grounds may be dismissed without further meeting or action. As with the original hearing, legal counsel may not attend any appeals hearing. Any advice or assistance from legal counsel must be obtained prior to the hearing.

While an appeal is pending, the organization's interim suspension status will remain active, if applicable. If no interim suspension status was imposed, the sanctions will be placed in abeyance until the appellate officer renders an outcome.

After hearing the appeal, the appellate officer may uphold, modify, or overturn the original decision. If the decision is modified the appellate officer may, at their discretion and considering the information received, impose a more severe decision and/or outcome.

Drug Laws and Employee

See: [Employees Substance Abuse Policy](#) above or online at:

<https://handbook.rhodes.edu/sites/handbook/files/Rhodes%20College%20Employee%20Handbook%202022%20PDF.pdf>

Employee Assistance Program (EAP)

Rhodes employees can access CONCERN, an Employee Assistance Program (EAP), for counseling services for themselves, their partners and members of their households at no cost. Counselors are licensed or certified seasoned professionals.

CONCERN can help with problems such as:

- Marital and family relationships
- Alcohol or drug issues
- Grief counseling
- Gambling and financial problems
- Elder care issues



CONCERN can also refer you to a specialist if you need help beyond the scope of their practice. This service is free and confidential. You may contact CONCERN 24/7 at (901) 458-4000.

Drug Laws

Local Law Concerning Drugs

Memphis and Shelby County use State and Federal Drug Laws

Summary of State Law Concerning Drugs

Students may also face legal consequences for their actions involving substance use. Those consequences may involve criminal prosecution, imprisonment, fines, and loss of their financial aid.

The following summary of the Tennessee Code Annotated is provided to promote increased awareness of the Tennessee laws concerning controlled substances. This summary is not intended to be a restatement of the law nor a summary of all of the laws relating to controlled substances. All members of the Rhodes community are responsible for compliance with laws concerning controlled substances.

It is a criminal offense to knowingly manufacture, deliver, sell, or possess with the intent to manufacture, deliver, or sell controlled substances. The State of Tennessee defines seven categories of controlled substances. Depending upon the type and quantity of substance, felony penalties include fines ranging from \$3,000 to \$50,000 and imprisonment for not less than one year to not more than 60 years.

For misdemeanor possession of a controlled substance, the penalty is imprisonment of not more than 11 months and 29 days and a \$2,500 fine.

The term “drug paraphernalia” means any equipment, products, and materials of any kind which are primarily used, intended for use, or designed for use by the person in possession of them, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing,



preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body, a controlled substance. (T.C.A. 39-17-425).

The maximum penalty for unlicensed possession of drug paraphernalia is a Class A misdemeanor with imprisonment up to 11 months and 29 days in jail and a \$2,500 fine.

The maximum penalty for the unlicensed possession of drug paraphernalia with intent to sell, deliver, or manufacture a controlled substance is a Class E felony with imprisonment for not less than one year nor more than six years, or a fine of not more than \$3,000, or both.

Denial of Federal Aid (20 USC 1091) 52 Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

Federal Laws Concerning Drugs

The Federal Controlled Substances Act specifies penalties, for a first offense individual involved in the unlawful manufacturing, distribution, or possession with intent to distribute narcotics, of not fewer than 10 years or more than life imprisonment and a fine up to 4 million dollars, or both. The penalty for simple possession, knowingly or intentionally possessing a controlled substance, is imprisonment up to one year and a minimum fine of \$1000, or both. Penalties for unlawful distribution of a controlled substance to a person under twenty-one (21) years of age is imprisonment or a fine, or both, up to twice that established for distribution offenses.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture	100 gm or more pure or 1 kg or more mixture		

PENALTIES

Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious 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 than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 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 not an individual.
All other Schedule IV drugs	Any amount	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.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	
All Schedule V drugs	Any amount	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.

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 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 other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Health Risks

People who abuse drugs risk damage to both their mental and physical health. More information about the health risks associated with the use of illegal substances or the misuse of medication can

be found within the Surgeon General's Report on Alcohol, Drugs, and Health <https://addiction.surgeongeneral.gov/>.

U.S. Department of Justice Drug Enforcement Administration												
DRUGS OF ABUSE / Uses and Effects												
Drugs	CSA Schedules	Trade or Other Names	Medical Uses	Dependence			Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome	
				Physical	Psychological	Tolerance						
Narcotics												
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, Chiva, Negra (black tar)	None in U.S., Analgesic, Antitussive	High	High	Yes	3-4	Injected, snorted, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating	
Morphine	Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High	High	Yes	3-12	Oral, injected				
Hydrocodone	Substance II, Product III, IV	Hydrocodone w/Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab	Analgesic, Antitussive	High	High	Yes	3-6	Oral				
Hydromorphone	Substance II	Dilaudid	Analgesic	High	High	Yes	3-4	Oral, injected				
Oxycodone	Substance II	Roxicod, Oxycodone w/Acetaminophen, OxyContin, Endocod, Percocet, Percodan	Analgesic	High	High	Yes	3-12	Oral				
Codeine	Substance II, Products III, IV	Acetaminophen, Guafenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-4	Oral, injected				
Other Narcotics	Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Duprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	High-Low	Yes	Variable	Oral, injected, snorted, smoked				
Depressants												
gamma Hydroxybutyric Acid	Sub I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®	None in U.S., Anesthetic	Moderate	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death	
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Rohies, R-2), Klonopin	Anxiolytic, Sedative, Anticonvulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Yes	1-8	Oral, injected				
Other Depressants	Substance I, III, IV	Ambien, Sonata, Meprobarbital, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Anxiolytic, Sedative, Hypnotic	Moderate	Moderate	Yes	2-6	Oral				
Stimulants												
Cocaine	Substance II	Coke, Flake, Snow, Crack, Coca, Blanca, Perco, Nieve, Soda	Local anesthetic	Possible	High	Yes	1-2	Snorted, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, possible death	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation	
Amphetamine/Methamphetamine	Sub II	Crack, Ice, Crystal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/hyperactivity disorder, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected, smoked				
Methylphenidate	Substance II	Ritalin (Rilys), Concerta, Focalin, Metadate	Attention deficit/hyperactivity disorder	Possible	High	Yes	2-4	Oral, injected, snorted, smoked				
Other Stimulants	Substance III, IV	Adipex P, Ionamin, Prelu-2, Didrex, Provigil	Vasoconstriction	Possible	Moderate	Yes	2-4	Oral				
Hallucinogens												
MDMA and Analogs	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MEDB	None	None	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and self-harm	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, depression, etc	
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Yes	8-12	Oral				
Phencyclidine and Analogs	Sub I, III, IIII	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCEh, TGP	Anesthetic (Ketamine)	Possible	High	Yes	1-12	Smoked, oral, injected, snorted	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer, more intense "trip" episodes	None	
Other Hallucinogens	Substance I	Psilocybe mushrooms, Mescaline, Peyote Cactus, Ayahuasca, DMT, Dextromethorphan* (DXM)	None	None	None	Possible	4-8	Oral		Unable to direct movement, feel pain, or remember	Drug seeking behavior *Not recour	
Cannabis												
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, Mota, Yerba, Grifa	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite	
Tetrahydrocannabinol	Sub I, Product III	THC, Marinol	Antinauseant, Appetite stimulant	Yes	Moderate	Yes	2-4	Smoked, oral				
Hashish and Hashish Oil	Substance I	Hash, Hash oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral				
Anabolic Steroids												
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cyp	Hypogonadism	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecomaastia, acne	Unknown	Possible depression	
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipoise, Anadrol, Dianabol, Primobolin-Depo, D-Bal	Anemia, Breast cancer	Unknown	Yes	Unknown	Variable	Oral, injected				
Inhalants												
Amyl and Butyl Nitrite		Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation	
Nitrous Oxide		Laughing gas, balloons, Whippits	Anesthetic	Unknown	Low	No	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, esomni vitamin deficiency, confusion, hallucinations, convulsions	
Other Inhalants		Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	Inhaled				
Alcohol		Beer, wine, liquor	None	High	High	Yes	1-3	Oral	Organ damage			

Student Confidential Drug & Alcohol Resources & Clinical Services

Rhodes College Student Counseling Center
901-843-3128

Rhodes College Student Health and Wellness
901-843-3895

Lakeside Behavioral Health System - The Landing Addiction Services
2911 Brunswick Rd., Memphis, TN 38133, 901-377-4733

Memphis Area Intergroup Association (Alcoholics Anonymous)
3540 Summer Ave #104, Memphis, TN 38122, 901-454-1414

Parkwood Behavioral Health System
8135 Goodman Road, Olive Branch, MS 38654, USA, 662-895-4900

Alliance Healthcare Services
3810 Winchester, Memphis, TN 38118, 901-369-1400

Mental Health Resources, Mid-South Professional Counseling
(901) 682-6136

Memphis Prevention Coalition
1207 Peabody Ave. Ste #324, Memphis, TN 38104 (901) 249-2828

Lifeline Peer Support, 901-289-9706

The Tennessee REDLINE is the 24/7/365 resource for substance abuse treatment referrals. Anyone can call or text 800-889-9789 for confidential referrals.

Other Helpful Numbers

Rhodes College Campus Safety.....901-843-3880
Southern Poison Center.....800-222-1222
Crisis Center Hotline.....901-274-7477
Emergency Medical Services.....911
Narcotics Anonymous.....901-276-5483
Al-Anon/Al-Ateen.....901-323-0321
Adult Children of Alcoholics (ACOA).....901-323-0321
Alcohol and Drug Help Line.....901-452-0923
Library Information Center (LINC).....211

Alcohol & Drug Education Programs

AlcoholEdu - (via Vector Learning Management System) This interactive online program incorporates the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to reflect on and consider changing their drinking habits. This program is completed by incoming first-years pre-matriculation.

Alcohol and Drug Assessments - Rhodes College works with an off-campus provider to complete Alcohol and Drug Assessments for students. Students who receive “Amnesty,” multiple alcohol violations and drug violations, or are transported to the hospital as a result of alcohol consumption may be sanctioned to an assessment.

Alcohol Education Class - held monthly each semester. Students who have engaged in higher-risk drinking will be required to attend these seminars to learn about how to navigate the use of alcohol in a healthier manner.

Electronic Check Up To Go (alcohol) - This program is a personalized, evidence-based, online prevention intervention for alcohol. This program is designed to motivate individuals to reduce their consumption using personalized information about their own drinking and risk factors. The programs are designed with the most current and reliable research available by San Diego State University.

Electronic Check Up To Go (cannabis) - This program is a personalized, evidence-based, online prevention and intervention program designed to reduce cannabis use. It is designed to help motivate students to reduce their level of cannabis use using personalized information about their own behavior and risk factors. It is customized to the Rhodes College campus.

Welcome Week Alcohol Presentations - Annually the Director of Community Standards facilitates sessions to all first-year students that reviews the Social and Alcohol policy focusing on the tenets of the Alcohol policy: Legal, Healthy, Responsible, and Reflective of Campus Values.

In this session, we discuss the Rhodes College Honor System, which consists of the Honor Code, Standards of Conduct, and Commitment to Diversity.



In addition, we discuss the Standards of the Rhodes Community. One of the messages we discuss is, “You can choose your actions, but you can’t choose your consequences, so think about your actions in regards to all you choose as you begin your journey at Rhodes.” This seems to be a great way to begin the conversations with students around their choices. The Open Rhodes Assistants are also involved in conversations with the students in smaller groups.

Campus Events - The Rhodes Activities Board (RAB) sponsors and manages a variety of events that promote campus unity, encourage responsible social activity, and expose students to diverse cultural, intellectual, and social opportunities. RAB provides lectures, movie nights, concerts, carnivals, and more on a regular basis throughout the year.

Community Standards - The Alcohol and Drug Prevention Student Coordinator has been doing some proactive programming. They have done both passive and active programs, including a program bringing awareness to the effects of varying intoxication levels. Red Ribbon Week is another campus-adopted national, annual initiative that focuses on the education and prevention of drug abuse.

There are a number of Passive and Active Programming Efforts completed throughout the course of the year. These efforts are completed by Resident Assistants, other student organizations, as well as the office of Community Standards in collaboration with a variety of other offices on campus. A few examples of programs are: Alcohol Facts giveaway in the Dining Center; It’s on US campaign; Pancake Study Break during finals week, etc.

Registering Events - Any student group registering an event will register their event on our online Events Management System. In addition to registering the event, if an event will have alcohol present a campus safety officer may be present to check ID’s. In addition, other measures should be in place for a safe environment. Included in the Social and Alcohol policy is that no “spontaneous events” where alcohol may be present are allowed.

Stall Stories - Alcohol and Drug Prevention and Awareness information developed the office of Community Standards RSAP. This information highlights resources available to students on campus.

TIPS (Training for Intervention Procedures)

TIPS is a skills-based training program designed to prevent intoxication, underage drinking, and drunk driving.

The two- and-a-half-hour course develops students’ social skills and gives specific information for detecting when friends have had too much to drink and are getting into trouble with alcohol. The two-and-a-half-hour course develops students’ social skills and gives specific information for detecting when friends have had too much to drink and are getting into trouble with alcohol.

CHASCo - Student Life has partnered with the Coalition for a Safe and Healthy Campus Community (CHASCo) in implementing substance use prevention and awareness-raising interventions campus-wide. Some examples of social norms campaigns and programs offered include a Cannabis Awareness Event, Gym Night, which offers safe alternatives to substance use, and Red Ribbon Week. Additionally, the campus offers educational seminars, such as Recovery Ally Training, that raise awareness regarding substance use and explore opportunities for the campus community to

contribute to development of solutions to address substance use related challenges.

WEAPONS POLICY

Rhodes College strictly prohibits possession of weapons of any type by students, employees or visitors on all College property, including but not limited to firearms, B-B guns, pellet guns, bows and arrows, hunting knives, explosives or any other object that could be used as a deadly weapon. (Weapons are defined in the Tennessee Code Annotated.)

Violators (including those individuals with valid Tennessee gun carry permits) are subject to suspension, expulsion, termination, or any combination of appropriate sanctions.

The sole exception to this policy is that Rhodes College complies with Tennessee Code Annotated § 39-17-1313.

In accordance with TCA § 39-17-1313, a person who has a valid enhanced handgun carry permit or concealed handgun carry permit or who lawfully carries a handgun pursuant to § 39-17-1307(g) may, unless expressly prohibited by federal law, transport and store a firearm

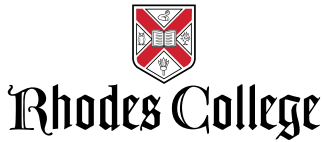
or firearm ammunition in the person's motor vehicle if:

1. The person's vehicle is parked and located where it is permitted to be; and
2. The firearm or ammunition being transported or stored in the vehicle:
 - Is kept from ordinary observation if the person is in the vehicle;
 - Is kept from ordinary observation and locked within the trunk, glove box, or interior of the person's motor vehicle or a container securely affixed to the vehicle if the person is not in the vehicle.

Any violation of this policy should be reported immediately to Campus Safety at 843-3880. Prohibition of such weapons extends to the property and/or vehicles controlled by an individual while on College property if that individual is not in compliance with TCA § 39-17-1313. Questions regarding this policy should be directed to the Director of Campus Safety or the Chief Human Resources Officer.



CAMPUS GUIDES AND MAPS



CAMPUS MAP

Welcome to
Rhodes College
2000 North Parkway
Memphis, TN 38112

- Parking
- Accessible
- Emergency Phone

College Information
901-843-3000
 Campus Safety
901-843-3880
 Emergency
901-843-3333



RHODES CAMPUS GUIDE

PAUL BARRET, JR. LIBRARY

Computer Center
Computer Depot
Information Services
Library Facilities
Middle Ground
Muslim Prayer Center
Writing Center

BRIGGS HALL

Dept. of Mathematics & Computer Science
Spence Wilson Commons
Spence Wilson Room

BRYAN CAMPUS LIFE CENTER

Alburty Swimming Complex
Athletic Hall of Fame
Athletic & Fitness Facilities
Crain Reception Hall
Dept. of Athletics
Lynx Lair
McCallum Ballroom
Multi-use Forum

BUCKMAN HALL

Blount Lecture Hall
Dept. of Business
Dept. of Economics
Dept. of History
Dept. of International Studies
Dept. of Politics & Law
Mock Trial Room

BURROW HALL

Alburty Room
Armstrong Room
Career Services
Chaplain
Interfaith Lounge & Meditation Area
Enrolling & Financial Aid
Admission
Bursar
Enrollment Services
Financial Aid
Mailroom
Registrar
Buckman Center for International Education
Rhodes Express
One-Stop Transaction Center
Student Life
Vice President for Student Life
Dean of Students
Community Standards
Violence Prevention
Equity & Engagement
First Year Experience & Transitions
Student Success
Academic & Learning Resources
Student Accessibility Services

CATHERINE BURROW REFECTORY

The Bell Room
The Brooks Room
The Davis Room
Goldman Hall
Hyde Hall
Neely Hall
New Dining Room West
The President's Dining Room
Rollow Hall
Wilson Fireside Lounge

S. DEWITT CLOUGH HALL

Clough-Hanson Art Gallery
Dept. of Art & Art History
Dept. of Anthropology & Sociology
Dept. of Philosophy
Dept. of Psychology
Dept. of Religious Studies

CRADDOCK QUAD

DIEHL COURT

Sculpture of President Charles E. Diehl

EAST ANNEX

Student Engagement
Fraternity & Sorority Life
Student Activities
Student Organizations

FARGASON ATHLETIC FIELDS

Covered Batting Facility
Crain Field
Dunavant Tennis Complex
Jerden Intramural Fields
Mason Field
Stauffer Field at Irwin Lainoff Stadium
The Winston Wolfe Track & Field Complex

HUBERT F. FISHER MEMORIAL GARDEN

Adrienne McMillan Burns Memorial Labyrinth
Claire Markham Collins Meditation Garden
James H. Daughdrill, Jr. Meditation Garden

FRATERNITY LODGES

Alpha Tau Omega
Kappa Alpha
Kappa Sigma
Pi Kappa Alpha
Sigma Alpha Epsilon
Sigma Nu

FRAZIER JELKE SCIENCE CENTER

Dept. of Biology
Lecture Rooms A, B, C, D
Neuroscience Program

RICHARD HALLIBURTON MEMORIAL TOWER

The Nancy Hill Fulmer '51 Presidential Suite
Finance & Business Affairs
Comptroller
Gooch Hall
Dean of the Faculty &
Vice President for Academic Affairs
Dept. of Ancient Mediterranean Studies

FRANK M. HARRIS MEMORIAL LODGE

Mike Curb Institute for Music

HASSELL HALL

Dept. of Music
Tuthill Performance Hall

RUTH SHERMAN HYDE GYMNASIUM

Varsity Weight Room

BERTHOLD S. KENNEDY HALL

Dept. of Chemistry

DOROTHY C. KING HALL

Alumni Relations Office
Development Office
Evergreen Room
Meeman Center for Lifelong Learning
Orgill Room

McCOY THEATRE

Tony Lee Garner Court

WILLIAM NEELY MALLORY MEMORIAL GYMNASIUM

Performance Gymnasium

MOORE MOORE WELLNESS CENTER

Counseling Center
Health Services

HAROLD F. OHLENDORF HALL

Dept. of Mathematics and Computer Science
Mathematical and Computational Reasoning Center

PEYTON NALLE RHODES TOWER

Dept. of Physics

PHYSICAL PLANT BUILDING

Austin Conference Room & Executive Office Suite

RESIDENCE HALLS

Bellingrath Hall
Bellingrath Chapel
Blount Hall
East Village
Ellett Hall
Glassell Hall
Parkway Hall
Robb Hall
Robinson Hall
Spann Place
Campus Safety Office
Stewart Hall
Townsend Hall
Conservatory
Trezevant Hall
Residence Life Office
Voorhies Hall
Williams Prayer Room
West Village
White Hall
Williford Hall

ROBERTSON HALL

Dept. of Biology
Dept. of Chemistry

SORORITY LODGES

Alpha Omicron Pi
Chi Omega
Delta Delta Delta
Kappa Delta

SOUTHWESTERN HALL

Division of Marketing & Communications
Dept. of Modern Languages & Literatures
Language Learning Center
Hardie Auditorium
Facilities Scheduling & College Events
College Relations
Accounting & Payroll
Dept. of English
Office of Academic Affairs – Deans
Office of Strategic Initiatives
Title IX Office

BILL & CAROLE TROUTT QUAD

WEST CAMPUS

Bookstore
Community Engagement
Bonner Scholars
City Lynx Program
The Laurence F. Kinney Program
Human Resources

WEST CAMPUS EDUCATION BUILDING

Dept. of Educational Studies
Health Equity Program
Health Professions Advising
The Lynne & Henry Turley Memphis Center
Urban Studies Program

WEST CAMPUS

McNEILL CONCERT HALL

DEFINITIONS OF REPORTABLE CRIMES

Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) Program is the source of the definitions. The definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Carrying, Possessing, Etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI's UCR Program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI's National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. The definitions for VAWA crimes are contained in the Clery Act Final Regulations located at <https://www.federalregister.gov/documents/2014/10/20/2014-24284/violence-against-women-act>.

Murder/Manslaughter: defined as the willful killing of one human being by another.

Negligent Manslaughter: defined as the killing of another person through gross negligence.

Rape: Penetration no matter how slight of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling: the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Robbery: defined as 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: defined as 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.

Burglary: unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: theft or attempted theft of a motor vehicle.

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

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; and 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 nonnarcotic drugs (barbiturates, Benzedrine).

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

HATE CRIMES

A hate crime is a criminal offense committed against a person or property, which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation or ethnicity/ national origin.

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
- **Gender:** A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).
- **Sexual orientation:** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).
- **Ethnicity:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **National Origin:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Gender Identity:** A person's internal sense of being male, female, or a combination of both; that internal sense of a person's gender may be different from the person's gender as assigned at birth. Gender identity bias is a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/ challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.
- The following crimes (as defined above) are considered hate crimes when motivated in whole or in part by the offender's bias against one of the groups named above:



DEFINITIONS OF REPORTABLE CLERY ACT GEOGRAPHY

On campus: Any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and use by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students and supports institutional purposes.

On campus Dorm: includes all crimes reported in residence halls.

Non-campus Building: Any building or property owned or controlled by a student organization recognized by the institution and any building or property owned or controlled by an institution of higher education 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 that is within the same reasonably contiguous geographic area of the institution such as a sidewalk, street, thoroughfare or parking area and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purpose.

- Murder and non-negligent manslaughter
- Sexual Assault
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- In addition, the following crimes are also considered hate crimes under the Clery Act:
- **Larceny-Theft** is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- **Simple Assault** is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation** is 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.
- **Destruction/Damage/Vandalism** of Property is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.



RHODES COLLEGE CLERY ACT CRIME STATISTICS					
OFFENSE	YEAR	ON CAMPUS	STUDENT HOUSING (SUBSET OF ON CAMPUS)	PUBLIC PROPERTY	UNFOUNDED
CRIMINAL HOMICIDE					
MURDER AND NONNEGLIGENT MANSLAUGHTER	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
NEGLIGENT MANSLAUGHTER	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
SEX OFFENSES					
RAPE	2020	0	0	0	0
FONDLING	2020	0	0	0	0
INCEST	2020	0	0	0	0
STATUTORY RAPE	2020	0	0	0	0
RAPE	2021	7	7	0	0
FONDLING	2021	3	2	0	0
INCEST	2021	0	0	0	0
STATUTORY RAPE	2021	0	0	0	0
RAPE	2022	4	4	0	0
FONDLING	2022	2	1	0	0
INCEST	2022	0	0	0	0
STATUTORY RAPE	2022	0	0	0	0
CRIMES					
ROBBERY	2020	0	0	0	0
	2021	0	0	1	0
	2022	0	0	1	0
AGGRAVATED ASSAULT	2020	0	0	0	0
	2021	0	0	0	0
	2022	3	1	1	0
BURGLARY	2020	1	0	0	0
	2021	3	1	0	0
	2022	6	2	0	0
MOTOR VEHICLE THEFT	2020	0	0	1	0
	2021	1	0	0	0
	2022	6	0	4	0
ARSON	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

RHODES COLLEGE CLERY ACT CRIME STATISTICS					
OFFENSE	YEAR	ON CAMPUS	STUDENT HOUSING (SUBSET OF ON CAMPUS)	PUBLIC PROPERTY	UNFOUNDED
VAWA OFFENSES					
DATING VIOLENCE	2020	0	0	0	0
	2021	7	5	0	0
	2022	4	2	0	0
DOMESTIC VIOLENCE	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
STALKING	2020	2	0	1	0
	2021	1	1	0	0
	2022	2	0	0	0

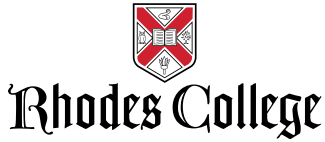
ARRESTS & DISCIPLINARY REFERRALS								
OTHER OFFENSES	YEAR	ARREST			REFERRED FOR DISCIPLINARY ACTION			
		ON CAMPUS	STUDENT HOUSING	PUBLIC PROPERTY	ON CAMPUS	STUDENT HOUSING	PUBLIC PROPERTY	NON CAMPUS PROPERTY
LIQUOR LAW VIOLATIONS	2020	0	0	0	42	39	0	0
	2021	0	0	0	102	84	0	0
	2022	0	0	0	128	102	0	0
DRUG ABUSE VIOLATIONS	2020	0	0	0	13	13	0	0
	2021	0	0	0	9	9	0	0
	2022	0	0	0	36	31	0	0
ILLEGAL WEAPONS POSSESSION	2020	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	1
	2022	0	0	2	0	0	0	0

NOTES

There were zero hate crimes reported during 2020, 2021 and 2022.
Rhodes College has zero noncampus properties, Illegal Weapons Possession referral was at a hotel on multi-overnight sports trip.



CLERY ACT GEOGRAPHY MAP



CLERY GEOGRAPHICAL MAP

Welcome to Rhodes College
2000 North Parkway
Memphis, TN 38112

- P** Parking
- ♿** Accessible
- E** Emergency Phone

- On Campus Building
- Public Property
- On Campus Dorm
- Areas inside red outline are considered on campus

College Information

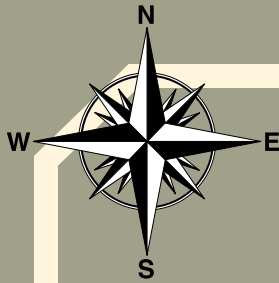
901-843-3000

Campus Safety

901-843-3880

Emergency

901-843-3333



Blue:
On campus dorms: Includes all crimes reported in residence halls.

Yellow:
Public property: All public property that is within the same reasonably contiguous geographic area of the institution such as sidewalks, streets, thoroughfares, or parking areas, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purpose.



ANNUAL FIRE SAFETY REPORT

FIRE SAFETY POLICY STATEMENT

Rhodes College is committed to reducing risk to all students, faculty, staff, and visitors. It is the College's intent to protect members of the campus community against avoidable and undue risks of injury or death due to fire. It is the policy of the College to notify all employees and students of the elements of this plan and to expect them to read and understand its contents.

DEFINITIONS

- A. Fire Safety Policy –The Fire Safety policy is composed of a Fire Prevention Plan, an Emergency Action Plan, and Residence Hall Fire Safety policies document.
- B. Fire Prevention Plan –The purpose of this Fire Prevention Plan is to eliminate the causes of fire, prevent loss of life and property by fire, and to comply with the Occupational Safety and Health Administration's (OSHA) standard on fire prevention, 29 CFR 1910.39. It provides employees with information and guidelines that will assist them in recognizing, reporting, and controlling fire hazards.
- C. Emergency Action Plan -The Emergency Action Plan addresses emergencies reasonably expected in the workplace.
- D. Residence Hall Fire Safety Policies - The College has established policies and procedures for students /staff residing in residence halls. These policies supplement the Fire Prevention Plan and Emergency Action Plan. <http://handbook.rhodes.edu/fire-prevention-and-safety>

RESPONSIBILITIES

- Physical Plant is responsible for installing, testing, servicing, and maintaining fire alarm, evacuation and suppression equipment and associated signage either in-house or through contracted services. Physical Plant is further responsible for housing the above listed documents. Physical Plant is responsible for informing outside contractors (who have been contracted by Physical Plant) of this policy and any hazards they may be exposed to.
- The Office of Residence Life is responsible for enforcing, communicating and recommending updates for the Residence Hall Fire Safety Policies. Residence Life is further responsible for having personnel present during fire drills occurring in residence halls.
- The Campus Safety Department will alert the Memphis Fire Department and all other necessary personnel in the event a fire or alarm has been reported to them. Campus Safety personnel will respond to all alarms on campus and will, if safe to do so, check the entire building or area to ensure it has been evacuated and to locate the source of the alarm. Campus Safety is further

responsible for having personnel present during all fire drills. Campus Safety manages and conducts monthly checks of fire extinguishers.

- All Department Heads, Deans, Directors and Supervisors are responsible for reviewing and enforcing this policy to those they supervise.
- All Employees and Students are responsible for familiarizing themselves with and adhering to the elements of this policy. This includes:
 - Knowing your nearest exit and emergency exit route;
 - Knowing where your outside assembly area is located;
 - Knowing to communicate to Campus Safety or Fire Department personnel if any persons may still be inside.

REPORT A FIRE

List of the titles of each person or organization to which students and employees should report that a fire occurred.
Residence Life Staff or Assistants (901) 843-3241
Physical Plant (901) 843-3870
Campus Safety Officers (901) 843-3880
Brian Foshee, Director, Physical Plant (901) 843-3869 | email: foshee@rhodes.edu
Aretha Milligan, Director, Residence Life: (901) 843-3241
Ike Sloas, Director, Campus Safety: (901) 843-3215 | email: sloasi@rhodes.edu

- The Memphis Fire Department (MFD) responds to all fire, hazardous material and medical emergency incidents/alarms on campus. MFD is the only entity who can give approval to re-set a fire alarm system once the fire department has been dispatched.

FIRE PREVENTION PLAN

- The Fire Prevention Plan addresses the following requirements:
 - A list of all major fire hazards, potential ignition sources and their control
 - Proper handling and storage procedures for hazardous materials
 - The type of fire protection equipment necessary to control each major hazard
 - Procedures to control accumulations of flammable and combustible waste materials
- The name or job title of employees responsible for maintaining equipment to prevent/control sources of ignition or fires and for the control of fuel source hazards and procedures for regular maintenance of safeguards installed on heat-producing equipment to prevent the accidental ignition of combustible material
- Major Workplace Fire Hazards, Potential Ignition Sources, and their Control

The following is a list of common fire hazards and prevention strategies:

FIRE HAZARDS/POTENTIAL IGNITION SOURCES	PREVENTION STRATEGY
Arson	Security fob system for residential buildings Emergency phones Reporting suspicious activity
Cooking	Routine inspection and Maintenance of cooking appliances Cooking on balconies—including but not limited to—the use of electric appliances, gas grills and charcoal grills, etc. is prohibited. Gas grills/tanks are not allowed to be used or stored within 10 feet of an occupied building.
Smoking Material	All residence halls are no smoking
Open Flames (candles, etc.)	Unless approved, open flames are prohibited on campus. Prohibition of open flames as outlined in the Residence life policies
Electrical (wiring, appliances, and equipment)	Routine inspection and maintenance Use of UL approved equipment Prohibition of extension cords other than UL approved surge-protecting types in residence halls.
Accumulation of combustible materials	Routine inspection of campus facilities Maintain clear egress and clearance to electrical or heat source.
Improper handling and storage of combustible/flammable liquid	Removal of accumulated hazardous waste Use of approved flammable liquid storage cabinets Hazardous waste disposal program (small-quantity generator) Use of proper bonding and grounding procedures
Halogen Lamps	No halogen lamps permitted on campus
Space Heaters	No space heaters permitted on campus unless authorized by Physical Plant
Hot work hazards i.e. cutting, welding, etc.	Use of hot work permit
Residential areas	Safety inspections conducted by Residence life personnel
Hoverboard/Electrical Scooters	No hoverboards/electric scooters are permitted in Residential areas



Proper Handling and Storage Procedures for Hazardous Materials

- a. All Flammable Hazardous Materials shall be handled and stored in accordance with College policy – Physical Plant maintains documentation
1. Fire Protection Equipment/Systems Necessary to Control Fire Hazards
 - a. Major buildings are equipped with automatic fire detection and alarm systems that are constantly monitored. Most of our residential buildings are further protected with fire sprinkler suppression systems. The following are fire detection, notification, and suppression systems found in most of our campus facilities:
 - Building fire alarm detection and notification systems
 - Smoke and heat detectors
 - Manually activated pull stations
 - Building fire suppression systems
 - Sprinkler systems
 - ◆ Water (Wet-Pipe Systems)
 - ◆ Commercial kitchen hood exhaust/suppression systems
 - Fire Extinguishers
 - Type ABC—Located throughout campus buildings and areas - Can be used on any fire except burning metal and chlorine fires. Monthly/Annual inspection and repairs of extinguishers campus wide is completed by City Fire Inc.
 - Fire rated doors and fire-resistant barriers
 2. Procedures to Control Accumulations of Flammable and Combustible Waste Materials
 - a. The College controls accumulations of flammable and

combustible waste materials so that they do not contribute to a fire emergency. The following are housekeeping procedures used to control such accumulations:

- The College provides routine and comprehensive housekeeping services to all campus facilities.
- Representatives from the Office of Residence Life conduct periodic safety inspections of residence hall rooms that include noting any excessive accumulations of combustible material.
- College waste generators follow instructions in the Hazardous Waste Management Program located in the Physical Plant.

3. General Housekeeping Requirements

- a. Keep stairwells, exits and passageways free of obstructions at all times.
- b. Keep access to fire protection equipment (pull stations and fire extinguishers) free and clear.
- c. Store flammable and combustible liquids in approved storage containers and cabinets.
- d. Keep storage/items 18 inches away from sprinkler heads and 24 inches from the ceiling in buildings not equipped with a sprinkler system.
- e. Assure fire doors are operating properly, unobstructed, and not propped open.

4. Personnel Responsible for Maintenance of Equipment and Systems

- a. The Physical Plant department is responsible for maintenance of equipment and systems installed to mitigate or control ignition sources of fires. Physical Plant's main phone number is (901) 843-3870. After hours or for emergencies, call Campus Security at (901) 843-3880—they can contact Physical Plant employees to respond.
- b. Training
 1. All employees will be provided access to this plan and are encouraged to review those portions that pertain to their job assignments.
 2. Training may be conducted in a variety of ways such

as seminars, workshops, and live exercises. Records are kept of all training activities documenting the type of training, persons trained, and the date of training and are maintained by and kept in Physical Plant.

3. Fire safety training may include:

- A. Classes of fires
- B. Potential fire hazards on the job
- C. Fire prevention procedures
- D. Building fire protective features
- E. How to recognize fire exits
- F. Location and types of fire prevention equipment
- G. Steps to take in the event of fire or smoke
- H. How to use fire extinguishers and their limitations

- Maintenance/Inspection of Equipment and Systems
- The College has a system in place to ensure that fire protection and suppression equipment is regularly checked through the Physical Plant department. This can include both in-house inspections as well as contracted inspections through service vendors. Physical Plant department, who has ultimate responsibility for these tasks, maintain records of these inspections.
- Residence Life personnel conduct regular safety inspections of all residential facilities and student rooms.

EMERGENCY ACTION PLAN

The Plan addresses the following requirements:

1. Procedures for reporting a fire or other emergency
2. Procedures to follow in case of fire or alarm
 - If you discover a fire
 - Portable fire extinguishers
 - A. Types of extinguishers on campus
 - B. Using a portable fire extinguisher
3. Procedures for emergency evacuation
 - General emergency evacuation procedures
 - Assisting individuals with disabilities
 - Responsibilities of supervisors and residence hall staff
4. Emergency Evacuation Type and Exit Route Assignments
5. Employees Conducting Critical Functions Before Evacuating
6. Procedures to Account for Persons After Evacuation
 - Employees
 - Students
 - In Classrooms
 - In Residential Facilities
7. Emergency Medical and Rescue Duties
8. Contact information for further Explanation of this Plan

Brian Foshee,
Director, Physical Plant:
(901) 843-3869
email: foshee@rhodes.edu

Jeff McClain,
Superintendent of Maintenance,
Physical Plant:
(901) 832-3569
email: mcclain@rhodes.edu



PROCEDURES FOR REPORTING A FIRE OR OTHER EMERGENCY

Call Campus Safety at 901-843-3333 and report the situation from a safe place, and/or call 9-1-1. In case of fire or fire alarm, evacuate the building or area immediately. In case of other emergency, follow the procedures set forth for that emergency.

PROCEDURES TO FOLLOW IN CASE OF FIRE OR ALARM

- If you discover a fire:
 - ◻ Evacuate the building or area via the nearest safe exit; activate the building alarm by pulling a “pull-station” located next to the exit and report to the pre-designated Evacuation Assembly Area. (see section below)
- NOTE: If the fire is very small and you know how to use a portable fire extinguisher safely, you may attempt to put out the fire. Always pull the fire alarm first or make sure that the fire department has been called BEFORE you attempt to fight a fire. Do not try to fight a fire unless you feel that it can be done safely and there is a clear escape route available to you.

5. Portable Fire Extinguishers

- Types of Extinguishers on Campus:
 1. Type ABC—Located throughout campus buildings and areas--Can be used on any fire except burning metal and chlorine fires.
- Using a Portable Fire Extinguisher:
 - ◻ If you know that you have the proper extinguisher and the fire is small enough to extinguish safely, remember the P-A-S-S acronym to use your extinguisher as follows:
 - Pull the safety pin at the top of the extinguisher

- Aim the nozzle, horn, or hose at the base of the flames
- Squeeze the handle of the extinguisher
- Sweep the nozzle from side to side until the fire goes out

PROCEDURES FOR EMERGENCY EVACUATION

- General Emergency Evacuation Procedures:
 - ◻ Be aware of the following procedures if a fire is discovered or when the fire alarm sounds in your building. You should also be familiar with your emergency exit routes and your assembly area (see section below).
 - Leave the premises immediately.
 - If there is smoke or heat, stay low to the floor. Crawl to the nearest exit if need be.
 - Always use stairwells to evacuate if possible. Do not use elevators.
- Before opening any door, feel the door near the top. If it is hot, do not open it. Use another exit. If the door is not hot, open it cautiously. Stand behind the door and be prepared to close it quickly if there is excessive smoke or heat.
- If you become trapped, do the following:
 1. Call Campus Safety at 901-843-3880 and or 9-1-1 and tell them your exact location and situation.
 2. Place a blanket or similar article along the bottom of the door to keep smoke out. If possible, wet the material first.
 3. Retreat. Close as many doors between you and the fire as possible.
 4. DO NOT JUMP!

- Activate the nearest fire alarm pull station as you leave the building. From a safe location, call Campus Safety at 901-843-3880 and/or 9-1-1 (no matter how small the fire is.) Tell them where the fire is and give them any other information requested.
- Assemble outside in a pre-designated area (see section below). The Memphis Fire department will notify Campus Safety when it is clear to re-enter the building. Once you have assembled, you may be required to remain at the Assembly area until released by MFD or Campus Safety.

EMERGENCY EVACUATION TYPE AND EXIT ROUTE ASSIGNMENTS

6. Locate the nearest exit or follow the illuminated “EXIT” signs. Evacuation plans are building specific. It is important for all employees of the College to be familiar with the evacuation policy for the building that is their primary place of employment as well as other areas that they are required to frequent. Employees are advised to familiarize themselves with the closest route of safe egress.

EMPLOYEES CONDUCTING CRITICAL FUNCTIONS BEFORE EVACUATING

7. Employees who are required and permitted by the responding fire department to remain in the building to conduct critical operations should perform their duties only if they are not in the smoke/fire area. Employees should never risk injury when performing work-related duties.

PROCEDURES TO ACCOUNT FOR PERSONS AFTER EVACUATION

8. Employees
 - a. Supervisors shall develop a procedure to account for employees after an emergency evacuation has been completed. Supervisors should conduct a “head count” of persons in their Evacuation Assembly Area. Supervisors who have knowledge of any person(s) still inside the building (or otherwise unaccounted for) must inform emergency responders (e.g. the Memphis Fire Department.)
9. Students
 - a. In Classrooms:
 - Instructors shall develop a procedure to account for (to the best of their ability) students under their control after an emergency evacuation has been completed.
 - b. In Residential Facilities:
 - The Office of Residence Live will develop a plan to ensure that the building has been cleared in the event of a residential facility evacuation.

EMERGENCY MEDICAL AND RESCUE DUTIES

10. The responding fire department and EMS units will provide emergency medical and rescue duties.

RESIDENCE HALL FIRE SAFETY POLICIES

FIRE EXTINGUISHER, FIRE ALARMS AND FIRE RELATED ACTIVITIES

Falsely pulling a fire alarm or discharging a fire extinguisher, possession of fireworks on campus, and burning items (e.g., paper on doors or walls, paper in bathrooms, etc.) is prohibited. Minimally, first-time offenders will be fined \$100.00 and the SRC may take other appropriate action. If the person responsible cannot be identified, the charge may be divided equally among residents of the floor. Clean-up fees may also be charged. Any student who willfully fails to exit the residence hall after the fire alarm sounds will be subject to disciplinary action that may result in removal from the residence hall. Rhodes conducts two fire drills annually, one per semester, to ensure that residence hall fire safety systems are in working order.

FIRE PREVENTION AND SAFETY

The residence halls are private residences owned and maintained by the College. They are subject to the Memphis Fire Code, and are regularly inspected by the Fire Marshall’s Office.

1. Students should test their battery operated smoke alarm regularly to assure proper operation of the alarm. Service requests for malfunctioning alarms or new batteries should be submitted through the work order system. Smoke alarms must not be tampered with or covered.
2. No upholstered furniture that has significant cuts or ruptures in the upholstery will be permitted in the residence halls. Students may be asked to remove items on walls that create a fire hazard. No items are to be hung from ceilings, covering lights, or covering smoke detectors.
3. Students may be asked to remove appliances to avoid overloading the circuits and to avoid fire hazards. All electrical appliances should be turned off when not in use.
 - a. Refrigerators in residence halls must be no larger than 33” high or 19” wide. Only one refrigerator per room.
 - b. Any appliance with an open flame or burner, including but not limited to candle warmers, hot plates, electric skillet, toaster ovens, toasters, counter top style grills, sandwich makers and woks are prohibited.





NON-RESIDENTIAL BUILDINGS	DESIGNATED ASSEMBLY AREA
Buckman Hall	Oak Alley
Burrow Hall	Oak Alley
Southwestern Hall	Oak Alley
Kennedy Hall	Burrow Refectory Lawn
Ohlendorf Hall	Burrow Refectory Lawn
Frazier Jelke Science Center	Barret Lawn
Rhodes Tower	Burrow Refectory Lawn
Gooch Hall	Burrow Refectory Lawn
Briggs Hall	Trout Quad/ Barret Lawn
Robertson Hall	Trout Quad/ Barret Lawn
Clough Hall	Southwestern Quad
Paul Barret, Jr. Library	Mallory Parking Lot
Hassell Library	Trout Quad/ Barret Lawn
Mallory Gymnasium	Mallory Parking Lot
Bryan Campus Life Center	Bryan Campus Life Center, South Lawn
McCoy Theatre	1st Year Parking Lot
West Campus, Classroom Building & McNeill Hall	West Campus, McNeill Lawn/West Ballfields
Physical Plant	Baseball Field
King Hall	West Campus, McNeill Lawn
Human Resources	West Campus, McNeill Lawn
Fraternity Houses	Mallory Parking Lot
Sorority Houses	McCoy Theatre Lawn
Harris Lodge	Fisher Gardens
Catherine Burrow Refectory	Trout Quad/Barret Lawn
East Annex	1st Year Parking Lot

- c. Halogen and other exposed bulb lamps are not permitted.
- d. “UL Approved” power-strips with surge protectors not exceeding 15 amps must be used.
- e. “UL Approved” Christmas tree lights designed specifically for indoor use may be used. No other forms of extension cords or multi-outlet extenders can be used.
- f. Neon lights, beer signs, fireworks, flammable liquids of any kind, and open flame devices, including but not limited to candles and incense, are not allowed in residence halls.
- g. All residence hall spaces are non-smoking.

Failure to comply with any of these fire safety requirements will minimally result in a \$50.00 fine for first offense. Subsequent offenses may result in suspension or expulsion from the residence halls.



RESIDENTIAL BUILDINGS	DESIGNATED ASSEMBLY AREA
Bellingrath Hall	Fisher Gardens
Blount Hall	McCoy Theatre Lawn/Fountain
East Village A	McCoy Theatre Lawn/Fountain
East Village B	Buckman Parking Lot
East Village C	Buckman Parking Lot
Ellett Hall	Fisher Gardens
Glassell Hall	Trout Quad/Barret Lawn
Robb Hall	Southwestern Quad
Robinson Hall	McCoy Theatre Lawn/Fountain
Spann Place Townhouse	West Campus, McNeill Lawn
Stewart Hall	West Campus, McNeill Lawn
Townsend Hall	Southwestern Quad
Trezevant Hall	Buckman Parking Lot
Voorhies Hall	Buckman Hall Lawn
White Hall	Southwestern Quad
Williford Hall	Southwestern Quad
West Village	Trout Quad/Barret Lawn
Parkway Hall	Front Lawn-South or West Ballfields

FUTURE IMPROVEMENTS IN FIRE SAFETY

There are no current plans for future improvements in fire safety by Rhodes College.



FIRE LOG

The Campus Safety Office maintains a fire log that includes:

- The nature of the fire,
- The date the fire occurred,
- The time of day the fire occurred, and
- The general location of the fire.

COMBINING THE DAILY CRIME LOG AND THE FIRE LOG:

Rhodes College has on-campus student housing facilities and we are required to maintain a fire log. A common log meets all of the requirements for both logs. The fire log for the most recent 60-day period is open to public inspection at: www.rhodes.edu/crime-and-fire-report. Any portion of the log that is older than 60 days will be available within two business days of a request for public inspection by contacting Ike Sloas, Director of Campus Safety or at sloasi@rhodes.edu.

FIRE STATISTICS

The following statistics are reported, both in the annual fire safety report and the Department of Education’s web-based data collection system, for on-campus student housing. The Campus Safety Office maintains fire statistics that include:

- The number of fires and the cause of each fire.
- The number of deaths related to the fire.
- The number of injuries related to the fire that resulted in treatment at a medical facility.
- The value of property damage related to the fire.

FIRE STATISTICS REPORTING TABLE 2020

Rhodes College Residence Halls	Total Fires in each Residence Halls	Fire Number	Date	Time	Cause of Fire	Number of Injured	Number of Deaths	Value of Property Damage	Case Number
Bellingrath Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Blount Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village A	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village B	0	0	N/A	N/A	N/A	0	0	0	N/A
Ellett Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Glassell Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Parkway Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robb Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robinson Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Spann Place Townhouse	0	0	N/A	N/A	N/A	0	0	0	N/A
Stewart Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Townsend Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Trezevant Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Voorhies Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
White Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Williford Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
West Village	0	0	N/A	N/A	N/A	0	0	0	N/A

FIRE STATISTICS REPORTING TABLE 2021

Rhodes College Residence Halls	Total Fires in each Residence Halls	Fire Number	Date	Time	Cause of Fire	Number of Injured	Number of Deaths	Value of Property Damage	Case Number
Bellingrath Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Blount Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village A	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village B	0	0	N/A	N/A	N/A	0	0	0	N/A
Ellett Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Glassell Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Parkway Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robb Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robinson Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Spann Place Townhouse	0	0	N/A	N/A	N/A	0	0	0	N/A
Stewart Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Townsend Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Trezevant Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Voorhies Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
White Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Williford Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
West Village	0	0	N/A	N/A	N/A	0	0	0	N/A

FIRE STATISTICS REPORTING TABLE 2022

Rhodes College Residence Halls	Total Fires in each Residence Halls	Fire Number	Date	Time	Cause of Fire	Number of Injured	Number of Deaths	Value of Property Damage	Case Number
Bellingrath Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Blount Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village A	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village B	0	0	N/A	N/A	N/A	0	0	0	N/A
Ellett Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Glassell Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Parkway Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robb Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robinson Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Spann Place Townhouse	0	0	N/A	N/A	N/A	0	0	0	N/A
Stewart Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Townsend Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Trezevant Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Voorhies Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
White Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Williford Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
West Village	0	0	N/A	N/A	N/A	0	0	0	N/A

FIRE SAFETY SYSTEMS IN RESIDENTIAL HALLS

The Campus Safety Office maintains a fire report that includes:

- A description of the fire safety system for each residential building.
- The number of fire drills held the previous calendar year.
- The institution's policies or rules on portable electrical appliances, smoking, and open flames in student housing facilities.
- Procedures for student housing evacuation.
- Policies for fire safety education and training programs for students, faculty, and staff.
- A list of the titles of each person or organization to which individuals should report that a fire has occurred.



Fire Safety System in Rhodes Residential Facilities 2020

Rhodes College Residence Halls	Address	Fire Alarm Monitoring Done On Site (by Campus Safety)	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of evacuation (fire) drills each calendar year
Parkway Hall	1918 North Parkway	Simplex	N/A	N/A	X	X	X	2
Bellingrath Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Blount Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
East Village A	2000 North Parkway	Simplex		X	X	X	X	2
East Village B	2000 North Parkway	Simplex		X	X	X	X	2
Ellett Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Glassell Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Robb Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Robinson Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
Spann Place Townhouse	2000 North Parkway	CS/Simplex		X	X	X	X	2
Stewart Hall	669 University Ave.	Simplex		X	X	X	X	2
Townsend Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Trezevant Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Voorhies Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
White Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
Williford Hall	2000 North Parkway	CS	N/A	N/A	X	X	X	2
West Village	2000 North Parkway	Simplex		X	X	X	X	2

Fire Safety Systems in Rhodes College Residential Facilities 2021

Rhodes College Residence Halls	Address	Fire Alarm Monitoring Done On Site (by Campus Safety)	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher	Evacuation Plans & Placards	Number of evacuation (fire) drills each calendar year
Bellingrath Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Blount Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
East Village A	2000 North Parkway	Simplex	N/A	X	X	X	X	2
East Village B	2000 North Parkway	Simplex	N/A	X	X	X	X	2
Ellett Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Glassell Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Parkway Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
Robb Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Robinson Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
Spann Place Townhouse	645 University Ave.	C/S Simplex	N/A	X	X	X	X	2
Stewart Hall	669 University Ave.	Simplex	N/A	X	X	X	X	2
Townsend Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Trezevant Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Voorhies Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
White Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Williford Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
West Village	2000 North Parkway	Campus Safety	N/A	X	X	X	X	2

Fire Safety Systems in Rhodes College Residential Facilities 2022

Rhodes College Residence Halls	Address	Fire Alarm Monitoring Done On Site (by Campus Safety)	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher	Evacuation Plans & Placards	Number of evacuation (fire) drills each calendar year
Bellingrath Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Blount Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
East Village A	2000 North Parkway	Simplex	N/A	X	X	X	X	2
East Village B	2000 North Parkway	Simplex	N/A	X	X	X	X	2
Ellett Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Glassell Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Parkway Hall	1918 North Parkway	Simplex	N/A	N/A	X	X	X	2
Robb Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Robinson Hall	2000 North Parkway	Simplex	N/A	N/A	X	X	X	2
Spann Place Townhouse	645 University Ave.	C/S Simplex	N/A	X	X	X	X	2
Stewart Hall	669 University Ave.	Simplex	N/A	X	X	X	X	2
Townsend Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Tresevant Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Voorhies Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
White Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
Williford Hall	2000 North Parkway	Campus Safety	N/A	N/A	X	X	X	2
West Village	2000 North Parkway	Simplex	N/A	X	X	X	X	2





Rhodes College