

# Rhodes College Annual Security & Fire Safety Report 2019-2020

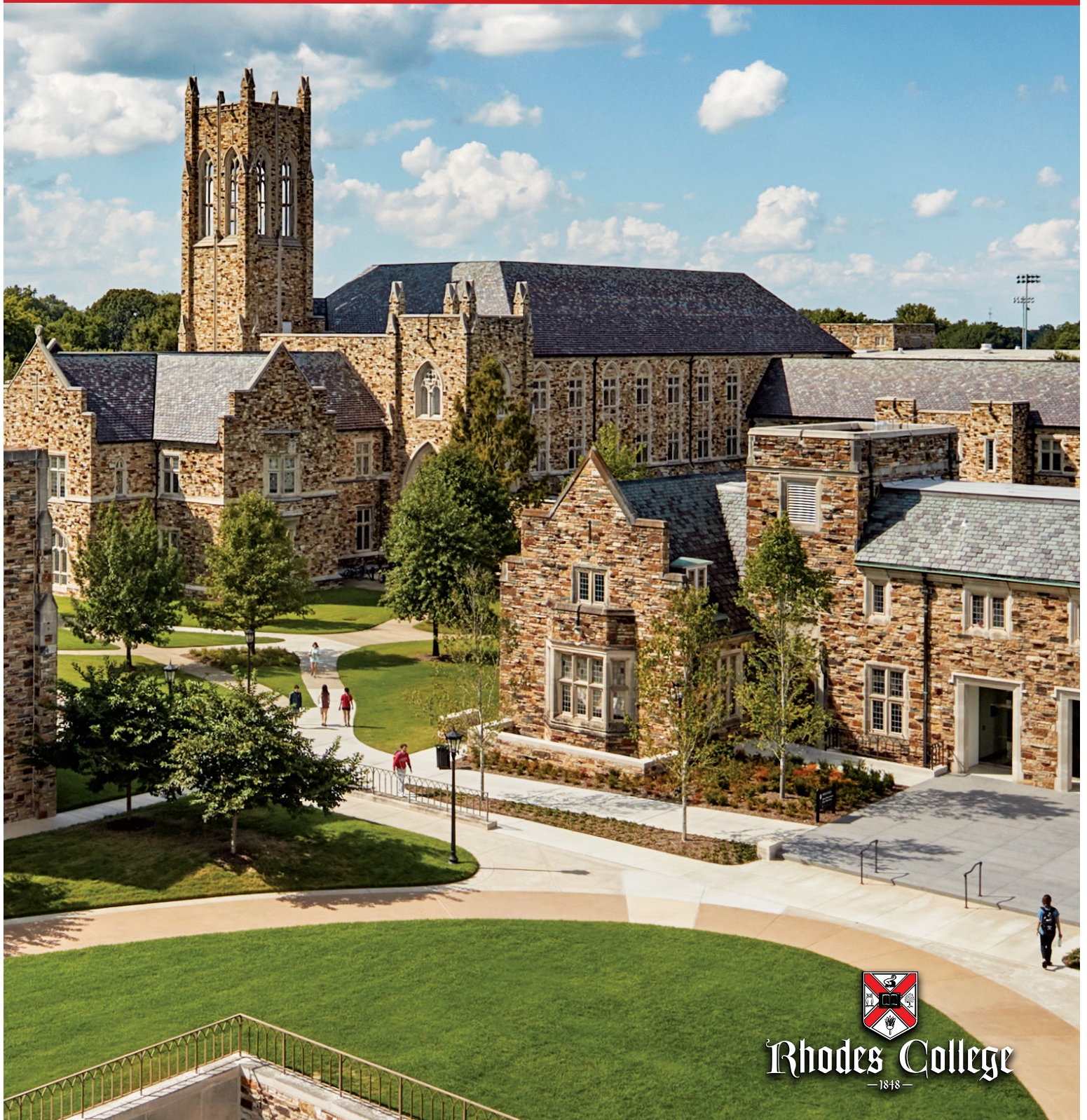




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CHAPTER 1 Rhodes College Campus Safety Overview

Rhodes College Campus Safety (Director of Campus Safety) has been designated as the department responsible for compiling and publishing the university's annual security report. The fire and crime information reflected in this report was collected from January 1, 2016 to December 31, 2018. The crime and fire numbers are submitted to the U.S. Department of Education by October 1st annually. This report will be accessible on the Campus Safety webpage for the 2019-2020 school year. Hard copies are available at Campus Safety located in the Spann building unit #5.

It is the responsibility of Rhodes College to do everything possible to provide a safe and secure environment for our students, employees and campus visitors. This document is intended to serve as the annual security, fire safety report, VAWA as required by the Higher Education Opportunity Act and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The purpose of the report is to provide information about security on campus, to include: campus crime statistics, fire statistics and safety information, policy information, safety tips, resource phone numbers and a brief overview of the many services/resources Rhodes College and the community provides.

Information for this annual report is compiled from reports provided by, but not limited to, Campus Safety, Residence Life, other Campus Security Authorities (Chapter 4) and Local Law Enforcement. Campus Security Authority (CSA) individuals with significant responsibility for campus and student activities, such as campus security, resident assistants, coaches, and club advisors, among others.

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

Rhodes College Vision Statement

Rhodes College aspires to graduate students with a life-long passion for learning, a compassion for others, and the ability to translate academic study and personal concern into effective leadership and action in their communities and the world. We will achieve our aspiration through four strategic imperatives:

- 1. **Student Access**  
To attract and retain a talented, diverse student body and engage these students in a challenging, inclusive and culturally-broadening college experience.
- 2. **Student Learning**  
To ensure our faculty and staff have the talent, the time and the resources to inspire and involve our students in meaningful study, research and service.
- 3. **Student Engagement**  
To enhance student opportunities for learning in Memphis.
- 4. **Student Inspiration**  
To provide a residential place of learning that inspires integrity and high achievement through its beauty, its emphasis on values, its Presbyterian history, and its heritage as a leader in the liberal arts and sciences.
- 5. **Rhodes College's Commitment to Diversity**  
A diverse learning community is a necessary element of a residential liberal arts education. We, the members of the Rhodes College community, are committed to creating a community where diversity is valued and welcomed. To that end, Rhodes College does not discriminate on the basis of race, gender identity or expression, color, age, religion, disability, sexual orientation, and national or ethnic origin, and will not tolerate harassment or discrimination on those bases.

We are committed to providing an open learning environment. Freedom of thought, a healthy exchange of ideas, and an appreciation of diverse perspectives are fundamental characteristics of a community of scholars. To promote such an academic and social environment we expect integrity and honesty in our relationships with each other and openness to learning about and experiencing cultural diversity. We believe that these qualities are crucial to fostering social and intellectual maturity. Intellectual maturity also requires individual struggle with unfamiliar ideas. We recognize that our views and convictions will be challenged, and we expect this challenge to take place in a climate of tolerance and mutual respect.

*Adopted by the Rhodes Board of Trustees January 17, 2003*

Campus Safety Mission Statement

To provide for the safety and security of all persons and property within the Rhodes community so as to enable the educational commitment of the College to go forward.

The Role of Campus Safety

The Campus Safety Office is structured within the Rhodes' Division of Student Life, putting Campus Safety in close contact with all aspects of student life. 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 considered a private security and safety force, they are 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 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.
  - a) The Tennessee Code specifically authorizes security guards to prevent, observe and detect any unauthorized activity on private property including intrusions, unauthorized entries, larcenies, vandalism, abuses, fires, and trespasses. See Tenn. Code Ann. § 62- 35-102(16) (2003).
  - b) Security guards are also charged with enforcement of rules, regulations and local and state laws on private property. See Tenn. Code Ann. § 62-35-102(16)(C) (2003).
  - c) Because security guards are explicitly authorized to prevent and detect any unlawful activity as well as enforce local and state laws, a security guard would have the authority to stop and question a suspicious individual on private property.
  - d) If the security guard arrests the suspect, he or she would be authorized to detain the suspect past his or her consent since the security guard is authorized to enforce state and local law while on private property. See Tenn. Code Ann. § 62-35-102(16)(C) (2003). This encompasses the power of arrest entrusted to the security guard as a private citizen.<sup>1</sup>
  - e) Under the statutory powers imparted upon security guards to prevent or detect unlawful entries on private property, a security guard may stop a vehicle for trespass or any unauthorized activity. See Tenn. Code Ann. § 62-35-102(16) (2003). This authority extends to suspicious vehicles. In defining security guards, Tenn. Code Ann. § 62-35-102(16)(C) recognizes the right of a security guard to control, regulate and direct the flow or movements of the public, whether by vehicle or otherwise on private property. As the agent entrusted to protect the property, the security guard 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).

- The Memphis Police Department has primary law enforcement authority on the Rhodes College Campus by jurisdiction.
- Rhodes College doesn't have an MOU (memorandum of understanding) with the Memphis Police Department.
- Accurate and prompt reporting
  - a) The Campus Safety Office has 24/7 staff that will respond and take reports
  - b) Daily crime logs are maintained by the Director of Campus Safety: [www.rhodes.edu/crime-and-fire-report](http://www.rhodes.edu/crime-and-fire-report)
- Rhodes Campus Safety Officers patrol jurisdiction is reflective of the Clery Geography map in Chapter 2.
- Monitoring & Reporting of Criminal Activity
- Emergency Phones: West Campus parking lots, Harris Lodge parking lot, East Village parking lot, Charles Place, First-year parking lot, Mallory Gym parking lot, West Village walk gate
- 24/7 Security
- Campus Safety has 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 H.E. Crump Memphis TN.

<sup>1</sup>(Citizen Arrest) Tennessee 40-7-109 - A private person may arrest another: (1) For a public offense committed in the arresting person's presence; (2) When the person arrested has committed a felony, although not in the arresting person's presence; o r(3) When a felony has been committed, and the arresting person has reasonable cause to believe that the person arrested committed the felony.



CHAPTER 2 Campus Geography, Map & Buildings

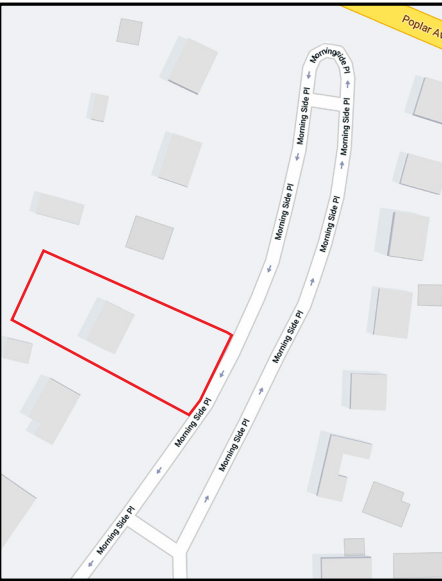
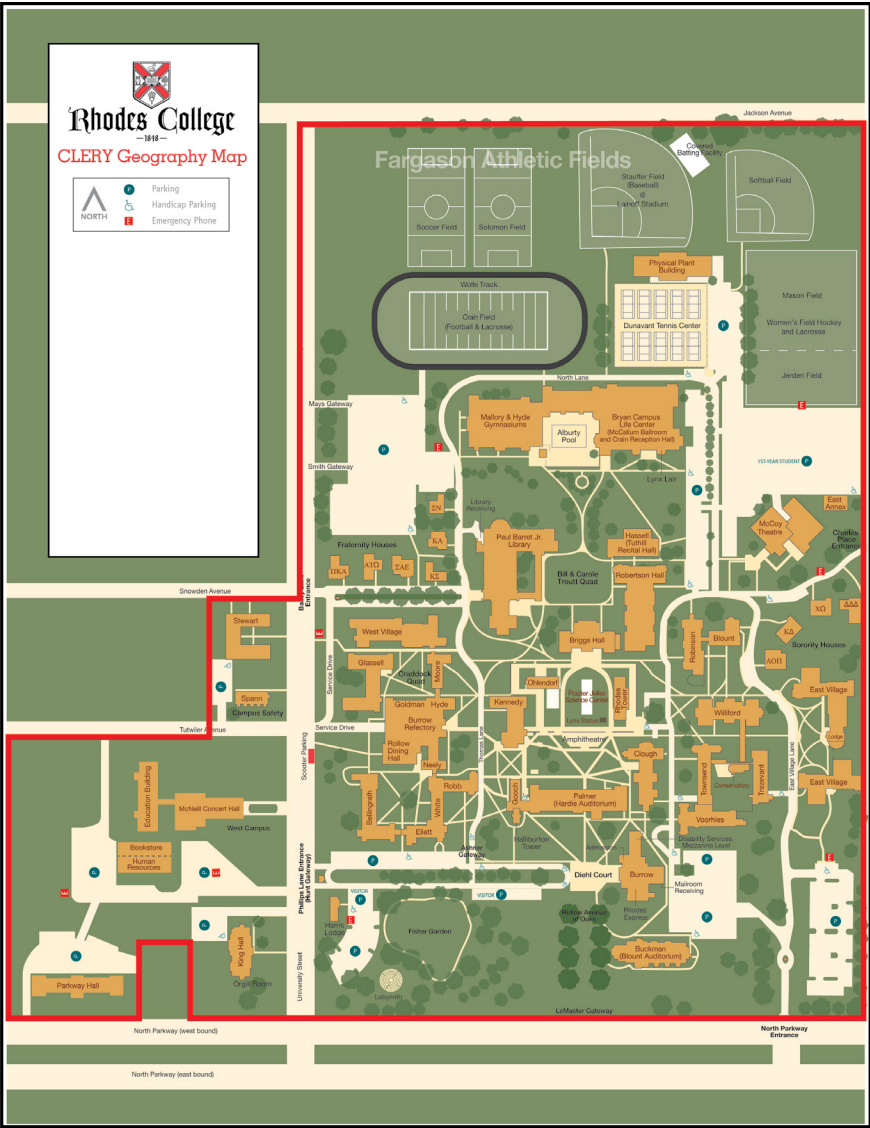
Offenses within this report are listed under four location types, which are as follows:

**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.



91 Morningside Place, Memphis, TN 38104



PAUL BARRET, JR. LIBRARY

Computer Depot  
Computer Lab  
Digital Media Lab  
Information Services  
Library Services  
Middle Ground  
Testing Room (Accessibility Services)  
Writing Center

BRIGGS HALL

Dept. of 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 Auditorium  
Dept. of Business  
Dept. of Economics  
Dept. of History  
Dept. of International Studies  
Dept. of Political Science  
Mock Trial Room

BURROW HALL

Alburty Room  
Armstrong Room  
Chaplain  
Religious and Spiritual Life Lounge  
Buckman Center for International Education  
Data Services  
Enrolling & Financing  
Admission

Bursar  
Financial Aid  
Registrar  
Mailroom  
Pearce Conference Room  
Rhodes Express  
One-Stop Transaction Center

Student Life  
Accessibility Services  
Career Services  
Dean of Students  
Fraternity & Sorority Life  
Inclusion & Involvement  
New Student Programs  
Queer Resource Room  
Rhea Student Lounge  
Student Academic Success  
Student Activities  
Student Conduct  
Student Health & Wellness  
Student Organizations

CATHERINE BURROW REFECTORY

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

RHODES CAMPUS GUIDE

S. DEWITT CLOUGH HALL

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

DIEHL COURT

Statue of President Charles E. Diehl

EAST ANNEX

Student Space

EDUCATION BUILDING

Dept. of Educational Studies  
Dept. of Urban Studies  
Health Professions Advising Office  
Lynne & Henry Turley Memphis Center

FARGASON ATHLETIC FIELDS

Covered Batting Facility  
Crain Field  
Dunavant Tennis Complex  
Jerden Intramural Fields  
Mason Field  
Softball Field  
Soccer Field  
Solomon 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 HOUSES

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

RICHARD HALLIBURTON MEMORIAL TOWER

The Nancy Hill Fulmer '51 Presidential Suite  
Finance & Business Affairs  
Comptroller  
Gooch Hall  
Provost & Vice President for Academic Affairs  
Dept. of Greek & Roman Studies

FRANK M. HARRIS MEMORIAL LODGE

Mike Curb Institute for Music

HASSELL HALL

Dept. of Music  
Tuthill Performance Hall

RUTH SHERMAN HYDE GYMNASIUM

Aerobic/Dance Studio  
Raquetball Court

BERTHOLD S. KENNEDY HALL

Dept. of Chemistry

DOROTHY C. KING HALL

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

McCOY THEATRE

Dept. of Theatre  
Tony Lee Garner Court

MCNEILL CONCERT HALL

WILLIAM NEELY MALLORY MEMORIAL GYMNASIUM

Performance Gymnasium

MOORE MOORE HEALTH CENTER

Counseling Center  
Health Services

HAROLD F. OHLENDORF HALL

Mathematics Support Center  
Dept. of Mathematics

PEYTON NALLE RHODES TOWER

Dept. of Physics

PHYSICAL PLANT BUILDING

Austin Conference Room & Executive Office Suite  
Physical Plant Purchasing

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 & Chemistry

SORORITY HOUSES

Alpha Omicron Pi

Chi Omega

Delta Delta Delta

Kappa Delta

SOUTHWESTERN HALL

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

WEST CAMPUS

Bookstore

Bonner Center for Service

Bonner Scholars, City Lynx,

Kinney Program

Dorothy C. King Hall

Education Building

Human Resources

McNeill Concert Hall



Rhodes College  
— 1848 —

CAMPUS MAP

Welcome to  
Rhodes College  
2000 North Parkway  
Memphis, TN 38112

**P** Parking  
**H** Handicap  
**E** Emergency Phone

College Information

901-843-3000

Campus Safety

901-843-3880

Emergency

901-843-3333





CHAPTER 3 Collecting Crime Data

Crime Prevention

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 Programs

Rhodes College offers a variety of crime prevention programs. Prevention emails-on going, self-defense classes-on going, active shooter trainings-on going, residence hall prevention classes-on going, annual-Open Rhodes booth proving information on crime prevention, annual session on crime prevention for international students, town hall meetings on crime prevention as needed.

Crime Reporting

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 that prompt and appropriate action can be taken. Crimes occurring off campus should be reported to the local law enforcement agency having proper jurisdiction. If you are unsure of the proper jurisdiction, contact Campus Safety and they will assist you in contacting the proper agency.

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 the vehicle information, such as a 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 have been raped, 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 in Chapter 8 - A-D)
- Telephone harassment: Obscene or threatening telephone calls should be reported immediately. Other harassing phone calls should be reported 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 calls were received, what was said and a description of the callers voice.
- Bomb threats: If you know of a bomb threat, report it immediately to Campus Safety at ext. 3880. Notify your supervisor, department head then 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.

Who you can report a crime to on campus:

Campus Safety is the preferred department to report a crime to. However, in addition to Campus Safety, you may report a crime to any of the following staff members:

- Interim Vice President of Student Life – Dr. Darrell Ray – 901-843-3997
- Director of Residential Life – Aretha Milligan – 901-843-3241
- Any Residential or Student Life Staff Members – 901-843-3241
- Any Counselor – 901-843-3128
- Director of Athletics – Matt Dean – 901-843-3946
- Provost, Vice President for Academic Affairs – Dr. Milton Moreland – 901-843-3795
- Memphis Police Department – 901-526-COPS (2677)

Anonymous/Confidential Reporting

- (1) An anonymous report means that the identity of the person making the report isn’t known to any campus official.
- (2) A confidential report is one where the identity of the reporter is not made known 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;

OR

- Any member of the Student Health Services staff located at the Moore-Moore Student Health Center - 901-843-3895;

OR

- Chaplain Beatrix Weil - 901-843-3822;

Anonymous reports can be made via the Title IX reports link at: [https://cm.maxient.com/reportingform.php?RhodesCollege&layout\\_id=50](https://cm.maxient.com/reportingform.php?RhodesCollege&layout_id=50)  
If Rhodes College receives crime information it believes was provided in good faith, it will be documented as a crime report to be included in the ASR.

Off Campus:

- Memphis Police Department or Campus Safety under certain circumstances.
- Rhodes College does not have any off campus student organizations.

Security & Building Access Control

Buildings

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) to access to fac/staff and students after hours, weekends and holidays.

Gates

Bailey gate is open 24-7 and staffed with a Rhodes Campus Safety Officers to monitor access.

Phillips (staffed) and North Parkway Gate (fob) are accessible 7am to 7pm daily, hour 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 fac/staff using controlled access fobs.

Accessing Restricted Areas

Students may need access to certain academic and administrative buildings in pursuit of their studies after these buildings have been locked 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:

1. When students need to have access to a certain academic office or administrative space, they must ask the appropriate departmental representative to certify that they are authorized to enter the room during a specified time. This authorization must be sent to Campus Safety where it will be retained on file.
2. Most academic buildings and administrative buildings, including classrooms, are accessible to students after hours by FOB. Individual offices and restricted spaces are secured and should not be entered unless previous authorization has been obtained as outlined above.
3. Access to students’ rooms for anyone other than the registered occupant must always have the authorization of the Residence Life or Student Life Administrative Staff. This includes parents, family members, and friends of the registered occupant.

Guests & Visitors

Rhodes has always welcomed guests and visitors to the campus. However, we also recognize that there are certain identification, safety and security problems attendant with this practice. Therefore, it is essential that guidelines be established to insure the well being of the college community. While it is impossible to cover every variable, the following general policies apply with respect to visitors to the campus.

Visitors to the campus are generally prospective students and parents, alumni, and those who have business with academic or administrative departments. Once the identity and purpose of these persons are confirmed they should always be made to feel welcome and accorded the same amenities that faculty, staff and students are allowed.

Guests are expected to remain under the auspices of the host student and the host student bears the responsibility for the guest’s behavior and compliance with campus policy. Rhodes accessible keys should never be loaned to guests. Guests are not allowed during exams. When it appears that guests have been completely abandoned by a host, they will be asked to leave the campus. Host responsibilities for a guest should not be transferred from one student to another.

Students expecting a visitor, who is not staying overnight, may call the Campus Safety Welcome Centers (Bailey - #3894; Phillips - #3883) or have the guest sign in at either Welcome Center. If you’re unable to connect to a Welcome Center, you may call the Campus Safety Control Center at #3880.

Housing Visitation Policy

Rhodes permits twenty-four hour visitation if the Student first secures the verbal approval of his or her 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 deprived 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. Failure to comply with these requirements may result in disciplinary action. The occasional guest staying with a student overnight must register with Campus Safety. Guests are expected to remain under the auspices of the host student 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 student to another. When it appears that guests have been abandoned, they will be asked to leave the campus. Guests are not permitted during finals and senior week.

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

Replacement of keys and FOBs that are either lost or damaged is done by accessing the work order system on [express.rhodes.edu](http://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 (2) two patrol units to manage escort requests 24/7.  
Rhodes College Campus Safety also maintains (3) three golf carts to assist with escorts. Generally these carts are staffed by student workers with the Lynx Kat program within Campus Safety.

Unfounded Crimes

Campuses deem a crime unfounded after a full investigation by sworn or commissioned law enforcement personnel (Memphis Police Department). A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel (Memphis Police Department) make a formal determination that the report is false or baseless.  
The Memphis Police Department has primary law enforcement authority on the Rhodes College Campus by jurisdiction.  
There were no unfounded VAWA or Clery crimes determinations by the Memphis Police Department (or any other sworn or commissioned law enforcement agencies) at Rhodes College in 2016, 2017 or 2018.



CHAPTER 4 Campus Security Authorities

“**Campus Security Authority**” is a *Clery Act*-specific term that encompasses:  
Rhodes College Campus Safety is responsible for identifying those individuals whose job responsibilities place them in the role of a CSA. The list of CSAs is maintained and updated by the Rhodes College Campus Safety.

**Examples of individuals (outside of Campus Safety) who generally meet the criteria for being campus security authorities include:**

Director of Campus Safety and staff and student workers	Director of Fraternity and Sorority Life
Director of Residence Life, staff, and RA's	Director of New Student Programs and Leadership
Dean of Students	Student Activities Coordinator
Director of Athletics, all athletic coaches and trainers	Title IX coordinator
Faculty advisor to a student group	Director of Community Standards

Rhodes Campus Safety has a Box Folder (internet based file storage) with the Rhodes College CSA 2019-2020 reporting form and training video only accessible to Rhodes CSA's.  
The Rhodes College Campus Safety shall annually notify CSAs in writing of their role and responsibilities for reporting crimes in accordance with this policy. The Rhodes College Campus Safety shall ensure that CSAs are adequately trained and will establish the method and delivery of training to CSAs based on their roles and responsibilities. These methods may include on line training, in person training or training in the form of written materials.

Campus Security Authority Policy

September, 2019

**Purpose:** The purpose of this policy is to set forth crime reporting requirements for all employees who are designated by role or position as Campus Security Authorities (CSAs) in accordance with the Clery Act federal crime reporting law for the purposes of accurate statistical reporting as well as the assessment of incidents for the need to issue a timely warning to the Rhodes College community. We acknowledge that some community members, and students in particular, may be hesitant about reporting crimes to Campus Safety, but may be more inclined to report incidents to other campus-affiliated individuals.  
**Scope:** This policy applies to all College employees, including student employees who have significant responsibility for campus security or student and campus activities, including, but not limited to Campus Safety Officers, designated Student Life staff, Greek Life staff, Res Life employees, Resident Assistants (RA), Advisors to Student Groups, Coaches and other Athletic Department administrators. Employees falling within these categories are deemed by the College to be CSA's and will be notified of their responsibilities under this policy.

Definitions

**Campus Security Authority:** Campus security authority is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution: 1) A campus police or security department; 2) any individual or group of individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department; 3) any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report crimes; 4) an official of an institution who has significant responsibility for student and campus activities, including, but not limited to student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.  
**Clery Act Crimes:** murder/non-negligent manslaughter, negligent manslaughter, forcible sex offenses (rape and forcible fondling), statutory rape, incest, robbery, aggravated assault, burglary, motor vehicle theft, arson, stalking, dating violence, domestic violence, liquor law violations, drug violations and/or illegal weapons possession. See definitions below.

**Good Faith:** There is a reasonable basis for believing that the information is not simply rumor or hearsay and there is little or no reason to doubt the validity of the information.  
**Hate crime:** 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, gender identity, ethnicity or national origin. Bias related crimes that are reportable as hate crimes include murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, dating violence, domestic violence, stalking, larceny, vandalism, intimidation, and simple assault.

**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 studentsand 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.  
**Report:** Crimes are considered “reported” when brought to the attention of a CSA by a victim, witness, other third party or even the offender.  
**Timely:** As soon as pertinent information about an incident is available, but without unnecessary delay.  
**Policy:** Upon receiving a good faith report of a Clery Act crime or hate crime which is reported to have occurred on campus, on public property or on non-campus property, persons designated as Campus Security Authorities (CSAs) are required to file a report in the manner identified in this policy.



This policy does not relieve individuals identified as CSAs of possible additional reporting responsibilities under Title IX. CSAs who receive a report of sexual assault, sexual harassment and other sexual misconduct should review the *Sexual Assault, Sexual Harassment, and Other Sexual Misconduct Policy*.

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

**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](mailto: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 will be seen 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.

<https://sites.rhodes.edu/counselingcenter>

**Pastoral counselor:** A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

**Beatrix Weil, Chaplain:** [weilb@rhodes.edu](mailto:weilb@rhodes.edu) | 901-843-3822 | Confidential resource for emotional and spiritual support | Burrow Hall 421

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

**Responsibilities of CSA’s**

1. When a crime is reported to a CSA, first ask the person if they would like to report it to Rhodes College Campus Safety. If so, contact Rhodes College Campus Safety at (901-843-3880). If the CSA has firsthand knowledge / confirmation that the reporting party filed a report with Rhodes College Campus Safety then they are not obligated to complete and submit a Campus Security Authority Crime Report Form.

However, if the reporting party says they will file a report with Rhodes College Campus Safety and leaves (thus, no CSA firsthand knowledge / confirmation that a Rhodes College Campus Safety report was filed), then the CSA must still report the incident to Rhodes College Campus Safety.

2. Timely reporting by the CSA to Rhodes College Campus Safety is extremely important. If a serious crime that may cause an ongoing threat to the Rhodes College community is reported to anyone who is defined as a CSA, that individual should not delay reporting the incident to the Rhodes College Campus Safety. The College has a responsibility to notify the campus community about any crimes which pose a serious or ongoing threat to the community, and as such, CSAs are obligated by law to report crimes immediately to the Rhodes College Campus Safety. If there is any question about whether a serious or ongoing threat exists, immediately contact the Director of Rhodes College Campus Safety. 901-843-3215

3. CSAs should base their report on a good faith belief of the reporting person and should not investigate the incident or judge the credibility of the reporting person.

4. CSAs are required reporters regardless of the wishes of the reporting person, victim, witness, or offender to have the matter reported in accordance with this policy.

5. Rhodes College permits victims or witnesses to report crimes to CSAs on a voluntary, anonymous basis (and includes such anonymous reports in reported Annual Security Report crime totals) but encourages individuals who report crime to provide identifying information so that the College can adequately investigate the report. Should the reporting person wish to remain anonymous, CSAs are not required to provide the name of the reporting person or any other involved party.

**Reporting Procedures for CSAs**

1. Any CSA who wishes to report crimes in a way that maintains the confidentiality of the involved parties may do so by filing a campus safety report at 901-843-3880.

2. Rhodes College Campus Safety employees should report Clery Act crimes or hate crimes using the Departmental records management system software and in accordance with Departmental procedures.

3. Resident Assistants in the Office of Residence Life should report Clery Act crimes through the completion of Residence Life incident reports or by one of the other methods described below. The Director of Residence Life or his/her designee is responsible for forwarding reports of Clery Act crimes or hate crimes to the Department of Rhodes College Campus Safety.

4. The Dean of Students Office should report referrals for drug and liquor law offenses to Rhodes College Campus Safety on an annual basis for inclusion in the Annual Security and Fire Safety Report. The Dean of Students Office is required to report all other Clery offenses and Hate Crime offenses in the manner described below.

5. All other CSAs should report Clery Act crimes or hate crimes without unnecessary delay, through any of the following methods:

- By reporting the incident to Rhodes College Campus Safety by calling (901-843-3880).
- By personally notifying the Director of Rhodes College Campus Safety by phone, email, or letter. 901-843-3215 or [sloasi@rhodes.edu](mailto:sloasi@rhodes.edu)

**Clery Act and Hate Crime Definitions**

The following definitions are to be used for reporting the crimes. The definitions were obtained from the Campus Crime Reporting Handbook.

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

**Criminal Homicide: Manslaughter by Negligence:** The killing of another person through gross negligence.

**Criminal Homicide:** Murder and Nonnegligent Manslaughter: The willful (nonnegligent) killing of one human being by another.

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

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

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

**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.)

**Sexual Assault (Sex Offenses):** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Include attempted Sexual Assaults, but do not include in your Clery Act statistics any Sexual Assaults other than the four types of Sexual Assaults described in this chapter.

1. **Rape:** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
2. **Fondling:** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
3. **Incest:** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
4. **Statutory Rape:** is sexual intercourse with a person who is under the statutory age of consent. In Pennsylvania, the age of consent is considered any person who is under the age of 16 and who has intercourse with a person who is four or more years older than the victim.

**Domestic Violence:** felony or misdemeanor crimes of violence committed by:

- A current or former spouse of the victim.
  - By a person with whom the victim shares a child in common
  - By a person who is cohabitating with or has cohabitated with the victim as a spouse.
  - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies
- OR**
- By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Dating Violence: violence committed by a person**

- Who is or has been in a social relationship of a romantic or intimate nature with the victim AND
- Where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - The length of the relationship
  - The type of relationship
  - The frequency of interaction between the persons involved in the relationship.

**Stalking:** engaging in:

- A course of conduct
- Directed at a specific person
- That would cause a reasonable person to:
  - Fear for his or her safety or the safety of others, or;
  - Suffer substantial emotional distress

**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



performed 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:

- 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.

CHAPTER 5 Daily Crime Log

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.

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. To learn what information must be contained in the fire log, please see Chapter 12.

The daily crime log and fire log are maintained by the Campus Safety Office and includes as of September 3, 2019.

Nature (classification)	Case Number	Date/Time Reported	Date/Time Occurred	General Location	Disposition	Geo Location	Officer(s)
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The fire log for the most recent 60-day period is open to public inspection at: [www.rhodes.edu/crime-and-fire-report](http://www.rhodes.edu/crime-and-fire-report)

Any portion of the log that is older than 60 days will be made available within two business days of a request for public inspection by contacting Ike Sloas, Director of Campus Safety or at [sloasi@rhodes.edu](mailto:sloasi@rhodes.edu).

CHAPTER 6 Emergency Response and Evacuation Procedures

Crime Prevention Formats

- Daily Crime Logs that list crimes and locations, [www.rhodes.edu/crime-and-fire-report](http://www.rhodes.edu/crime-and-fire-report)
- Regular e-mails are sent by the Director of Campus Safety.
- Residence Life offers a variety of prevention and special programs.
- Local neighborhood crime logs are available by subscribing to Cyberwatch on the Memphis Police Department website.

Emergency Response & Evacuation Procedures

Shelter in Place

Upon receiving notification to Shelter-in-Place (criminal act): (Active Shooter)  
The responses recommended by the Memphis Police Department are avoid, deny, and defend.

**Avoid** starts with your state of mind.

- Pay attention to your surroundings.
- Have an exit plan.
- Move away from the source of the threat as quickly as possible.
- The more distance between you and the threat, the better.

**Deny**, when getting away is difficult or impossible.

- Keep distance between you and the source of the threat.
- Create barriers to prevent or slow down a threat from getting to you.
- Turn the lights off and silence your phone.
- Remain out of sight and quiet by hiding behind large objects.

**Defend**, because you have the right to protect yourself.

- If you cannot avoid or deny, be prepared to defend yourself.
- Be aggressive and committed to your actions.
- Do not fight fairly. Do whatever is necessary for your safety and the safety of others.

**Additionally:**

- Check your email or visit the college website.
- Report any suspicious activity, sounds or smells to Campus Safety- 3880 or 911.
- Only come out when you recognize the authority directing you to do so or (all clear given).

**Shelter (weather)** recommendations for a severe weather event such as a tornado may necessitate you shelter until the threat of bad weather has passed. You may need to relocate from your normal work/study area to a space that has no windows or to a lower floor may increase your chances of survival.

It is recommended that you:

- Move to the lowest floor of the building – they usually provide the best protection.
- Move to an interior room with no windows, or a hallway on the lowest floor possible.
- Move to an interior stairwell if all rooms have windows.
- Stay in the center of the room away from doors and windows.
- Stay in place until the danger has passed or (all clear given).

Medical Events

In the event that a medical emergency occurs on campus, someone should be instructed to immediately:

• **Call Campus Safety at 901-843-3333** to advise them you need an ambulance and to report the location where help is needed. Campus Safety will then call 911 and Student Health Center if needed,

**OR**

• **Call 911** to request an ambulance, you must be able to recall the address, building name and cross streets to provide 911 with directions, then also call Campus Safety.

Emergency Training/Exercises

**Rhodes College Emergency Plans** are reviewed and updated annually. Emergency training is provided on an on-going basis. These trainings include(d) Departmental-Active Shooter Training-on going, Campus Wide, Full Scale Pandemic Exercises, Webinars, Tabletops and basic testing of equipment.

**Emergency Response-Evacuation** in most emergencies, a complete campus evacuation is not necessary. Most often evacuations are of individual buildings based on fire alarms these are covered in Chapter 11.



Emergency Response-Evacuation of Campus

Rhodes College Campus Evacuation Plan

Closing for the evacuation of campus.  
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.

Instructions for evacuation will be communicated via the Alert System-RhodesAlert: using text messaging, email, 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 it is officially closed and evacuated. These employees are expected 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 is warranted.

Faculty/staff who are able to travel home should do so immediately.

Evacuation of on-campus students:

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, students are advised to secure available air, train or bus transportation.

Before students leave campus, all students must fill out an emergency evacuation form: [https://cm.maxient.com/reportingform.php?RhodesCollege&layout\\_id=6](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.

Students who are unable to evacuate will be given 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. (See map on opposite page)

The designated departure time of the buses and/or vans will be strictly enforced. Anyone who fails 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.

Students will be kept up to date on the status of the college evacuation through the use of 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, the names of students who are still unaccounted for will be shared with local/state/federal agencies to use additional resources to local the student.

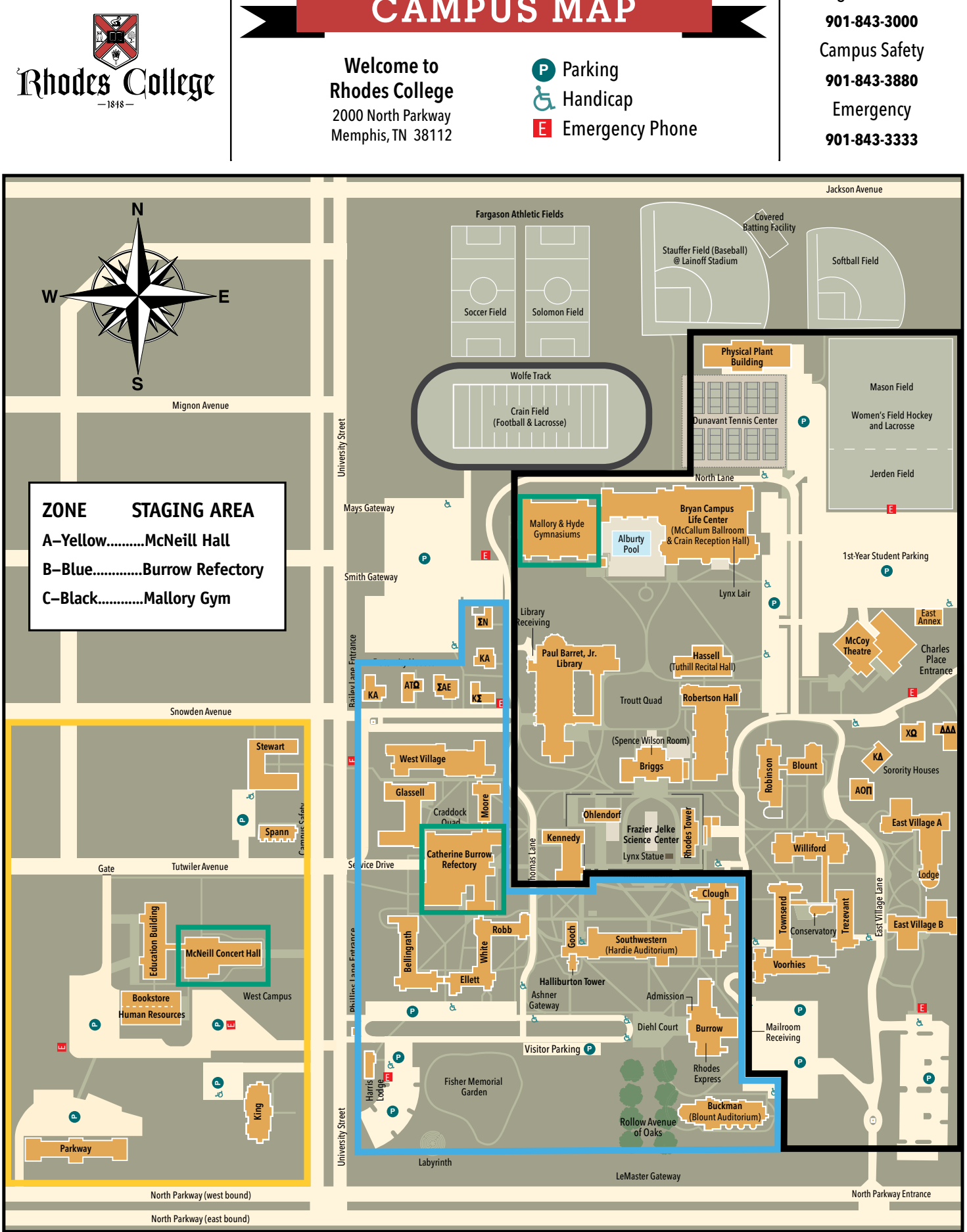
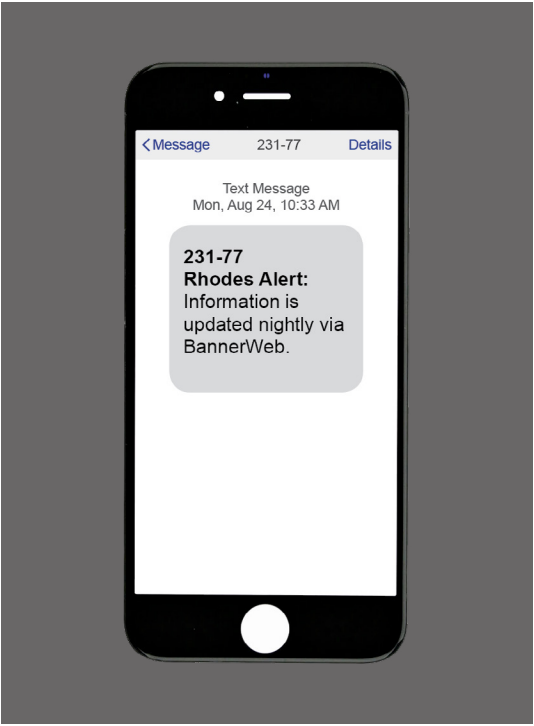
Aftermath Plans Once the emergency has passed, the President/Senior Leadership will determine when it is safe to return to campus.

Post-emergency response teams will inspect all buildings, grounds and utilities for damages. If the college is deemed 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. Students and emergency staff are expected 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.
- E. Students, staff and faculty will be kept informed on the status of the college through the Rhodes College RhodesAlert: texts, Rhodes emails and website updates.

Imminent Emergency Communication Procedures

When a crime occurs that poses a threat to the campus community, a timely warning will be issued. There are two types of threats; those that pose an *imminent threat* to our college and require immediate action, and those that allow for community 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 a significant safety hazard, the Director of Campus Safety, Dean of Students, Chief of Communication Officer 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.

TO REPORT AN EMERGENCY CALL CAMPUS SAFETY AT 901-843-3880.

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 others useful source. The Director of Campus Safety, Dean of Students, Chief of Communication Officer or their designee or appropriate designee collect and process this information prior to the notification.

Rhodes College can separate emergency notification by students, staff or faculty and parents in the emergency texting and email systems when it is determined that only a certain segments of the campus community requires alerting. The entire campus community will be notified when there is at least the potential that a very large segment of the community will be affected by the situation.

If only a segment of the campus population is notified there will be a continuing assessment of the situation and that additional segments of the campus community may be notified if a situation warrants such action.

The Director of Campus Safety, Dean of Students, Chief of Communication Officer 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 is notified, 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 information is received by the Director of Campus Safety, Dean of Students, Chief of Communication Officer or their will then send the notification to the Campus Community. The Director of Campus Safety, Dean of Students or appropriate designee should continue to communicate updates in this fashion until such time that the imminent threat no longer exists or has been minimized.

3.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.

4.The Director of Campus Safety, Dean of Students, Chief of Communication Officer or their designee are responsible for section 2 above.

5.Rhodes College has various systems that in place for communicating information quickly to the campus community:

- Rhodes College email system (Students, Faculty/Staff)
- Rhodes College mass texting system (Students, Faculty/Staff, Parents, Vendors)
- Outdoor warning system (Students, Faculty/Staff, Vendors, Guests)
- Rhodes College mass voicemail system (Students, Faculty/Staff, Parents, Vendors)
- Verbal communication using staff (Students, Faculty/Staff)
- Calling trees (Faculty/Staff by department)
- Rhodes College website (Students, Faculty/Staff, Vendors, Guests, General Public, Media)

The Communications office will post updates during a critical incident on the Rhodes College website at [www.rhodes.edu](http://www.rhodes.edu).

Some or all of these methods of communication may be activated in the event of an immediate threat to the Rhodes College community.

6. Rhodes College tests it 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 review and recorded with each drill along with drill information and opportunities for follow up training. Emergency response and evacuation procedures are provided at least annually campus wide.

Timely Warning Policy

When information becomes available that does not rise to the level of an imminent threat, but it is an on-going crime problem or may pose a threat to Rhodes College or our community, the following steps should be taken;

The Director of Campus Safety consults with the Dean of Students and Chief of Communication Officer or their designee to determine if a report represents such a threat. If it is determined that an alert should be sent the Director of Campus Safety will draft the message, if needed utilizing the assistance of the Chief of Communication. The Dean of Students will review prior to the message being sent.

This information will generally be distributed by email.

The department issues/posts Timely Warning for incidents of:

- Criminal Homicide
- Aggravated assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case by case basis to determine if the individual is believed to be an on-going threat to the larger Rhodes College community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Crime Alert, but will be assessed on a case by case basis)
- Sexual Assault (considered on a case by case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Campus Safety)
- Major incidents of arson

- Other crimes as determined necessary by the Director of Campus Safety, or his or her designee

**A timely warning notice will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:**

- Date and time or timeframe of the incident
- A brief description of the incident
- Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips)
- Suspect description(s) when deemed appropriate and if there is sufficient detail
- Campus Safety agency contact information
- Other information as deemed appropriate by the Director of Campus Safety or appropriate designee

**Campus Safety does not issue timely warnings for the above listed crimes if:**

1. Rhodes College is not required to provide a timely warning for non-*Clery Act* crimes or for crimes reported to a pastoral or professional counselor.
2. The subject(s) and the threat of danger for members of the Rhodes College community has been mitigated by an arrest.
3. There is a possible risk of compromising law enforcement efforts.

CHAPTER 7 Conduct, Alcohol, Drugs, and Weapons – Referrals and Arrests

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.

Off-Campus Conduct

The values of Rhodes College apply wherever Rhodes community members live, work or play. Students may be held accountable for 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 whether such conduct occurs on campus, off campus, or at College-sponsored events. All complaints filed with Rhodes College regarding off-campus conduct will be investigated by the Office of Community Standards.

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.

Complaints involving excessive noise and/or trash reported by community neighbors will result in an investigation led by the Office of Community Standards. The following are possible sanctions for community violations involving noise and/or trash:

- Warning
- Impact/Reflection Letters
- Mandatory Community Service
- Disciplinary Probation

Social & Alcohol Policy

In 2009, led by a group of students, the College adopted the following statement:

As a community we embrace the vision of a healthy and balanced social environment, grounded in trust and open communication among faculty, staff, and students. Such an environment fosters personal and community growth and embodies a sense of responsibility and accountability to self and others. This vision depends upon each member’s commitment to achieve and maintain inclusiveness, consistency, continual education, and the growth of shared traditions. This is our duty to one another.

Rhodes supports behavior and social interactions that are:

- Legal
- Responsible
- Healthy
- Reflective of our community values





Expectations & Procedures

Responsible & Healthy Behavior

- There is a time and place for alcohol consumption that is consistent with certain college activities and times of day. Behavior should demonstrate respect for the campus, its visitors, and its community.
- Reasonable and safe consumption happens when drinking is done in moderation and not toward a goal of inebriation. When drinking is the focus of an activity or gathering, consumption is less likely to be reasonable and safe. Drinking during or before certain high-risk activities or in conjunction with health conditions or medications is dangerous to both the student and his or her surrounding community.
- Public intoxication is not a community value or activity endorsed by the social policy or alcohol policy of the College. Public intoxication is defined as a state of inebriation indicating impaired judgment, visible intoxication, or behavior that endangers or threatens the welfare of self and others. The public consumption and/or possession of alcohol in public areas, including on-campus buildings and outdoor venues is prohibited unless a college-sanctioned event. All student events involving alcohol must be registered in the Events Management System, and the student host of the event must have approval from the organization's advisor. Once approved, carrying alcohol from one on-campus venue to another is prohibited unless carried in a cup. No bottles, cans, kegs or other containers are allowed to be carried from one on-campus venue to another. This includes, but is not limited to: academic buildings, the library, parking lots, outdoor quads and spaces, athletic fields, roadways, and administrative buildings.
- Driving under the influence of alcohol and/or drugs is strictly prohibited both on and off campus.
- Public consumption and/or possession of alcohol in public areas, including on-campus buildings and outdoor venues is prohibited unless a college-sanctioned event.
- Good Samaritan Statement: The health and safety of students is a priority for the Rhodes community. Because of this, the College has adopted a Good Samaritan Statement, and students are expected to assist fellow community members by utilizing this service. Students are to contact Campus Safety or Residence Life staff when they believe an impaired/intoxicated student is in need of assistance. In case of a medical emergency, students should call 911. When a student or organization calls for assistance, neither the student/organization, nor the impaired student will be subject to an alcohol violation, unless the student involved demonstrates a repeated lack of care for him/herself and the campus community. This policy does not protect students from violations of other college policies, such as threatening/causing physical harm, sexual assault, harassment, damage to property, hazing, etc. This policy likewise does not prevent action by local and state authorities. Staff members will record names of intoxicated students to allow for appropriate follow-up, which may result in timely completion of alcohol education programs, assessment, or treatment, depending upon the level of concern for the student's health and safety.
- High-Risk drinking and associated paraphernalia (such as funnels), which encourage the abuse of alcohol, are strictly forbidden.
- In order to promote safer alcohol consumption and individual responsibility, common containers and mass sources – including kegs and stockpiles of beer or other alcohol – are not permitted.
- Shared Responsibility Statement: Students who are found to be present in an environment when illegal, unhealthy, irresponsible, or unreflective of community values drinking is occurring may be held responsible for a “Shared Responsibility-Alcohol “violation. This violation will likely result in a warning.

Hosting Events & Parties

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

- Reserve the location (indoor, outdoor, and off-campus) seven days prior to the event start date. If coordination with other departments listed below, arrangements are needed at least three days in advance.
- Arrange catering through Aramark 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 advisor (if student group) or 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.
- 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 Appétit 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 Aramark.
- In compliance with the National Collegiate Athletic Association, possession and consumption of alcohol is prohibited at National Collegiate Athletic Association athletic events.
- 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.

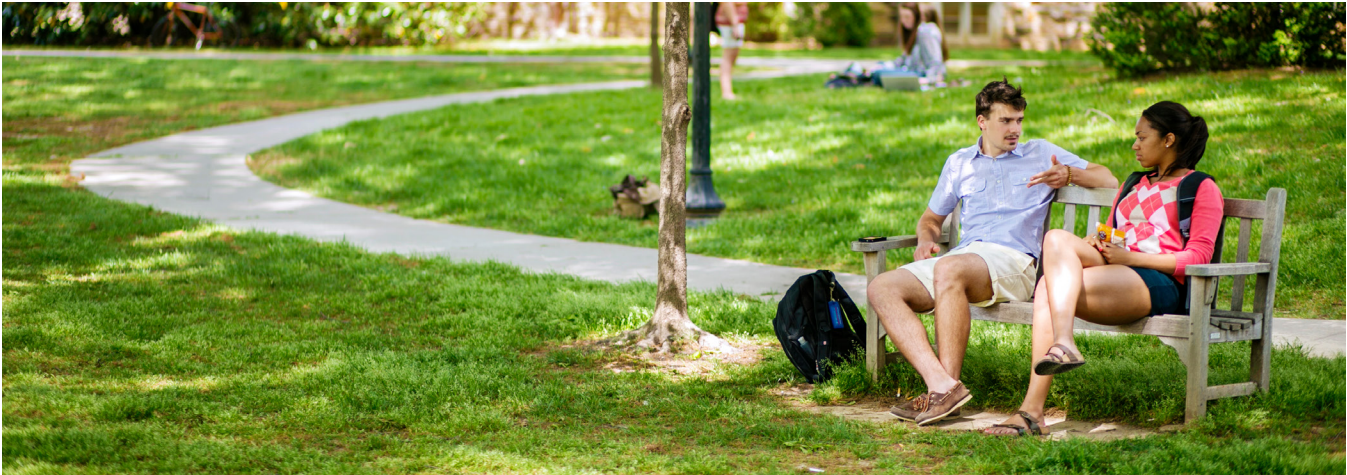
Mailroom

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 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](https://library.municode.com/tn/memphis/codes/code_of_ordinances?nodeId=TIT7ALBE)

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 he or she 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 & 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 register .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 minimum jail time, one (1) year suspension of license, \$350 minimum fine, 11 months and 29 days probation, and participation in an alcohol treatment program.
  - The second DUI offense (.08 or higher BAC) is punishable by 45 straight days minimum jail time, two (2) year suspension of license, \$600 minimum fine, 11 months and 29 days probation, and treatment.
  - The third DUI offense (.08 or higher BAC) is punishable by 120 straight days minimum jail time, three (3) to ten (10) year suspension of license, \$1,100 minimum fine, 11 months and 29 days probation, and treatment.
  - The fourth DUI offense (.08 or higher BAC) is punishable by 150 straight days minimum jail time, five (5) year suspension of license, \$3000 minimum fine, and 1 to 6 years probation or parole.

Federal Alcohol Laws

[www.ttb.gov/what-we-do/program-areas/beverage-alcohol](http://www.ttb.gov/what-we-do/program-areas/beverage-alcohol)

Violations & Sanctions

In light of our Vision and policy we seek to establish an appropriate system for addressing violations of our community, remembering our commitment to fostering an atmosphere of personal and communal development.

- To emphasize learning versus punishment
- To promote development
- To emphasize success and support
- To support responsibility and judgment of individuals and groups.

Student violations of this policy are on a two-tiered system. “Level 1” Violations include, but are not limited to, the possession or consumption of alcohol if under the age of 21 or providing alcohol to underage students. “Level 2” Violations include, but are not limited to, alcohol intoxication or substance induced behavior that places a student at risk in terms of health and safety issues. The adjudicator determines the level of the violation.



Students in violation will:

- 1. Dispose of all alcoholic beverages in his or her possession or the alcoholic beverages will be confiscated and disposed of by a College staff member;
- 2. Receive a written or oral warning that current or future policy violation(s) may result in more severe sanctions and/or administrative action at the discretion of the adjudicator.

Level 1 Violation

- 1st Violation - Alcohol Education, Letter of Warning, Other Sanctions
- 2nd Violation - Alcohol Education, Substance Evaluation, Letter of Warning, Parent/Guardian Notified, Disciplinary Probation, Other Sanctions
- 3rd Violation - Substance Evaluation, Parent/Guardian Notified, Deferred Suspension, Letter of Warning, Suspension, Other Sanctions
- 4th Violation - Suspension, Parent/Guardian Notified, Other Sanctions

Level 2 Violation

- 1st Violation - Alcohol Education, Parent/Guardian Notified, Substance Evaluation, Letter of Warning, Other Sanctions
- 2nd Violation - Alcohol Education, Parent/Guardian Notified, Substance Evaluation, Disciplinary Probation or Deferred Suspension, Letter of Warning, Other Sanctions
- 3rd Violation - Parent/Guardian Notified, Substance Evaluation, Suspension, Other Sanctions

Alcohol Education – designed to increase awareness of health, safety and legal issues surrounding alcohol misuse.

Substance Evaluation – evaluation for substance abuse issues.

Parent Notified – The parent/guardian will be notified via telephone.

Other Sanctions – see section on “Disciplinary Sanctions”

Failure to complete the required sanction(s) within six (6) weeks will result in: (1) the inability to register at enrollment clearance for the following semester until requirements are met; and (2) additional sanctions.

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.

Violations by Employees

All Rhodes College employees are responsible for compliance with the College Social and Alcohol Policy. The following employee regulations represent the college’s policy concerning alcohol:

- 1. While at work or at college-sponsored events, on or off campus, all employees are prohibited from being under the influence of alcohol to the point where, in the opinion of the college, judgment or performance is impaired.
- 2. Employees who exhibit chronic erratic or unusual behavior, incur excessive absences or incidents of tardiness, are involved in a work-related accident, or otherwise give the college reasonable cause to believe they are under the influence of alcohol will be subject to drug and alcohol testing and possible disciplinary action as stated in the college handbook.

Employees who organize or sponsor a student group, whether on or off campus, have the responsibility to enforce the College’s Social and Alcohol Policy. Failure to comply with these responsibilities will be considered a violation of the Alcohol Policy and violators will be subject to disciplinary action suited to the severity of the violation as stated in the College Handbook.

Alcohol Consumption in the Lynx Lair

The procedures outlined below apply to all students, faculty, staff, alumni, visitors and guests of the College. At all times each member of the Rhodes community is responsible for his or her behavior and the conduct of his or her guests.

Identification & Purchasing Procedures

- 1. Students, faculty, staff, alumni, visitors and guests of the college who are of legal drinking age can present a valid driver’s license for the purchase and consumption of alcohol. Each person may purchase only one alcoholic beverage at a time.
- 2. In accordance with the rules and regulations of the Alcohol Commission of the City of Memphis, the Memphis police shall be called promptly by Bon Appétit employees to report a fight or disturbance at the Lynx Lair. Students and employees involved in an alcohol-related incident in the Lair will be subject to disciplinary action described in the Alcohol Policy.
- 3. Bon Appétit reserves the right to refuse service to any persons.
- 4. No alcohol may be brought into the Lynx Lair.

Reservations Procedures

Persons or groups wishing to reserve the Lynx Lair for special events during alcohol service hours may do so as follows:

- 1. Contacting the Director of Student Involvement and the Facilities Coordinator and completing the campus facilities usage form.
- 2. Submitting a Special Event registration form to the Director of Student Involvement no later than seven days prior to the date of the event.
- 3. Complying with all regulations and responsibilities as listed in the above policy on alcohol apply during registered events in the Lynx Lair.

Student organizations may reserve the Lynx Lair for special events, however, because it is a place of business, a group may not restrict access to any member of the Rhodes community, visitors or guests during the event.

Alcohol Awareness

Rhodes is committed to providing students, faculty, and staff 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.

Rhodes College Drug Policy

The Drug-Free Schools and Communities Act Amendments of 1989

Rhodes complies with the requirements of the Drug-Free Schools and Communities Act Amendments of 1989. The College will not tolerate the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance or the misuse of medications or other legal drugs on the Rhodes campus. Such activity is a threat to the personal safety of the people who work and live on the campus, and a threat to the reputation and mission of the College. Such conduct:

- 1. Violates the law
- 2. Compromises the physical and mental health of those involved
- 3. Threatens the fabric of the community by introducing unlawful elements.

The students, faculty, and staff of Rhodes are responsible for knowing and complying with all applicable state and local laws that make it a crime to possess, sell, deliver or manufacture those drugs considered to be “controlled substances” by the state of Tennessee. Any member of the Rhodes community who violates the law is subject to both prosecution and punishment by civil authorities and to disciplinary proceedings by the College.

Students, faculty, or staff at Rhodes are subject to disciplinary action for the possession, manufacture, use, sale, or distribution (by either sale or gift) of any quantity of any prescription drug or controlled substance or for being under the influence of any prescription drug or controlled substance, except for the appropriate use of an over-the-counter medication or for the prescribed use of medication in accordance with the instructions of a licensed physician. Controlled substances include, but are not limited to, marijuana, cocaine, cocaine derivatives, heroin, amphetamines, barbiturates, LSD, PCP, and substances typically known as “designer drugs” such as “ecstasy” or “eve.” Possession of paraphernalia associated with the use, possession or manufacture of a prescription drug or controlled substance is also prohibited. Students, faculty or staff also are subject to disciplinary action for the misuse or abuse of mind-altering substances (e.g., Amyl Nitrate, Ephedrine, etc.).

The penalties to be imposed by the College may range from probation to suspension or expulsion from one’s place of residence, to expulsion from enrollment, or termination from employment. However, the following are minimum penalties.

Student Penalties

The minimum penalty for a first-time drug paraphernalia violation is a requirement to participate in drug education and disciplinary probation for six months. Any student who violates the drug policy for drug paraphernalia for a second time will likely be deferred suspension or suspension from the College for at least one semester.

The minimum penalty for a first-time violation of the Drug Policy for misuse or abuse of legal drugs or the illegal use or possession of a prescription



Confidential Drug & Alcohol Resources & Clinical Services	
Counseling Center and Health Services Moore Moore Health Services 901-843-3128	Southeast Mental Health Center 3810 Winchester, Memphis, TN 38118 901-369-1400
Lakeside Behavioral Health System 2911 Brunswick Rd, Memphis, TN 38133 901-377-4733	Veterans Administration Medical Center – Alcohol and Drug Unit (for veterans and families only) 1030 Jefferson Ave., Memphis, TN 38104 901-532-8990, ext. 5706
Memphis Alcohol and Drug Council/NCA, Inc. 1430 Poplar Ave., Memphis, TN 38104 901-274-0056	<b>Other Helpful Numbers</b> Rhodes College Campus Safety.....901-843-3880
Memphis Area Intergroup Association (Alcoholics Anonymous) 1835 Union Avenue Suite 302, Memphis, TN 38104 901-726-6750	Southern Poison Center.....800-222-1222
Methodist Health Care/Lamar Campus/Addictions Services Methodist Central 1265 Union Ave., Suite 105 Sherard, Memphis, TN 38104 901-726-2996	Crisis Center Hotline.....901-274-7477
Mid-Town Mental Health Center 427 Linden, Memphis, TN 38126 901-577-0200, ext. 370	Emergency Medical Services.....911
Charter Parkwood Hospital 8135 Goodman Rd., Olive Branch, MS 38654 662-895-4900	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).....901-415-2700



drug, or controlled substance be disciplinary probation for a full year and a requirement for participation in a drug abuse education and/or treatment program. Parental notification is also likely. Any student who violates the Drug Policy for misuse or abuse of legal or illegal use or possession of a prescription drug, or controlled substance for a second time will likely be suspended from the College for at least one year.

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

The penalty for sale, manufacture for sale, or distribution of a prescription drug, controlled or mind-altering substance, or drug paraphernalia is likely to be expulsion from the College.

Employee Penalties

All Rhodes College employees are responsible for compliance with the College Drug Policy. The following employee regulations represent the college's policy concerning illegal drugs:

1. While at work, all employees are prohibited from being under the influence of illegal drugs. Violations of this regulation will be subject to discipline, including termination.
2. The sale, possession, transfer or purchase of illegal drugs on college property or while performing college business is strictly prohibited. Any such actions will be reported to appropriate law enforcement officials and is cause for immediate termination.
3. Employees who exhibit chronic erratic or unusual behavior, incur excessive absences or incidents of tardiness, are involved in a work-related accident or otherwise give the college reasonable cause to believe they are under the influence of drugs will be subject to drug and alcohol testing.

**Appeals Process:** Employees will have the right to appeal any disciplinary action that is consistent with the appeals process as described in the college handbook.

Employee Resources

Employee Assistance Program

Rhodes employees can access CONCERN, an Employee Assistance Program. CONCERN provides counseling services to employees, 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;

· Grief counseling;

· Elder care issues
- Alcohol or drugs;

· Gambling and financial problems;

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.

Local Drug Laws: Memphis and Shelby County use State and Federal Drug Laws

Summary of State Law Concerning Drugs

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 \$5,000 to \$500,000 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. 22-42A-1)

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 \$5,000, or both.

Federal Drug Laws

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	<b>First Offense:</b> 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.	5 kgs or more mixture	<b>First Offense:</b> 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.
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	<b>Second Offense:</b> 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.	100 grams or more mixture	<b>Second Offense:</b> 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.  <b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
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	<b>First Offense:</b> 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. <b>Second Offense:</b> 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	<b>First Offense:</b> Not more than 10 years. If death or serious injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. <b>Second Offense:</b> 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			
Flunitrazepam (Schedule IV)	Other than 1 gram or more	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
All Schedule V drugs	Any amount			
		<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. <b>Second Offense:</b> 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 regard- less of weight)	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)	1 to 49 marijuana plants;		
Hashish Oil (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

U.S. Department of Justice Drug Enforcement Administration					DRUGS OF ABUSE / Uses and Effects							
Drugs	CSA Schedules	Trade or Other Names	Medical Uses	Dependence	Physical	Psychological	Tolerance	Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics												
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, Chiva, Nigra (black tar)	None in U.S., Analgesic, Antitussive	High	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	High	Yes	3-12	Oral, injected			
Hydrocodone	Substance II, Product III,V	Hydrocodone w/Acetaminophen, Vicodin, Vicoprofen, Tussonex, Lortab	Analgesic, Antitussive	High	High	High	Yes	3-6	Oral			
Hydromorphone	Substance II	Dilaudid	Analgesic	High	High	High	Yes	3-4	Oral, injected			
Oxycodone	Substance II	Roxicet, Oxycodone w/Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High	High	High	Yes	3-12	Oral			
Codeine	Substance II, Products III,V	Acetaminophen, Guafenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Moderate	Yes	3-4	Oral, injected			
Other Narcotics	Substance II,III,IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	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	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, overdose with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, possible death
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Alivan, Restonil, Rohypnol (Rohies, R-2), Klonopin	Antianxiety, Sedative, Anticonvulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Moderate	Yes	1-8	Oral, injected			
Other Depressants	Substance I,II,III,IV	Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate	Moderate	Moderate	Yes	2-6	Oral			
Stimulants												
Cocaine	Substance II	Coke, Flake, Snow, Crack, Coca, Blanca, Perico, Nieve, Soda	Local anesthetic	Possible	High	High	Yes	1-2	Snorted, smoked, injected	Increased alert-ness, excitation, euphoria, in-creased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/Methamphetamine	Sub II	Crack, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/hyperactivity disorder, narcolepsy, weight control	Possible	High	High	Yes	2-4	Oral, injected, smoked			
Methylphenidate	Substance II	Ritalin (lly's), Concerta, Focalin, Metadate	Attention deficit/hyperactivity disorder	Possible	High	High	Yes	2-4	Oral, injected, snorted, smoked			
Other Stimulants	Substance III,IV	Adipex P, Ionamin, Prelu-2, Dibrex, Provigil	Vasoconstriction	Possible	Moderate	Moderate	Yes	2-4	Oral			
Hallucinogens												
MDMA and Analogs	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBDB	None	None	Moderate	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and dehydration	Increased body tempar-ature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, ac
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Unknown	Yes	8-12	Oral			
Phencyclidine and Analogs	Sub I,II,III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCP, TCP	Anesthetic (Ketamine)	Possible	High	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	None	Possible	4-8	Oral	Unable to direct move-ment, feel pain, or remember	Drug seeking behav-ior	"Not routin
Cannabis												
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, Mota, Yerba, Grifa	None	Unknown	Moderate	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	Moderate	Yes	2-4	Smoked, oral			
Hashish and Hashish Oil	Substance I	Hash, Hash oil	None	Unknown	Moderate	Moderate	Yes	2-4	Smoked, oral			
Anabolic Steroids												
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cyp	Hypogonadism	Unknown	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecomastia, acne aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipoise, Anadrol, Dianabol, Primabolin-Depo, D-Ball	Anemia, Breast cancer	Unknown	Yes	Unknown	Unknown	Variable	Oral, injected			
Inhalants												
Amyl and Butyl Nitrite		Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation
Nitrous Oxide		Laughing gas, balloons, Whippets	Anesthetic	Unknown	Low	No	0.5	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset	Vomiting, respiratory depression, loss of consciousness, organ possible death	Trembling, anxiety, insomni
Other Inhalants		Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	0.5-2	Inhaled	vitamin deficiency, organ damage		vitamin deficiency, confus
Alcohol												
		Beer, wine, liquor	None	High	High	High	Yes	1-3	Oral			

June 2004

Alcohol & Drug Education Program

**AlcoholEdu** - 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.

**Counseling Center** – The Counseling Center offers a group therapy once a week called “Recovering at Rhodes with Pam Detrie and Steve Haynes”. This group is for anyone who wants to join with other members of the Rhodes community in seeking to live in emotional and chemical sobriety. The group will be conducted according to Twelve-Step principles and is over to everyone.

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

**Alcohol Class** – The Alcohol class is used as a sanctioning tool predominantly for students who violate the Alcohol policy for the first or second time. This class is one-time, one-hour and is facilitated by interns at the Counseling Center. It focuses on the following information: risk assessment, decisional balance, myths debunked, risk factors for alcoholism, options for reducing risk, signs of alcohol poisoning, and alcohol basics. We have a low recidivism rate of students getting a second alcohol violation after attending the alcohol class.

**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 Presentation** – In 2018 the Director of Community Standards facilitated sessions to all first year students that reviewed the Social andAlcohol policy focusing on the tenets of the Alcohol policy: Legal, Healthy, Responsible, and Reflective of Campus Values.

**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.

The Alcohol and Drug Prevention Student Coordinator has been doing some proactive programming in conjunction with Community Standards and the Office of Student Health and Wellness. They have done both passive and active programs including a program bringing awareness to the effects of varying intoxication levels.

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.

*w*In this session, we discuss the Rhodes College Honor System which consists of the Honor Code, Social Regulations Code, and Commitment to Diversity.

Arrests & Disciplinary Referrals for 2016-2018

Offense	Year	On Campus	Dorms	Non-Campus	Public Prop
Arrests: Illigeal Weapons Violations	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Disciplinary: Illegal Weapons Violations	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Arrests: Drug Abuse Violations	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Disciplinary: Drug Abuse Violations	2016	22	20	0	0
	2017	25	15	0	0
	2018	25	24	0	0
Arrests: Liquor Law Violations	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Disciplinary: Liquor Law Violations	2016	34	27	0	0
	2017	93	76	0	0
	2018	84	65	0	1

Offenses within this report are listed under four location types, which are as follows:

**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.

There were no unfounded crimes determinations by the Memphis Police Department (or any other sworn or commissioned law enforcement agencies) at Rhodes College in 2016, 2017 or 2018. The Memphis Police Department has primary law enforcement authority on the Rhodes College Campus by jurisdiction.

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.

**Alcohol Free Spaces** - The campus offers a number of lounges and spaces to hang out that are alcohol-free, recreation center, spaces in both academic buildings and residence halls, as well as our coffeehouse. The student and recreation centers offer late night hours, and the other spaces are all available 24 hours per day.

**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 must 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** – Every month a ‘Stall Story” is created around Alcohol and Drug Education. The stall stories are placed in the back of the doors in the bathroom stalls in the residence halls and the academic buildings. They focus on a variety of topics including: Alcohol and Academics, Alcohol and the Body, Drunk and Drugged Driving, Pre-Gaming, Drug Awareness, etc. These are created by the Alcohol and Drug Prevention Student Coordinator.

Rhodes Weapon 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 the TCA § 39-17-1313, the holder of a valid handgun carry permit recognized in Tennessee may transport and store a firearm or firearm ammunition in the permit holder’s motor vehicle if:

1. The permit holder’s vehicle is parked in 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 permit holder 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 permit holder 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.

Reporting of Crimes

Rhodes College encourages the prompt reporting of any incident that compromises the safety, health or rights of the campus community. The Campus Safety Department is the primary responder for campus emergencies. Rhodes College and Campus Safety work cooperatively with local law enforcement agencies when criminal activity is perpetrated by students beyond the jurisdiction of the college.

The Director of Campus Safety reviews the crime statistics reports to avoid duplicating statistics and for the proper classification of the offense. Statistics received from the Memphis Police Department are compared to the campus crime log to avoid duplication of reported offenses. The statistics reported herein have been obtained from the following sources:

- Rhodes College Campus Safety Department
- Memphis Police Department
- Faculty/Staff of Rhodes College

Offenses within this report are listed under four location types, which are as follows:

**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.

**Noncampus 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.

Disciplinary Violations

Any student found to have committed or to have attempted to commit the following behaviors is subject to disciplinary sanctions. A “student” includes all persons taking courses at Rhodes College, both full-time and part-time, pursuing undergraduate or graduate studies. Persons who are not officially enrolled for a particular term, but have a continuing relationship with Rhodes College. Many of these policies are described in further detail elsewhere in the handbook; this list is intended as notice that violation of the policies is likely to result in sanctions.

1. Acts of dishonesty, including but not limited to the following:
  - Lying - in official matters.
  - Cheating, plagiarism, or other forms of academic dishonesty. Forgery, alteration, or misuse of any College document, record, or instrument of identification.
  - Stealing, attempted or actual theft of property or services of the College, of a member of the College community, or other personal or public property.
2. Interfering with College or College sponsored activities, including but not limited to, studying, teaching, research, college administration, or fire, police, or emergency services.
3. Endangering, threatening, or causing physical harm to any person, or unwanted physical contact or causing reasonable apprehension of such harm. This may include verbal abuse, intimidation, harassment, coercion, and/or other conduct which threatens or endangers the health or safety of any person.
4. Conduct that is directed at a specific person that would cause a reasonable person to (1) fear for her, his, or others’ safety, or (2) to suffer substantial emotional distress.
5. Interfering with the freedom of expression of others.
6. Attempted or actual damage to property of the College or property of a member of the College community or other personal or public property, on or off campus.
7. Hazing, which is an action taken or situation created to produce mental or physical discomfort, embarrassment, harassment or ridicule, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization. The express or implied consent of the victim will not be a defense. No organization member shall condone hazing. Any student or student organization found in violation of hazing may be subject to suspension or expulsion from the College.
8. Failure to comply with directions of College officials, including campus safety officers, in performance of their duties.
9. Unauthorized possession, duplication or use of keys to any College premises or unauthorized entry to or use of College premises.
10. Possession of weapons of any type by students or visitors and/or vehicles controlled by an individual while on College property,

including those individuals with valid Tennessee gun carry permits is prohibited. This includes, but is 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 weapon.

11. Student hosts are responsible for guest behavior, including behavior occurring in their residence hall rooms, behavior at student organization events, and behavior by off-campus guests.
12. Violation of college alcohol or other drug policies.
13. Violation of the standards of the Rhodes Community.
14. Violation of college Sex/Gender Discrimination and Sexual Misconduct Policy.
15. Violation of any college regulation or policy.
16. Violating the terms of any disciplinary sanction imposed in accordance with the Handbook.
17. Violation of any federal, state or local law

Regulations & Appeals

All policies will be enforced by the Director of Community Standards or designee, as authorized by the Dean of Students.

The Director of Community Standards determines the appropriate student judicial body to review an incident report, or whether the report should instead be reviewed administratively (after consultation with the appropriate student judicial body as appropriate). Cases referred to Social Regulations Council or Honor Council will be adjudicated according to those groups’ constitutions.

When a report is reviewed administratively, the staff member will request a meeting with the student, share the report, and ask for a response from the student. The adjudicating staff may also undertake additional investigation as necessary. The adjudicating staff reserves the ability to utilize interim actions during an investigation when an incident causes concern about the safety and well-being of the community. Interim actions may include, but are not limited to no contact orders, interim suspension, and temporary removal from campus or housing. To determine if behavior is “in violation” of policy, administrative hearing officers will consider if a violation is “more likely than not” to have occurred, using preponderance of information as a standard of proof. When a determination has been made, the student will be notified of the decision and sanction (if relevant). The disciplinary record, i.e. previous judicial action, of a student found “in violation” of a policy or policies will bear on the severity of a sanction.

No Contact Orders

No contact orders may also be issued and maintained by the Office of Community Standards in non VAWA/ Title IX even in cases where an investigation is not undertaken or when either party has declined to participate in the college proceeding or the criminal process. Rhodes College may also issue or extend such orders and implement other interim measures on its own initiative, as appropriate. The issuance or extension of a no contact order is not a disciplinary proceeding or corrective action for purposes of a student’s record and is not subject to appeal. Students may also seek orders of protection, restraining orders, or other similar orders issued by a court of law. If a student obtains an order of protection or similar order issued by a court, the student should share that information with the Community Standards Office and Campus Safety Office, so they can assist.

In order to effectively enforce no contact orders, violations of such orders must be reported to the Community Standards Office immediately. Upon the receipt of a report of a no contact order violation the Community Standards Office will conduct an investigation to determine if further disciplinary action is warranted. If the Community Standards Office determines that the no contact order was violated disciplinary action will be taken. Factors that influence the type of disciplinary action taken include, but are not limited to, the nature of the violation, whether the violation was intentional, whether a violation has occurred before, and the impact on the person reporting the violation.

Disciplinary Sanctions

The following sanctions may be imposed upon any student found to have violated College policies:

1. **Warning:** After a judicial conference or hearing, the hearing officer or body may believe 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 designated for a specified period of time and includes the probability of more severe disciplinary sanctions, including suspension or expulsion, if the student is found to violate any institutional regulation(s) during the probationary period. Students can be placed on disciplinary or housing probation. You 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. **Deferred Suspension:** You cannot represent the institution on or off campus in any capacity. Examples include, but are not limited to: competition in varsity athletics, international programs or activities, executive board member of any student organization, PA, RA, Diplomat, Mock Trial, or Rhodes Ambassador.
4. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
5. **Fines:** Previously established and published fines may be imposed.
6. **Restitution:** Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.



7. **Discretionary Sanctions:** Work assignments, service to the college, education, referral to counseling, required behavioral assessment, or other related discretionary assignments.
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 sanctions listed above may be imposed for any single violation.*



**CHAPTER EIGHT – A Sex/Gender Discrimination and Sexual Misconduct Policy**

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**I. Opening Statement and Purpose**

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, which is prohibited, and which 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.

These 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 in Sections II below and XIII at the end of this policy.

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:

Tiffany Baker Cox, J.D.  
Title IX Coordinator  
Rhodes College  
Southwestern Hall, Ste. 202A  
2000 North Parkway  
Memphis, TN 38112  
901-843-3606  
cox2@rhodes.edu

**II. Scope of Policy**

**A. Scope.** This policy applies to all Rhodes community members, including students, faculty, administrators, staff, and any individuals regularly or temporarily employed, studying, living, visiting, conducting business or having any official capacity with the College or on College property (“Rhodes Community”) related to any alleged incident of sex/gender discrimination or sexual misconduct that could impact any student’s educational opportunities at Rhodes.

This policy and its supplemental procedural guidance are intended to protect and guide individuals who have been affected by sex/gender discrimination and sexual misconduct, whether as a Claimant, a Respondent, or as a witness, and to provide fair and equitable procedures for investigation and resolution of Reports and Claims. It does not apply to sexual harassment or discrimination under Title VII between employees or between an employee and a non-student, as those situations are governed by the Employee Handbook.

**B. Overview of policy and certain key definitions.** Rhodes will investigate all reports it receives of sex/gender discrimination and sexual misconduct (“Reports”), and Rhodes is authorized to take certain actions to address or remedy sex/gender discrimination and sexual misconduct after receiving a Report, during an investigation, and after an investigation even if the matter does not proceed to a Formal Resolution Hearing. Anyone can report incidents of sex/gender discrimination and sexual misconduct to Rhodes under the procedure described in Section VIII of this



policy. For example, a “Reporter” can be any individual who reports to Rhodes that they are a victim or survivor of sex/gender discrimination or sexual misconduct or that they have been affected by sex/gender discrimination or sexual misconduct (sometimes referred to as a “First-Party Reporter”) or that they have knowledge of sex/gender discrimination or sexual misconduct happening to or affecting someone else (sometimes referred to as a “Third-Party Reporter”).

A Report will become a “Claim” if a First-Party Reporter files a written document with the Title IX Coordinator describing an incident of sex/gender discrimination or sexual misconduct and indicating that they want the College to take further steps beyond the investigation, such as holding a Formal Resolution Hearing to resolve the alleged issue. Any Report can become a “Claim” if Rhodes determines that, in order to meet its Title IX obligations to provide a safe and nondiscriminatory environment for the broader Rhodes Community, it must take further steps beyond the investigation, such as holding a Formal Resolution Hearing.

A “Claimant” refers to an individual who has been subjected to an incident of sex/gender discrimination or sexual misconduct (i.e., a First-Party Reporter or a victim or person who has otherwise been affected by sex/gender discrimination or sexual misconduct) that proceeds to a Claim. A Claimant has certain rights under this policy, as discussed below.

A Reporter who reports witnessing sex/gender discrimination or sexual misconduct happening to or affecting someone else (i.e., a Third-Party Reporter) can file a Report and request that it be treated as a Claim, but that does not make them a Claimant.

A “Respondent” refers to an individual who has been accused of prohibited conduct under this policy. A student Respondent has certain rights under this policy, as discussed below.

A “third party” refers to any other participant in the process, including a witness to the incident or an individual who makes a Report on behalf of someone else.

As used throughout this policy, references to the “Title IX Coordinator” shall include any Deputy Title IX Coordinator and any other person expressly designated by the Title IX Coordinator to act on their behalf.

Additional definitions are contained in Section XIII at the end of this policy.

**C. Jurisdiction and Authority of the Title IX Coordinator.** All Rhodes College community members are required to follow College policies and local, state, and federal law. This policy applies to all members of the Rhodes community and applies to conduct occurring on Rhodes College property; at College-sanctioned events or programs that take place off campus, including, for example, study abroad and internship programs; or at events or programs hosted by College-recognized organizations that take place off campus. This policy may apply regardless of the location of the incident if it is likely to have a substantial adverse effect on, or poses a threat of danger to, the educational opportunities provided by Rhodes College.

The College encourages anyone who has witnessed or experienced an incident of sexual misconduct or sex/gender discrimination to report it regardless of where the incident occurred, or who committed it. Even if the College does not have jurisdiction over the Respondent, the College may take prompt action to provide for the safety and well-being of any affected person and the broader College community.

Rhodes, through the Title IX Coordinator, has jurisdiction over and the authority to receive, investigate, hear and resolve Reports and/or Claims brought by or against any member of the Rhodes Community that invoke Title IX. The Title IX Coordinator is ultimately authorized to enact procedures that include specific instructions for reporting, investigating and resolving Title IX Claims and Reports, including those that are received during the non-academic year or that extend into the non-academic year. Formal Resolution Hearings that occur during the non-academic year may be conducted via video conference and/or teleconference, as needed.

The College retains the right to utilize different processes for cases in which a student is a party if an employee or faculty member is also a party to the case.

**D. Application of policy.** This policy, as amended, shall apply to all Reports received after August 1, 2018, regardless of the date of the alleged incident. It shall not apply to Reports received prior to August 1, 2018, as the prior iteration of this policy shall apply to those cases.

III. Title IX and Nondiscrimination

Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX prohibits use of federal money to support sex discrimination in education programs and provides individuals effective protection against such practices. Title IX applies, with a few specific exceptions, to all aspects of federally funded education programs and activities. In addition to traditional education institutions such as colleges, universities, and elementary and secondary schools, Title IX also applies to any education or training program operated by a recipient of federal financial assistance.

Consistent with Title IX, as well as Title VII of the Civil Rights Act of 1964 and any related federal, state, and local laws, Rhodes prohibits all unlawful discrimination, harassment and retaliation on the basis of sex, gender, gender identity, gender expression, or sexual orientation in any employment decision, education program or educational activity. This policy applies to all members of the Rhodes Community as defined above.

As part of its commitment to maintaining a community free of discrimination, and in compliance with Title IX’s mandate, Rhodes College will address allegations of sexual misconduct or harassment in a timely and effective way, provide resources as needed for affected persons (Reporters, Claimants, Respondents and third parties within the Rhodes Community), and not tolerate retaliation against any person who reports sex/gender discrimination or sexual misconduct.

Any individual designated by Rhodes to have the authority to address or duty to report alleged sex/gender-based discrimination, sexual harassment and/or retaliation (known as a “Mandatory Reporter”) and who fails to report such conduct may be subjected to sanctions by the College.

General inquiries about the application of Title IX should be directed to the College’s Title IX Coordinator via TitleIX@Rhodes.edu. Further information about Rhodes’ Title IX Coordinator can be found on Rhodes’ website <http://sites.Rhodes.edu/TitleNine>.

Inquiries about the application of Title IX also can be directed to the U.S. Department of Education’s Office for Civil Rights.

IV. Retaliation, Misuse of Confidential Information, and False Accusations

Rhodes College expressly prohibits retaliation against anyone who: 1) in good faith, reports what they believe is discrimination or sexual misconduct, 2) participates in any investigation or proceeding under this policy, or 3) opposes conduct that they believe to violate this policy. Retaliation includes intimidation, harassment, threats, or other adverse action or speech against the person who reported the misconduct, the parties, and their witnesses. Consistent with FERPA’s prohibition on re-disclosure of confidential information, parties, witnesses, advisors and supporters are 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. Rhodes will not only take steps to prevent retaliation, but it will also take strong corrective action if it occurs.

Anyone who believes they have been the victim of retaliation should immediately report it to the Title IX Coordinator, who shall treat it as a Report. 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.

Anyone who knowingly makes a false accusation of unlawful discrimination, harassment, or retaliation of any form will be subject to an investigation for a potential violation of this policy and may be subject to disciplinary action, up to and potentially including termination for employees and expulsion for students.

V. Time Considerations for Reporting and Filing Claims of Sex/Gender Discrimination and Sexual Misconduct

There is no time limit for reporting incidents of Sex/Gender Discrimination or Sexual Misconduct under this policy, although Rhodes encourages reports to be made as soon as possible. Any individual who has been subjected to, or who knows of or has witnessed, an incident of Sex/Gender Discrimination or Sexual Misconduct is encouraged to report the incident or file a Claim immediately in order to maximize the College’s ability to obtain information and conduct an adequate, thorough, prompt, and impartial investigation into the incident. A delayed Report of alleged Sex/Gender Discrimination or Sexual Misconduct may result in the loss of relevant information, evidence, and reliable witness testimony, and may impair the College’s ability to fully investigate the incident. If an individual wishes to file a claim with the U.S. Department of Education’s Office for Civil Rights, they must do so within 180 days of the incident based on the time limits for adjudication set by that agency.

VI. Amnesty for Violations of the College’s Alcohol and Illegal Drug Use Policies to Individuals Who Report Incidents of Sexual Misconduct

Rhodes strongly encourages individuals who have been involved in, or who know of, or have witnessed, incidents of Sex/Gender Discrimination or Sexual Misconduct to report such incidents as soon as possible. The College recognizes that students involved (e.g. as witnesses, bystanders, third parties, or Claimants) who have violated the College’s drug and alcohol policy may be hesitant to report out of fear of sanction. Therefore, in order to encourage reporting in all situations, anyone who reports or experiences Sex/Gender Discrimination or Sexual Misconduct may be granted amnesty for any violation of the College’s drug and alcohol policy that occurred in connection with the reported incident. Rhodes intends to grant such amnesty for all but the most egregious violations of the College’s drug and alcohol policy; however, individuals may be provided with resources on drug and alcohol counseling and/or education, as appropriate.

Honor code and other code or policy violations discovered during a Title IX process may be referred to the appropriate College office(s).

VII. Available Resources and Recommended Immediate Steps Following An Incident of Sex/Gender Discrimination and/or Sexual Misconduct

For a forensic exam and rape kit collection, as well as additional off-campus medical services, contact the Shelby County Rape Crisis Center at (901) 222-4350.

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. You are encouraged to call the appropriate law enforcement agency. To contact the Memphis Police Department Sex Crimes Squad, call (901) 636-3330. Rhodes College Campus 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.

Law Enforcement	Local Hospitals
Emergency Assistance: 911	Methodist University Hospital
Memphis Police Department Sex Crimes Squad: 901-636-3330	1265 Union Avenue 901-516-7000
Rhodes College Campus Safety: 901-843-3880	Baptist Memorial Hospital 6019 Walnut Grove Road 901-226-5000
	St. Francis Hospital 5959 Park Avenue 901-765-1000



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.

F. 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>.

**VIII. Options and Procedures for Reporting or Disclosing Title IX Incidents of Sex/Gender Discrimination or Sexual Misconduct**

**A. Options for Reporting to Rhodes Under This Policy.** Anyone can report an incident of sex/gender discrimination or sexual misconduct to Rhodes (a “Report”). A Report can be made by any individual who is a victim or survivor of sex/gender discrimination or sexual misconduct, who has been affected by sex/gender discrimination or sexual misconduct, or who has knowledge of sex/gender discrimination or sexual misconduct happening to or affecting someone else. A Report may be made anonymously (see Section X). The College strongly encourages all individuals to report incidents of sexual misconduct and sex/gender discrimination even if the individual does not intend to pursue a Claim. No person should assume that an incident has already been reported by someone else or that the College already knows about a particular situation. Rhodes will investigate all Reports and may implement remedial steps as needed, but that does not mean every Report will become a Claim or that the College will pursue a formal resolution.

In order to make a Report to Rhodes, a reporting individual may do one or more of the following:

1. Report the incident to the Title IX Coordinator via email to [TitleIX@rhodes.edu](mailto:TitleIX@rhodes.edu), by calling 901-843-3606, or by submitting an online Report form available on Rhodes Express, at <http://sites.Rhodes.edu/TitleNine>, or <http://bit.ly/rhodesixreport>. Reporters are encouraged, but not required, to direct their Reports to the Title IX Coordinator.

Notifying the Title IX Coordinator of any incident of alleged Sex/Gender Discrimination or Sexual Misconduct will trigger an investigation into the alleged incident.

2. Report the incident to any Resident Assistant, Peer Advocate, faculty or staff member. However, the Counseling Center and Health Services staff are considered “confidential resources” staff.

It is important to know that, with the exception of the “confidential resources” staff listed below in Section VIII.B., all Rhodes faculty and staff are Mandatory Reporters and are required by the College to report any knowledge they receive of possible violations of this policy to the Title IX Coordinator. Mandatory Reporters must relay all known information about any reported policy violation, including but not limited to: the names of involved individuals, the nature of the incident, and the time and location of the incident. (See Section X for information about confidential and anonymous reporting.)

All Resident Assistants and members of the Peer Advocate Center are also Mandatory Reporters and are required to report any knowledge of possible violations of the policy to the Title IX Coordinator. No other students are obligated to report knowledge they may have of sexual misconduct, including student employees of Rhodes who are considered students and not staff for purposes of this policy and are not Mandatory Reporters.

Once the Title IX Coordinator learns of any incident of alleged sex/gender discrimination or sexual misconduct from a Mandatory Reporter, they will initiate an investigation into the alleged incident. Following an investigation, the Title IX Coordinator has authority to resolve a Report, including the implementation of any remedial measures, and close the case.

3. After making a Report, an individual may choose to end involvement in the process, may choose to be involved or not be involved in the College’s investigation and any related proceedings, or may choose to file or request a formal Claim and pursue Formal Resolution or, if applicable, an Informal Resolution Conference involving the Respondent.

**B. Options Utilizing Confidential Resources.** Rather than making a Report, individuals can confidentially discuss incidents of sex/gender discrimination and sexual misconduct with one of the following College “confidential resources” staff:

- Any member of the Student Health Services staff located at the Moore-Moore Student Health Center - (901) 843-3895
- Student Counseling Center staff - Moore-Moore Student Health Center - (901) 843-3128
- Rhodes Chaplain- Burrow Hall, Room 102- (901) 843-3822

Disclosures made to these confidential resources will be held in strict confidence, and will not constitute a Report to Rhodes under this policy. These confidential resources may assist individuals with reporting incidents or filing Claims if, and only if, they are requested to do so by the individual who has reported the sexual misconduct.

Specific and personally identifiable information given to one of these confidential resources will not be disclosed to the Title IX Coordinator without consent. However, in order to assist the College in collecting data and identifying patterns or systemic problems related to sexual violence on and off campus, the “confidential resources” staff will convey general information about the incident (i.e. nature, time and location of incident) to the Title IX Coordinator. In such cases, the College will protect confidentiality and avoid disclosing personally identifiable information about individuals involved in the incident.

*See Section X regarding making confidential and anonymous Reports to Rhodes.*

**C. Options for Notifying Off-Campus Law Enforcement Authorities.** Individuals can notify off-campus law enforcement authorities about any incident of alleged sex/gender discrimination and sexual misconduct, including by dialing (911), calling the Memphis Police Department Sex Crimes Squad at (901) 636-3330, and/or calling the Shelby County Rape Crisis Center at (901) 222-4350. Individuals can also contact other law enforcement agencies, depending on the location of the incident. Notifying off-campus law enforcement authorities will not constitute a Report to Rhodes under this policy, but it may or may not result in such authorities reporting relevant information back to Rhodes which Rhodes will investigate.

Individuals can request assistance from Rhodes faculty and staff in notifying appropriate law enforcement authorities, which the College will provide. Requesting such assistance from a Mandatory Reporter will constitute a Report as described above.

**D. Option to Not Report.** Individuals can choose not to notify Rhodes or any law enforcement authorities about an alleged incident of sex/gender discrimination or sexual misconduct.

**IX. Filing a Claim of Sex/Gender Discrimination or Sexual Misconduct**

If an individual wishes to pursue an incident of Title IX sexual misconduct or sex/gender discrimination beyond simply reporting it, they may file a Claim. The filing of a Claim means that the individual is asking the College to take further steps beyond the investigation, such as holding a Formal Resolution Hearing to resolve the alleged issue. Any Claimant (i.e., a victim or survivor or someone who has otherwise been directly affected by sex/gender discrimination or sexual misconduct) may file a Claim, and Rhodes will treat it as such. Any Third-Party Reporter may request that Rhodes treat their Report as a Claim, but that would not make the Third-Party Reporter into a Claimant.

In order to meet its Title IX obligations to provide a safe and nondiscriminatory environment for the broader Rhodes Community, the College may also convert any Report into a Claim if the College determines that it must take further steps to protect the Rhodes Community.

**A. Filing a Claim.** Anyone seeking to file a Claim of individual or institutional Sex/Gender Discrimination or Sexual Misconduct may do so with the Title IX Coordinator. Claims must be in writing and include all information that the filer believes to be relevant (e.g., time, location and nature of incident, names of individuals involved in or witnesses to the incident, names of other persons affected by the incident, etc.). Alternatively, an individual can also file a Claim by meeting with the Title IX Coordinator and providing a verbal description of the Sex/Gender Discrimination or Sexual Misconduct, which the Title IX Coordinator will use to draft a written document that the individual will review, verify and sign to constitute a Claim.

**B. Action Following the Filing of a Claim.** Rhodes will investigate all Claims of Sex/Gender Discrimination or Sexual Misconduct. Upon the completion of an investigation, the Claim will typically proceed to a Formal Resolution Hearing before a Sexual Misconduct Hearing Board to determine whether the Respondent is responsible or not responsible for having violated this policy except in those circumstances described below. In some instances, an Informal Resolution Conference may be an option for resolving a Claim.

**C. The Title IX Coordinator shall have discretion to resolve a Claim without a Formal Resolution Hearing in the following circumstances:**

1. if Rhodes lacks jurisdiction;
2. if a case involves a Rhodes employee (faculty, staff member or contract services employee), the Title IX Coordinator shall coordinate with the Chief Human Resources Officer about appropriate processes and/or resolution;
3. if the allegations could not constitute a policy violation under any alleged circumstances;
4. if the Claim is eligible for the Informal Resolution process;
5. if the Claim was requested by a Third-Party Reporter who reported witnessing sex/gender discrimination or sexual misconduct happening to or affecting someone else, the Title IX Coordinator shall have discretion to resolve the Claim or to provide modified hearing procedures, particularly to account for the alleged victim’s wishes (e.g., if they do not wish to pursue the Claim as a first-party Claimant);
6. if the Claimant and Respondent both consent to an alternative resolution, with such consent obtained independently from each person by the Title IX Coordinator to avoid a risk of coercion;
7. for matters that do not involve Rhodes employees (faculty, staff member or contract services employee), if either Claimant or Respondent, or both, are not Rhodes students, or cease to be Rhodes students prior to final resolution of the Claim (i.e., student withdrawal), the Title IX Coordinator shall have discretion to resolve the Claim or to provide modified hearing procedures;
8. or, if the Respondent admits responsibility for a violation, the Title IX Coordinator shall have discretion to resolve the Claim or to provide modified hearing procedures to help the Hearing Board decide appropriate sanctions.

In all circumstances, the Title IX Coordinator shall have authority to impose remedial measures and make accommodations consistent with Section XI below and take other measures consistent the Rhodes Student Handbook; and for employee matters, the Chief Human Resources Officer or the Vice President of Academic Affairs/Dean of the Faculty shall have authority to take action consistent with the Rhodes College Handbook.

**D. A person may withdraw a Claim. If a Claim is withdrawn, Rhodes will treat the withdrawn claim as a Report and proceed with an investigation.**

**X. Confidentiality and Anonymous Reporting**

As discussed above in Section VIII.B., individuals can confidentially discuss incidents of sex/gender discrimination and sexual misconduct with the College “confidential resources” staff. However, if an individual affected by sex/gender discrimination or sexual misconduct wants to make a Report to Rhodes about an incident but wants to request anonymity or confidentiality, or if a Third-Party Reporter makes a Report about an incident involving them, the provisions below may be applicable.

Any individual can make an anonymous Report of a violation of the College’s Sex/Gender Discrimination and Sexual Misconduct Policy. An individual may report the incident without disclosing their name, identifying a Claimant or a Respondent, or requesting any action. The College will attempt to investigate all such Reports, but depending on the extent of information available about the incident or the individuals involved, the College’s ability to respond to an anonymous Report may be limited. 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 any appropriate steps, including individual or community remedies as appropriate.

Additionally, a Reporter can make a Report disclosing their name but requesting confidentiality. An affected person who is the subject of a Third-Party Report can also request confidentiality. The College recognizes that, in some instances, an individual who has been subjected to, or who knows of or has witnessed, an incident of Sex/Gender Discrimination or Sexual Misconduct may request that their name not be disclosed or that no investigation or disciplinary action be pursued to address the alleged misconduct. In such instances, the Title IX Coordinator will respect the request for confidentiality; however, that request must be weighed against the College’s obligation to provide a safe, non-discriminatory environment for all students, considering many factors, including:

*(continued next page)*



- The seriousness of the alleged misconduct;
- Whether there have been other reports of Sex/Gender Discrimination or Sexual Misconduct against the Respondent known by the College;
- Whether the Respondent has allegedly threatened further misconduct or violence;
- Whether the alleged misconduct was committed by multiple perpetrators;
- Whether the alleged misconduct involved use of a weapon;
- The age of the individual subjected to the alleged misconduct;
- Whether the College possesses other means to obtain relevant evidence of the alleged misconduct;
- Whether the Report reveals a pattern of misconduct at a particular location or by a particular individual or group of individuals; and
- The accused individual’s right to receive information about the allegations if the information is maintained by the College as an “education record” under the Family Educational Rights and Privacy Act (FERPA), if applicable.

In all cases of alleged gender/sex discrimination or misconduct, Title IX allows Rhodes to investigate and take reasonable corrective action. Further, Title IX permits Rhodes to deny or modify requests for confidentiality if the Title IX Coordinator determines, subject to the factors listed above, that the College must do so in order to meet the College’s Title IX obligations to provide a safe and nondiscriminatory environment for the broader Rhodes Community. These instances will be evaluated on a case-by-case basis. **Please note that the College’s ability to investigate and respond fully to an incident may be limited because of requests for confidentiality or to not proceed with disciplinary action.**

Pursuant to the Clery Act, as amended by the Violence Against Women Act, Rhodes is required to provide equal access to the Claimant and Respondent to any information related to allegations of sexual assault, dating violence, domestic violence or stalking that will be used during formal or informal disciplinary meetings or hearings.

In an 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 school officials. Any such disclosure will be limited to only individuals with a need to know such information. 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. In all instances, members of the Rhodes Community should understand that Title IX prohibits retaliation against anyone reporting a potential Title IX incident, and that College officials will not only take steps to prevent retaliation but also take strong responsive action if it occurs.

**XI. Interim and Remedial Measures**

In cases of reported alleged Sex/Gender Discrimination or Sexual Misconduct involving students, the College may implement interim and remedial measures before the final outcome of an investigation or hearing to the extent the College determines such measures are necessary. The Title IX Coordinator shall have responsibility for determining such interim and remedial measures. Some of these remedial measures also may continue in effect after an investigation is closed or as post-hearing sanctions or accommodations. Examples of interim and remedial measures that the College may consider and elect to implement include, but are not limited to:

- implementing a “no contact” order to govern, and attempt to avoid, interaction between affected individuals;
- providing a campus safety escort to ensure a Claimant can move safely between buildings, classes, dining halls, and activities on campus;
- ensuring that the Claimant and the Respondent do not attend the same classes, seminars, functions, meetings, etc.;
- offering to provide or facilitate the provision of medical, counseling and mental health services, but not necessarily covering the cost of such services;
- providing education regarding gender discrimination, sexual misconduct, alcohol and drug use, incapacitation and consent, etc.;
- reviewing any academic challenges or any disciplinary actions taken against the Claimant to see if there is a causal connection between the events that may have impacted the Claimant;
- changing on-campus living arrangements, when reasonable;
- providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; and
- limiting the access of the individual accused of the misconduct to certain College facilities until the matter is resolved, including the possibility of an interim suspension if warranted.

The College may also, upon request, arrange for the re-taking, changing or withdrawing from classes, and in such instances, Rhodes will make every reasonable effort to mitigate any academic or financial penalty for providing such arrangements.

Interim and remedial measures shall be balanced based on the facts collected, seriousness of the allegations, and the potential safety risks posed to the Rhodes Community (i.e., an interim suspension will be rare early in the investigation process, but may be more common late in the process when an investigation finds some evidence to potentially corroborate a serious allegation).

If a Claimant or Respondent withdraws from Rhodes after a Report or Claim is filed but before the matter is resolved, the Title IX Coordinator shall have discretion on how to proceed with the investigation, its resolution, and any interim or remedial measures. The Title IX Coordinator shall have discretion to hold a Respondent’s transcript if they withdraw while a Report or Claim is pending, and to not release it to another school until the matter is resolved with or without the Respondent’s participation.

The College may also consider and take interim and remedial measures that affect the broader Rhodes Community and which are aimed to eliminate occurrences of Sex/Gender Discrimination or Sexual Misconduct and to promote academic and employment environments free of such conduct.

**XII. Investigation and Resolution Processes for Cases in Which Both Parties are Students**

This Section describes Rhodes’ investigation and resolution processes for cases in which both parties are students. For more details, please refer to the Procedural Guidance accompanying this policy.

**A. Investigation.** The College will investigate all Reports of sex/gender discrimination and sexual misconduct regardless of whether the Report

becomes a Claim. The process typically will begin with intake meetings conducted by the Title IX Coordinator. The investigation phase may include interviewing the Claimant/ First-Party Reporter, the Respondent, and any witnesses; reviewing law enforcement investigation documents if applicable; reviewing relevant student files; and gathering and examining other relevant documents and evidence.

For Reports, the Title IX Coordinator or his/her designee will conduct an initial investigation. If that initial investigation demonstrates that the case may implicate the College’s Title IX obligations to provide a safe and nondiscriminatory environment for the broader Rhodes Community, the Title IX Coordinator will treat the Report as a Claim and follow the Claim processes outlined herein and in the accompanying Procedural Guidance. If the Title IX Coordinator determines that the Report does not implicate such community safety considerations, then after the Title IX Coordinator’s investigation, implementation of any interim or remedial measures, and finalization of any investigation memo, the Title IX Coordinator will be authorized to close the matter.

For Claims, the Title IX Coordinator will appoint an investigator (“Investigator”) to handle the investigation. Following the investigation, the Investigator will draft an investigation report succinctly describing all collected information. The report will be delivered to the Title IX Coordinator, who will analyze the report to ensure that the investigation was prompt, fair, impartial, thorough, and consistent with this policy. The Investigator will not make any recommendation as to whether a policy violation has occurred or potential sanctions. Depending on how the Claim proceeds, the investigation report and other materials related to the investigation may be presented at a Formal Resolution Hearing and/or may be presented at an Informal Resolution Conference.

The College will make reasonable efforts to balance and protect the rights of the parties during any investigation commenced under this policy. Rhodes will respect the privacy of the parties and any witnesses in a manner consistent with the College’s obligations to investigate the alleged incident, and take appropriate interim and/or corrective action. The Title IX Coordinator will keep the parties reasonably informed of the status of the investigation.

Both Claimants and Respondents may utilize Advisors and Supporters throughout the investigation process, including to accompany them to any hearing, conference, or related disciplinary proceeding.

**B. Informal Resolution Conference.** For Claims with a student Respondent that do not involve allegations of Sexual Violence (i.e., sexual harassment of a non-physical nature) or at the discretion of the Title IX Coordinator, the parties may opt to pursue an Informal Resolution Conference as an alternative to a Formal Resolution Hearing. An Informal Resolution Conference is a remedies-based, non-judicial approach designed to eliminate a potentially hostile working or academic environment. This process aims to assure fairness, to facilitate communication, and to maintain an equitable balance of power between the parties. The College will not compel face-to-face confrontation between the parties or participation in any particular form of informal resolution. Depending on the form of informal resolution used, it may be possible to maintain anonymity.

The Title IX Coordinator will make an initial decision about whether a case qualifies for an Informal Resolution Conference, and if both parties then agree to pursue that path, the College will halt any investigation or scheduled Formal Resolution Hearing so that the parties can explore the possibility of informal resolution. Participation in an Informal Resolution Conference is voluntary, and either party can request to end the conference at any time and return the investigation or proceeding to its pre-conference status. Agreements reached in an Informal Resolution Conference are final and not subject to appeal.

**C. Formal Resolution Hearing.** A Formal Resolution Hearing is the College’s formal disciplinary proceeding through which a Sexual Misconduct Hearing Board evaluates evidence related to a Claim to determine whether a student Respondent is responsible or not responsible for a violation of this policy, based on the criteria of “a preponderance of evidence.” If the Respondent is found in violation of the policy, the Respondent may be subjected to disciplinary action.

The parties will be provided notice of the date, time and location of the hearing. At least ten (10) business days prior to a hearing, both parties and the Sexual Misconduct Hearing Board will be provided access to a hearing packet containing the investigation report and other information pertinent to the hearing. The hearing may consist of testimony by the parties, witnesses and the Investigator, and may include the presentation of other evidence. The Sexual Misconduct Hearing Board will be allowed to question each witness who appears, and the parties will be allowed to ask questions through the Sexual Misconduct Hearing Board. The parties will be provided notice of the outcome of the Board’s deliberations, including the determination of whether the Respondent was found responsible or not responsible for the alleged violation(s) and applicable sanction(s). Decisions made in a Formal Resolution Hearing may be appealed. The Title IX Coordinator will be authorized to stay sanctions pending appeal and/or make further accommodations that are consistent with the Sexual Misconduct Hearing Board’s decision.

**D. Appeals.** Either Claimant or Respondent may appeal any Sexual Misconduct Hearing Board decision. Appeals can only be raised on one or more of the following grounds: (1) to determine whether there was a material deviation from the procedural protections provided; (2) to consider new facts or information sufficient to alter the decision that were not known or knowable to the appealing party before or during the time of the hearing; (3) to determine whether the decision reached was based on a preponderance of evidence; or (4) to determine whether the sanctions were disproportionate to the findings. The appeal will be reviewed and determined by an Appeals Board, based on the grounds contained in the appeal statement. Appeals decisions are final and not subject to further review.

**XIII. Definitions**

Please also refer to Section II.B. for more information about certain key definitions.

**Advisor:** Refers to an attorney or a non-attorney advisor who can provide assistance to the Claimant or the Respondent during Formal Resolution Hearings, Informal Resolution Conferences, and any other stage of the processes covered by this policy. The College will provide a list of faculty and staff who have received training to serve as Advisors.

**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.

Because of the commitment to maintaining an environment that supports Rhodes’ educational mission, the College prohibits romantic, sexual, and exploitative relationships between college employees and students. (See Rhodes College Handbook-Fraternization Policy For Faculty and Staff)

Under Tennessee law, people under the age of eighteen (18) may not be able to legally consent under certain circumstances.

**Appeals Board:** Refers to a group of trained College faculty and staff members that hears and decides appeals of findings and sanctions imposed by the Sexual Misconduct Hearing Board (defined below). The Appeals Board will consist of three members (one of whom will be designated as the board’s chairperson), selected from a pool of trained faculty and staff. This three-member board is authorized to affirm, alter, or reverse the original findings and/or sanctions recommended by the Sexual Misconduct Hearing Board. Once issued, the Appeals Board’s decision is final.

**Claim:** Refers to a formal written complaint filed with the Title IX Coordinator alleging any action, policy, procedure or practice that would be prohibited by Title IX, such as Sex/Gender Discrimination or Sexual Misconduct, and indicating that they want the College to take further steps beyond an investigation. A Claim may be filed by a Claimant or may be requested by another individual who knows of or witnessed an incident of Sex/Gender Discrimination or Sexual Misconduct but who did not suffer such misconduct themselves. A Report can also become a Claim if Rhodes determines that, in order to meet its Title IX obligations to provide a safe and nondiscriminatory environment for the broader Rhodes Community, it must take further steps such as holding a Formal Resolution Hearing.

**Claimant:** Refers to an individual who has been subjected to an incident of Sex/Gender Discrimination or Sexual Misconduct that proceeds to a Claim.

**Clery Act:** Refers to the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act, 20 U.S.C. Section 1092(f); 34 C.F.R., Part 668.46. It requires colleges and universities, both public and private, participating in federal student aid programs to disclose campus safety information, and imposes certain basic requirements for handling incidents of sexual violence and emergency situations.

**Coercion:** Means the use of pressure to compel another individual to initiate or continue activity against their will, including psychological or emotional pressure, physical or emotional threats, intimidation, manipulation, or blackmail. Coercion is defined under Tennessee law to include a threat of kidnapping, extortion, force or violence to be performed immediately or in the future. A person’s words or conduct are sufficient to constitute coercion if they wrongfully impair another individual’s freedom of will and ability to choose whether or not to engage in sexual activity. Examples of coercion include, but are not limited to threatening to “out” someone based on sexual orientation, gender identity, or gender expression; threatening to harm oneself if the other party does not engage in the sexual activity; and threatening to expose someone’s prior sexual activity to another person and/or through digital media.

**Consent:** See Affirmative Consent above.

**Dating Violence:** See Sexual Misconduct below, Subsection A.

**Domestic Violence or Domestic Assault:** See Sexual Misconduct below, Subsection B.

**Formal Resolution:** Refers to the College’s formal disciplinary proceeding through which the Sexual Misconduct Hearing Board evaluates evidence related to a Claim to determine whether a Respondent is in violation of this policy, based on the criteria of a preponderance of evidence.

**Incapacitation:** Means the lack of the ability to make rational, reasonable judgments as a result of alcohol consumption, other drug use, sleep, the taking of any so-called “date-rape” drug, unconsciousness, or blackout. An individual unable to make informed judgments is physically helpless. An incapacitated person cannot make rational, reasonable decisions because that person lacks the ability to fully understand the who, what, where, or how of their sexual interaction. Incapacitation is a state beyond drunkenness or intoxication, in which alcohol, drugs, or other factors render one unable to make fully informed judgments or have an awareness of consequences. Evaluating incapacitation also requires an assessment of whether a Respondent knew or should have known of the other individual’s incapacitated state. While incapacitation may be caused by drugs or alcohol, it also includes the state of being asleep, during which time a person is unable to provide affirmative consent.

**Informal Resolution Conference:** Is intended to allow the Claimant and the Respondent to provide information about the alleged incident(s) of discrimination or harassment, and to reach a mutually agreeable resolution. This process aims to assure fairness, to facilitate communication, and to maintain an equitable balance of power between the parties.

**Investigator:** Refers to an official(s) designated by the Title IX Coordinator to conduct an investigation of alleged Sex/Gender Discrimination or Sexual Misconduct, and who acts as a witness in the event of a Formal Resolution Hearing. The Investigator will be a trained individual

who objectively collects and examines the facts and circumstances of potential violations of this policy and documents them for review. The Investigator will be neutral and will hold no biases in the investigation.

**Mandatory Reporter:** Refers to an individual who is obligated to report any knowledge they may have of Sex/Gender Discrimination and Sexual Misconduct. Rhodes College defines all faculty and staff as mandatory reporters except certain “confidential resources” staff. (See Section VIII above.) The only students who are designated as Mandatory Reporters are Resident Assistants and members of the Peer Advocate Center.

**Non-Consensual Sexual Contact:** See Sexual Misconduct below, Subsection C.

**Non-Consensual Sexual Penetration:** See Sexual Misconduct below, Subsection D.

**Preponderance of Evidence:** Refers to the standard by which it is determined at a hearing whether or not a violation of this policy has occurred, and means that an act of sex discrimination is “more likely than not” to have occurred. This standard applies for all claims of sex discrimination, including sexual harassment and sexual violence.

**Report:** Refers to any communication that puts a Rhodes Mandatory Reporter on notice of an allegation that sex/gender discrimination or sexual misconduct occurred or may have occurred. Rhodes will investigate all Reports it receives of sex/gender discrimination and sexual misconduct. After making a Report, an individual may choose to end their involvement in the process, may choose to be involved or not be involved in the College’s investigation and related proceedings, or may choose to file a formal Claim and pursue Formal Resolution or an Informal Resolution Conference. The College strongly encourages all individuals to report incidents of sexual misconduct and sex/gender discrimination even if the individual does not intend to pursue a Claim.

**Reporter:** Refers to an individual who notifies a Rhodes Mandatory Reporter of an alleged violation of the Sex/Gender Discrimination and Sexual Misconduct policy. A Reporter can be any individual who reports to Rhodes that they are a victim or survivor of sex/gender discrimination or sexual misconduct; that they have been affected by sex/gender discrimination or sexual misconduct, or that they have knowledge of sex/gender discrimination and sexual misconduct happening to or affecting someone else.

**Respondent:** Refers to an individual against whom a Claim has been filed or Report has been made and whose conduct is alleged to have violated this policy.

**Sex/Gender Discrimination:** Refers to the unequal treatment of an individual based on their sex or gender in any employment decision, education program or educational activity receiving Federal financial assistance. Such programs or activities include, but are not limited to, admission, hiring and recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing and employment. The prohibition on sex discrimination also covers unlawful discrimination based on gender identity, sexual orientation, pregnancy, termination of pregnancy, childbirth or related conditions. Also prohibited as sex discrimination is any act which is based on parental, family, or marital status and which is applied differently based on sex.

**Sexual Assault:** See Sexual Misconduct below, Subsection E.

**Sexual Exploitation:** See Sexual Misconduct below, Subsection F.

**Sexual Harassment:** See Sexual Misconduct below, Subsection G.

**Sexual Misconduct:** Is a broad term that encompasses sexually-motivated misconduct as described in this policy, including conduct of an unwelcome and/or criminal nature, whether such conduct occurs between strangers, acquaintances, or intimate partners. For the purposes of this policy, the following terms are collectively referred to as “Sexual Misconduct” and will be defined in detail below: Dating Violence, Domestic Violence, Nonconsensual Sexual Contact, Nonconsensual Sexual Penetration, Sexual Assault, Sexual Exploitation, Sexual Harassment, Sexual Violence, and Stalking.

**A. 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.

**B. Domestic Violence or “Domestic Assault”:** 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:

- Adults or minors who are current or former spouses;
- Adults or minors who live together or who have lived together (Rhodes will not apply this definition to college roommates in a dispute that does not involve an allegation of sex or gender discrimination);
- Adults or minors who are dating or who have dated or who have or had a sexual relationship, but does not include fraternization between two individuals in a business or social context;
- Adults or minors related by blood or adoption;
- Adults or minors who are related or were formerly related by marriage; or
- Adult or minor children of a person in a relationship that is described in one of the categories listed above.

**C. Non-Consensual Sexual Contact:** “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 above).

**D. Non-Consensual Sexual Penetration:** “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 above).



*E. Sexual Assault:* Is defined as any type of sexual conduct, activity or behavior that occurs without the explicit consent of the recipient of the unwanted sexual conduct, activity or behavior, and includes forced sexual intercourse, sodomy, child molestation, incest, fondling, rape, attempted rape, statutory rape, sexual battery and aggravated sexual battery.

*F. Sexual Exploitation:* Occurs when a person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or the benefit of anyone other than the one being exploited. Examples of sexual exploitation include, but are not limited to:

- Non-consensual video or audio-taping of sexual activity or other private activity, even if that activity occurs in a public or semi-public place;
- Non-consensual dissemination of video, photographs, or audio of sexual activity or other private activity, including dissemination by a third party or a person not involved in the original conduct;
- Exceeding the boundaries of consent (such as, permitting others to hide in a closet and observe consensual sexual activity, videotaping of a person using a bathroom or engaging in other private activities);
- Engaging in voyeurism, exposing one’s breasts, buttocks, or genitals in a non-consensual circumstance or inducing another to expose their breasts, buttocks, or genitals without affirmative consent;
- Prostituting another person;
- Engaging in consensual sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease or infection (STD or STI,) and without informing the other person of such disease or infection; and
- Sexually-based stalking and/or bullying.

*G. Sexual Harassment:* Conduct that is sexual in nature, is unwelcome and interferes with a Rhodes College community member’s ability to perform a job, participate in activities, and/or participate fully in the college’s education programs. It is a form of misconduct that is demeaning to others and undermines the integrity of the employment relationship and/or learning environment. It includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal, written, or electronic communication of a sexual nature when: (1) Submission to that conduct or communication is made a term or condition, explicitly or implicitly, of obtaining employment or education; (2) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s employment or education; or (3) That conduct or communication has the purpose or effect of substantially interfering with an individual’s employment or education, or of creating an intimidating, hostile, or offensive employment or educational environment. Sexual harassment may be a one-time event or it may be part of a persistent and pervasive pattern.

Sexual harassment is unlawful and prohibited regardless of whether it is between or among members of the same sex or opposite sex. Sexual harassment may also consist of inappropriate gender-based comments and gender stereotyping. Examples of conduct constituting sexual harassment and which could create a hostile environment include, but are not limited to:

- Engaging in unlawful conduct based on one’s gender, sexual orientation, gender identity or expression, including, but not limited to, acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex/gender or sex/gender-stereotyping, even if the acts do not involve conduct of a sexual nature;
- Making unwelcome sexual advances, propositions or other sexual or gender-based comments, such as sexual or gender-oriented gestures, sounds, remarks, jokes or comments about an individual’s gender, sex, sexuality or sexual experiences;
- Requesting sexual favors, or engaging in other verbal or physical conduct of a sexual nature;
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual’s body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, drawings, pictures or invitations, or through digital media ;
- Conditioning any aspect of an individual’s employment or academic participation on their response to sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature;
- Creating an intimidating, hostile or offensive working or academic environment through digital media or by sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature; and
- Conduct that is criminal in nature, such as rape, sexual assault, domestic violence, dating violence, sexually motivated stalking and other forms of sexual violence.

*H. Sexual Violence:* Consists of physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent (e.g., due to the student’s age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including, but not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

*I. Stalking* is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or to suffer substantial emotional distress. Under Tennessee law, stalking means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested. The phrase “course of conduct” means a pattern of direct or indirect conduct composed of a series of two (2) or more separate non-continuous acts evidencing a continuity of purpose, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

Types of stalking could include, but are not limited to:

- Following the targeted person;
- Approaching or confronting that person in a public place or on private property;
- Persistent and unwelcome attempts to contact the person by phone, electronic communication (including via the internet and cellphones), or regular mail, either anonymously or non-anonymously;

- Vandalizing the person’s property or leaving unwanted items for the person;
- Persistently appearing at the person’s classroom, residence, or workplace without that person’s permission or other lawful purpose;
- Cyber-stalking, in which a person follows, observes, monitors, or surveils another person through the use of electronic media such as the Internet, digital media networks, blogs, cell phones, texts or other similar devices; and
- Using visual or audio recording devices or hidden or remote cameras used without the subject’s consent.

*Sexual Misconduct Hearing Board:* Refers to the three-member decision-making body, composed of trained College faculty and staff that considers cases brought under this policy. Each particular Hearing Board is constituted, as needed, from the available pool of faculty and staff who are trained to serve as Advisors and Board members. One of the three Board members will be designated as the chairperson. The Hearing Board hears the facts and circumstances of an alleged policy violation as presented by the Investigator, a Claimant, a Respondent and/or witnesses at a Formal Resolution Hearing. This body is responsible for determining if a policy violation has occurred and whether/what sanctions are appropriate.

*Sexual Violence:* See Sexual Misconduct above, Subsection H.

*Stalking:* See Sexual Misconduct above, Subsection I.

*Supporter:* Refers to any person, regardless of their association with the college, who a Reporter, Claimant, or Respondent may want to support them through a portion of or the entire process. A Supporter is not required, but is encouraged to help the party with emotional and personal support. When present during interviews, hearings, and appeals, the Supporter cannot take an active role. A supporter can be a friend, family member, or any trusted person who can provide needed care to a party.

*Title IX:* Refers to a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX prohibits the use of federal money to support sex discrimination in education programs and provides individual citizens effective protection against those practices. Title IX applies, with a few specific exceptions, to all aspects of federally funded education programs or activities. In addition to traditional educational institutions such as colleges, universities, and elementary and secondary schools, Title IX also applies to any education or training program operated by a recipient of federal financial assistance.

**CHAPTER EIGHT – B Procedural Guidance for Rhodes College**

**Title IX Sex/Gender Discrimination and Sexual Misconduct Policy**

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This procedural guidance provides details on how the College typically will administer, investigate, adjudicate, and resolve cases arising under the Rhodes College Sex/Gender Discrimination and Sexual Misconduct Policy (“Policy”). Please refer to the Policy for key terms and provisions.

These procedures apply when both parties are students. The College has discretion to apply these procedures when one or both parties is neither a student nor an employee (e.g., when one party is a former student or is not enrolled at or employed by Rhodes).

If the Respondent is a non-faculty employee (e.g., a staff member or contract services employee), the Title IX Coordinator will refer the case to the Chief Human Resources Officer for investigation; if the Respondent is a faculty member, the Title IX Coordinator will refer the case to the Provost and Vice President for Academic Affairs and the Chief Human Resources Officer for investigation. Any such matter involving an employee Respondent will be governed by the employee discipline policies for faculty and staff and as described in the Rhodes College Handbook, and if the Claimant is a student, shall be coordinated with the Title IX Coordinator.

**SECTION I. General Provisions and Student Protections**

**A. General Provisions**

1. Rhodes will investigate all Reports and Claims of Sex/Gender Discrimination and Sexual Misconduct.
2. The Title IX Coordinator will facilitate the investigative process from an administrative and logistical standpoint for all matters in which both parties are students. While procedures may vary for matters in which a non-student is involved, it is anticipated that Title IX Coordinator will be the interface with any student Claimant and any student Respondent involved in any investigation and resolution of a Report or Claim, from start to finish.
3. Most investigations into incidents of alleged Sex/Gender Discrimination and Sexual Misconduct will be completed within sixty (60) calendar days, excluding any appeal(s). The amount of time needed to investigate a Report or Claim 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.
4. Rhodes will make reasonable efforts to balance and protect the rights of the parties during any investigation commenced under the Policy. Rhodes will respect the privacy of the parties and any witnesses in a manner consistent with the College’s obligations to investigate the alleged incident, take appropriate interim and/or corrective action, and comply with any discovery or disclosure obligations required by law.
5. Pursuing a Report or Claim under the Policy does not affect a Claimant’s ability to pursue a criminal action against the individual accused of the misconduct through the criminal justice system. An individual who has been subjected to Sex/Gender Discrimination or Sexual Misconduct may choose



to file a Report or Claim under the Policy, pursue remedies through the criminal justice system, or both. To the extent allowed by law, Rhodes will cooperate with any other ongoing College or criminal investigations of the incident.

6. 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.

7. Any reoccurrences of conduct found to have violated the Policy or any other related concerns should be reported to the Title IX Coordinator.

**B. Student Claimant and Respondent Protections**

When both parties to a Claim of Sex/Gender Discrimination or Sexual Misconduct are students, they shall have the following procedural protections and considerations:

1. To be given written notice of any charges under a Claim of an alleged violation of the Policy;
2. To be advised of and review the evidence associated with the Claim to the extent permitted by law;
3. To request a delay of a hearing or conference due to extenuating circumstances, provided that the grant of such request is at the discretion of the Title IX Coordinator;
4. To challenge the objectivity of any member of the Sexual Misconduct Hearing Board upon the belief that a bias or conflict of interest may exist;
5. To admit responsibility for any or all charges of alleged violations of the Policy;
6. To decline to make statements;
7. To present their version of the events in question;
8. To have witnesses present factual information on their behalf (character witnesses are not permitted);
9. To be advised by and/or receive assistance in preparing their case from an Advisor;
10. To be accompanied by a Supporter at any hearing or conference; and
11. To appeal the decision rendered following a hearing within the limits of the time and conditions specified in the Policy and these accompanying procedures.

**SECTION II. Selection and Use of Advisors and Supporters**

A. Advisors. Both Claimants and Respondents may choose an Advisor to accompany them to any Title IX hearing, conference, or related disciplinary proceeding. Advisors for both Claimants and Respondents may be present during hearings, conferences and related disciplinary proceedings, and they may provide the parties with consultation, assistance and support. However, Advisors are not permitted to directly participate in Formal Resolution Hearings and Informal Resolution Conferences by, for example, making opening or closing statements, presenting evidence, making procedural objections, questioning witnesses, or otherwise actively participating.

B. Supporters. 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 disciplinary 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 Formal Resolution Hearings and Informal Resolution Conferences.

C. 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 Section VI’s witness sequestration rule and subject to exclusion from most parts of the Hearing. There is no restriction on former Advisors / Supporters testifying as fact witnesses.

**SECTION III. Intake Procedures**

A. As soon as possible, the Title IX Coordinator will schedule separate intake meetings with the Claimant (or First-Party Reporter, if the individual does not wish to pursue a Claim) and Respondent to give an overview of the applicable process(es) and to discuss confidentiality, available options for support services, and potential accommodations and interim measures.

At the separate intake meetings, the Title IX Coordinator may:

The Title IX Coordinator may also schedule a meeting with a Third-Party Reporter to discuss the above information, as appropriate.

B. At a student Respondent’s intake meeting, the Title IX Coordinator will provide the Respondent with notice of the Report or Claim (but not necessarily the actual Report or Claim itself at this early stage) and of his/her responsibility to submit a written response within five (5) business days. The response should be in writing and may admit or deny the allegations and include any facts, evidence or witnesses that can disprove or provide context relevant to the allegations. The written response can also indicate acceptance or rejection of any penalties or remedies, or outline an alternative proposal for redress. Alternatively, a Respondent can also be deemed to provide a written response by meeting with the Title IX Coordinator and providing a verbal description of the items listed above, which the Title IX Coordinator will use to draft a written document that the Respondent will review, verify and sign to constitute their written response.

If no response has been received by the Title IX Coordinator from the Respondent within the allotted time, the Title IX Coordinator will send a Notice Of Nonresponse to the Respondent. If no response has been received by the Title IX Coordinator from the Respondent within three (3) business days after issuance of the Notice Of Nonresponse, the Respondent may be deemed to waive participation in the investigation, which in turn may limit the Respondent’s right to present evidence in a Formal Resolution Hearing, as explained in Section VI. At that point, it will be up to the Respondent to initiate participation in any investigation or hearing.

In any event, where the Respondent is a student, the Respondent has the right to remain silent during the investigation and resolution process, without an automatic adverse inference resulting. If the Respondent chooses to remain silent, the investigation will proceed and the matter will be resolved, which may be resolved against the Respondent.

**SECTION IV. Procedures for Investigating Reports and Claims**

A. The College will investigate all Reports of Sex/Gender Discrimination and Sexual Misconduct involving a Rhodes student, regardless of whether the Report becomes a Claim.

B. Following an intake meeting, the investigation will occur. The investigation may include interviewing the Claimant/First-Party Reporter, the Respondent, and any witnesses; reviewing law enforcement investigation documents if applicable; reviewing relevant student files; and gathering and examining other relevant documents and evidence.

C. For Reports, the Title IX Coordinator or his/her designee will conduct an initial investigation and determine whether a separate investigator is needed to conduct the equivalent of a Claim investigation because the incident potentially implicates the College’s Title IX obligations to provide a safe and nondiscriminatory environment for the Rhodes Community. If it does, then the Title IX Coordinator will treat the Report as a Claim and initiate a separate investigation and then a Formal Resolution Hearing. If the Title IX Coordinator determines that the Report does not implicate such community safety considerations, then after the Title IX Coordinator’s investigation, implementation of any interim or remedial measures, and finalization of any investigation memo, the Title IX Coordinator will be authorized to close the matter.

D. For Claims, the Title IX Coordinator will appoint an investigator (“Investigator”) to handle the investigation. The Title IX Coordinator will oversee the investigative process from an administrative/ procedural standpoint, to ensure that the investigation is prompt, fair, impartial, thorough, and consistent with the Policy. The Investigator will collect all relevant information and evidence, and will issue an investigation report to the Title IX Coordinator succinctly describing all collected information. The investigation file should contain all information gathered during the investigation that is potentially relevant to the alleged misconduct; the Investigator should not filter or exclude evidence or decide relevance or credibility, unless the evidence is clearly irrelevant or not pertinent to the facts at issue, such as impermissible character evidence. The Investigator will not make any recommendation as to whether a Policy violation has occurred or potential sanctions.

E. The Claim investigation report will be delivered to the parties as a part of a Formal Resolution Hearing packet at least ten (10) business days before a scheduled Hearing. Once received, the parties shall have three (3) business days to object in writing to any aspect of the investigative report. If warranted based on the party submission(s), the Investigator shall conduct further investigation and update the report as necessary. Depending on how the Claim proceeds, the investigation report(s) and the parties’ responses may be presented at a Formal Resolution Hearing and/or may be presented at an Informal Resolution Conference.

F. The College will attempt to resolve most cases of alleged Sex/Gender Discrimination and Sexual Misconduct within sixty (60) calendar days, excluding any appeal(s). The Title IX Coordinator will keep student parties reasonably informed of the status of the investigation, keeping in mind confidentiality considerations for each party. If it is determined that more time is needed for the investigation, the Title IX Coordinator will communicate the additional estimated amount of time needed to complete the investigation.

G. The Title IX Coordinator will have authority to implement interim and remedial measures at any time before the final outcome of an investigation or hearing, to the extent the College determines such measures are necessary. Some of these remedial measures also may continue in effect after an investigation is closed or as post-hearing sanctions or accommodations. For more information on interim and remedial measures, refer to Policy Section XI.

**SECTION V. Informal Resolution Conference – For Students**

In cases not involving allegations of Sexual Violence (i.e., sexual harassment of a non-physical nature) or at the discretion of the Title IX Coordinator, the parties may opt to pursue an Informal Resolution Conference as an alternative to a Formal Resolution Hearing. An Informal Resolution Conference is a remedies-based, non-judicial approach designed to eliminate a potentially hostile working or academic environment. This process aims to assure fairness, to facilitate communication, and to maintain an equitable balance of power between the parties.

The decision to pursue an Informal Resolution Conference may be made when the College has sufficient information about the nature and scope of the reported conduct, activity or behavior as a result of its investigation. In all cases, the College reserves the right to determine following an investigation whether the College must proceed to a Formal Resolution Hearing in order to meet the College’s Title IX obligations. The Title IX Coordinator shall make an initial decision about whether the case qualifies for an Informal Resolution Conference, and if both parties then agree to pursue that path, the College will halt any investigation or scheduled Formal Resolution Hearing so that the parties can explore the possibility of informal resolution. Participation in an Informal Resolution Conference is voluntary, and either party can request to end the conference at any time and return the investigation or proceeding to its pre-conference status. Depending on the form of informal resolution used, it may be possible to maintain anonymity.

With consent of both the Claimant/First-Party Reporter and the Respondent, the Title IX Coordinator handling the case will designate an individual to act as the facilitator. The facilitator is not an advocate for any party. The role of the facilitator is to aid in the resolution of problems in a non-adversarial manner.

For cases selected to be resolved through an Informal Resolution Conference:

- A. The parties will receive simultaneous written notice of the decision to initiate an Informal Resolution Conference.
- B. The parties will have equal opportunity to respond to the evidence presented and to call appropriate and relevant factual witnesses.
- C. The parties may be accompanied by an Advisor and/or a Supporter of their choosing, subject to the provisions above governing the selection and use of Advisors and Supporters.

The College will not compel face-to-face confrontation between the parties or participation in any particular form of informal resolution.

The Informal Resolution Conference ends when a resolution has been reached or when a party decides to end the process. Agreements reached in an Informal Resolution Conference are final and not subject to appeal.

**SECTION VI. Formal Resolution Hearing – When Both Parties Are Students**

This section applies when both parties are students. It does not apply when one or more of the parties is an employee (faculty, staff member or contract services employee), as employees are subject to the processes described in the Rhodes College Handbook, unless agreed between the Chief Human Resources Officer and the Title IX Coordinator. The College has discretion to apply these provisions when one or both parties are neither students nor employees (e.g., when one party is a former student or is not enrolled at or employed by Rhodes).



A. General Provisions

1. A Formal Resolution Hearing is the College’s formal disciplinary proceeding through which the Sexual Misconduct Hearing Board evaluates evidence related to a Claim to determine whether a student Respondent is responsible or not responsible for a violation of the Policy, based on the criteria of “a preponderance of evidence.” If the Respondent is found in violation of the Policy, the Respondent may be subjected to disciplinary action.

2. At least ten (10) business days prior to a hearing, both parties and the Sexual Misconduct Hearing Board will be provided access to a hearing packet containing the investigation report and other information pertinent to the hearing. (See also Section IV.E., herein.) The packet must not be copied and must be returned at the end of the proceeding because it typically will contain other parties’ confidential and FERPA-protected information. Additionally, receipt of the hearing packet is conditioned on each recipient’s agreement not to re-disclose or use other people’s confidential information, learned as a result of the investigation or proceeding, outside of such forums without express consent or for any improper purpose.

3. It is each party’s responsibility to present their own witnesses at the hearing. The parties must give at least three days’ notice prior to the hearing of who their attendees and witnesses will be and the witnesses’ expected sequence, so the other party can be prepared. The parties will not be strictly bound to their lists, but they should be submitted in good faith.

The Title IX Coordinator, in consultation with the Chair of the Sexual Misconduct Hearing Board, shall have discretion to exclude purely-character witnesses or other 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. The default position shall be to permit all witnesses desired by the parties in case they have relevant testimony, but to allow their testimony to be truncated at the hearing if it proves to not be relevant to the facts at issue.

When necessary for the pursuit of truth, the Hearing Board shall have discretion to ask the Title IX Coordinator to request additional witnesses after receipt of the parties’ witness lists.

Typically, however, the parties shall be in charge of choosing and supplying their own witnesses.

4. All hearings under this section will be recorded and closed to the public. The attendance of any person at the hearing will be at the discretion of the Sexual Misconduct Hearing Board’s chairperson; however, the Claimant and the Respondent will have the same opportunities to have others present. Rhodes may limit the number of people in attendance at hearings, conferences and related disciplinary proceedings but will not interfere with parties’ choices of specific attendees without cause. For example, see Section VI.B.2., below.

5. Legal rules of evidence or criminal or civil procedure will not apply at Formal Resolution Hearings.

6. A Claimant does not need to be present at the hearing as a prerequisite to proceed with the hearing. If the Claimant chooses to be present at such hearing, they will not be required to be present for the entire hearing. The Respondent may also choose not to be present for some or all of the hearing. These provisions are subject to Section VI.B.3.

That said, the hearing is the opportunity for the Claimant and the Respondent to provide their facts and evidence to the Sexual Misconduct Hearing Board, and a Claimant or Respondent who fails to appear after having received proper notice of a hearing will be deemed to have waived any right to personally present any evidence during the hearing and any subsequent appeal. Others may present evidence related to their case, such as the Investigator or fact witnesses, only during the Formal Resolution Hearing.

When requested, the Board’s chairperson will make arrangements so that the Claimant and the Respondent do not have to be present in the same room at the same time, but each party shall have the right to hear and see all witnesses’ testimony via electronic means, such as videoconference or skype.

7. The Title IX Coordinator shall have discretion to alter these procedures as needed, including to avoid scheduling conflicts with exams, holiday periods and school closures. For example, the Title IX Coordinator has discretion to shorten the timeframes listed above to avoid an exam period or summer vacation. The Title IX Coordinator also has discretion to hold a hearing over the summer and to utilize videoconference and/or teleconference technology in lieu of in-person attendance, if needed. Any such alteration shall be done in a fair manner, to not unfairly disadvantage one party over another party.

B. The Formal Resolution Hearing and Determinations of Responsibility

1. At the Formal Resolution Hearing, the Investigator may give a statement containing a summary of their factual findings, and each party will have the option to provide an introduction and an opening statement, summarizing their position.

2. Each party will be permitted to call their own witnesses. Witnesses will be asked to affirm adherence to the Honor Code. Prospective witnesses, other than the Claimant and the Respondent, may be excluded from the hearing during the statements of the Investigator and other witnesses. The Sexual Misconduct Hearing Board will not consider information from character witnesses or character testimony.

3. The Board, the Claimant and the Respondent will have an opportunity to question witnesses who appear at the hearing. In other words, any person who offers testimony at the hearing must remain available to answer questions from the Board and both parties. Questions by the Claimant and the Respondent should be directed to the Board Chair, who will facilitate the questioning of all witnesses, including the Investigator. Typically, the Board will ask its own questions first, then the questions of the party whose witness it is, then the questions of the other party. The Board Chair will be responsible for ensuring the questioning is fair and complies with the terms of the Policy, but will not otherwise substantively limit the scope of the parties’ questions unless they seek to elicit solely character evidence, irrelevant information, unduly cumulative evidence, or have the effect of impermissibly badgering or harassing the witness. Questions about the parties’ sexual history with anyone other than each other are expressly prohibited during the hearing phase, but if the Respondent is found in violation of the Policy, Respondent’s past sexual misconduct may be subject to inquiry in connection with determining potential sanctions.

4. The Board may, in its 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.

5. 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 option.

6. All parties, the witnesses and the public will be excluded during Board deliberations, which will not be recorded or transcribed.

7. The Title IX Coordinator will be present at the hearing and can assist with procedural matters. However, the Title IX Coordinator will not participate in the deliberations of the Hearing Board in determining responsibility.

8. In all cases, the Hearing Board must consider evidence presented by the Claimant, the Respondent, the Investigator and/or others and determine by a preponderance of the evidence whether a violation of the Policy occurred, i.e., whether it is more likely than not that a Respondent violated the Policy, and impose sanctions, if any.

9. The Hearing Board will notify the Title IX Coordinator of the decision.

10. Decisions made in a Formal Resolution Hearing may be appealed as described in the Appeal Section below.

C. Notices of Outcome

1. Within three (3) business days following the Sexual Misconduct Hearing Board’s decision, the Title IX Coordinator will simultaneously provide the Claimant and the Respondent a written notice of the outcome of the hearing, the applicable sanctions (if any), and the appeals procedure. This Outcome Letter will be provided to the Claimant and Respondent by personal delivery or email (with automated return receipt). The Claimant and Respondent will be deemed to have received the Outcome Letter on the date of delivery.

2. To ensure that the recommended sanctions are enforced and/or corrective action is taken, in cases where the Respondent is a student, the Outcome Letter will also be provided to the Associate Dean of Students.

SECTION VII. Sanctions - For Students

A. Criteria for Determining Sanctions. When determining sanctions for a student 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 Claimant 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 Claimant;
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 Hearing Board;
7. Whether other judicial measures have been taken to protect the Claimant or discipline the Respondent (e.g., civil protection orders);
8. The housing and course enrollment pattern of the Claimant, giving due regard to the principle that a student found responsible for misconduct under the Policy should bear the burden of accommodating the Claimant and not the reverse;
9. If determinable and relevant to the underlying Policy violation, the presence of bias on account of race, ethnicity, color, religion, political views, sex, age, sexual orientation, gender identity or expression, national origin, disability, citizenship status, or military/veteran status as a motivation in the Sexual Misconduct.

After taking into account the above considerations, the Sexual Misconduct Hearing Board will determine the sanctions for a Respondent found in violation of the Sexual Misconduct Policy. If a Respondent is found in violation of the Policy but is allowed to remain a member of the Rhodes Community (is not sanctioned with expulsion), the Hearing Board should strongly consider requiring sexual assault education or related assessments, among other sanctions.

If a student is determined, by a preponderance of the evidence, to have committed non-consensual sexual penetration, the recommended sanction is expulsion, but the Hearing Board should consider corroborating, mitigating and exacerbating factors and may impose lesser sanctions. If mitigating factors suggest a lesser sanction is appropriate, the minimum imposed sanction shall be a three-semester suspension. However, the sanction shall be expulsion when it is determined that the Respondent committed non-consensual sexual penetration intentionally, used physical force or threat, or deliberately incapacitated the Claimant to conduct the violation.

B. Sanctions. The following sanctions may be imposed upon any student found to have violated the Policy:

1. Warning: After a hearing, the Board may believe the appropriate lesson has been learned and conclude the matter with a formal letter of warning.
2. Loss of Privileges: Denial of specified privileges for a designated period of time.
3. Continued Sexual Assault Education: Attending or participating in a required number, determined by the Hearing Board, of educational and/or awareness programs relating to the Sexual Misconduct, 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 written notification for violation of specified regulations. Probation is designated for a specified period of time and includes the probability of more severe disciplinary sanctions, including suspension or expulsion, if the student is found to violate any institutional regulation(s) during the probationary period. Students can be placed on disciplinary or housing probation. You are considered to be 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.
10. Deferred Suspension: A student may not represent the institution on or off campus in any capacity. Examples include, but are not limited to: competition in varsity athletics, international programs or activities, executive board member of a student organization, PA, RA, Diplomat, Mock Trial, or Rhodes Ambassador.
11. 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.
12. 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.

SECTION VIII. Student Appeals

**A. Timing of and Grounds for Appeal.** In cases in which both parties are students, within five (5) business days of receipt of the Outcome Letter, the Claimant, Respondent or both may submit a written appeal to the Title IX Coordinator handling their case based only on one or more of the following grounds:

1. To determine whether there was a material deviation from the procedural protections provided;
2. To consider new facts or information sufficient to alter the decision that were not known or knowable to the appealing party before or during the time of the hearing;
3. To determine whether the decision reached was based on a preponderance of evidence; or
4. To determine whether the sanctions were disproportionate to the findings.

The Title IX Coordinator will notify the parties of the filing of the appeal within two (2) business days of receiving all necessary information for processing the appeal.

**B. Form and Content of Appeal.** Appeals must be made in writing, include the name of the appealing party, and bear evidence that it was submitted by the appealing party. The appeal statement must contain a sufficient description supporting the grounds for appeal. If the grounds for appeal is to consider new facts sufficient to alter the decision that were not known or knowable to the appealing party before or during the time of the hearing, then the written appeal must include such information. The Title IX Coordinator retains discretion to verify and/or waive minor procedural variations in the timing and content of the appeal submission.

The non-appealing party shall receive a copy of the appeal. The non-appealing party may submit a written statement within ten (10) business days of receipt of the Outcome Letter that may seek to affirm the initial decision and/or respond to the appeal statement.

**C. Stay of Recommended Corrective Action and Imposition of Interim Measures Pending Appeal.** The Title IX Coordinator shall have discretion to impose or withhold any applicable sanctions prior to the appeal deadline and prior to the resolution of any appeal. If a Hearing Board determines a Respondent to be in violation of the Policy and issues sanctions, but the Title IX Coordinator determines sanctions should be withheld pending the appeal, the Title IX Coordinator shall impose accommodations or other interim measures consistent with the Hearing Board’s determination and that minimize the burden on the Claimant. The Title IX Coordinator may also continue to take interim measures as provided in the Policy.

**D. Conducting the Appeal.** The appeal will be heard and determined by the Appeals Board. The Board is comprised of three members (one of whom will be designated as the Board chairperson), selected from a pool of trained faculty and staff. The Appeals Board will consider all information related to the Formal Resolution Hearing, and any written statements received in relation to the appeal, but no other information. The Appeals Board chairperson is authorized to convene an Appeals Hearing (subject to the same procedural safeguards as a Formal Resolution Hearing), or the Appeals Board may determine the appeal based on the existing record. If an appeal hearing takes place, the Claimant and Respondent will not be present at the same time, but both will be given the opportunity to give statements to the Appeal Board.

**E. The Appeals Board** shall determine whether the Hearing Board made an error on the grounds contained in the appeal statement.

**F. Results on Appeal.** The Title IX Coordinator will notify both the Claimant and the Respondent within three (3) business days of the decision on appeal in addition to the Associate Dean of Students. The decision on appeal may:

1. Affirm a finding of responsibility and the sanction(s);
2. Affirm a finding of responsibility and increase or reduce, but not eliminate, the sanction(s);
3. Affirm a finding of non-responsibility;
4. Reverse a finding of responsibility and the sanction(s);
5. Reverse a finding of non-responsibility and impose sanction(s); or
6. Remand the case to the Title IX Coordinator to coordinate further investigation and determination. In such cases, the procedural provisions of the Policy will continue to apply.

Following the decision on appeal, the Title IX Coordinator shall have discretion to extend accommodations consistent with providing support to either or both parties. Such measures shall be consistent with the results of the appeal.

**G. Finality of Decisions on Appeal.** Decisions on appeal are final and conclusive.

To ensure that sanctions upheld or imposed on appeal are enforced and/or corrective action is taken, notice of the sanctions will be provided to the Associate Dean of Students.

SECTION IX. Sanctions - For Faculty and Staff

**A. For Respondents Classified as Rhodes Faculty Employees:** The Respondent will be subject to an investigation under the applicable policies and procedures outlined in the Rhodes College Handbook. Nothing in the Rhodes College Handbook will prevent Rhodes from conducting or overseeing a prompt, fair and thorough investigation into allegations against the Respondent of a violation of the Policy, including but not limited to Sex/Gender Discrimination and Sexual Misconduct, or from taking interim measures during an ongoing investigation.

**B. For Respondents Classified as Rhodes Staff or Contract Employees.** The Respondent will be subject to an investigation through the Human Resources Office, which will conduct a prompt, fair and thorough investigation and take appropriate remedial action up to and including termination of employment.

Nothing in the Rhodes College Handbook will prevent the Chief Human Resources Officer from conducting or overseeing a prompt, fair and thorough investigation into allegations against a Respondent classified as Rhodes staff or contract employee of a violation of the Policy, including but not limited to Sex/Gender Discrimination or Sexual Misconduct, or from taking interim measures during an ongoing investigation.

**C. In all cases under this Section IX** in which the Claimant/First-Party Reporter is a student, the Title IX Coordinator shall coordinate with the Chief Human Resources Officer about appropriate processes and/or resolution, and the Title IX Coordinator shall be charged with maintaining communication, as appropriate, with the Claimant/First-Party Reporter. The Title IX Coordinator shall have authority to implement remedial measures and make accommodations as needed for the Claimant/First-Party Reporter.

CHAPTER EIGHT – C Confidential and Anonymous Reporting

Individuals can confidentially discuss incidents of sex/gender discrimination and sexual misconduct with the College “confidential resources” staff. However, if an individual affected by sex/gender discrimination or sexual misconduct wants to make a Report to Rhodes about an incident but wants to request anonymity or confidentiality, or if a Third-Party Reporter makes a Report about an incident involving them, the provisions below may be applicable.

Any individual can make an anonymous Report of a violation of the College’s Sex/Gender Discrimination and Sexual Misconduct Policy. An individual may report the incident without disclosing their name, identifying a Claimant or a Respondent, or requesting any action. The College will attempt to investigate all such Reports, but depending on the extent of information available about the incident or the individuals involved, the College’s ability to respond to an anonymous Report may be limited. 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 any appropriate steps, including individual or community remedies as appropriate.

Additionally, a Reporter can make a Report disclosing their name but requesting confidentiality. An affected person who is the subject of a Third-Party Report can also request confidentiality. The College recognizes that, in some instances, an individual who has been subjected to, or who knows of or has witnessed, an incident of Sex/Gender Discrimination or Sexual Misconduct may request that their name not be disclosed or that no investigation or disciplinary action be pursued to address the alleged misconduct. In such instances, the Title IX Coordinator will respect the request for confidentiality; however, that request must be weighed against the College’s obligation to provide a safe, non-discriminatory environment for all students, considering many factors, including:

- The seriousness of the alleged misconduct;
- Whether there have been other reports of Sex/Gender Discrimination or Sexual Misconduct against the Respondent known by the College;
- Whether the Respondent has allegedly threatened further misconduct or violence;
- Whether the alleged misconduct was committed by multiple perpetrators;
- Whether the alleged misconduct involved use of a weapon;
- The age of the individual subjected to the alleged misconduct;
- Whether the College possesses other means to obtain relevant evidence of the alleged misconduct;
- Whether the Report reveals a pattern of misconduct at a particular location or by a particular individual or group of individuals; and
- The accused individual’s right to receive information about the allegations if the information is maintained by the College as an “education record” under the Family Educational Rights and Privacy Act (FERPA), if applicable.

In all cases of alleged gender/sex discrimination or misconduct, Title IX allows Rhodes to investigate and take reasonable corrective action. Further, Title IX permits Rhodes to deny or modify requests for confidentiality if the Title IX Coordinator determines, subject to the factors listed above, that the College must do so in order to meet the College’s Title IX obligations to provide a safe and nondiscriminatory environment for the broader Rhodes Community. These instances will be evaluated on a case-by-case basis. Please note that the College’s ability to investigate and respond fully to an incident may be limited because of requests for confidentiality or to not proceed with disciplinary action.

Pursuant to the Clery Act, as amended by the Violence Against Women Act, Rhodes is required to provide equal access to the Claimant and Respondent to any information related to allegations of sexual assault, dating violence, domestic violence or stalking that will be used during formal or informal disciplinary meetings or hearings.

In an 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 school officials. Any such disclosure will be limited to only individuals with a need to know such information. 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. In all instances, members of the Rhodes Community should

understand that Title IX prohibits retaliation against anyone reporting a potential Title IX incident, and that College officials will not only take steps to prevent retaliation but also take strong responsive action if it occurs.

CHAPTER EIGHT – D Violence Against Women Act 2016-2018

Offense	Year	Total On Campus	Dorms	Non-Campus	Public Prop
Domestic Violence	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Dating Violence	2016	3	3	0	0
	2017	2	2	0	0
	2018	3	1	0	0
Stalking	2016	2	0	0	0
	2017	1	1	0	0
	2018	4	0	0	0

There were no unfounded VAWA crimes determinations by the Memphis Police Department (or any other sworn or commissioned law enforcement agencies) at Rhodes College in 2016, 2017 or 2018.

The Memphis Police Department has primary law enforcement authority on the Rhodes College Campus by jurisdiction.

Definitions provided by the Violence Against Women Act of 1994 and repeated in the Department’s Clery Act regulations.

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of

- (1) the length of the relationship,
- (2) the type of relationship, and
- (3) the frequency of interaction between the persons involved in the relationship.

Domestic Violence is defined as a felony or misdemeanor crime of violence committed—

By a current or former spouse or intimate partner of the victim;

By a person with whom the victim shares a child in common;

By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;

By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

Fear for the person’s safety or the safety of others; or

Suffer substantial emotional distress.

Offenses within this report are listed under four location types, which are as follows:

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.

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 don’t know where you are going, act like you do.

- Walk and jog in groups.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
- Know that you do not have to stop to talk to strangers.
- If you are being followed, go to the nearest area of safety.
- Try not to load yourself down with packages or bags, as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Don’t allow yourself to be isolated with someone you don’t trust or someone you don’t know.
- Avoid using music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you attend social gatherings, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- If you can’t find traveling companions, use the escort service on campus, no matter how short the distance, and advise a friend or roommate of your destination and when you plan to return.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
- Don’t leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
- Don’t accept drinks from people you don’t know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself.
- At parties, don’t drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get them to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement or medical assistance immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can administer the correct tests (you may need a urine or blood test).

### Sexual Misconduct Training & Information

Pursuant to the U.S. Department of Education’s Office of Civil Rights guidance and best practices, the Title IX Office provides ongoing training opportunities for those Rhodes employees who have direct and substantive involvement with Title IX. Below, the training provided or sponsored by the Title IX Office is described.

**Title IX Coordinator Training:**

- *DOE’s Proposed Title IX Regulations – Practical Guidance on What You Need to Know* presented by Baker Donelson
- *Primary Prevention of Sexual and Domestic Violence: Building a Framework of Prevention in Shelby County* presented by Prevent Connect
- *Addressing the Nexus of Alcohol and Sexual Assault on Tennessee’s College Campuses* presented by Everfi for CHASCo
- *Title IX Legal Updates* webinar presented by Courtney Bullard of Institutional Compliance Services
- *Title IX and the ADA*, webinar presented by Courtney Bullard of Institutional Compliance Services

**Hearing Board Trainings:**

- *Equitable and Consistent Sanctioning* presented by Tiffany Cox
- *Understanding Sexual Violence and Appropriate Responses to Survivors* GoToWebinar

**Student-Based Trainings:**

- **Haven Understanding Sexual Assault and Sexual Assault Prevention for Student Athletes** online education modules provided by Everfi. Approximately 813 first-, second-, and third- year students completed this required training by the deadline. Students who did not complete the training as required are required to complete it over the summer or be subject to restrictions on their ability to complete enrollment clearance for fall 2018.
- *Speak About It: A Performance About Consent, Boundaries and Healthy Relationships* presented by Speak About It for first year students during Welcome Week
- **Sexperts:** Approximately 18 students were trained in this sexual health peer education program that equips young adults to be leaders among their peers and friends in sexual health education. After going through eight hours of training, Sexperts are expected to implement programs and events on their campus and in the community
- *Title IX Do’s and Don’ts* presented to Rhodes Campus Safety Student Workers by Tiffany Cox
- *Trauma Queen* presented by Jimanekia Eborn; co-sponsored by Title IX and Culture of Consent
- **Green Dot:** During the year the Rhodes Green Dot Implementation Team conducted approximately 8 Green Dot Overview and Bystander training workshops reaching over 200 students.

**Faculty- and Staff- Based Trainings:**

- **Green Dot Bystander Intervention Overview Workshops** presented by the Rhodes Green Dot Implementation Team
- *Faculty and Title IX Compliance: Recognizing and Responding to Title IX Matters* presented by Tiffany Cox for New Faculty Orientation
- *Title IX Considerations Abroad* presented by Tiffany Cox for Rhodes faculty traveling abroad with students
- *Rhodes Sex/Gender Discrimination and Sexual Misconduct Policy: Interacting with Students* presented by Tiffany Cox to Aramark staff



- Have a code word to use with your friends or family, so that if you don't 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 feels right to you and what you are comfortable with.
- Ask Campus Safety for a ride. Bailey Gate is Staff 24-7 and the Campus Safety officer at 901-843-3880

No Contact Orders

Given the nature of cases involving sexual misconduct and intimate partner violence, a student may request issuance of a no contact order. No contact orders often require that the claimant and respondent have no contact with each other during the course of the investigation and/or thereafter, even when there is no finding of a policy violation. No contact orders may also be issued and maintained even in cases where an investigation is not undertaken or when either party has declined to participate in the college proceeding or the criminal process. Rhodes College may also issue or extend such orders and implement other interim measures on its own initiative, as appropriate. The issuance or extension of a no contact order is not a disciplinary proceeding or corrective action for purposes of a student's record and is not subject to appeal. Students may also seek orders of protection, restraining orders, or other similar orders issued by a court of law. If a student obtains an order of protection or similar order issued by a court, the student should share that information with the Title IX Office and Campus Safety Office so they can assist.

In order to effectively enforce no contact orders, violations of such orders must be reported to the Title IX Office immediately. Upon the receipt of a report of a no contact order violation the Title IX Office will conduct an investigation to determine if further disciplinary action is warranted. If the Title IX Office determines that the no contact order was violated disciplinary action will be taken. Factors that influence the type of disciplinary action taken include, but are not limited to, the nature of the violation, whether the violation was intentional, whether a violation has occurred before, and the impact on the person reporting the violation.

Victim Services

On-Campus Resources

Department	Email	Phone	Location	Purpose
Tiffany Cox Title IX Coordinator	coxt2@rhodes.edu <i>or</i> titleIX@rhodes.edu	901-843-3354	Southwestern Hall 202A	Filing a formal report, initiating informal or formal resolution process, providing interim measures
Tiffany Ford Director of the Bonner Center	fordt@rhodes.edu	901-843-3401	Burrow Hall 421	Filing a formal report, initiating informal or formal resolution process, providing interim measures
Claire Shapiro Chief Human Resources Officer	shapiro@rhodes.edu	901-843-3750	Human Resources, West Campus	Filing a formal report, initiating informal or formal resolution process, providing interim measures
Ira Lawson Director of New Student Programs/Leadership	lawsoni@rhodes.edu	901-843-3884	Burrow Hall 103	Filing a formal report, initiating informal or formal resolution process, providing interim measures
Tyler Cempre Head Men's Tennis Coach	cempret@rhodes.edu	901-843-3949	Bryan Campus Life Center	Filing a formal report, initiating informal or formal resolution process, providing interim measures
Pam Detrie Director of Student Counseling	etrip@rhodes.edu	901-843-3835	Moore-Moore Health Center	Confidential counseling
Ike Sloas Director of Campus Safety	sloasi@rhodes.edu	901-843-3880	Spann Townhouse #5	Assists with safety and security, contacting Memphis Police, issues emergency alerts

Department	Email	Phone	Location	Purpose
Aretha Milligan Director of Residence Life	milligana@rhodes.edu	901-843-3241	Trezevant Hall 110	Provides changes in housing accommodations and after-hours student support
Beatrix Weil Chaplain	weilb@rhodes.edu	901-843-3822	Burrow Hall 421	Confidential resource for emotional and spiritual support
Adora Browne Director of Health Services	brownea@rhodes.edu	901-843-3895	Moore-Moore Health Center	Confidential resource for health and wellness

Faculty & Staff Advisors

Kim Brien, Assistant Professor of Chemistry | Email: brienk@rhodes.edu

Courtney Collins, Assistant Professor of Economics | Email: collinsc@rhodes.edu

Anna Eldridge, Director of Mock Trial Program | Email: smitha@rhodes.edu

Antoinette Ferrell, Assistant Director of Residence Life | Email: ferrella@rhodes.edu

Judith Haas, Associate Professor of English | Email: haasj@rhodes.edu

Dana Horgen, Assistant Professor of Chemistry | Email: horgend@rhodes.edu

Tierney Jackson, Database Analyst | Email: jacksont@rhodes.edu

Brian Larkins, Assistant Professor of Computer Science | Email: larkinsb@rhodes.edu

Duane Loynes, Hearst Teaching Fellow in Religious Studies | Email: loynesd@rhodes.edu

Nicki Soule, Director of Golden Lynx | Email: soulen@rhodes.edu

Jim Ryan, Head Football Coach | Email: ryanj@rhodes.edu

Kimberlee Small, Associate Director of Residence Life | Email: smallk@rhodes.edu

Organization	Phone	Location	Service
Shelby County Crime Victims & Rape Crisis Center	901-222-3950	1060 Madison Ave Memphis, TN 38104	Counseling, rape kits, medical assistance, assistance obtaining orders of protection, advocacy, counseling, safety planning
Family Safety Center	901-222-4400	1750 Madison Suite 600 Memphis, TN 38104	Domestic violence victim services, referrals, safety planning, assistance obtaining orders of protection, assistance with law enforcement reports, immigration-sensitive victim services
Tennessee Domestic Violence Hotline	1-800-356-6767	www.pcat.org/ programs/domestic-violence-helpline	Free counseling, referrals, resources 24/7
Planned Parenthood of Tennessee and North Mississippi	866-711-1717	www. plannedparenthood.org/ planned-parenthood-tennessee-and-north-mississippi	Reproductive health exams, STD testing, pregnancy testing, emergency contraception

(continued next page)

Organization	Phone	Location	Service
CHOICES: Memphis Center for Reproductive Health	901-274-3550	www.memphischoices.org	Reproductive health exams, STD testing, pregnancy testing, emergency contraception
Rape, Abuse & Incest National Network (RAINN)	1-800-656-HOPE	www.rainn.org	24/7 hotline and online support (online.rainn.org) and referral service
National Domestic Violence Hotline	1-800-799-7233	www.thehotline.org	24/7 one-on-one confidential counseling with advocates
National Center for Victims of Crime, Stalking Resource Center	855-484-2846	victimsofcrime.org/our-programs/past-programs/stalking-resource-center/help-for-victims	Confidential referrals for crime victims

Off-Campus Resources

LGBTQ+ Resources: sites.rhodes.edu/lgbtq

How to Be an Active Bystander

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.

Rhodes College uses Green Dot, a bystander intervention program coordinated by the Title IX office. Faculty/Staff and Students at Rhodes College may participate in bystander intervention training offered by the Title IX office.

You can be an active bystander by:

- Participating in a Green Dot training in order to learn more about how to recognize high risk situations and learn how to safely and appropriately intervene as a bystander.
- Watching out for friends, employees, colleagues, and students, and when observing a situation that could be high-risk or seeing a person who may need assistance, asking if they are okay.
- Speaking up and voicing disagreement when overhearing someone’s plans to take sexual advantage of another person.
- Being a sympathetic listener if someone discloses that they have experienced any form of intimate partner violence, advising them if you have reporting obligations required by law and/or university policy, and helping to connect them with support resources.
- If it seems safe, consider confronting a person directly when they are observed attempting to isolate another person who is intoxicated or may be resisting romantic or sexual advances. Examples of this technique would be to say to the couple, “We are finding their friends, and they will take them home.” Or to say to the intoxicated person, “I am not letting a stranger take you home.” Or to say to the other party, “Hey, don’t take her/him/them upstairs; they’re too drunk.”
- If you are not comfortable directly confronting a person, distraction techniques may be effective to interrupt the flow of potential or escalating violence. Once the bystander identifies a high-risk situation, they act to distract either party. Some examples would be to ask one of the people to help you find a lost item, interrupt to ask for directions, spill a drink, or start talking to the couple and don’t leave, so the victim does not become isolated. An easy technique for women bystanders is to invite another woman who is at risk for harassment or violence to go to the bathroom with her. Once she is away from the other person, check in and ask if she is afraid or needs help.
- When a bystander doesn’t feel safe to approach the situation alone, they can involve others. An example of this would be to say to one’s friends, “I am concerned for that person. Can you find their friends and get them to check on the situation, while I stay here and watch?” Another way would be to ask a bouncer or manager at a bar to look into the situation. You could also ask the host of a party to intervene. For example, “I am worried for that person who is so drunk. Could you let that person with them know that upstairs is off limits?”

Campus Sex Crimes Prevention Act (CSCPA)

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 [www.tn.gov/tbi/general-information/redirect-tennessee-sex-offender-registry-search/sex-offender-registry-search.html](http://www.tn.gov/tbi/general-information/redirect-tennessee-sex-offender-registry-search/sex-offender-registry-search.html) or the Shelby County Sheriff’s Department at [www.shelby-sheriff.org](http://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.



CHAPTER 9 Crime and Hate Crime

Rhodes College Crime Statistics

To comply with the Crime Awareness and Campus Security Act of 1990 as amended by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998, Rhodes College will publish on an annual basis the following reported crimes that occur in or on campus buildings, property and on public property:

1. Criminal homicide (murder, non-negligent and negligent manslaughter)
2. Sex offenses (forcible and non-forcible)
3. Robbery
4. Aggravated assault
5. Burglary
6. Arson
7. Motor vehicle theft

Additionally, statistics for arrests and campus disciplinary action for the following offenses will also be reported (chapter 7):

- a) Liquor law violations
- b) Drug-related arrests
- c) Weapons possessions

Crime Definitions

Definitions provided by the Federal Bureau of Investigation’s (FBI’s) Uniform Crime Reporting (UCR) Program. 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.

**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.



Hate Crime Reporting

It is the policy of Rhodes College to report as hate crimes any occurrence of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury reported to local law enforcement agencies or a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias. Additionally, the crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property will be reported in hate crime statistics. The FBI's Uniform Crime Reporting Hate Crime Collection Guidelines will continue to be the source for definitions.

**Hate Crimes** are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual. Note that, although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all of the other UCR Program standards.

Hate Crimes includes all of the crimes listed above that manifest evidence that the victim was intentionally selected because the perpetrator's bias against the victim.

**Categories of Prejudice listed below, plus the following crimes.**

Murder and Non-negligent Manslaughter

Sexual Assault

Robbery

Aggravated Assault

Burglary

Motor Vehicle Theft

Arson

The first seven offenses are defined in an earlier section.

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

**Simple Assault:** 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:** 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 to Property (except Arson):** 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.

**Categories of Prejudice:**

**Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics, genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.

**Gender:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

**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.

**Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

**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.

**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.



**Gender Identity:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

No Hate Crimes Reported 2016, 2017, or 2018.

Crime Data for 2016-2018

To support a climate of security awareness, the Rhodes community is kept informed about campus crime and related concerns. In compliance with The Student Right-to-know and Campus Security Act, Title II, November 8, 1990, Rhodes College makes these statistics available for review. Note: Beginning with this publication all stats reported are for the calendar year listed below.

Offense	Year	Total			
		On Campus	Dorms	Non-Campus	Public Prop
Murder/Non-Negligent Manslaughter	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Negligent Manslaughter	2016	0	0	0	0
	2017	0	0	0	0
	2018	0	0	0	0
Sex Offenses, Forcible	Rape	2016	15	13	0
	Fondling	2016	4	1	0
	Rape	2017	3	3	0
	Fondling	2017	1	0	0
	Rape	2018	4	3	0
	Fondling	2018	5	1	0
Sex Offenses, Non-Forcible	Incest	2016	0	0	0
	Statutory Rape	2016	0	0	0
	Incest	2017	0	0	0
	Statutory Rape	2017	0	0	0
	Incest	2018	0	0	0
	Statutory Rape	2018	0	0	0
Robbery		2016	0	0	0
		2017	0	0	0
		2018	0	0	0
Aggravated Assault		2016	0	0	0
		2017	1	1	0
		2018	0	0	0
Burglary		2016	6	6	0
		2017	8	8	0
		2018	1	0	0
Motor Vehicle Theft		2016	2	0	0
		2017	3	0	0
		2018	1	0	0
Arson		2016	0	0	0
		2017	0	0	0
		2018	0	0	0

Offenses within this report are listed under four location types, which are as follows:

**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.

There were no unfounded crimes determinations by the Memphis Police Department (or any other sworn or commissioned law enforcement agencies) at Rhodes College in 2016, 2017 or 2018. The Memphis Police Department has primary law enforcement authority on the Rhodes College Campus by jurisdiction.



CHAPTER 10 Missing Students

Missing Student Policy

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 for 24 hours or more.

If any member of the Rhodes community believes that a student who lives in on-campus housing has been missing from campus for at least 24 hours, one of the individuals or organizations on the list below should be contacted.

- Dean of Students
- Director of Residence Life
- Director of Campus Safety
- Rhodes College Campus Safety
- Memphis Police Department

When a campus official other than Campus Safety receives a report that a student is missing, the report must be referred 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 a contact person whom Rhodes College shall notify within 24 hours of the determination, either 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. Notification will be made 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.

CHAPTER 11 Fire Policy

Fire Safety Policy

- 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.

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 Millingan, Director, Residence Life: (901) 843-3241**

**Ike Sloas, Director, Campus Safety: (901) 843-3215 | email: sloasi@rhodes.edu**

**NOTE:** Refer to the Emergency Action Plan for detailed procedures to follow in the event of an actual fire or fire alarm activation.

- 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	<ul style="list-style-type: none"><li>• Security fob system for residential buildings</li><li>• Emergency phones</li><li>• Reporting suspicious activity</li></ul>
Cooking	<ul style="list-style-type: none"><li>• Routine inspection and Maintenance of cooking appliances</li><li>• Cooking on balconies—including but not limited to—the use of electric appliances, gas grills and charcoal grills, etc. is prohibited.</li><li>• Gas grills/tanks are not allowed to be used or stored within 10 feet of an occupied building.</li></ul>
Smoking Material	<ul style="list-style-type: none"><li>• All residence halls are no smoking</li></ul>
Open Flames (candles etc.)	<ul style="list-style-type: none"><li>• Unless approved, open flames are prohibited on campus.</li><li>• Prohibition of open flames as outlined in the Residence life policies</li></ul>
Electrical (wiring, appliances, and equipment)	<ul style="list-style-type: none"><li>• Routine inspection and maintenance</li><li>• Use of UL approved equipment</li><li>• Prohibition of extension cords other than UL approved surge protecting types in residence halls.</li></ul>
Accumulation of combustible materials	<ul style="list-style-type: none"><li>• Routine inspection of campus facilities</li><li>• Maintain clear egress and clearance to electrical or heat source.</li></ul>
Improper handling and storage of combustible/flammable liquids	<ul style="list-style-type: none"><li>• Removal of accumulated hazardous waste</li><li>• Use of approved flammable liquid storage cabinets</li><li>• Hazardous waste disposal grogram (small-quantity generator)</li><li>• Use of proper bonding and grounding procedures</li></ul>
Halogen lamps	<ul style="list-style-type: none"><li>• No halogen lamps permitted on campus</li></ul>
Space heaters	<ul style="list-style-type: none"><li>• No space heaters permitted on campus unless authorized by Physical Plant</li></ul>
Hot work hazards i.e. cutting, welding, etc.	<ul style="list-style-type: none"><li>• Use of hot work permit</li></ul>
Residential areas	<ul style="list-style-type: none"><li>• Safety inspections conducted by Residence life personnel</li></ul>
Hoverboard/Electric scooters	<ul style="list-style-type: none"><li>• No hoverboards/electric scooters are permitted in Residential areas</li></ul>

- Proper Handling and Storage Procedures for Hazardous Materials

All Flammable Hazardous Materials shall be handled and stored in accordance with College policy – Physical Plant maintains documentation

- Fire Protection Equipment/Systems Necessary to Control Fire Hazards

Major buildings are equipped with automatic fire detection and alarm systems which 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:

o Building fire alarm detection and notification systems

- Smoke and heat detectors
- Manually activated pull stations

o Building fire suppression systems

- Sprinkler systems
  - a. Water (Wet-Pipe Systems)
  - b. Commercial kitchen hood exhaust/suppression systems

o 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.

o Fire rated doors and fire-resistant barriers

- Procedures to Control Accumulations of Flammable and Combustible Waste Materials



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 which include noting any excessive accumulations of combustible material.
- College waste generators follow instructions in the Hazardous Waste Management Program located in the Physical Plant.

- General Housekeeping Requirements

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

- Personnel Responsible for Maintenance of Equipment and Systems

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.

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

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

- Training

1. All employees will be provided access to this plan and are encouraged to review those portions which 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. Records of these inspections are maintained in the Physical Plant department, who has ultimate responsibility for these tasks.
- Regular safety inspections are conducted by Residence Life personnel 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
    - o 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
    - o Responsibilities of supervisors and residence hall staff
    - o Responsibilities of individuals with mobility impairment or disabilities
      - Mobility impaired—All
      - Mobility impaired—Wheelchair
      - Mobility impaired—Ambulatory
    - vHearing impaired
    - Visually impaired
    - Speech impaired
    - Developmentally disabled
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
    - o In Classrooms
    - o In Residential Facilities
7. Emergency Medical and Rescue Duties
8. Contact information for further Explanation of this Plan

### 1. 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.

### 2. 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.

**Call Campus Safety at 901-843-3333 and report the situation from a safe place, and/or call 9-1-1.**

- o Portable Fire Extinguishers
  - Types of Extinguishers on Campus:
    - a) 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:

    - a. **Pull** the safety pin at the top of the extinguisher
    - b. **Aim** the nozzle, horn, or hose at the base of the flames
    - c. **Squeeze** the handle of the extinguisher
    - d. **Sweep** the nozzle from side to side until the fire goes out

### 3. 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.
- o **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.

#### • Assisting Individuals with Disabilities:

Under the assumption that Campus Safety may be the first responders to any fire incident, they must be made aware on an on-going basis of those persons with significant physical disabilities living in student residence facilities or working in any College facility.

- o Responsibilities of Supervisors and Residence Hall Staff
  - a. Must be thoroughly knowledgeable of emergency evacuation procedures and for knowing the primary and alternate routes of exit from their buildings.
  - b. Know the location of offices, labs, and sleeping rooms of staff or resident students who are mobility, visually, or hearing impaired. Each semester, supervisors and/or residence hall staff should notify Campus Safety about these persons and their normal locations.
  - c. Be completely knowledgeable of the College’s policy related to emergency evacuation of persons with physical disabilities.
  - d. When evacuating a building, if possible, give persons with physical disabilities assistance.
  - e. Upon evacuation of your building, give the first responders immediate information about persons with physical disabilities who are not accounted for.

- o Responsibilities of Individuals with Mobility Impairment or Disabilities

#### • Mobility Impaired – All

It is critical to your health and safety that you are knowledgeable of your needs during an emergency evacuation. You should convey these needs to your supervisor or residence life staff AND CAMPUS SAFETY at the beginning of your employment or the academic year. In the event of a fire emergency, you may choose one of the following alternatives:

- a. Proceed to an enclosed stairwell that is free of smoke and fire, accompanied by a partner and wait inside the stairwell. Call 9-1-1 or Campus Safety and notify them of your location. Remain in the stairwell until the responding fire department arrives and safely completes the evacuation.
- b. Proceed to an area that is free of smoke and fire. Call 9-1-1 or Campus Safety and notify them of your location.
- c. Shelter in place. Seek refuge in a room or section of a building that, by virtue of its construction associated with the fire incident, will provide a safe area for persons to remain during a fire situation until rescue is made. The door should be kept closed and a wet towel or cloth should be placed at the base of the door. If possible, you should call 9-1-1 or Campus Safety to advise them of your location.
- d. After safely exiting the building, proceed immediately to your designated assembly area (see 3.1.7) and remain there until released.

#### • Mobility Impaired – Wheelchair

Individuals who use a wheelchair may need to be evacuated with the wheelchair. During an emergency evacuation, it is preferable for someone to remain with and assist a non-ambulatory person if they can do so without endangering their own life.

#### • Mobility Impaired – Ambulatory

Mobility Impaired – Ambulatory would include individuals who are able to walk independently, either with or without the use of crutches or a cane, and can negotiate stairs in an emergency situation with minor assistance. If an emergency evacuation is imminent, these individuals should wait until heavy pedestrian traffic has cleared before attempting to use stairways.

#### • Hearing Impaired

Individuals with hearing impairments may need fire alarm horn/strobe lights installed in their assigned rooms or offices. Staff should be aware of these situations and attempt to provide assistance and guidance in the event of an emergency situation.

#### • Visually Impaired

Individuals with a visual impairment should become familiar with their immediate surroundings and most frequently traveled routes. In the event of an emergency evacuation, staff or other students should offer to guide these persons from the building. Special attention should be given to obstacles or route obstructions.

#### • Speech Impaired

Individuals with speech impairment may have difficulty communicating during an emergency evacuation. Ideally, a volunteer capable of communicating with that individual should assist them during the evacuation.

#### • Developmentally Disabled

It is critically important that the designated evacuation route be rehearsed with a developmentally disabled occupant. Ideally, someone capable of communicating effectively with this person should assist them during the evacuation.



4. Emergency Evacuation Type and Exit Route Assignments

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 rout of safe egress.

5. Employees Conducting Critical Functions Before Evacuating

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.

6. Procedures to Account for Persons after Evacuation

- **Employees**  
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.)
- **Students**
  - o **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.
  - o **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.

7. Emergency Medical and Rescue Duties

Emergency medical and rescue duties will be provided by the responding fire department and EMS units.

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 is required to conduct fire drills each semester to ensure that 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.
  - 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.

Designated Assembly Areas Following Evacuation

Non-Residential Buildings

Buckman Hall  
Burrow Hall  
Southwestern Hall  
Kennedy Hall  
Ohlendorf Hall  
Frazier Jelke Science Center

Designated Assembly Area

Oak Alley  
Oak Alley  
Oak Alley  
Burrow Refectory Lawn  
Burrow Refectory Lawn  
Barret Lawn

Rhodes Tower  
Gooch Hall  
Briggs Hall  
Robertson Hall  
Clough Hall  
Paul Barret, Jr. Library  
Hassell Library  
Mallory Gymnasium  
Bryan Campus Life Center  
McCoy Theatre  
West Campus, Classroom Building & McNeill Hall  
Physical Plant

Burrow Refectory Lawn  
Burrow Refectory Lawn  
Trout Quad/Barret Lawn  
Trout Quad/Barret Lawn  
Southwestern Quad  
Mallory Parking Lot  
Trout Quad/Barret Lawn  
Mallory Parking Lot  
Bryan Campus Life Center, South Lawn  
1st Year Parking Lot  
West Campus, McNeill Lawn/West ballfields  
Baseball Field

Designated Assembly Areas Following Evacuation (continued)

Non-Residential Buildings

King Hall  
Human Resources  
Fraternity Houses  
Sorority Houses  
Harris Lodge  
Catherine Burrow Refectory  
East Annex

Residential Buildings

Bellingrath Hall  
Blount Hall  
East Village A  
East Village B  
Ellett Hall  
Glassell Hall  
Neely Hall  
Robb Hall  
Robinson Hall  
Spann Place Townhouse  
Stewart Hall  
Townsend Hall  
Trezevant Hall  
Voorhies Hall  
White Hall  
Williford Hall  
West Village  
Parkway Hall

Designated Assembly Area

West Campus, McNeill Lawn  
West Campus, McNeill Lawn  
Mallory Parking Lot  
McCoy Theatre Lawn  
Fisher Garden  
Trout Quad/Barret Lawn  
First-year Parking Lot

Designated Assembly Area

Fisher Gardens  
McCoy Theatre Lawn/Fountain  
McCoy Theatre Lawn/Fountain  
Evergreen Parking Lot  
Fisher Gardens  
Trout Quad/Barret Lawn  
Southwestern Quad  
Southwestern Quad  
McCoy Theatre Lawn/Fountain  
West Campus, McNeill Lawn  
West Campus, McNeill Lawn  
Southwestern Quad  
Evergreen Parking Lot  
Buckman Hall Lawn  
Southwestern Quad  
Southwestern Quad  
Trout Quad/Barret Lawn  
Front Lawn-South or West ballfields

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

CHAPTER 12 Rhodes College Fire Log

Fire Log

A fire log is maintained by the Campus Safety Office and includes as of September 3, 2019:

- 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. To learn what information must be contained in the crime log, please see Chapter 5.

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 made available within two business days of a request for public inspection by contacting Ike Sloas, Director of Campus Safety or at sloasi@rhodes.edu.

CHAPTER 13 Rhodes College Fire Safety Statistics

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.

A fire safety statistic are maintained by the Campus Safety Office and includes; as of September 3, 2019:

- 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.

Annual Fire Safety Report 2018									
Rhodes College Residence Halls	Total Fires in each Building	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	2	1	4/05	2:30 pm	Electrical	0	0	\$100-999	18-150
Williford Hall		2	9/05	12:00 am	Electrical	0	0	\$0-99	18-284
West Village	0	0	N/A	N/A	N/A	0	0	0	N/A

Annual Fire Safety Report 2017									
Rhodes College Residence Halls	Total Fires in each Building	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	1	1	6/28	8:45 pm	Unintentional –Stove	0	0	\$0-99	17-296
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

Annual Fire Safety Report 2016

Rhodes College Residence Halls	Total Fires in each Building	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	1	1	12/03	8:30 pm	Unintentional –Stove	0	0	\$0-99	16-442
East Village B	2	1	1/11	5:50 pm	Unintentional –Stove	0	0	\$0-99	16-003
		2	1/25	10:48 pm	Unintentional –Stove	0	0	\$0-99	16-030
Ellett Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Glassell Hall	1	1	11/16	2:15 am	Unintentional –Stove	0	0	\$0-99	16-413
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	1	1	10/07	3:38 pm	Unintentional –Stove	0	0	\$0-99	16-332
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	1	1	11/23	6:45 pm	Unintentional –Stove	0	0	\$0-99	16-427
Voorhies Hall	1	1	11/20	6:00 pm	Unintentional v–Stove	0	0	\$0-99	16-422
White Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Williford Hall	1	1	4/27	8:58 pm	Unintentional –Stove	0	0	\$0-99	16-159
West Village	1	1	11/04	8:00 pm	Unintentional –Stove	0	0	\$0-99	16-384

The Fire Statistics are open to public inspection at:  
[www.rhodes.edu/sites/default/files/Campus%20Safety%20Report\\_Spring%202019%20update\\_INTERACTIVE.pdf](http://www.rhodes.edu/sites/default/files/Campus%20Safety%20Report_Spring%202019%20update_INTERACTIVE.pdf)  
or contact Ike Sloas, Director of Campus Safety at [sloasi@rhodes.edu](mailto:sloasi@rhodes.edu).





CHAPTER 14 Rhodes College Fire Safety Report

Annual Fire Safety Report

This report is maintained by the Campus Safety Office and includes as of September 3, 2019:

- The fire statistics from the previous calendar year.
- 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 2016

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 System in Rhodes Residential Facilities 2017

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 System in Rhodes Residential Facilities 2018

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

The Annual Fire Safety Report is open to public inspection at:  
[www.rhodes.edu/sites/default/files/Campus%20Safety%20Report\\_Spring%202019%20update\\_INTERACTIVE.pdf](http://www.rhodes.edu/sites/default/files/Campus%20Safety%20Report_Spring%202019%20update_INTERACTIVE.pdf)  
or contact Ike Sloas, Director of Campus Safety at [sloasi@rhodes.edu](mailto:sloasi@rhodes.edu).

**This report is available online at the Rhodes Campus Safety Website  
or hard copies are available by contacting Director Ike Sloas at [sloasi@rhodes.edu](mailto:sloasi@rhodes.edu).**



**Rhodes College**  
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