Rhodes College Fire Safety Report

CHAPTER 14

Rhodes College Fire Report

Rhodes College Fire Log

CHAPTER 12

........................................................................................................................
CHAPTER 11

.......................................................................................................................
CHAPTER 10

..................................................................................................................
CHAPTER 9

Crime & Hate Crime

.....................................................................................................................
CHAPTER 8

Title IX

......................................................................................................................
CHAPTER 7

........................................................................................................................................
CHAPTER 6

Emergency Response & Evacuation Procedures

........................................................................................................................
CHAPTER 5

....................................................................................................................................
CHAPTER 4

..................................................................................................................
CHAPTER 3

Collecting Crime Data

.....................................................................................................................
CHAPTER 2

Campus Geography, Map & Buildings

.....................................................................................................................
CHAPTER 1

......................................................................................................................

TABLE OF CONTENTS

CHAPTER 1 Rhodes College Campus Safety Overview ........................................................................ pg. 3
CHAPTER 2 Campus Geography, Map & Buildings ................................................................................ pg. 5
CHAPTER 3 Collecting Crime Data ........................................................................................................ pg. 8
CHAPTER 4 Campus Security Authorities ............................................................................................... pg. 11
CHAPTER 5 Daily Crime Log .................................................................................................................... pg. 14
CHAPTER 6 Emergency Response & Evacuation Procedures ................................................................ pg. 15
CHAPTER 7 Conduct, Alcohol, Drugs & Weapons .................................................................................... pg. 19
CHAPTER 8 Title IX ................................................................................................................................. pg. 31
A. Policy .............................................................................................................................................. pg. 31
B. Procedures ....................................................................................................................................... pg. 41
C. Confidential & Anonymous Reporting ............................................................................................. pg. 47
D. VAWA 2016-2018 Numbers ............................................................................................................ pg. 48
CHAPTER 9 Crime & Hate Crime .............................................................................................................. pg. 55
CHAPTER 10 Missing Students ................................................................................................................ pg. 56
CHAPTER 11 Fire Policy ............................................................................................................................ pg. 56
CHAPTER 12 Rhodes College Fire Log ..................................................................................................... pg. 65
CHAPTER 13 Rhodes College Fire Report ................................................................................................ pg. 64
CHAPTER 14 Rhodes College Fire Safety Report ...................................................................................... pg. 66

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. Hand copies are available at Campus Safety located in the Spann building unit 45.

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 is 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 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 Sias, 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.

Adapted 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.
- 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 the power of arrest entrusted to the security guard as a private citizen.
- Because security guards are explicitly authorized to prevent and direct 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.
- 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).
- Campus Safety has an ongoing working relationship with the Memphis Police Department, Shelby County Sheriff’s Office and the local FBI office.
- Daily crime logs are maintained by the Director of Campus Safety: www.rhodes.edu/crime-and-fire-report
- A Monthly Crime Log is available online at www.rhodes.edu/crime-and-fire-report.
- The Campus Safety Office has 24/7 staff that will respond and take reports
- Campus Safety Officers patrol jurisdiction is reflective of the Clery Geography map in Chapter 2.
- 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 investigating detectives at 949 H.E. Crump Memphis TN.

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 used 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.

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.
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.
- Terminate 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 email-on-going, off-campus-coming-on-going, active shooter trainings-on-going, evidence hall prevention classes-on-going, annual Open-Rhodes book 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 a crime 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 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.

Things to remember when reporting a crime

- Obtain a description of the perpetrator. Attempt to obtain the sex, age, race, hair color, clothing and distinguishing features.
- Also attempt to obtain the vehicle information, such as a plate number, color, type of last known direction of travel and make.
- 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: Obnoxious or threatening telephone calls should be reported immediately. Other harassing phone calls should be reported to your parent. If you receive a death threat or a request to commit suicide, 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 caller's 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 can you report a crime to on campus:

Campus Safety is the preferred department to report a crime. 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 – Anetta 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 – 901-843-5795
- Memphis Police Department – 901-526-COPS (2677)
- Rhodes College does not have any off campus student organizations.
- Any member of the Student Health Services staff located at the Moore-Moore Student Health Center – 901-843-3895
- Chaplain Beatrix Weil – 901-843-3822
- Anonymous reports can be made via the Title IX reports link at: https://cm.maxient.com/reportingform.php?RhodesCollege&layout_id=50
- 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 students associations.

Security & Building Access Control

Buildings

All Residence Halls are locked 24-7, accessible only to authorized students and staff using controlled fobs. All academic buildings are open generally 7am to 7pm daily, hours vary on the weekends and holidays.

All Academic buildings have 1-2 lobbed door(s) to access to fac/staff and students after hours, weekends and holidays.

Gates

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

Phillips (steeple) 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 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 Staff Student Life Supervisor. 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 guidelines 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 & 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 guidelines 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 & 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 guidelines 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 & Visitors
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.

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 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 pured 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 cart 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 Residence Life, staff, and RA
- Dean of Students
- Director of Athletics, all athletic coaches and trainers
- 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 CSAs.

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 CSAs and will be notified of their responsibilities under this policy.

Definitions

Campus Security Authority: Campus security authority is a Clery Act-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, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, stalking, dating violence, domestic violence, sexual assault, and 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, stalking, dating violence, domestic violence, sexual assault, and illegal weapons possession. See definitions below.

On campus: 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, 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 or 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.

Report: Crimes 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 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 More-Moore Building adjacent to the Refectory.

The Student Counseling 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://tms.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: weil@rhodes.edu | 901-843-3822 | Confidential resource for emotional and spiritual support | Burrow Hall 423

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 CSAs
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 fill 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 not 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 campus community and which are obligated by law to report crimes to us 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 employees 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 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 her/his designee is responsible for forwarding reports of Clery Act crimes to 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 dean@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 one person through gross negligence

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

Battery: 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 harm. 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 committed.

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 includingjoyriding.)

Weapon Law Violations: The violation of laws or ordinances dealing with weapons 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 (dihydrocodeinone, methadone; and dangerous nonnarcotic drugs (drutanines, 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 ruin or public conveyance; and all attempts to commit any of the aforementioned. (Drunkness and driving under the influence are not included in this definition.)

Sexual Assault (Sex Offense): 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: 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.

2. 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 mental incapacity.

3. Incest: Sexual intercourse between persons who are related to each other within the degree wherein marriage is prohibited by law.

4. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. In Pennsylvania, the age of consent is considered to be 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 or has been in a social relationship of a romantic or intimate nature with the victim AND
- 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 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

- The type of relationship
- 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 victim’s race, color, religion, sex, gender identity, sexual orientation, national origin, gender, age, height, disability, or physical appearance. This includes harassment or intimidation by a hate group.

The following grievances may be reported as being hate crimes:

- physical harm
- verbal harassment
- criminal mischief
- criminal threats
- theft
- criminal property damage
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 willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property is to commit a crime. Both logs are reviewed and updated annually. Emergency training is provided on an ongoing basis. These trainings include: Campus Police, Campus Fire, and Emergency Management. Medical Events

Emergency Response & Evacuation Procedures

CHAPTER 6 Emergency Response and Evacuation Procedures

Crime Prevention Formats

- 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 response recommended by the Memphis Police Department are avoid, deny, and defend. In the event that a medical emergency occurs on campus, someone should be instructed to immediately:

- Call 911 OR
- Stay in the center of the room away from doors and windows.
- Move to an interior stairwell if all rooms have windows.
- Move to an interior room with no windows, or a hallway on the lowest floor possible.
- Move to the lowest floor of the building; they usually provide the best protection.
- Only come out when you recognize the authority directing you to do so or (all clear given).
- The more distance between you and the threat, the better.
- If you cannot avoid or deny, be prepared to defend yourself.
- Do not fight fairly. Do whatever is necessary for your safety and the safety of others.
- 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.
- The more distance between you and the threat, the better.
- Stay in the center of the room away from doors and windows.
- Stay in place until the danger has passed or (all clear given).
- Avoid
- Upon receiving notification to Shelter-in-Place (criminal act): (Active Shooter)
- 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: Campus Police, Campus Fire, and Emergency Management. Medical Events

Emergency Response-Evacuation in most emergencies, a complete campus evacuation is not necessary. Most 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 who 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://em.maxient.com/reportingform.php?RhodeCollege&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 will 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 locate the student.

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

Post-emergency response teams will inspect all buildings, grounds and utilities for damages. If 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 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 901-843-3888.

2. Rhodes College uses a variety of sources to confirm that 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 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 designee or 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 text messaging system (Students, Faculty/Staff, Parents, Vendors)
- Outdoor warning system (Students, Faculty/Staff, Vendors, Guests)
- Rhodes College mass voice mail system (Students, Faculty/Staff, Parents, Vendors)
- Verbal communication using staff (Students, Faculty/Staff)
- Calling tree (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. 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 test alert testing are coordinated efforts that contain action items like active shooter/tornado training. They are sent campus wide and completed by everyone. Analyses about the testing test are reviewed 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 crisis 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. 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/points 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 protect 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-Crime 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 – Refferrals 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 any-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 whenever 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 mission or for conduct that 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.
- Responsible 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 car. No bottles, cans, casks 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 allowing this service. Students are to contact Campus Safety or Residence Life staff when they believe an intoxicated/impaired 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 himself/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,nuisance, 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 the concern for the 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 safe 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 where 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 (indoors, outdoors, 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: setup from Physical Plant (chairs, tables, stage, etc.), AV equipment, or a Barret Media Center, Campus Safety if cash is collected or security is needed, and publicity through Communications.
- In planning 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 Appetit is Rhodes College's approved contract vendor for food and beverages. To consume alcohol in the Lair and/or Lair Patio, it must be purchased through 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. 104-6-1, 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. 993, § 1, 4-27-1971)
- Sec. 104-6-6, 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; Code 1985, § 20-10)

Federal Alcohol Laws

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 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.

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/code/code_of_ordinances/tit7/TIT7-3ABE

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.
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

Level 2 Violation
• 1st Violation - Alcohol Education, Parent/Guardian Notified, Substance Evaluation, Letter of Warning, Other Sanctions

Level 3 Violation - Parent/Guardian Notified, Substance Evaluation, Letter of Warning, 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, incoherent or incoherent 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.

3. Complying with all regulations and responsibilities as listed in the above policy apply during registered events in the Lynx Lair.

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 laws 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 Coordinating 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 applying 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 illegal 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 for the treatment of a legitimate medical condition.

The College reserves the right to withhold confidential information from a student and his or her parents about alcohol and drug use, and all information will be used only with the student’s consent. Information gathered through the alcohol and drug assessment will be used only to counsel students regarding their use.

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 drug 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.

Confidential Drug & Alcohol Resources & Clinical Services
Counseling Center and Health Services
Memphis Meuse Health Services
901-843-5128
Lakeside Behavioral Health System
2911 Brunswick Rd, Memphis, TN 38133
901-377-7573
Memphis Alcohol and Drug Council/NCARC, Inc.
1430 Poplar Ave., Memphis, TN 38104
901-274-0056
Memphis Area Intergroup Association (Alcoholics Anonymous)
1835 Union Avenue Suite 302, Memphis, TN 38104
901-726-6750
Methodist Health Care/Lamar Campus/Addictions Services
Methodist General
1265 Union Ave., Suite 105 Sherard, Memphis, TN 38104
901-726-2936
Mid-Town Mental Health Center
470 Linden, Memphis, TN 38126
901-577-0200, ext. 370

Other Helpful Numbers
Rhodes College Campus Safety................................901-843-3880
Southeast Mental Health Center
3810 Winchester, Memphis, TN 38118
901-369-1400
Veterans Administration Medical Center – Alcohol and Drug Unit
(for veterans and families only)
10300 Jefferson Ave., Memphis, TN 38104
901-532-8990, ext. 5706

Additional Alcohol and Drug Resources
Adult Children of Alcoholics (ACOA)........................901-323-0321
Alcoholics Anonymous............................................901-726-5483
Al-Anon/Al-Ahonen...............................................901-323-0321
Adult Children of Alcoholics (ACOA).................901-323-0321
Alcohol and Drug Help Line.................................901-452-0913
Liberal Information Center (LINC)......................901-415-2700

8135 Goodman Rd., Olive Branch, MS 38654
662-895-4900

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 drug” such as “ecstasy” or “ace.” 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 Nitrates, 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 drug 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 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 drug 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.
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. The Teacher of School Laws concerning controlled substances. All members of the Rhodes community are responsible for compliance with the 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, designed for use by the person in possession of them, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, 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 the 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 nor 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 fine of not more than $1,000. For penalties for unlawful distribution of a controlled substance to a person under twenty-one (21) years of age is imprisonment for a fine, or both, up to twice that established for distribution offenses. Appeals Process Employers will have the right to appeal any disciplinary action that is consistent with the appeal process as described in the college handbook.

Employee Resources

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: 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. 4. Employees who exhibit alcohol or drug abuse problems may contact CONCERN 24/7 at (901)458-6000. 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 247 at (901)458-6000.

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 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. 4. Employees who exhibit alcohol or drug abuse problems may contact CONCERN 24/7 at (901)458-6000. 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 247 at (901)458-6000.
Alcohol & Drug Education Program

AlcoholEd - 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 compiled by incoming first-years pre-matriculation.

Counseling Center – The Counseling Center offers a group therapy once a week called “Recovering at Rhodes with Pam Dence 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 open 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 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.

Elective Check Up To Go (alcohol) – This program is a personalized, evidence-based, online intervention program designed to reduce alcohol use. It is designed to help motivate students to reduce their level of alcohol consumption 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 and Alcohol 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 Fact give-aways in the Dining Center; It’s on US campaign; Pancake Study Break during finals week, etc.

This year, we discuss the Rhodes College Honor System which consists of the Honor Code, Social Regulations Code, and Commitment to Diversity.

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

Alcohol Free Zones - The campus offers a number of lounges and spaces to hang out that are alcohol-free, recreation space, 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, the presenter of the event must present an RPSA to our area at least 24 hours prior to the event. In addition, other measures should be in place for a safe environment. Included in the Social and Alcohol Policy, is no “spontaneous events” where alcohol may be present are allowed.

Staff Stories – Every month a “Staff Story” is created around Alcohol and Drug Education. The staff stories are placed in the back of the doors in the residence halls, and the academic buildings. They focus on a variety of topics including: Alcohol and Academic Success; Alcohol and the Body; Drunk and Drugged Driving, Pro-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, BB guns, and mace. Any weapon used or used as a deadly weapon. (Weapons are defined in the Tennessee Code Annotated § 39-17-1313) 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. A 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.

In either of these situations, the permit holder is in the vehicle;

- In kept from ordinary observation if the permit holder is in the vehicle;
- In kept from observation and locked within the trunk, glove box, or interior of the permit holder’s 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

{ 26 }
Disciplinary Violations

Any student found to have committed or to have attempted to commit the following behaviors is subject to disciplinary sanctions. In order to determine if behavior is “in violation” of policy, administrative hearing officers will consider whether 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.

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 authority to utilize interim actions during an investigation when an incident causes concern about the safety and well-being of the student, campus community, or campus property. Internim 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 cases where an investigation is not undertaken or when either party has declined to participate in the college proceeding or the criminal proceeding. A no contact order is 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.
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

Table of Contents
I. Opening Statement and Purpose
II. Scope of Policy
III. Title IX and Nondiscrimination
IV. Resolution, Misuse of Confidential Information, and False Accusations
V. Time Considerations for Reporting and Filing Claims of Sex/Gender Discrimination and Sexual Misconduct
VI. Amnesty for Violations of the College’s Alcohol and Illegal Drug Use Policies to Individuals Who Report Incidents of Sexual Misconduct
VII. Available Resources and Recommended Immediate Steps Following An Incident of Sex/Gender Discrimination and/or Sexual Misconduct
VIII. Options and Procedures for Reporting or Disclosing Title IX Incidents of Sex/Gender Discrimination or Sexual Misconduct
IX. Filing a Claim of Sex/Gender Discrimination or Sexual Misconduct
X. Confidentiality and Anonymous Reporting or Filing
XI. Interim and Remedial Measures
XII. Investigation and Resolution Processes for Cases in Which Both Parties Are Students
XIII. Definitions

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
coxt2@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.

XIII. Definitions
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.

Tiffany Baker Cox, J.D.
Title IX Coordinator
Rhodes College
Southwestern Hall, Ste. 202A
2000 North Parkway
Memphis, TN 38112
901-843-3606
coxt2@rhodes.edu

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
coxt2@rhodes.edu

III. Title IX and Nondiscrimination
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
coxt2@rhodes.edu

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

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

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

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

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

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

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

X. Confidentiality and Anonymous Reporting or Filing

XI. Interim and Remedial Measures

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

XIII. Definitions

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

General inquiries about the application of Title IX should be directed to the College’s Title IX Coordinator via TitleIX@Rhodes.edu. Further harassment and/or retaliation (known as a “Mandatory Reporter”) and who fails to report such conduct may be subjected to sanctions by the College.

Any individual designated by Rhodes to have the authority to address or duty to report alleged sex/gender-based discrimination, sexual harassment, and/or sexual misconduct is encouraged to report the incident or file a Claim immediately in order to maximize the College’s ability to fully investigate the incident. If an individual wishes to file a formal complaint, they may file a complaint 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. In order to encourage reporting in all situations, anyone who reports or experiences Sex/Gender Discrimination or Sexual Conduct 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 prohibited from participating in counseling and/or education, as appropriate. This policy applies to all members of the Rhodes community and applies to conduct occurring on Rhodes College premises, 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 Rhodes-recognized organizations that take place off campus. This policy may apply regardless of where the location of the incident is 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.

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 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 the 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, pregnancy, and pregnancy-related conditions. Any employment decision, education program, or educational activity that 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”) who fail 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 Title IX can be found on Rhodes’ website http://www.rhodes.edu/TITLEIX.

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 or any action or inaction for what they believe is discrimination or sexual misconduct. Any such action or inaction in any investigation or proceeding under this policy, or by respondents 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, or their immediate family. Contact with FIREPRO’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, including exclusion for solicitation for employment or academic endeavors.

Anyone who knowingly makes a false accusation of unlawful discrimination, harassment, or retaliation of any form shall 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 employment or academic endeavors.

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 maintain the College’s ability to obtain information and conduct an accurate, 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 fairly and fully investigate the incident. If an individual who is incidentally witnesses the incident or learns of the incident, the College’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. In order to encourage reporting in all situations, anyone who reports or experiences Sex/Gender Discrimination or Sexual Conduct 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 prohibited from participating in counseling and/or education, as appropriate. This policy applies to all members of the Rhodes community and applies to conduct occurring on Rhodes College premises, 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 Rhodes-recognized organizations that take place off campus. This policy may apply regardless of where the location of the incident is 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.

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 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 the 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, pregnancy, and pregnancy-related conditions. Any employment decision, education program, or educational activity that 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”) who fail 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 Title IX can be found on Rhodes’ website http://www.rhodes.edu/TITLEIX.

Inquiries about the application of Title IX also can be directed to the U.S. Department of Education’s Office for Civil Rights.
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 providing assistance or support services, if requested. The College will provide assistance or support services for an individual's safety and well-being, and to determine whether the College is aware of and should respond to an incident of Sexual Misconduct.

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](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 mandatory reporter is any individual who is a victim of or survivor of sex/gender discrimination or sexual misconduct or who has been affected by sex/gender discrimination or sexual misconduct or who has knowledge of sex/gender discrimination or sexual misconduct. A mandatory reporter shall not be removed from, or otherwise deprived of the benefits of, any program or activity operated or supported by the College as a result of the mandatory reporter disclosing any information regarding an incident of sex/gender discrimination or sexual misconduct.

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's "confidential resources" staff:

- Any member of the Student Center Counseling staff located at the Moore-Moore Student Health Center - (901) 843-3895
- Student Counseling Center - Moore-Moor Student Health Center - (901) 843-3895

Rhodes Chaplain - Burrow Hall, Room 102 - (901) 843-4650

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.

C. Options for Notifying Off-Campus Law Enforcement Authorities. Individuals can notify off-campus law enforcement authorities about an incident of alleged sex/gender discrimination or sexual misconduct, including by dialing (911), calling the Memphis Police Department Sex Crimes Squad at (901) 521-3918 or calling 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. 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

A. Filing a Claim. Anyone seeking to file a Claim of 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 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](http://sites.Rhodes.edu/TitleNine). The Title IX Coordinator will use that 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 if the individual is responsible for the policy violation or responsible but not the College in violation of the policy elsewhere thereafter described.

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 Rhodes does not have a faculty, staff member or contract services employee;
3. If the Claim is eligible for the Informal Resolution process;
4. 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 formal Claim);
5. If the Reporter both consent to an alternative resolution, with such consent obtained independently from each person by the Title IX Coordinator to avoid risk of coercion;
6. For matters that do not involve Rhodes employees (faculty, staff member or contract services employee), or if either Claimant or Respondent, or both are not 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;
7. 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.

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's "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.

A. 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 any information obtained by the College not be used to identify them. In such instances, the Title IX Coordinator will respect the request for confidentiality; however, that request must be weighed against the College's ability to respond to an anonymous Report or against otherwise required legal or institutional requirements. Additionally, a Reporter can make a Report disclosing their name but requesting confidentiality. An affected person who is the subject of a sexual misconduct proceeding involving them may request 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 identity of 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;

The accused individual's right to receive information about the investigation if the information is managed by the College as an "education record" under the Family Educational Rights and Privacy Act (FERPA), if applicable.

In all cases of alleged gender-based/expression discrimination or misconduct, Title IX allows to investigate and take 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. This includes, but is not limited to, the following:

- Providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred;
- Changing on-campus living arrangements, when reasonable;
- Offering to provide or facilitate the provision of medical, counseling and mental health services, but not necessarily covering the cost of such services;
- Ensuring that the Claimant and the Respondent do not attend the same classes, seminars, functions, meetings, etc.;
- Reducing or modifying academic challenges or any disciplinary actions taken against the Claimant to set if there is a causal connection between the events that may have impacted the Claimant;
- Providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred;
- Limiting or prohibiting access of the individual accused of the misconduct to certain College facilities until the matter is resolved.

The College may also, upon request, arrange for the 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 later in the process when an outcome of the investigation finds some evidence to 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, 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 institutional entity.

The College possesses other means to obtain relevant evidence of the alleged misconduct;

Whether the Claimant has alleged that the Respondent has threatened further misconduct.

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 hearings 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 accused individuals;
- Providing a campus safety escort to ensure a Claimant can move safely between buildings, classes, dining halls, and activities on campus; and
- 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, incordination and consent, etc.;
- Reducing or modifying academic challenges or any disciplinary actions taken against the Claimant to set 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 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 later in the process when an outcome of the investigation finds some evidence to 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, 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 institutional entity.

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 misconduct.

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 gender-based/expression 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, any witnesses, reviewing all available documents and other relevant documents and evidence.

For Reports, the Title IX Coordinator or 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. The Title IX Coordinator will determine that the Report does not implicate such community safety considerations, then file 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 provide the Investigator’s final investigation report to the Title IX Coordinator, who will determine whether a policy violation has occurred. The respondent may file an appeal with 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 Respondent has reasonable access to all information as to whether a policy violation has occurred, including the College’s investigation report and any other materials related to the investigation. All appeals decisions are final and not subject to further review.

The College will take 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, stalking, or conduct that is not a violation of the Title IX regulations), the Title IX Coordinator may determine that the case may be handled informally by means of an Informal Resolution Conference. The purpose of the Informal Resolution Conference is to mediate a potentially hostile working or academic environment. This process may result in: (a) no finding of responsibility for the Claimant or Respondent; (b) issuance of the Investigator’s report; and (c) any other remedies and/or accommodations mutually agreed upon by the Claimant and Respondent, which may include but not be limited to: (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 known 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. An Informal Resolution Conference is a remedies-based, non-judicial approach designed to eliminate a potentially hostile working or academic environment. This process may result in: (1) no finding of responsibility for the Claimant or Respondent; (b) issuance of the Investigator’s report; and (c) any other remedies and/or accommodations mutually agreed upon by the Claimant and Respondent, which may include but not be limited to:

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 activity of another.

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. Consent may be assumed only if 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, threat, intimidation or pressuring, or by taking advantage of the incapacitation of another individual.

D. Not Unilateral: 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 to activity with any other person. Each participant in a sexual encounter must independently give 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 a sexual act that has been prior informed or sexual activity by mutual, explicit, and voluntary agreement.

E. Not Involuntary: 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 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 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 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 informal resolution conference. The College will not be required to conduct an investigation or take further action under Title IX unless it has received a formal complaint (see Affirmative Consent below).

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.

Consent: Means the use of pressure to compel another individual to initiate or continue activities against their will, including psychological or emotional pressure, physical or emotional threats, intimidation, manipulation, or blackmail. Consent is defined under Tennessee law to include a clear indication of a person’s mind or the use of words or conduct to constitute consent 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 B.

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

Domestic Violence or Domestic Assault: See Sexual Misconduct below, Subsection 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 domestic partnership or related to, sexual or physical abuse or the threat of such abuse. 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.

D. 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 domestic partnership or related to, sexual or physical abuse or the threat of such abuse. 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. 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.

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.

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 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 the policy.

Sex/Gender Discrimination: See Sexual Misconduct below, Subsection F.

Sexual Exploitation: See Sexual Misconduct below, Subsection F.

Sexual Harassment: See Sexual Misconduct below, Subsection G.

Sexual Misconduct: It is a broad term that encompasses sexually-motivated misconduct as described in this policy, including conduct of an unwelcome and/or offensive nature that 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 below: Sexual Violence, Sexual Exploitation, Sexual Harassment, Sexual Exploitation, Sexual Violence, and Stalking.

Dates Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged perpetrator and that was intended by the perpetrator to result in, or create, a reasonable fear that violence will be committed against the victim or the victim's property or the victim's or another's home or residence. 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.

Sexual Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged perpetrator and that was intended by the perpetrator to result in, or create, a reasonable fear that violence will be committed against the victim or the victim's property or the victim's or another's home or residence. 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.

Stalking: The taking of any so-called "date-rape" drug, unconsciousness, or blackout. An individual unable to make informed judgments is physically Means the lack of the ability to make rational, reasonable judgments as a result of alcohol consumption, other drug use, sleep, or related conditions. Also prohibited as sex discrimination is any act which is based on parental, family, or marital status and which is applied .
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 sexual conduct, activity or behavior, and includes forced internal 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 for the advantage or 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;
• Engaging in 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;
• Promoting 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
• Sexual-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 such conduct or communication is made a term or condition, explicitly or implicitly, of employment or education; or (2) Submission to or rejection of that conduct or communication 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 (4) Of creating a hostile environment by altering a person's educational or employment opportunities or experience.

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 person's age or use of drugs or alcohol, or because an intellectual or other disability prevents the person 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, and sexual coercion.

1. 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, intentional, courses of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrified, frightened, intimidated, threatened, harassed, or molested, and that actually causes the victim to feel terrified, 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 or in some way 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 unreasonable attempts to contact the person by phone, electronic communication (including via the internet and cellphones), or regular mail, either anonymously or non-anonymously;
• Validating the persons property or leaving unwanted items for the person;
• Persistent and unreasonable attempts to contact that person's residence, employment, or school;
• 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 video 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 Investigation, 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 sanctions are appropriate.

Sexual Violence: See Sexual Misconduct below. Subsection H.

Stalking: See Sexual Misconduct above. Subsection I.

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

Table of Contents

I. General Provisions and Student Protections
II. Selection and Use of Advisors and Supporters
III. Intake Procedures
IV. Procedures for Investigating Reports and Claims
V. Informal Resolution Conference – For Students
VI. Formal Resolution Hearing – When Both Parties Are Students
VII. Sanctions – For Students
VIII. Student Appeals
IX. Sanctions – For Faculty and Staff

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 as 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 Claimants 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 obligation to investigate the alleged incident, take appropriate measures to ensure the privacy of the parties, and comply with any discovery or disclosure limits required by law.

5. Pursuing a Report or Claim under the Policy does not affect a Claimant’s ability to pursue a criminal proceeding 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 investigation 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 corroboration or of conflict has occurred, 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 charge permitted by law.

3. To be given the opportunity to contact an Advisor or Supporter, at his/her own expense, to provide advice and representation.

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 be provided with a written record of the Title IX Coordinator’s investigation, including the Title IX Coordinator’s findings and conclusions.

6. 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.

7. To appeal the decision rendered following the hearing or conference against the decision of the Title IX Coordinator.

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 proceedings. 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. 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, including an Advisor. The Supporter is permitted to be present only as an Advisor, not as 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 the proceedings, 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 Advisors or Supporters. A fact witness can serve as an Advisor or Supporter without being appointed to one of the roles, but they will be subject to Section VI.T.1. while sequestration rule and subject to exclusion from most parts of the Hearing. There is no restriction on Advisors or 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.

As the separate intake meetings, the Title IX Coordinator will:

1. Schedule a meeting with a Third-Party Reporter to discuss the above information, as appropriate.

2. As 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.

3. Allow the Respondent and/or the accuser and any witnesses to make an appearance, to be present, and to be able to designate and include any facts, evidence or witnesses that can prove or disprove any report.

4. Provide the parties with a list of the Colleges and universities to 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.

5. 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 both parties. If no response has been received by the Title IX Coordinator from the Respondent within five (5) business days after issuance of the Notice Of Nonresponse, the Respondent is deemed to waive participation in the investigation, which in turn may result in the Title IX Coordinator receiving 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.

6. 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 Respondent 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 any other documents and evidence.

C. For Reports, the Title IX Coordinator or his/her designee will conduct an informal 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, the Title IX Coordinator will schedule a separate formal investigation and initia 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, if any, will be authorized by the appropriate Title IX Coordinator.

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. The Claimant and/or the Respondent will be given a copy of the investigation report and an opportunity to respond to the report within ten (10) business days.

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 Formal Resolution Hearing. Once received, the parties shall have twenty (20) business days to object to any aspect of the investigation 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).

F. The College will attempt to resolve most cases of alleged Sex/Gender Discrimination and Sexual Misconduct within sixty (60) calendar days, excluding any appeals. 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 may also 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 Section V.

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 process designed to eliminate a potentially hostile working or academic environment. This process aims to ensure 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. The Title IX Coordinator is to determine whether the College must proceed to a Formal Resolution Hearing. 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 hold an investigation or scheduled Formal Resolution Hearing so that the parties can explore the possibility of informal resolution.

Participation in Informal Resolution Conferences is voluntary and either party can request to have an informal resolution conference or any 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 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 may be required 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 community member) or when the alleged misconduct is not at the college or university. The following sections describe the process 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).
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
with anyone other than each other are expressly prohibited during the hearing phase, but if the Respondent is found in violation of the Policy,
unduly cumulative evidence, or have the effect of impermissibly badgering or harassing the witness. Questions about the parties' sexual history
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
have the option to provide an introduction and an opening statement, summarizing their position.

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 not 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
have the option to provide an introduction and an opening statement, summarizing their position.

Typically, the Board will ask its own questions first, then the questions of the party whose witness it is, then the questions of the
When requested, the Board’s chairperson will make arrangements so that the Claimant and the Respondent do not have to be present in
such as the Investigator or fact witnesses, only during the Formal Resolution Hearing.

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
copied and must be returned at the end of the proceeding because it typically will contain other parties’ confidential and FERPA-protected

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 on their position.

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

6. 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.

7. If all parties, 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

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 thirty (30) 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).

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 severity of the violation(s);

5. 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;

6. Whether other judicial measures have been taken to protect the Claimant or discipline the Respondent (e.g., civil protection orders);

7. 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;

8. 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 (i.e., 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 sanctions 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 engagement 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. Disciplinary Sanctions: Work assignments, service to the College or community, education, referral to counseling, required behavioral assessment, or other related disciplinary 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.
either or both parties. Such measures shall be consistent with the results of the appeal. Following the decision on appeal, the Title IX Coordinator shall have discretion to extend accommodations consistent with providing support to students.

6. Remand the case to the Title IX Coordinator to coordinate further investigation and determination. In such cases, the procedural provisions of Section VI, 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. 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.

C. Stay of Recommended Corrective Action and Impoundment of Interim Measures Pending Appeal. The Title IX Coordinator shall have discretion to issue 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 hearing will be expedited. The title IX Coordinator shall have authority to implement remedial measures and make accommodations as provided in the Policy.

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 a case is resolved in the claimant’s best interests and is not impacted by outside influences, the Title IX Coordinator shall have authority to make final decisions.

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 an investigation into allegations against a 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 and 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’s “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 remain anonymous or confidentially, 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 make the report 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 (https://www.rhodes.edu/sex/gender). 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 cases, 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 individual’s 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 individual is in other ways related to the alleged misconduct;
• Whether the individual is or is believed to be the victim of the alleged misconduct;
• Whether the individual is or is believed to be the perpetrator of the alleged misconduct;
• Whether the individual requested confidentiality;
• Whether the individual is or is believed to be the individual who knows of or has witnessed the incident of Sex/Gender Discrimination or Sexual Misconduct.

In making these determinations, the Title IX Coordinator will consider all factors that contribute to 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.

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. 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 forums without express consent or for any improper purpose. In all instances, members of the Rhodes Community should
Familiarize yourself with the blue light emergency phone locations around campus.

Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way out of a bad situation.

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.

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 Person Connect
Addressing the Effects of Alcohol and Sexual Assault on Tennessee’s College Campuses presented by Everfi for CHOGCs
Title IX Final Rule webinar presented by Courtney Ballaud of Institutional Compliance Services
Title IX and the ADA, webinar presented by Courtney Ballaud of Institutional Compliance Services

Hearing Board Trainings:

Equitable and Consistent Sanctioning presented by Tiffany Cox
Understanding Sexual Violence and Appropriate Responses to Survivors Go7o/web
Student-Based Trainings:

Haven Understanding Sexual Assault and Sexual Assailt Prevention for Student Athletes online education modules provided by Everfi. Approximately 815 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
Drama Queen presented by Jimnederia 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/Alarmed presented by Tiffany Cox for Rhodes faculty traveling abroad with students
Rhode SeX/Gender Discrimination and Sexual Misconduct Policy: Interacting with Students presented by Tiffany Cox to AmaScul staff
Victim Services

intentional, whether a violation has occurred before, and the impact on the person reporting the violation. If the Title IX Office determines that the no contact order was violated disciplinary action will be taken. Factors in 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

<table>
<thead>
<tr>
<th>Department</th>
<th>Email</th>
<th>Phone</th>
<th>Location</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tiffany Cox</td>
<td><a href="mailto:titleIX@rhodes.edu">titleIX@rhodes.edu</a></td>
<td>901-843-3354</td>
<td>Southwestern Hall 202A</td>
<td>Filing a formal report, initiating informal or formal resolution process, providing interim measures</td>
</tr>
<tr>
<td>Tiffany Ford</td>
<td><a href="mailto:fordt@rhodes.edu">fordt@rhodes.edu</a></td>
<td>901-843-3601</td>
<td>Burrow Hall 421</td>
<td>Filing a formal report, initiating informal or formal resolution process, providing interim measures</td>
</tr>
<tr>
<td>Claire Shapiro</td>
<td><a href="mailto:shapiro@rhodes.edu">shapiro@rhodes.edu</a></td>
<td>901-843-3750</td>
<td>Human Resources, West Campus</td>
<td>Filing a formal report, initiating informal or formal resolution process, providing interim measures</td>
</tr>
<tr>
<td>Ira Lawson</td>
<td><a href="mailto:lawsoni@rhodes.edu">lawsoni@rhodes.edu</a></td>
<td>901-843-3884</td>
<td>Burrow Hall 103</td>
<td>Filing a formal report, initiating informal or formal resolution process, providing interim measures</td>
</tr>
<tr>
<td>Tyler Kemp</td>
<td><a href="mailto:cempet@rhodes.edu">cempet@rhodes.edu</a></td>
<td>901-843-3949</td>
<td>Bryan Campus Life Center</td>
<td>Filing a formal report, initiating informal or formal resolution process, providing interim measures</td>
</tr>
<tr>
<td>Pam Detrie</td>
<td><a href="mailto:etriep@rhodes.edu">etriep@rhodes.edu</a></td>
<td>901-843-3835</td>
<td>Moore-Moore Health Center</td>
<td>Confidential counseling</td>
</tr>
<tr>
<td>Ike Sloas</td>
<td><a href="mailto:sloas@rhodes.edu">sloas@rhodes.edu</a></td>
<td>901-843-3880</td>
<td>Spann Townhouse #5</td>
<td>Assists with safety and security, contacting Memphis Police, issues emergency alerts</td>
</tr>
</tbody>
</table>

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 Haan, Associate Professor of English | Email: haasj@rhodes.edu
Dana Horgen, Assistant Professor of Chemistry | Email: horgen@rhodes.edu
Tierney Jackson, Database Analyst | Email: jacksont@rhodes.edu
Brian Larkin, Assistant Professor of Computer Science | Email: larkinb@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

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 | 1-800-356-6787 | www.pcat.org/programs/domestic-violence-hotline | 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 |
You can be an active bystander by:

Rhodes College uses Green Dot, a bystander intervention program coordinated by the Title IX office. Faculty/Staff and Students at the prevention of violence without causing further harm. Bystanders may not always know what to do even if they want to help. Rhodes College strives to promote a culture of care and community accountability in which bystanders are actively engaged in involved. Rhodes College plays 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

How to Be an Active Bystander

• 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.

• Supporting or sometimes even missing a breach of the peace 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 engaging in 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, interject to ask for directions, spell 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?”

Off-Campus Resources

LGBTQ+ Resources: sites.rhodes.edu/lgbtq

- Reproductive health exams, STD testing, pregnancy testing, emergency contraception
- 24/7 hotline and online support (online.rainn.org) and referral service
- 24/7 one-on-one confidential counseling with advocates
- Confident referrals for crime victims

Crime Definitions

Deliberations 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, Possession, 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: defined as non-consensual sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-consensual 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 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.

Burglary: unlawful entry into a building or other structure with the intent to commit a crime.

Motor Vehicle Theft: the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

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

Categories of Prejudice:

Race: A preformed negative opinion or 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 with whom 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.

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.

Non-campus buildings: 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 a manner related 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: Any 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 that is used by the institution in direct support of, or in a manner related to, the institution’s educational purpose.

Non-campus housing: Any building or property owned or controlled by a student organization recognized by the institution and is not within the same reasonably contiguous geographic area of the institution.
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
- Residence Life
- Director of Housing
- Director of Residential Life
- Residence Life Coordinator
- Residence Life Staff or Assistants
- Residence Life
- Rhodes College Campus Safety
- Rhodes College

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 student 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


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.


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.

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: fosheeb@rhodes.edu
Aretha Millingan, Director, Residence Life: (901) 843-3241
Ike Sloas, Director, Campus Safety: (901) 843-3215 | email: sloasai@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 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.

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

<table>
<thead>
<tr>
<th>Arson</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Security fish system for residential buildings</td>
</tr>
<tr>
<td></td>
<td>• Emergency phones</td>
</tr>
<tr>
<td></td>
<td>• Reporting suspicious activity</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cooking</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Routine inspection and Maintenance of cooking appliances</td>
</tr>
<tr>
<td></td>
<td>• Cooking on balconies—including but not limited to—the use of electric appliances, gas grills and charcoal grills, etc. is prohibited.</td>
</tr>
<tr>
<td></td>
<td>• Gas grills/tanks are not allowed to be used or stored within 10 feet of an occupied building.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Smoking Material</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• All residence halls are no smoking</td>
</tr>
<tr>
<td>Open Flames</td>
<td>PREVENTION STRATEGY</td>
</tr>
<tr>
<td>(candles etc.)</td>
<td>• Unless approved, open flames are prohibited on campus</td>
</tr>
<tr>
<td></td>
<td>• Prohibition of open flames as outlined in the Residence life policies</td>
</tr>
</tbody>
</table>

### Electric (wiring, appliances, and equipment)

<table>
<thead>
<tr>
<th>Improper handling and storage of combustible/flammable liquids</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Routine inspection and maintenance</td>
</tr>
<tr>
<td></td>
<td>• Use of UL approved equipment</td>
</tr>
<tr>
<td></td>
<td>• Prohibition of extension cords other than UL approved surge protecting types in residence halls.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Accumulation of combustible materials</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Routine inspection of campus facilities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Improper handling and storage of combustible/flammable liquids</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Maintain clear egress and clearance to electrical or heat source</td>
</tr>
<tr>
<td></td>
<td>• Removal of accumulated hazardous waste</td>
</tr>
<tr>
<td></td>
<td>• Use of approved flammable liquid storage cabinets</td>
</tr>
<tr>
<td></td>
<td>• Hazardous waste disposal program (small-quantity generators)</td>
</tr>
<tr>
<td></td>
<td>• Use of proper bonding and grounding procedures</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Halogen lamps</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• No halogen lamps permitted on campus</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Space heaters</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• No space heaters permitted on campus unless authorized by Physical Plant</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hot work hazards i.e. cutting, welding, etc.</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Use of hot work permit</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Residential areas</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Safety inspections conducted by Residence life personnel</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overhead/Electric scooters</th>
<th>PREVENTION STRATEGY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• No overhead/electric scooters are permitted in Residential areas</td>
</tr>
</tbody>
</table>

* 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:

- Building fire alarm detection and notification systems
  - Smoke and heat detectors
  - Manually activated pull stations
- Building fire suppression systems
  - Sprinkler systems
  - Water (Wet-Pipe Systems)
  - Commercial kitchen hood exhaust/suppression systems
- Fire Extinguishers
  - Type ABC—Located throughout campus buildings and areas. Can be used on any fire except burning metal and chlorine fires
  - Monthly/Annual inspection and repairs of extinguishers campus wide is completed by City Fire Inc.
- Fire rated doors and fire-resistive 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.
- Store 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 fire. 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 Fisher, Director, Physical Plant: (901) 843-3869 | email: fisher@rhodes.edu
Jeff McClain, Superintendent of Maintenance, Physical Plant: (901) 832-5369 | 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
   i. Maintenance/Inspection of Equipment and Systems

The Physical Plant department is responsible for maintenance of equipment and systems installed to mitigate or control ignition sources of fire. 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.
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
3. Procedures for emergency evacuation
4. Evacuation Type and Exit Route Assignments
5. Procedures to Account for Persons After Evacuation
6. Procedures to Follow in case of Fire or Alarm
7. Procedures for evacuation of individuals with disabilities
8. Developmental Disabilities
9. Visually Impaired
10. Hearing Impaired
11. Hearing Impaired

Emergency Action Plan (continued)

2. Procedures to Follow in case of Fire or Alarm

• If you discover a fire:
  a. Porta-ble fire extinguishers
     o Types of extinguishers on campus
     i. Types of extinguishers on campus
     ii. Using a portable fire extinguisher
  b. If you know that you have the proper extinguisher and the fire is small enough to extinguish 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. 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.

3. Procedures for Emergency Evacuation

• General Emergency Evacuation Procedures
• Assisting individuals with disabilities
• Responsibilities of supervisors and residence hall staff
• Responsibilities of individuals with mobility impairment or disabilities
• Mobility impaired—All
• Mobility impaired—Wheelchair
• Hearing impaired
• Visually impaired
• Speech impaired
• Developmentally disabled

4. Evacuation Type and Exit Route Assignments

5. Procedures to Account for Persons After Evacuation

6. Procedures to Follow in case of Fire or Alarm

• If you discover a fire:
  a. Portable fire extinguishers
     o Types of extinguishers on campus
     i. Types of extinguishers on campus
     ii. Using a portable fire extinguisher
     iii. Types of extinguishers on campus
     iv. Using a portable fire extinguisher
     v. After safely exiting the building, proceed immediately to your designated assembly area (see section below)

7. Procedures for evacuation of individuals with disabilities

8. Developmental Disabilities

9. Visually Impaired

10. Hearing Impaired

11. Hearing Impaired

12. Developmentally Disabled

13. Always use stairwells to evacuate if possible. Do not use elevators.

14. 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.

15. Stand behind the door and be prepared to close it quickly if there is excessive smoke or heat.

16. 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!
   5. 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.
   6. 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.

17. 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.

   a. Responsibilities of Supervisors and Residence Hall Staff
      i. Must be thoroughly knowledgeable of emergency evacuation procedures and for knowing the primary and alternate routes of exit from their buildings.
      ii. Know the location of offices, labs, and sleeping rooms of staff or resident students who are mobility, visually, or hearing impaired.
      iii. Each semester, supervisors and/or residence hall staff should notify Campus Safety about these persons and their normal locations.

   b. Responsibilities of Individuals with Mobility Impairment or Disabilities
      i. Must be thoroughly knowledgeable of emergency evacuation procedures and for knowing the primary and alternate routes of exit from their buildings.
      ii. Must be aware of the College’s policy related to emergency evacuation of persons with physical disabilities.

   c. If there is smoke or heat, stay low to the floor. Crawl to the nearest exit if need be.

   d. If you become trapped, do the following:
      i. Call Campus Safety at 901-843-3880 and or 9-1-1 and tell them your exact location and situation.
      ii. Place a blanket or similar article along the bottom of the door to keep smoke out. If possible, wet the material first.
      iii. Retreat Close as many doors between you and the fire as possible.
      iv. DO NOT JUMP!
      v. 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.
      vi. 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.

   e. Evacuate your building, give the first responders immediate information about persons with physical disabilities who are not accounted for.

   f. Responsibilities of individuals with Mobility Impairment or Disabilities
      i. Mobility Impaired—All
         - Always use stairwells to evacuate if possible. Do not use elevators.
      ii. Mobility Impaired—Wheelchair
         - Always use stairwells to evacuate if possible. Do not use elevators.
      iii. Mobility Impaired—Ambulatory
         - Use a portable fire extinguisher.
      iv. 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.
      v. Visually Impaired
         - Individuals with visual impairments 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.
      vi. 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.
      vii. 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 route of safe egress.

5. Employees Conducting Critical Functions Before Evacuating

Employees who are required and permitted by the responsible 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**
  a. In Classrooms:
     Instructors shall develop a procedure to account for (to the best of their ability) students under their control after an emergency evacuation has been completed.

b. In Residential Facilities:
   The Office of Residence Life 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 suspension or expulsion from the residence halls.

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 upholstery 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 skillets, 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 result in a minimum of $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**
  Designated Assembly Area: Oak Alley

- **Burrow Hall**
  Designated Assembly Area: Oak Alley

- **Southwestern Hall**
  Designated Assembly Area: Oak Alley

- **Kennedy Hall**
  Designated Assembly Area: Burrow Refectory Lawn

- **Oldendorf Hall**
  Designated Assembly Area: Burrow Refectory Lawn

- **Frazier Jelke Science Center**
  Designated Assembly Area: Barret Lawn

**Residential Buildings**

- **Bellingrath Hall**
  Designated Assembly Area: Blount Hall

- **Blount Hall**
  Designated Assembly Area: East Village A

- **East Village A**
  Designated Assembly Area: East Village B

- **East Village B**
  Designated Assembly Area: Ellis Hall

- **Ellis Hall**
  Designated Assembly Area: Glascell Hall

- **Glascell Hall**
  Designated Assembly Area: Nedy Hall

- **Nedy Hall**
  Designated Assembly Area: Robb Hall

- **Robb Hall**
  Designated Assembly Area: Robinson Hall

- **Robinson Hall**
  Designated Assembly Area: Spann Place Townhouse

- **Spann Place Townhouse**
  Designated Assembly Area: Stewart Hall

- **Stewart Hall**
  Designated Assembly Area: Townsend Hall

- **Townsend Hall**
  Designated Assembly Area: Terrezant Hall

- **Terrezant Hall**
  Designated Assembly Area: Voorhis Hall

- **Voorhis Hall**
  Designated Assembly Area: White Hall

- **White Hall**
  Designated Assembly Area: Wilford Hall

- **Wilford Hall**
  Designated Assembly Area: West Village

- **West Village**
  Designated Assembly Area: T rout Quad/Barret Lawn

- **Rout Quad/Barret Lawn**
  Designated Assembly Area: Burrow Refectory Lawn

- **Burrow Refectory Lawn**
  Designated Assembly Area: Burrow Refectory Lawn

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
- 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 isloas@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 value of property damage related to the fire.

The following statistics are reported, both in the annual fire safety report and the Department of Education’s web-based data collection system:

<table>
<thead>
<tr>
<th>Building</th>
<th>Total Fires in each Building</th>
<th>Fire Number</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injured</th>
<th>Number of Deaths</th>
<th>Value of Property Damage</th>
<th>Case Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bellingrath Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Blount Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>East Village A</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>East Village B</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Ellett Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Glenn Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Parkway Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Robb Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Robinson Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Sport Place Townhouse</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Voorhies Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>White Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>2</td>
<td>2</td>
<td>9/05</td>
<td>12:00 am</td>
<td>Electrical</td>
<td>0</td>
<td>0</td>
<td>$0-99</td>
<td>18-284</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
</tbody>
</table>

The Fire Statistics are open to public inspection at:

www.rhodes.edu/sites/default/files/Campus%20Safety%20Report_Spring%202019%20update_INTERACTIVE.pdf or contact Ike Sloas, Director of Campus Safety at sloas@rhodes.edu.

---

Annual Fire Safety Report 2018

<table>
<thead>
<tr>
<th>Building</th>
<th>Total Fires in each Building</th>
<th>Fire Number</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injured</th>
<th>Number of Deaths</th>
<th>Value of Property Damage</th>
<th>Case Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bellingrath Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Blount Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>East Village A</td>
<td>1</td>
<td>1</td>
<td>6/28</td>
<td>8:45 pm</td>
<td>Unintentional</td>
<td>0</td>
<td>0</td>
<td>$0-99</td>
<td>17-296</td>
</tr>
<tr>
<td>East Village B</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Ellett Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Glenn Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Parkway Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Robb Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Robinson Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Sport Place Townhouse</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Voorhies Hall</td>
<td>1</td>
<td>1</td>
<td>11/20</td>
<td>6:00 pm</td>
<td>Unintentional</td>
<td>0</td>
<td>0</td>
<td>$0-99</td>
<td>16-247</td>
</tr>
<tr>
<td>White Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>1</td>
<td>1</td>
<td>4/27</td>
<td>8:58 pm</td>
<td>Unintentional</td>
<td>0</td>
<td>0</td>
<td>$0-99</td>
<td>16-159</td>
</tr>
<tr>
<td>West Village</td>
<td>1</td>
<td>1</td>
<td>11/04</td>
<td>8:00 pm</td>
<td>Unintentional</td>
<td>0</td>
<td>0</td>
<td>$0-99</td>
<td>16-584</td>
</tr>
</tbody>
</table>

Annual Fire Safety Report 2017

<table>
<thead>
<tr>
<th>Building</th>
<th>Total Fires in each Building</th>
<th>Fire Number</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injured</th>
<th>Number of Deaths</th>
<th>Value of Property Damage</th>
<th>Case Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bellingrath Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Blount Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>East Village A</td>
<td>1</td>
<td>1</td>
<td>6/28</td>
<td>8:45 pm</td>
<td>Unintentional</td>
<td>0</td>
<td>0</td>
<td>$0-99</td>
<td>17-296</td>
</tr>
<tr>
<td>East Village B</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Ellett Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Glenn Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Parkway Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Robb Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Robinson Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Sport Place Townhouse</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Voorhies Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>White Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>West Village</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Residence Halls</th>
<th>Address</th>
<th>Fire Alarm Monitoring &amp; Detection (by Campus Safety)</th>
<th>Sprinkler System</th>
<th>Fire Extinguisher System</th>
<th>Smoke Detection System</th>
<th>Smoke Evacuation System</th>
<th>Fire Evacuation System</th>
<th>Number of Fire Drills/Calendar Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parkway Hall</td>
<td>1918 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Bellingrath Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Blount Hall</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>East Village A</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>East Village B</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Elliot Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Glassell Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Rohll Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Robinson Hall</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Spanes Place Townhouse</td>
<td>2000 North Parkway</td>
<td>CS/Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>669 University Ave.</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Trezevant Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Voorhies Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>White Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>West Village</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
</tbody>
</table>

The Annual Fire Safety Report is open to public inspection at: www.rhodes.edu/sites/default/files/Campus%20Safety%20Report_Spring%202020%20%20.pdf or contact Ike Sloas, Director of Campus Safety at sloas0@rhodes.edu.

Fire Safety System in Rhodes Residential Facilities 2017

<table>
<thead>
<tr>
<th>Residence Halls</th>
<th>Address</th>
<th>Fire Alarm Monitoring &amp; Detection (by Campus Safety)</th>
<th>Sprinkler System</th>
<th>Fire Extinguisher System</th>
<th>Smoke Detection System</th>
<th>Smoke Evacuation System</th>
<th>Fire Evacuation System</th>
<th>Number of Fire Drills/Calendar Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parkway Hall</td>
<td>1918 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Bellingrath Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Blount Hall</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>East Village A</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>East Village B</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Elliot Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Glassell Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Rohll Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Robinson Hall</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Spanes Place Townhouse</td>
<td>2000 North Parkway</td>
<td>CS/Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>669 University Ave.</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Trezevant Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Voorhies Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>White Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>West Village</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
</tbody>
</table>

Fire Safety System in Rhodes Residential Facilities 2018

<table>
<thead>
<tr>
<th>Residence Halls</th>
<th>Address</th>
<th>Fire Alarm Monitoring &amp; Detection (by Campus Safety)</th>
<th>Sprinkler System</th>
<th>Fire Extinguisher System</th>
<th>Smoke Detection System</th>
<th>Smoke Evacuation System</th>
<th>Fire Evacuation System</th>
<th>Number of Fire Drills/Calendar Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parkway Hall</td>
<td>1918 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Bellingrath Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Blount Hall</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>East Village A</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>East Village B</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Elliot Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Glassell Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Rohll Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Robinson Hall</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Spanes Place Townhouse</td>
<td>2000 North Parkway</td>
<td>CS/Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>669 University Ave.</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Townsend Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Trezevant Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Voorhies Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>White Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>Williford Hall</td>
<td>2000 North Parkway</td>
<td>CS</td>
<td>N/A</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
<tr>
<td>West Village</td>
<td>2000 North Parkway</td>
<td>Simplex</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2</td>
</tr>
</tbody>
</table>
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.