

ANNUAL FIRE SAFETY AND SECURITY REPORT 2026

(Published on October 1, 2026)



Rhodes College



A MESSAGE FROM ASSOCIATE VICE PRESIDENT OF CAMPUS SAFETY

To the Rhodes College Community –

As we do each year, consistent with federal law, Rhodes College has completed its annual report on campus security and fire safety for 2026. This report is now available on the **Campus Safety website**. The report contains three years' worth of campus crime statistics as well as campus safety statements, fire safety information, and information on how students, faculty and staff should report crimes.

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

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

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

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

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

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

Sincerely,
L. Angela Webb

ABOUT THE ANNUAL FIRE SAFETY AND SECURITY REPORT

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

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

This report is accessible on the Campus Safety webpage and hard copies are available at Campus Safety, located in the Lower Level, of McNeill Hall on West Campus, room 101.

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

ANTI-DISCRIMINATION AND HARASSMENT POLICY

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

In compliance with Title VI of the Civil Rights Act of 1964 (Title VI), Rhodes College does not permit discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance. Inquiries by or about employees or contractors concerning the application of Title VI should be directed to the Office of Institutional Equity and Title IX.

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

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

Office of Institutional Equity and Title IX

TitleIX@rhodes.edu

ABOUT THE CAMPUS SAFETY DEPARTMENT

The Rhodes College Campus Safety Department is committed to fostering a safe, secure, and inclusive environment that supports the academic and personal growth of our community. Through proactive patrol, respectful engagement, emergency preparedness, and collaboration with students, faculty, and staff, we uphold the values of trust, integrity, and service. Our goal is to ensure a welcoming campus where everyone can thrive in pursuit of knowledge and community.

The Campus Safety Department is structured within Rhodes' Division of Business and Finance Affairs. However, Campus Safety is still involved with all aspects of student life.

Although the Campus Safety staff is considered a private security and safety force, they are responsible for enforcement of all state and local laws, College policies and procedures, security, safety, and emergency responses. As a "first responder", Campus Safety stands ready and well-trained to provide support services to meet the many and varied needs of the Rhodes Community.

Due to the importance of Campus Safety, students are advised that it is a specific offense of The Student Code of Conduct to fail to comply with the directions of a College official including those with Campus Safety or to fail to identify oneself to a College official including those officers in Campus Safety.

Campus Law Enforcement Policy Statement

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

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

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

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

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

Working Relationship with Local, State, and Federal Law Enforcement Agencies

The Memphis Police Department has primary law enforcement authority on the Rhodes College campus. Rhodes College does not have a memorandum of understanding with the Memphis Police Department although the Campus

Safety Department maintains an ongoing working relationship with the Memphis Police Department, Shelby County Sheriff's Office, and other Federal agencies. Rhodes College is located within the MPD Crump Station Precinct, which not only supports active street patrol units, but houses general investigation detectives at 949 E. H. Crump Blvd., Memphis, TN 38104.

The Campus Safety Office has 24/7 staff that will respond to any report involving a crime or other unusual circumstance. The Campus Safety Department maintains daily crime logs: <https://www.rhodes.edu/student-life/services-support/campus-safety/crime-and-fire-report>.

Daily Crime and Fire Logs

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

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

REPORTING CRIMES AND OTHER EMERGENCIES

Reporting to Rhodes Campus Safety

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

Things to remember when reporting a crime:

- Obtain a description of the perpetrator: Attempt to obtain the sex, age, race, hair color, clothing, and distinguishable features. Also, attempt to obtain vehicle information, such as a license plate number, color, type of vehicle and direction of travel.
- Preserve the crime scene: Do not touch any items involved in the incident. Close off the area of the incident and do not allow anyone into the crime scene until the police arrive.
- Sexual assault: If you are the victim of a sexual assault, report it immediately. Preserve the physical evidence. Do not bathe, douche, use the toilet, or change clothing. If you are the victim of a rape, you should seek medical treatment immediately regardless of whether you report the matter to the police. (Further information is found under Sexual Assault and Rape sections of this report)
- Telephone harassment: Victims should report obscene or threatening telephone calls immediately as well as other harassing phone calls if they persist. If you receive such a call, remain calm and hang up. Do not talk or try to discover who the caller is. If calling persists, keep a log of the times you received the calls, what the caller said, and a description of the caller's voice.
- Bomb threats: If you know of a bomb threat, report it immediately to Campus Safety at 901-843-3880. Notify your supervisor or department head and wait for instructions.
- Indecent exposure: Exposing one's self is a crime in Tennessee. If you observe someone doing this, contact Campus Safety. If off campus, contact the local law enforcement agency having proper jurisdiction.

Additional Locations to Report Crimes:

Associate Vice President for Student Life and Dean of Students – 901-843-3997

Associate Dean of Residential Experience and Community – 901-843-3241

Any Residential or Student Life Staff Members – 901-843-3241

Director of Athletics – 901-843-3919

Provost and Vice President for Academic Affairs – 901-843-3795

Associate Vice President of Campus Safety – 901-843-3880

Memphis Police Department – 901-545-COPS (2677)

Voluntary, Confidential Reporting

- An anonymous report means campus officials do not know the identity of the person making the report.
- A confidential report is one where the identity of the reporter is unknown to personnel beyond the official receiving the report. Individuals can confidentially discuss incidents, misconduct, or crimes with one of the following College “confidential resources” staff:
 - Student Counseling Center staff - Moore-Moore Student Counseling Center: 901-843-3128
 - Any member of the Student Health Services staff located at the Moore-Moore Student Health Center: 901-843-3895
 - Chaplain Beatrix Weil: 901-843-3822
 - Members of the Rhodes community or third parties may make reports via the Title IX report portal at:
<https://rhodes-advocate.symplicity.com/collections/institutionalequity>

Campus Security Authorities (CSA)

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

- Campus Safety, including the Associate Vice President, Director, the staff, and student workers
- Members of the Residence Life staff, and RAs
- Peer Assistants (PAs)
- Dean of Student Success
- Dean of Student Leadership and Engagement
- Associate Dean of Residential Experience and Community
- Associate Vice President for Student Life and Dean of Students
- Associate Dean of Students
- Director of Athletics, and all athletic coaches and trainers
- Faculty advisors to student groups
- Associate Dean of Student Leadership and Engagement
- Assistant Director of Student Engagement

- Director of Student Transitions
- Assistant Director of Student Engagement
- Title IX Office

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

Pastoral and Professional Counselors

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

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

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

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

Monitoring and Recording of Criminal Activity at Non-Campus Locations of Student Organizations

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

SECURITY OF and ACCESS TO RHODES COLLEGE FACILITIES

All Residence Halls are locked 24-7, accessible only to authorized students and staff using controlled access fobs. All Academic buildings are open generally 7am to 7pm daily, hours vary on the weekends and holidays. All Academic buildings have 1-2 fobbed door(s) for access to faculty/staff and students after hours, weekends, and holidays. Bailey Gate is open 24-7 and staffed with Rhodes Campus Safety Officers to monitor access. Phillips (staffed) and North Parkway Gate (fob) are accessible 7am to 6pm daily, hours vary on the weekends and holidays. The West Campus and Parkway Hall parking gates are fobbed access 24-7. All walking gates are locked 24-7, accessible only to authorized students and faculty/staff using controlled access fobs.

Accessing Restricted Areas

The access control system at Rhodes College includes electronic key fobs, camera door alarms, keypad doors, automated gates, including gate arms and keys. These methods help to ensure safe, secure, and efficient access to campus buildings and facilities.

Students have access to academic and administrative buildings in pursuit of their studies after these buildings have been locked. Access to restricted or prohibited areas must follow the below procedures:

1. Ask the appropriate departmental representative to certify that they are authorized to enter the room during a specified time. The authorization must be sent to Campus Safety where it will be retained on file.
2. Access to students' rooms for anyone other than the registered occupant must always have the authorization of Residence Life, Student Life, or Campus Safety Administrators. This includes parents, family members, and friends of the registered occupant.
3. Key fobs are for individual use only and may not be shared or loaned.
4. Unauthorized or misuse of a fob may result in disciplinary action including revocation of access privileges and referral to Community Standards.
5. Tailgating (entering behind someone without using a fob) is prohibited and subject to the same above penalty.
6. Fobs are deactivated when students are no longer affiliated with Rhodes.
7. All fobbed usage is logged.
8. Users must immediately report a lost, stolen, or damaged fob to Campus Safety.
9. Replacement of keys and fobs that are either lost or damaged is done by accessing the work order system on express.rhodes.edu and complete a work order form.
10. A \$25 fob replacement fee may apply.

Student Guests and Visitors

Rhodes College welcomes guests and visitors while maintaining the safety and comfort of our campus community. All guests and visitors must comply with college policies and local, state, and federal laws while on campus.

Definitions:

Guest: A guest is an individual invited to campus by a student or other member of the Rhodes community. Guests are required to remain under the direct supervision of their host for the duration of their visit.

Visitor: A visitor is an individual who comes to campus for business or personal reasons without a specific host, such as attending events or meetings. Visitors are responsible for their adherence to campus policies.

Guests on Campus

Guests are required to always remain under the responsibility of their host.

- The host is accountable for ensuring the guest abides by and respects all campus policies, including those related to safety, conduct, respect for others, and behavioral expectations. Failure of the guest to adhere to campus regulations and policies will result in the host's referral to the Office of Community Standards and possible removal of the guest from campus.
- The responsibility for hosting a guest cannot be transferred from one individual to another during their visit.
- To ensure minimal disruption to the learning environment. Guests are not permitted on campus during high-stress academic periods, such as finals week and senior week or during critical incidents.

Overnight Guests in Residence Halls

Rhodes College allows overnight guests under the following conditions:

- Rhodes College allows 24-hour visitation provided the student first secures verbal approval from their roommate(s) and/or suitemate(s) before the guest's arrival.
- Roommate Rights: A roommate's right to free access to the room/apartment, privacy, study, or sleep should not be compromised due to the presence of a guest.

- Cohabitation Policy: The College prohibits cohabitation. Cohabitation is a guest staying overnight for more than three consecutive nights. Violations may result in disciplinary action.
- Guest Registration Process: All overnight guests must be registered through the Office of Residence Life by completing the Overnight Guest Registration Form. This form must be submitted at least 24 hours before the guest's stay. The host is responsible for ensuring their guest is registered and for adherence to all Residence Life policies. No one under the age of sixteen can be an overnight guest.
- If an unregistered guest is discovered or the guest policies are violated, the student hosting the guest will lose overnight privileges. There may be additional disciplinary action.
- Various types of misconduct may result in the removal of guests and referral of hosts to the Office of Community Standards (refer to the Student Handbook for more details). <https://handbook.rhodes.edu/>

Guests are not permitted during finals week and senior week to protect the integrity of the academic environment.

Guest and Visitor Check-In Process

All are required to follow the campus check-in process upon arrival:

- Identification: Guest/visitors must present a valid driver's license or other approved government ID at the campus gate.
- Guest/Visitor Badge: The guest/visitors ID will be scanned into the Raptor system, and a visitor badge will be issued with their name, photo, and destination. All vehicle passengers must present identification to ensure campus security.
- Students who enter through the North Parkway gate with guest/visitors must register them at the Phillips or Bailey gate when the North Parkway gate is not staffed.
- Guest/visitors to West Campus should be directed or taken to one of the staffed gates to check in through the Raptor process before proceeding to their destination.
- Students with approved pre-registered overnight guest have registered their guest with Residence Life and will receive a guest temp parking pass via email.

Large Events

- Pre-registered guests/visitors may bypass the Raptor system by displaying their event parking pass or emailed event pass, allowing quicker access to the campus.
- Event organizers are required to submit the list of attendees to Campus Safety at least 48 hours before the event for guests to bypass the visitor check-in process. Campus Safety will send you a visitor pass, which you can forward to your guests.
- If multiple people will be in one vehicle, include the names of the passengers on the list sent to Campus Safety.
- The pass will allow them to pass through the gate without being stopped. Guests will not be turned away if you do not follow these steps; they will have their ID scanned and be issued a visitor badge as described above.
- For more details on the visitor check-in process, refer to the guidelines provided by Campus Safety.

<https://www.rhodes.edu/campus-life/services-support/campus-safety>

Visitors

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

Trespass Notice

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

Building Access Repairs

Should a building access protection device (lock, Fob, or door) need maintenance call Campus Safety at 901-843-3880 or enter a work order request via the Physical Plant 24hr online work order system.

Room Key and Fob Replacement

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

Escorts

Anyone needing assistance within one (1) mile of Rhodes College or on campus, walking to or from their vehicle, or requesting a ride may call Campus Safety (901-843-3880) for an escort 24-7. Rhodes College Campus Safety maintains (3) three patrol units to manage escort requests 24/7. Rhodes College Campus Safety also maintains (3) three golf carts to assist with escorts. In general, student workers with the Lynx Kat program within Campus Safety operate these carts.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency Management at Rhodes College

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

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

Drills, Exercises and Training

Rhodes College tests its warning system(s) at least once annually. These are generally announced tests. Scheduled drills such as text alert testing are coordinated efforts that contain action items like active shooter/tornado training. They are sent campus-wide and completed by everyone. Analytics about the texting test are reviewed and recorded with each drill along with drill information and opportunities for follow up training. Rhodes provides emergency response and evacuation procedures at least annually campus wide.

- * Annual Campus wide testing of RhodesAlerts:
- * Annual Campus wide Emergency Response tabletop with Policy Group and Emergency Operation Group

Rhodes Alert & Outdoor Warning Siren

In the event of an emergency, students will be notified by Campus Safety in the most expeditious manner possible. This may be with the outdoor warning siren and/or with the Rhodes Alert System.

Rhodes Alert System

The College utilizes a mass communication system capable of emailing, texting, and calling all students, faculty, and staff in an emergency. This system is used to communicate delays and closures due to inclement weather, as well as alerting the community to present or continuing threats that may exist.

Rhodes Outdoor Warning Siren

The College is equipped with an outdoor warning system. When the county activates the tornado siren, the College will do the same. The siren will continue to alert until the weather hazard has passed. When this siren is activated, it will be preceded by verbal instructions. All community members must follow the instructions and seek shelter.

Rhodes Alert/Warning Clearance

In certain circumstances where an alert has been issued a follow-up message will proceed with it i.e. "All clear" or "It is safe to resume normal campus activity"

Emergency Notification Policy and Procedures

Before students leave campus, all students should fill out an emergency evacuation form, which will be sent via email to each student.

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

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

Aftermath Plans

- Once the emergency has passed, the President/Senior Leadership will determine when it is safe to return to campus. Post-emergency response teams will inspect all buildings, grounds, and utilities for damages. If inspectors deem the college is safe.
- 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.
- 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.
- Students will not be allowed to return to campus until their housing assignments are ready for occupancy (if 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.

- Sheltered students and emergency personnel will make plans for long-term relocation. The College expects students and emergency staff to make their way to the nearest airport, train station, or bus station so they may make appropriate travel plans. All expenses incurred will be the individual's responsibility.
- Rhodes will keep students, staff, and faculty informed on the status of the college through the RhodesAlert: texts, Rhodes emails, and website updates.

Emergency Communication Procedures

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

Imminent Threats

1. When the College experiences an immediate threat to life or significant safety hazard, the Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, President, or their designee or will alert faculty, staff, and students immediately, by the most appropriate means possible. This notice will most likely contain a short text (RhodesAlert) mandate depending upon the situation and information available, and a reason for the mandate. (Example: Tornado warning- for Rhodes College go to the lowest interior area of the building. Avoid windows and doors.) Rhodes College is equipped with several tools to communicate emergency situations. These include, but are not limited to email, RhodesAlert: (RAVE mass texting), and an addressable outdoor warning system.
2. Rhodes College uses a variety of sources to confirm there is an immediate threat to campus that requires immediate communication with the campus. Information is often processed based on incoming data from reporting parties, witnesses, students, Faculty/Staff, local media, local police, and any other useful source. The Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President for Marketing and Communications, President, or their designees collect and process this information prior to the notification.

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

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

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

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 Associate Vice President of Campus Safety, Vice President for Finance and Business Affairs, Vice President

for Marketing and Communications, President, or their designee are responsible for section 2 above.

5. Rhodes College has various systems that are in place for communicating information quickly to the campus community: RAVE (mass-texting and email) Internal Rhodes email system, and Outdoor siren system.

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

RHODES COLLEGE RESPONSE TO SEXUAL AND GENDER VIOLENCE

Introduction

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

Reporting an Incident + Procedures Complaints Should Follow

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

- A. Get to a safe place immediately and call someone you trust.
- B. If sexual contact and/or penetration occurred, do not wash, shower, bathe, use the toilet or change clothing. Preserve any evidence as would be necessary to prove the offense, or in obtaining a judicial protective order, restraining order, and/or no-contact order. Examples of such evidence include: Clothing worn during the incident, including but not limited to undergarments;
 - Sheets, bedding, and condoms, if used;
 - A list of witnesses with contact information;
 - Text messages, emails, call history, and digital media posts; and
 - Pictures of any injuries.
- C. Although you are encouraged to call the appropriate law enforcement agency, you have the right not to notify law enforcement. To contact the Memphis Police Department Sex Crimes Squad, call (901) 636-3330. Rhodes College Campus Safety, (901) 843-3880, can assist any student with reporting a crime to the Memphis Police Department.
- D. Get medical attention. Campus Safety will assist you in calling Emergency Medical Services (911) if you ask them to. The College also encourages you to go, or have someone else take you, directly to a medical facility or medical provider of your choice. In Memphis, the Shelby County Rape Crisis Center is the only location where trained

Sexual Assault Nurse Examiners are authorized to perform a forensic examination and collect evidence for use in a criminal proceeding. To contact the Shelby County Rape Crisis Center please call (901) 222-4350.

ADDITIONAL DETAILS

Your **ANONYMOUS** "Hold Kit" will NOT BE TESTED, but evidence will be preserved and stored for a minimum of 3 years. Law enforcement will **NOT** contact you.

If you decide to have your "Hold Kit" tested, contact CVRCC (**NOT POLICE**) at (901) 222-4350 during business hours (8:00 AM - 4:30 PM)
****MONDAY-FRIDAY****
****EXCLUDING HOLIDAYS****

If you later decide to pursue prosecution and have your "Hold Kit" tested, you will go to the CVRCC in person to sign a release granting the CVRCC permission to start the testing process.

FIND US AT

**CRIME VICTIMS
RAPE & CRISIS
C • E • N • T • E • R**

1060 MADISON AVENUE
MEMPHIS, TN 38104
(901)222-4350

www.shelbycountyttn.gov/victim
Victiminfo@shelbyCountytn.gov



170 N MAIN
MEMPHIS, TN 38104
(901)636-3330



SEXUAL ASSAULT HOLD KIT

YOU HAVE OPTIONS!

INFORMATION
PROCESSES
RESOURCES

HOW DO I GET A HOLD KIT?

Call the Shelby County Crime Victims & Rape Crisis Center (CVRCC - 1060 Madison Ave.)
(901) 222-4350

Go to the Shelby County CVRCC. If you do not feel safe, call police for an escort.

If you do not have transportation, a uniformed officer can meet you at a location of your choice and provide transportation.

Upon arrival at CVRCC you will be offered services at your discretion. The clinician will give you a Sexual Assault "Hold Kit" number.

Your "Hold Kit" will be stored by Law Enforcement under your assigned number.



After hours/holidays - get to a safe place. call police, and inform them you want a Sexual Assault "HOLD KIT" completed.

In order to remain ANONYMOUS, identify yourself to Law Enforcement as "PATIENT DOE".

WHAT IS A HOLD KIT?

A Sexual Assault evidence collection kit of an adult victim that is coded with a number, rather than a name, pending your decision to report the crime to law enforcement and will not be submitted to the crime lab for testing.

Note: Must be an adult (18+) to qualify for a "Hold Kit"



- E. The College will assist an individual who has been subjected to, who knows of, or who has witnessed an incident of Sexual Misconduct in obtaining the services of counseling professionals, if requested. The College encourages you to seek support services. For on-campus student counseling services, contact the Counseling Center at (901) 843-3128. For off-campus counseling and advocacy services, contact the Shelby County Rape Crisis Center at (901) 222-4350. The College will provide as much assistance as possible but cannot assume financial responsibility for such services.

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

State of Tennessee Definitions Applicable to the Violence Against Women Act Offenses

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim. The existence of such a relationship will be determined based on a consideration of the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. 34 C.F.R. § 668.46.

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

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

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

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

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

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

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

1. The victim is at least thirteen (13) but less than fifteen (15) years of age and the defendant is at least four (4) years but less than ten (10) years older than the victim; or

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

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

- A. Consists of Mutually Understandable Communication: Communication regarding consent consists of mutually understandable words and/or actions that indicate an unambiguous willingness to engage in sexual activity. In the absence of clear communication or outward demonstration, there is no consent. Consent may not be inferred from silence, passivity, lack of resistance or lack of active response. An individual who does not physically resist or verbally refuse sexual activity is not necessarily giving consent. Relying solely upon non-verbal communication can lead to a false conclusion as to whether consent was sought or given. Verbal communication is the best way to ensure all individuals are willing and consenting to the sexual activity.
- B. Informed and Reciprocal: All parties must demonstrate a clear and mutual understanding of the nature and scope of the act to which they are consenting and a willingness to do the same thing, at the same time, in the same way.
- C. Freely and Actively Given: Consent cannot be obtained through the use of force, coercion, threats, intimidation or pressuring, or by taking advantage of the incapacitation of another individual.
- D. Not Unlimited: Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person. Each participant in a sexual encounter must consent to each form of sexual contact with each participant. Even in the context of a current or previous intimate relationship, each party must consent to each instance of sexual contact each time. The consent must be based on mutually understandable communication that clearly indicates a willingness to engage in sexual activity. The mere fact that there has been prior intimacy or sexual activity does not, by itself, imply consent to future acts.
- E. Not Indefinite: Consent may be withdrawn by any party at any time. Recognizing the dynamic nature of sexual activity, individuals choosing to engage in sexual activity must evaluate consent in an ongoing manner and communicate clearly throughout all stages of sexual activity. Withdrawal of consent can be an expressed “no” or can be based on an outward demonstration that conveys that an individual is hesitant, confused, uncertain, or is no longer a mutual participant. Once consent is withdrawn, the sexual activity must cease immediately, and all parties must obtain mutually expressed or clearly stated consent before continuing further sexual activity.

Accommodations

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

Contact with the Complainant and Supportive Measures

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

measures are non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge.

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

Supportive measures, among other things, may include:

1. Extension of deadlines or other course-related adjustments;
2. Modification of work or class schedules;
3. Assistance in connecting to counseling services;
4. Assistance in connecting to medical services;
5. Providing an escort to and from classes;
6. Changes in work or housing locations;
7. Arranging a leave of absence;
8. Assistance with obtaining personal protective orders from a court;
9. Increased security and monitoring of certain areas of campus;
10. Mutual restrictions on communication or contact between the parties ("no contact orders"); or
11. A combination of any of these measures.

The Title IX Coordinator will coordinate the supportive measures.

Notwithstanding the above, Rhodes may:

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

Anonymous and Confidential Reporting

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

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

In any instance where Rhodes determines it must deny or modify a request for confidentiality, the Title IX Coordinator will inform the requesting individual prior to making the disclosure to anyone beyond necessary College officials. Any such disclosure will be limited to individuals on a need to know basis. Consistent with FERPA's prohibition on re-disclosure of confidential information, any recipient is prohibited from using or disclosing other people's confidential information, learned as a result of participation in any investigation or proceeding under this Policy outside of such forums without express consent or for any improper purpose.

Bystander Intervention and Risk Reduction

Bystander Intervention

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

Risk Reduction

- The Complainant is not to blame for criminal behavior. The following are offered only as potential strategies to reduce one's risk of harm:
- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid dark or isolated areas. It is more difficult to get help if no one is around.
- Familiarize yourself with the blue light emergency phone locations around campus.
- Walk with confidence and purpose. Even if you do not know where you are going, act like you do.
- Have a code word to use with your friends or family, so that if you do not feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before engaging in sexual activity.
- Be true to yourself. You should not feel obligated to do anything that you do not want to do. "I don't want to" is always a good enough reason. Only do what you feel comfortable doing.
- Ask Campus Safety for a ride. Bailey Gate is Staffed 24-7, and a Campus Safety officer is available by calling 901-843-3880

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

Educational Programming

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

- Student Ally- nationally produced sexual and interpersonal violence reduction program; and

- Green Dot – nationwide educational multimedia sexual and interpersonal violence awareness program.

Formal Complaint Process

A Complainant may, but is not required to, file a formal complaint. If the Complainant does not wish to file a formal complaint, and thus trigger an investigation and the complaint resolution process, the Complainant's wishes will generally be respected, except that the Title IX Coordinator may sign a formal complaint to initiate an investigation over the wishes of the Complainant if the Title IX Coordinator determines that a formal complaint is needed to guarantee equal access to educational opportunities for Rhodes students and/or employees and such determination is not clearly unreasonable in light of the known circumstances. If a formal complaint is filed, either by the Complainant or the Title IX Coordinator, Rhodes will begin the investigation and complaint resolution process set forth in Section X of this Title IX Policy. If a Complainant and the Title IX Coordinator decide not to file a formal complaint, Rhodes cannot conduct a Title IX investigation or use the complaint resolution process set forth in the Title IX Policy, and no disciplinary action may be taken against the Respondent.

Investigation and Resolution Processes

A. Preliminary Review

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

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

B. Filing a Formal Complaint

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

1. Notice of the allegations constituting potential sexual harassment, including all relevant details known at the time, with sufficient time to prepare a response before any initial investigative interview. These details will include, at a minimum, the identities of the parties involved in the incident(s), if known, the alleged conduct that could constitute sexual harassment, and the date and location of the alleged incident(s), if known. If, in the course of an investigation, the College decides to investigate allegations that are not included in the original notice, the College will provide notice of the additional allegations to the parties whose identities are known;
2. A statement that the Respondent is presumed not responsible for the alleged conduct unless a determination regarding responsibility is made at the conclusion of the complaint resolution process;
3. A description of Rhodes' complaint resolution process, including the rights and responsibilities of the parties during the investigation, hearing, and appeal process, and the availability of any informal resolution process (as set forth more fully in the Title IX Policy);

4. A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney; and
5. A statement that the parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including evidence that Rhodes does not intend to rely on in reaching a determination.

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

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

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

C. Dismissal of a Formal Complaint

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

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

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

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

D. Investigation After a Formal Complaint is Filed

1. Appointment of Investigator

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

2. Use of Advisors and Supporters

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

The adviser may assist with all written submissions made by a Complainant or a Respondent, may assist with preparing questions or other information for the Complainant or the Respondent to use at the hearing, and may

facilitate scheduling and other processes. During any pre-hearing meeting or proceeding, the adviser may be present to observe and provide support and counsel to the participant. The adviser may not, at this stage, present evidence on a party's behalf, present argument, examine witnesses, testify, or disrupt or otherwise obstruct meetings or proceedings.

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

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

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

Rhodes may limit the quantity of people in attendance at hearings, conferences and related disciplinary proceedings but will not interfere with parties' choices of specific attendees. A fact witness can serve as an Advisor / Supporter and will not be prohibited from testifying as a witness, but they will be subject to the witness sequestration rule and subject to exclusion from most parts of the complaint resolution hearing. There is no restriction on former Advisors or Supporters testifying as fact witnesses.

3. Conduct of the Investigation

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

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

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

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

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

When the investigation is complete, the Investigator will provide the parties with a preliminary report, which will include, as applicable, the Complainant's statement, the Respondent's statement, each witness statement, and either a copy or written summary of any other evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. The preliminary report will be provided in an electronic format that restricts

the parties from downloading or copying the evidence. Each party will have ten (10) days to review the preliminary report and to provide written feedback. Each party's written feedback, if any, will be attached to the final investigative report.

After consideration of the parties' final responses to the preliminary report, or after ten (10) days have elapsed without comment, the Investigator will prepare and send to the parties and to their advisors a final investigative report that includes the parties' written feedback, if any. The report will be in electronic format or hard copy. The parties will have at least ten (10) days after receipt of the final investigative report to prepare for any scheduled hearing.

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

4. Coordination with Law Enforcement

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

E. Informal Resolution

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

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

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

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

For cases selected to be resolved through informal resolution:

1. The parties will receive simultaneous written notice of the allegations, the name and contact information for the facilitator, the requirements of the informal resolution process, the fact that a party may withdraw from the informal resolution process and proceed with the investigation and determination of the formal complaint at any time prior to reaching an informal resolution, and any consequences resulting from participating in the informal resolution process, including any records of the process that will be maintained or shared.
2. The facilitator will set up an informal resolution conference at a time agreeable to both parties but within a reasonable amount of time after the decision to participate in the process is made.
3. Advisors and/or Supporters may be present at each party's option but may not actively participate during the conference.
4. The College will not compel face-to-face confrontation between the parties or participation in any particular form of

informal resolution.

5. The informal resolution conference ends when a resolution has been reached or when the facilitator determines that further proceedings will not allow the parties to reach an agreement. Agreements reached in an informal resolution conference will be reduced to writing and signed by both parties. Such agreements are final and not subject to appeal.

F. Complaint Resolution Hearing

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

1. Decision-maker(s)

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

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

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

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

2. Pre-Hearing Procedures

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

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

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

The Title IX Coordinator, in consultation with the decision-maker, shall have discretion to exclude witnesses based

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

3. Conduct of Hearing

At the live hearing, the decision-maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination must be conducted directly, orally, and in real time by the party's advisor, never by the party personally. At the request of either party, the hearing will be conducted with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at Rhodes' discretion, any or all parties, witnesses, and other participants may appear virtually, with technology enabling participants to simultaneously see and hear each other.

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

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

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

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

4. Rules Governing Proof

At the hearing, all relevant evidence will be objectively evaluated. Relevant evidence is any evidence that tends to make the allegations at issue more or less likely to be true. Credibility determinations will not be made on the basis of a person's status as a complainant, respondent, or witness.

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

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

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

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

Introduction of the medical records of any person will not be permitted unless the person whose records are sought

to be introduced voluntarily agrees in writing that they may be introduced. No medical records may be introduced at the hearing, regardless of consent, unless they are (1) complete; (2) introduced and explained by a health care professional with knowledge of the underlying facts; (3) previously provided to the Investigator prior to the completion of the final investigation report.

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

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

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

5. Deliberations and Written Decision

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

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

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

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

6. The College's procedures and permissible bases for the Complainant and Respondent to appeal.

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

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

7. Sanctions

When determining sanctions for a Respondent found in violation of the Policy, the following criteria may be

considered, among other factors:

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

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

1. Warning: A formal letter to be placed in a student's record warning the student that any further violations of the Title IX Policy or other violation of institutional policies will lead to more severe consequences, including suspension or expulsion;
2. Loss of Privileges: Denial of specified privileges for a designated period of time;
3. Required training or education: Attending or participating in a required number, determined by the decision-maker(s), of educational and/or awareness programs relating to the Policy violation, and providing evidence of engaging in the programs;
4. Fines: Previously established and published fines may be imposed;
5. Restitution: Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement;
6. Discretionary Sanctions: Work assignments, service to the College or community, education, referral to counseling, required behavioral assessment, or other related discretionary assignments;
7. Residence Hall Suspension: Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified;
8. Residence Hall Expulsion: Permanent separation of the student from the residence halls;
9. Disciplinary Probation: A period of time in which the student is placed on notice that any further violation of institutional regulations will likely lead to more severe disciplinary sanctions, including suspension or expulsion, if the student is found to violate any institutional regulations during the probationary period. Students can be placed on disciplinary or housing probation. A student on disciplinary probation is considered to be not in good social standing with the College;
10. College Suspension: Separation of the student from Rhodes College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified; or
11. College Expulsion: Permanent separation of the student from Rhodes College. Pursuant to Rhodes' academic criteria, expulsion may occur at any time before a diploma is awarded.

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

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

G. Appeals

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

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

The notice of appeal must specifically describe the facts or evidence upon which the appeal is based and how it allegedly affected the outcome. The notice of appeal will be provided promptly to the other party, who may, within ten (10) days of receipt of the notice of appeal, file a written response. The appeal will be reviewed and determined by an Appeals Board, two (2) members of which shall not be the Title IX Coordinator, the Investigator or the decision-maker(s) who reached the determination of responsibility or decision for dismissal, and shall be free of bias or conflict of interest. The Appeals Board's decision will be based on a preponderance of the evidence. The Appeals Board will issue a written decision describing the result of the appeal and the rationale for the result. Appeals Board decisions are final and not subject to further review.

For cases involving tenured faculty, any appeal will be to the Rhodes College Board of Trustees consistent with Section X of the Faculty Handbook, as modified to comply with Title IX.

Retaliation

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

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

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

sufficient to conclude that any party made a materially false statement in bad faith.

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

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

On Campus Resources

Department	Phone	Location	Purpose
Title IX	901-843-3550	http://www.rhodes.edu/titlenine	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Jennifer Bone, Deputy Title IX Coordinator	901-843-3949	BCLC	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Leigh Powell, Human Resources	901-843-3750	West Campus HR	Filing a formal report, initiating informal or formal resolution process; providing interim measures
Pam Detrie, Director of the Student Counseling Center	901-843-3128	Moore-Moore Building	Confidential counseling
L . Angela Webb, Associate Vice President Campus Safety	901-843-3880	Lower-Level McNeill Hall Room 103	Assists with safety and security, contacting Memphis Police, issues emergency alerts
Ike Sloas, Director of Campus Safety	901-843-3880	Lower-Level McNeill Hall Room 102-A	Assists with safety and security, contacting Memphis Police, issues emergency alerts
Richard Adams, Associate Dean of Residential Experience and Community	901-843-3241	Trezevant Hall 110	Provides changes in housing accommodations & after-hours student support
Student Health Center	901-843-3895	Moore-Moore Building	Confidential counseling
Beatrix Weil, Chaplain	901-843-3822	Burrow Hall Room 421	Confidential counseling

Off Campus Resources

Department	Phone	Location	Purpose
Shelby County Crime Victims & Rape Crisis Center	1-901-222-3950 1-901-222-4350	1060 Madison Ave; Memphis, TN 38104 https://www.shelbycountyttn.gov/737/Crime-Victims-Rape-Crisis-Center	Counseling, rape kits, medical assistance
Tennessee Domestic Violence Hotline	1-800-356-6767	https://www.tndvhelpline.com/	Free Counseling, Referrals, Resources 24/7
Rape, Abuse & Incest National Network (RAINN)	1-800-656-HOPE	www.rainn.org	24/7 hotline and online support and referral service
National Domestic Violence Hotline	1-800-799-7233	http://www.thehotline.org/	24/7 one on one confidential counseling with advocates
National Center for Victims of Crime, Stalking Resource Center	1-855-484-2846 1-202-467-8700	https://victimconnect.org	Confidential referrals for crime victims
Tennessee Coalition to End Domestic and Sexual Violence	1-800-289-9018 1-800-356-6767	Incoalition.org 24 Hour Hotline Number	Referrals, training, advocacy, emergency assistance

SEX OFFENDER REGISTRATION – CAMPUS SEX CRIMES PREVENTION ACT

Megan's Law

The federal Campus Sex Crime Prevention Act (CSCPA-Section 1601 of Public Law 106-386) amends the Jacob Wetterling Crimes against Children and Sexually Violent Offender Registration Act. In addition to the Wetterling Act, CSCPA also amended the Clery Act, an annual crime reporting law and the Family Educational Rights and Privacy Act of 1974 (FERPA) to allow disclosure of this information regarding students. As provided in the Wetterling Act, any person required to register under a state sex offender registration program must notify the state regarding each institution of higher education in that state at which he or she is employed or is enrolled and must alert the state of any changes in enrollment or employment status. Sex offender registration information is to be transmitted from each state to the law enforcement agency where the registered sex offender resides. In Tennessee, the sex offender list is maintained at the county level. You can locate the Tennessee Sex Offender Registry Map of the Tennessee Bureau of Investigation at <https://sor.tbi.tn.gov/home> or the Shelby County Sheriff's Department at <http://www.shelby-sheriff.org>. If you have any questions concerning the sex offender registry, contact Campus Safety and we can assist you with your needs.

Proceeding Outcomes to Victims of Crimes of Violence

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

CAMPUS SECURITY POLICIES, CRIME PREVENTION & SAFETY AWARENESS PROGRAMS

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

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

Crime Prevention and Safety Awareness Programs

Rhodes College offers a variety of crime prevention programs.

- On-going programs include:
 - Prevention emails
 - Active shooter trainings (CRASE)
 - Residence hall prevention classes
 - Auto Steering Wheel and Bike Lock giveaways
 - Raptor-Visitor Management
 - RAD Basic Self Defense
- Annual On Campus programs include:

- Academic Lynx program providing information on crime prevention
- Welcome week information on crime prevention
- Fresh Check Day
- Drug and Alcohol prevention programs
- Annual session on crime prevention for international students
- Town hall meetings on crime prevention as needed.
- Off campus annual programs include:
 - Off Campus Living Resources page with Campus Safety. <https://www.rhodes.edu/student-life/services-support/campus-safety/safety-resources/living-campus-resources>
 - CPTED Crime Prevention Through Environmental Design form.
 - Trainings with Campus Safety and Memphis Police.

MISSING STUDENT NOTIFICATION POLICY AND PROCEDURES

The Rhodes College missing student policy is directed toward students who reside in on-campus student housing. Rhodes College will report to the student's appropriate contact person and to the Memphis Police Department any student who has been determined to be missing.

1. If any member of the Rhodes community believes that a student who lives in on-campus housing is missing from campus one of the individuals or organizations on the list below should be contacted.
 - Associate Vice President for Student Life and Dean of Students
 - Associate Dean of Residential Experience and Community
 - Director of Campus Safety
 - Rhodes College Campus Safety
 - Memphis Police Department
2. When a campus official other than Campus Safety receives a report that a student is missing, the report must be referred to Campus Safety immediately for investigation. The Campus Safety Department will initiate a "Missing Student" report. The College will take reasonable and prudent steps to locate the student. Campus Safety may contact the Memphis Police Department for assistance in its investigation.
3. Students can identify a contact person whom Rhodes College shall notify upon determination, by either Campus Safety or the Memphis Police Department, that a student is missing.
4. This contact information will be confidential and will be accessible only to authorized campus officials and will be disclosed only to law enforcement personnel in furtherance of the missing student investigation.
5. Students under 18 years of age and are not emancipated, a custodial parent or guardian must be notified that the student is missing, in addition to notifying any additional contact person designated by the student.
6. Rhodes College will notify the Memphis Police Department upon determination that the student is missing, unless a local law enforcement agency determines the student is missing.

Once a student has been determined to be missing, Rhodes College will take the following actions:

1. Notify the emergency contact person named by the missing student. Notification will be made by all methods of contact provided by the missing student.

2. Notify the student's custodial parent or legal guardian if the missing student is under the age of 18 and not emancipated.
3. Notify the Memphis Police Department if it was not already involved in the missing person investigation.

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

Introduction

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

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

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

Jurisdiction of the Standards of Conduct and Honor Code

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

OCS will have discretion to extend jurisdiction over conduct that occurs off campus when the conduct adversely and significantly affects the learning environment or College community and would be in violation of a college policy, the Standards of Conduct, or the Honor Code had occurred on campus. In determining whether or not to extend jurisdiction, OCS may consider its ability to gather information. OCS may extend jurisdiction if the alleged conduct:

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

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

Violation of Law and Rhodes College Policy

Proceedings may be instituted against a Student, RSO, or AG charged with conduct that violates both the law and the Standards of Conduct without regard to the status of any civil, criminal, or other proceedings. Any student who is arrested

on or off campus must inform the Office of Community Standards within 48 hours of the arrest.

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

Good Neighbor Policy

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

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

Quality of life concerns included but are not limited to:

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

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

Social and Alcohol Policy

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

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

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

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

- Individuals under 21 may not possess and/or consume alcohol.

- Individuals may not sell, give, or serve alcoholic beverages or permit alcohol to be served to persons under 21. By law, the sale of alcoholic beverages includes any situation in which there is a charge for entertainment or service and alcohol is freely available.
- Individuals may not drive or operate a vehicle on or off campus while under the influence of alcohol.
- As a private institution, Rhodes College has standards and expectations on campus that go above and beyond the law:
- Individuals, regardless of whether they are of legal drinking age, are not permitted to possess or consume alcohol in residence halls that are designated for first-year students.
- Individuals may not possess open containers of alcohol, including secondary containers (i.e., cups, tumblers, water bottles, etc.) on College property, such as in academic buildings, the library, parking lots, outdoor quads and spaces, athletic fields, roadways, and administrative buildings.
- Individuals may not possess open containers of alcohol, including secondary containers (i.e., cups, tumblers, water bottles, etc.) in public areas, such as on a street, sidewalk, or in a park.

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

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

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

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

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

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

Amnesty

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

Amnesty under this policy is limited to violations of the Standards of Conduct/Honor Code and has no bearing on actions taken by any law enforcement agency, including any Police entity. To qualify for amnesty, a Student, Registered Student Organization (RSO), or Affinity Group (AG) is encouraged to: report any incident or medical emergency by contacting the appropriate College officials (i.e. Campus Safety, Residence Life, etc.), remain with any student needing attention or

emergency treatment, This policy does not protect students from violations of other college policies, such as threatening/causing physical harm, sexual assault, harassment, damage to property, etc. After a review of the information and considering of any mitigating factors reported, the College has the discretion to grant or deny amnesty to a student, RSO, or AG.

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

Medical Amnesty

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

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

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

Non-Medical Amnesty

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

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

Hosting Events and Parties

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

- Reserve the location (indoor, outdoor, and off campus) 14 days prior to the event start date. If coordination with other departments listed below, arrangements are needed at least seven days in advance.
- Arrange catering through Bon Appetit and request any of the following: set-up from Physical Plant (chairs, tables, stage, etc.), AV equipment from the Barret Media Center, Campus Safety if cash is collected or security is needed, and publicity through Communications.
- In planning of events where alcohol is anticipated, the host will work with the VP for Finance and Business Affairs (faculty and staff) and Campus Safety to plan logistics and procedures related to compliance with the law, organizational rules and by-laws, and the well-being of guests.
 - 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 Director of Student Engagement and the Dean of Equity and Engagement for student groups
- Advertising for events must follow the Posting Signs Policy in the Student Handbook.
- Clean-up of events on campus must be completed by 8 a.m. the following morning unless an earlier time is requested in advance.

Regulatory and Contractual Compliance

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

Alcohol Shipments

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

Alcohol Laws

Local Alcohol Laws

City Ordinance

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

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

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

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

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

<https://library.municode.com/tn/memphis>

Public Intoxication Law

State Law reference—Public intoxication, T.C.A. § 39-17-305; T.C.A. § 33-10-203. Title 7 - ALCOHOLIC

Tennessee Law on Alcohol

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

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

- For any person or group of legal drinking age to sell, furnish, or provide alcoholic beverages to any person under twenty-one years of age;
- For any person under the age of twenty-one to purchase, receive, or possess alcoholic beverages;
- For any person to make a false statement to the effect that the individual is twenty-one years of age or older for the purpose of obtaining alcoholic beverages;
- For any person or group to sell alcoholic beverages without a license;
- For any person or group of legal drinking age to sell or furnish any alcoholic beverages to any person who is known to be visibly intoxicated, or to any person who appears to habitually drink alcoholic beverages to excess, or to any person who appears to be a habitual user of narcotics or other habit-forming drugs.

Regarding alcohol and driving a motor vehicle, according to Tennessee law, it is illegal:

- To drive or be in physical control of a motor vehicle if a person is under twenty-one years of age and registers .02 or more blood-alcohol content (BAC); for individuals who are twenty-one or over, the blood-alcohol test level is set at .08.
- To consume any alcoholic beverage or possess an open container of alcoholic beverage while operating a motor vehicle.

Partial summary of punishments for offenses related to alcohol and motor vehicles:

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

Student Violations and Outcomes

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

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

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

Alcohol Awareness

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

Employees Substance Abuse Policy Conduct Prohibited

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

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

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

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

Drug and Alcohol Testing

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

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

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

Rehabilitation Policy. Employees who voluntarily come forward to ask for assistance with a drug and/or alcohol problem may be eligible to take a leave of absence to seek professional help. Employees who seek to voluntarily disclose a drug or alcohol problem should contact the Benefit Services Manager. Requests for assistance will be handled with as much confidentiality as possible. A request for assistance is considered voluntary only where it is made prior to an employee being selected or scheduled for testing.

For employees allowed leave for treatment, such leave will be considered family and medical leave to the extent the employee is eligible for such leave. Employees who have no accrued paid time available and are not eligible for family and medical leave will be given unpaid leave up to the extent allowed by the College's leave policies.

Student Drug Policy

Rhodes is an institution committed to practicing conscientious respect, Rhodes College will not condone the use of illegal substances and the misuse of over the counter (OTC) or prescription medication. Individuals who use or misuse these substances run the risk of damaging their bodies or their minds.

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

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

Students who share, gift, sell, or distribute their prescription medication to others are violating College policy and the law, and such actions are prohibited. Students who are prescribed medication are expected to keep that medication in a safe

place and to only use it as their physician or healthcare provider has prescribed. Possession of a Medical Marijuana prescription/card does not exempt a student from this policy.

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

Drug Paraphernalia

The possession or use of drug paraphernalia is often an indication that an individual is in possession of or is using controlled substances. Drug paraphernalia is defined as any equipment that is used to produce, conceal, and/or consume controlled substances, such as, but not limited to, bongs, grinders, or pipes. Possession of drug paraphernalia is prohibited by the College.

Shared Responsibility Statement – Drugs

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

Student Sanctions

Disciplinary Outcomes

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

1. **Warning:** This outcome will be used in cases in which the College determines that the appropriate lesson has been learned and conclude the matter with a formal letter of warning.
2. **Disciplinary Probation:** A written notification for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary outcomes if the student is found to violate any institutional regulation(s) during the probationary period. Students on disciplinary probation are considered not in good social standing with the College. Good Standing may be required for participation in certain campus activities. In addition, students not in good standing may have their conduct reviewed for leadership or employment positions on campus.
3. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
4. **Fines:** Previously established and published fines may be imposed.
5. **Restitution:** Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
6. **Discretionary Outcomes:** Work assignments, service to the college, education, referral to counseling, or other related discretionary assignments (such assignments must have the approval of the OCS Administrator or their designee).
7. **No Contact:** a preventative measure when alleged violation(s) of the Standards of Conduct are reported. At the discretion of the Associate Dean of Students, or their designee, a No Contact Order (NCO) can be issued as a means of informal resolution. The NCO will usually state that the individual may have been involved in a situation where a violation of College policy occurred and prohibiting the individual from contacting another student(s).
8. **Residence Hall Suspension:** Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

9. Residence Hall Expulsion: Permanent separation of the student from the residence halls.
10. College Suspension: Separation of the student from Rhodes College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
11. College Expulsion: Permanent separation of the student from Rhodes College.

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

The Appeal Process for a Respondent (Charged Student)

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

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

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

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

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

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

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

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

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

Drug Laws and Employee

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

Employee Assistance Program (EAP)

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

CONCERN can help with problems such as:

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



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

Drug Laws

Local Law Concerning Drugs

Memphis and Shelby County use State and Federal Drug Laws.

Summary of State Law Concerning Drugs

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

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

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

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

The term “drug paraphernalia” means any equipment, products, and materials of any kind which are primarily used, intended for use, or designed for use by the person in possession of them, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body, a controlled substance. (T.C.A. 39-17-425).

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

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

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

Federal Laws Concerning Drugs

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

21 USC § 841(a)(1) – Distribution/Manufacturing/Possession with intent to Distribute

Statutory maximum generally is 20 years

Five-year mandatory minimum and maximum 40 years (21 USC 841(b)(1)(B)) if:

5 grams or more of actual meth	28 grams or more of crack
50 grams or more of a mixture containing meth	40 grams or more of fentanyl
100 grams or more of heroin	10 grams or more of PCP
500 grams or more of cocaine	1 gram or more of LSD
100 kilogram or more of marijuana (or 100 or more plants)	

Ten-year mandatory minimum and maximum life (21 USC 841(b)(1)(A)) if:

50 grams or more of actual meth	280 grams or more of crack
500 grams or more of a mixture containing meth	400 grams or more of fentanyl
1 kilogram or more of heroin	100 grams or more of PCP
5 kilograms or more of cocaine	10 grams or more of LSD
1000 kilogram or more of marijuana (or 1,000 or more plants)	

Enhanced penalties also available for distribution to individuals under 21 (21 USC § 859) or distributions near schools, playgrounds, youth centers, arcades, pools, and public housing (21 USC § 860).

Health Risks

People who abuse drugs risk damage to both their mental and physical health. More information about the health risks associated with the use of illegal substances or the misuse of medication can be found within the Surgeon General's Report on Alcohol, Drugs, and Health <https://www.samhsa.gov/find-support>

Drug	Primary Effect	Addiction Risk
■ Alcohol	Depressant	High
■ Marijuana	Alters mood and perception	Moderate–High
■ Fentanyl	Powerful opioid painkiller	Extremely High
■ Heroin	Opioid	Extremely High
■ Methamphetamine	Powerful stimulant	Extremely High

The “One Pill Can Kill” campaign is a U.S. Drug Enforcement Administration (DEA) public-awareness initiative warning that counterfeit pills—often containing lethal amounts of fentanyl—are killing Americans at unprecedented rates. It highlights that as little as 2 mg of fentanyl can be deadly and urges people to only use medications prescribed by licensed professionals. [One Pill Can Kill | DEA.gov](#)



Student Confidential Drug & Alcohol Resources & Clinical Services

Rhodes College Student Counseling Center	1-901-843-3128	https://sites.rhodes.edu/counselingcenter
Rhodes College Student Health and Wellness	1-901-843-3895	https://sites.rhodes.edu/health
Lakeside Behavioral Health System	1-901-377-4733 The Landing Addiction Services 2911 Brunswick Rd. Memphis, TN 38133	https://lakesidebhs.com/
Crestwyn Behavioral Health Hospital	1-855-984-4371 9485 Crestwyn Hills Cove, Memphis, TN 38125	https://www.crestwynbehavioral.com/
Memphis Area Intergroup Association of Alcoholics Anonymous	1-901-454-1414 3540 Summer Ave #104, Memphis, TN 38122	https://www.memphis-aa.org
Parkwood Behavioral Health System	1-662-895-4900 8135 Goodman Road, Olive Branch, MS 38654	https://parkwoodbhs.com/
Alliance Healthcare Services	901-369-1410 3200 Broad Avenue, Memphis, TN 38112	https://www.alliance-hs.org/
Memphis Prevention Coalition	1-901-249-2828 1207 Peabody Ave. Ste #324, Memphis, TN 38104	https://endhiv901.org/
Lifeline Peer Project	1-901-249-2828	Lifeline Peer Project
TAADAS		https://www.taadas.org/about-us
The Tennessee REDLINE	1-800-889-9789	The 24/7/365 resource for substance abuse treatment referrals.

Other Helpful Resources

Rhodes College Campus Safety	1-901-843-3880	https://www.rhodes.edu/campus-life/services-support/campus-safety
Tennessee Poison Center	1-800-222-1222 501 Oxford House, 1161 21st Avenue South Nashville, TN 37232	https://www.vumc.org/poison-control/home
Poison Help Hotline	1-800-222-1222 Crisis Center Hotline	https://www.memphiscrisiscenter.org/ 1-901-274-7477 or 1-901-CRISIS-7
Emergency Medical Services	911	
Narcotics Anonymous	In-Person Meetings - Narcotics Anonymous World Services 1-901-276-5483	https://www.narcotics.com/na-meetings/tennessee/memphis/
Memphis Area Al-Anon Hope for Friends & Families of Alcoholics	1-901-323-0321	https://adultchildren.org/meeting-search/
Al-Anon/Al-Ateen	1-901-323-0321	https://memphisareaal-anon.org
Adult Children of Alcoholics & Dysfunctional Families Substance Abuse and Mental Health Services Administration's (SAMHSA)	National-helpline 1-800-662-HELP (4357)	https://www.samhsa.gov/find-help/helplines/
Library Information Center (LINC)	LINC 2-1-1	LINC 2-1-1 – Memphis Public Libraries

Alcohol & Drug Education Programs at Rhodes

Student Ally- This interactive online program incorporates the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to reflect on and consider changing their drinking habits. This program is completed by all enrolled students.

Alcohol and Drug Assessments - Rhodes College works with an off-campus provider to complete Alcohol and Drug

Assessments for students. Students who receive “Amnesty,” multiple alcohol violations and drug violations, or are transported to the hospital as a result of alcohol consumption may be sanctioned to an assessment.

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

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

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

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

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

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

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

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

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

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

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

TIPS (Training for Intervention Procedures)

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

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

CHASCo - Student Life has partnered with the Coalition for a Safe and Healthy Campus Community (CHASCo) in implementing substance use prevention and awareness-raising interventions campus-wide. Some examples of social

norms campaigns and programs offered include a Cannabis Awareness Event, Gym Night, which offers safe alternatives to substance use, and Red Ribbon Week. Additionally, the campus offers educational seminars, such as Recovery Ally Training, that raise awareness regarding substance use and explore opportunities for the campus community to contribute to development of solutions to address substance use related challenges.

Weapons Policy

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

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

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

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

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

Any violation of this policy should be reported immediately to Campus Safety at 901-843-3880. Prohibition of such weapons extends to the property and/or vehicles controlled by an individual while on College property if that individual is not in compliance with TCA § 39-17-1313. Questions regarding this policy should be directed to the Director of Campus Safety or the Director of Human Resources.

The College recognizes the desire for students to protect themselves when appropriate and necessary. Personal defense spray is permitted.

RHODES CAMPUS GUIDE

PAUL BARRET, JR. LIBRARY

Help Desk
Information Services
Innovative and Entrepreneurship Center
Library Services
Middle Ground
Muslim Prayer Rooms
Testing Room (Student Accessibility Services)
Writing Center

BRIGGS HALL

Dept. Computer Science
Spence Wilson Commons
Spence Wilson Room

BRYAN CAMPUS LIFE CENTER

Alburty Swimming Complex
Athletic Hall of Fame
Athletic & Fitness Facilities
Crain Reception Hall
Dept. of Athletics
Lynx Lair
McCallum Ballroom
Multi-Sports Forum
The Mike & Nancy Clary Golf Facility

BUCKMAN HALL

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

BURROW HALL

Armstrong Room
Center for Career and Professional Development
Chaplain
Interfaith Lounge & Meditation Area
Enrolling & Financial Aid
Admission
Bursar
Enrollment Services
Financial Aid
Mailroom
Marketing & Communications
Registrar
Buckman Center for Global Engagement
Rhodes Express
One-Stop Transaction Center
Student Life
Vice President for Student Life
Dean of Students
Community Standards
Student Outreach & Support
Violence Prevention
Dean of Belonging
First-Year Experience & Transitions
Dean of Student Success
Academic & Learning Resources
Student Accessibility Services

CATHERINE BURROW REFECTORY

The Bell Room
Rhodes Student Government
The Brooks Room
The Davis Room
Lillian Goldman Hall
Hyde Hall
Neely Hall
Tina McWhorter Dining Room
The President's Dining Room
Rollow Hall
Wilson Fireside Lounge

S. DEWITT CLOUGH HALL

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

CRADDOCK QUAD

DIEHL COURT

Sculpture of President Charles E. Diehl

EAST ANNEK

Student Engagement
Fraternity & Sorority Life
Rhodes Activities Board
Student Organizations

FARGASON ATHLETIC FIELDS

Crain Field
Dunavant Tennis Complex
Genter Baseball Training Facility
Jerdon Intramural Fields
Mason Field
Stauffer Field at Irwin Lainoff Stadium
The Winston Wolfe Track & Field Complex

HUBERT F. FISHER MEMORIAL GARDEN

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

FRATERNITY LODGES

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

FRAZIER JELKE SCIENCE CENTER

Dept. of Biology
Lecture Rooms A, B, C, D
Neuroscience Program
Betty Lou Storrs '53 Plaza

RICHARD HALLIBURTON MEMORIAL TOWER

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

FRANK M. HARRIS MEMORIAL LODGE

Mike Curb Institute for Music

HASSELL HALL

Dept. of Music
Tutthill Performance Hall

RUTH SHERMAN HYDE GYMNASIUM

Varsity Weight Room

BERTHOLD S. KENNEDY HALL

Dept. of Chemistry

DOROTHY C. KING HALL

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

MCCOY THEATRE

Tony Lee Garner Court

WILLIAM NEELY MALLORY MEMORIAL GYMNASIUM

Herb Hilgeman Court

MOORE MOORE WELLNESS CENTER

Student Counseling Center
Student Health Center

NATIONAL PAN-HELLENIC COUNCIL PLAZA

Alpha Phi Alpha Fraternity, Inc.*
Alpha Kappa Alpha Sorority, Inc.*
Kappa Alpha Psi Fraternity, Inc.*
Omega Psi Phi Fraternity, Inc.*
Delta Sigma Theta Sorority, Inc.*
Phi Beta Sigma Fraternity, Inc.*
Zeta Phi Beta Sorority, Inc.*
Sigma Gamma Rho Sorority, Inc.*
Iota Phi Theta Fraternity, Inc.*

HAROLD F. OHLENDORF HALL

Dept. of Mathematics & Statistics
Mathematical and Computational Reasoning Center

PEYTON NALLE RHODES TOWER

Dept. of Physics
Dept. of Biology

PHYSICAL PLANT BUILDING

Austin Conference Room & Administrative Offices

RESIDENCE HALLS

Bellingrath Hall
Bellingrath Chapel
Blount Hall
East Village A
East Village B
East Village C
Unity Lodge
Ellett Hall
Glassell Hall
Parkway Hall
Robb Hall
Robinson Hall
Spann Place
Stewart Hall
Townsend Hall
Conservatory
Trezevant Hall
Residence Life Office
Voorhies Hall
Williams Prayer Room
West Village
White Hall
Williford Hall

ROBERTSON HALL

Dept. of Biology
Dept. of Chemistry

SORORITY LODGES

Alpha Omicron Pi
Chi Omega
Delta Delta Delta
Kappa Delta

SOUTHWESTERN HALL

Accounting & Payroll
College Relations
Dept. of English
Dept. of Modern Languages & Literatures
Language Learning Center
Dept. of Philosophy
Facilities Scheduling & College Events
Grants Office
Hardie Auditorium
Office of Academic Affairs – Deans
Office of Strategic Initiatives
Title IX Office
Philosophy, Politics and Economics Program
Spence Wilson Center for Interdisciplinary Humanities

BILL & CAROLE TROUTT QUAD

WEST CAMPUS A (McNEILL)

McNeill Concert Hall
Campus Safety Office (lower level)

WEST CAMPUS B (ACADEMIC)

Africana Studies
Dept. of Educational Studies
Health Equity Program
Health Professions Advising
The Lynne & Henry Turley Memphis Center
Urban Studies Program
Donna Kay Fisher '71 Conference Room

WEST CAMPUS C (ADMINISTRATIVE)

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

Hazing

Statement of Policy

Rhodes College is committed to maintaining a safe and respectful environment for all members of the campus community. Hazing, in any form, is strictly prohibited. This policy applies to all students, student organizations, athletic teams, employees, and affiliated groups or individuals.

Hazing is antithetical to the values of integrity, inclusion, safety, and personal development that guide our institution.

Definition

Hazing refers to any intentional or reckless act, whether on or off-campus, by a single student or a group of students that endangers another student's physical or mental health and safety. However, customary athletic events, contests, or competitions are not considered hazing, and the law is limited to actions and situations related to initiation or affiliation with an organization.

The College's definition of hazing includes any activity expected of someone joining or participating in a group (i.e., initiation or affiliation with an organization) that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

There are three components that define hazing:

- It occurs in a one-on-one or group context
- Humiliating, degrading, or endangering behavior
- Happens regardless of an individual's willingness to participate

Tennessee State Law

Under [Tennessee Code Annotated § 49-7-123](#), hazing is illegal and defined as:

"Any intentional or reckless act by one student acting alone or with others that is directed against any other student that endangers the mental or physical health or safety of that student, or that induces or coerces a student to endanger such student's mental or physical health or safety. Hazing does not include customary athletic events or similar contests or competitions."

Violations of this law may result in criminal charges and/or institutional disciplinary action.

Scope of Policy

This policy applies to:

- All students and student organizations (registered or unregistered)
- Intercollegiate and intramural athletic teams
- Faculty, staff, and administrators
- Volunteers, alumni, and guests involved in campus-affiliated activities

This policy applies regardless of location (on-campus, off-campus, or virtual) if the incident is affiliated with a college program, organization, or activity.

Reporting Hazing

Anyone who experiences, witnesses, or suspects hazing is strongly encouraged to report it. Reports may be made

confidentially or anonymously to any of the following:

Campus Safety Department: Email: security@rhodes.edu

Phone: 901.843.3880 (non-emergency) / 901.843.3333 (emergency)

Website: [Campus Safety](#)

Office of Community Standards: Email: communitystandards@rhodes.edu

Phone: 901.843.3815

Website: [Office of Community Standards](#)

Title IX Office (if applicable): Email: titleix@rhodes.edu

Phone: 901.843.3354

Website: [Office of Title IX](#) Online Reporting Form

Hazing Reporting Form - If you believe you have been hazed or will be hazed or know of someone else who has been hazed or will be hazed, use this form to report it. Any documents supporting the report, such as police reports, photos, videos, etc., can be uploaded at the bottom of the form.

Silent Witness Reporting Form - People who witness or are aware of suspicious activity are encouraged to report this information. To this end, we are providing a completely anonymous method of sharing information with the College. So, whether you saw it, heard it, or merely heard about it, you can help us keep the campus safe by telling us.

Email: stophazing@rhodes.edu

Memphis Police Department: Dial 911

Amnesty for Reporting

Students who report hazing in good faith may not be subject to disciplinary action for related violations (e.g., underage drinking), provided the violation did not place the health or safety of another individual at risk. The Rhodes College **Amnesty Policy** supports and encourages reporting.

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

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

Accountability and Enforcement

Individuals or groups found responsible for hazing will face disciplinary sanctions in accordance with the college's Standards of Conduct and relevant employee policies. Sanctions may include, but are not limited to:

- Educational sanctions and mandated training
- Probation, suspension, or expulsion (individuals)
- Suspension or revocation of recognition (student organizations)
- Employment consequences (for staff/faculty)
- Referral to law enforcement for criminal prosecution under Tennessee law.

Voluntary participation in hazing does not absolve either party of their responsibility to follow this policy.

Education and Prevention

Rhodes College will provide annual hazing prevention training for all students. Orientation programs, leadership workshops, and ongoing educational campaigns will emphasize community expectations.

ANNUAL CRIME REPORT

Definitions of Reportable Crimes

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

- **Murder/Manslaughter:** defined as the willful killing of one human being by another.
- **Negligent Manslaughter:** defined as the killing of another person through gross negligence.
- **Rape:** Penetration no matter how slight of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- **Fondling:** the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Robbery:** defined as taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault:** defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary:** unlawful entry of a structure to commit a felony or a theft.
- **Motor Vehicle Theft:** theft or attempted theft of a motor vehicle.
- **Arson:** any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

- **Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.
- **Drug Abuse Violations:** Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).
- **Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Hate Crimes

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

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

The following crimes (as defined above) are considered hate crimes when motivated in whole or in part by the offender's bias against one of the groups named above:

- Murder and non-negligent manslaughter
- Sexual Assault
- Robbery

- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson

In addition, the following crimes are also considered hate crimes under the Clery Act:

- Larceny-Theft is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.
- Simple Assault is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- Intimidation is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- Destruction/Damage/Vandalism of Property is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Definitions of Reportable Clery Act Geography

- **On campus:** Any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and use by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students and supports institutional purposes.
- **On campus Residence Hall:** includes all crimes reported in residence halls.
- **Non-campus Building:** Any building or property owned or controlled by a student organization recognized by the institution and any building or property owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.
- **Public Property:** All public property that is within the same reasonably contiguous geographic area of the institution such as a sidewalk, street, thoroughfare or parking area and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purpose.



**Welcome to
Rhodes College**
2000 North Parkway
Memphis, TN 38112



Parking
Accessible

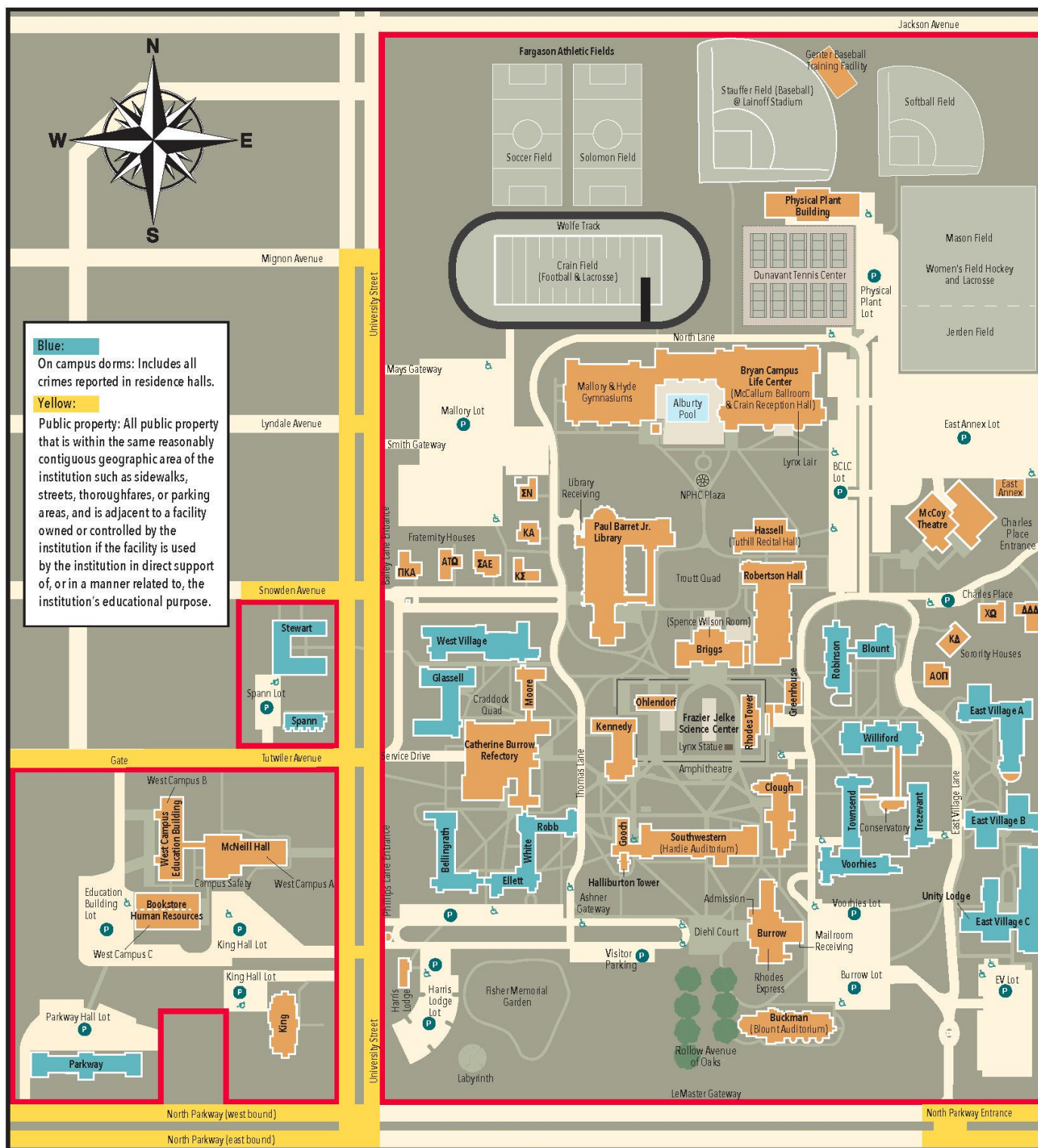
- On Campus Building
- Public Property
- On Campus Dorm
- Areas inside red outline are considered on campus

901-843-3000

901-843-3880

Emergency

901-843-3333



ANNUAL CRIME STATISTICS CHART 2023-2025

Primary Crimes	Year	On Campus	Student Housing (subset of On Campus)	Public Property	Unfounded	Non Campus Property
Criminal Homicide Murder and Nonnegligent Manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Sex Offenses						
Rape	2023	1	0	0	0	0
Fondling	2023	1	1	0	0	0
Incest	2023	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0
Rape	2024	1	1	0	0	0
Fondling	2024	1	1	0	0	0
Incest	2024	0	0	0	0	0
Statutory Rape	2024	0	0	0	0	0
Rape	2025	0	0	0	0	0
Fondling	2025	1	1	0	0	0
Incest	2025	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
Additional Primary Crimes						
Robbery	2023	0	0	0	0	0
	2024	1	0	0	0	0
	2025	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Burglary	2023	3	1	0	0	0
	2024	4	2	0	0	0
	2025	5	4	0	0	0
Motor Vehicle Theft	2023	1	0	3	0	0
	2024	1	0	3	0	1
	2025	3	0	2	0	0
Arson	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	1	1	0	0	0

VAWA Offenses	Year	On Campus	Student Housing (subset of On Campus)	Public Property	Unfounded	Non Campus Property
Dating Violence	2023	2	0	0	0	0
	2024	5	3	0	0	0
	2025	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Stalking	2023	5	1	0	0	0
	2024	4	0	0	0	0
	2025	0	0	0	0	0

Arrests & Disciplinary Referrals		Arrest			Disciplinary Referral			
		On Campus	Student Housing	Public Property	On Campus	Student Housing	Public Property	Non Campus Property
<i>Liquor Law Violations</i>	2023	0	0	0	118	96	1	0
	2024	0	0	0	39	27	0	0
	2025	0	0	0	89	79	0	0
<i>Drug Abuse Violations</i>	2023	0	0	0	17	15	0	0
	2024	0	0	0	6	6	0	0
	2025	0	0	0	8	6	0	0
<i>Illegal Weapons Possession</i>	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Notes								

Hazing	Year	On Campus	Student Housing	Public Property	Non Campus Property	Off Campus Property
	2025	0	0	0	0	1

There were zero hate crimes reported during 2024 and 2025.

There were 3 hate crimes reported during 2023: Intimidation- Race Bias. Two occurred on campus and one occurred in public property.

One hate crime was unfounded by MPD in 2024.

ANNUAL FIRE SAFETY REPORT

Fire Safety Policy Statement

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

Definitions

- Fire Safety Policy –The Fire Safety policy is composed of a Fire Prevention Plan, an Emergency Action Plan, and Residence Hall Fire Safety policies document
- 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.
- Emergency Action Plan -The Emergency Action Plan addresses emergencies reasonably expected in the workplace.
- Residence Hall Fire Safety Policies - The College has established policies and procedures for students /staff residing in residence halls. These policies supplement the Fire Prevention Plan and Emergency Action Plan.
<http://handbook.rhodes.edu/fire-prevention-and-safety>

Responsibilities

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

This includes:

- Knowing your nearest exit and emergency exit route;
- Knowing where your outside assembly area is located;
- Knowing to communicate to Campus Safety or Fire Department personnel if any persons may still be inside.

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

Fire Prevention Plan

The Fire Prevention Plan addresses the following requirements:

- A list of all major fire hazards, potential ignition sources and their control
- Proper handling and storage procedures for hazardous materials
- The type of fire protection equipment necessary to control each major hazard
- Procedures to control accumulations of flammable and combustible waste materials

The name or job title of employees responsible for maintaining equipment to prevent/control sources of ignition or fires and for the control of fuel source hazards and procedures for regular maintenance of safeguards installed on heat-producing equipment to prevent the accidental ignition of combustible material

Major Workplace Fire Hazards, Potential Ignition Sources, and their Control

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

- 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 that are constantly monitored. Most of our residential buildings are further protected with fire sprinkler suppression systems. The following are fire detection, notification, and suppression systems found in most of our campus facilities:

Building fire alarm detection and notification systems

- Smoke and heat detectors
- Manually activated pull stations

Building fire suppression systems

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

Fire Extinguishers:

- Type ABC—Located throughout campus buildings and areas - Can be used on any fire except burning metal and chlorine fires. Monthly/Annual inspection and repairs of extinguishers campus wide is completed by City Fire Inc.
- Fire rated doors and fire-resistant barriers

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.
- that include noting any excessive accumulations of combustible material.

- College waste generators follow instructions in the Hazardous Waste Management Program located in the Physical Plant.

General Housekeeping Requirements:

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

Personnel Responsible for Maintenance of Equipment and Systems:

- The Physical Plant department is responsible for maintenance of equipment and systems installed to mitigate or control ignition sources of fires. Physical Plant's main phone number is (901) 843-3870. After hours or for emergencies, call Campus Security at (901) 843-3880– they can contact Physical Plant employees to respond.
- Training
 - a. All employees will be provided access to this plan and are encouraged to review those portions that pertain to their job assignments.
 - b. 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.
- Fire safety training may include:
 - Classes of fires
 - Potential fire hazards on the job
 - Fire prevention procedures
 - Building fire protective features
 - How to recognize fire exits
 - Location and types of fire prevention equipment
 - Steps to take in the event of fire or smoke
 - How to use fire extinguishers and their limitations

Maintenance/Inspection of Equipment and Systems

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

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

Emergency Action Plan

The Plan addresses the following requirements:

1. Procedures for reporting a fire or other emergency
2. Procedures to follow in case of fire or alarm
 - If you discover a fire
 - Portable fire extinguishers
 - Types of extinguishers on campus
 - Using a portable fire extinguisher
3. Procedures for emergency evacuation
 - General emergency evacuation procedures
 - Assisting individuals with disabilities
 - Responsibilities of supervisors and residence hall staff

4. Emergency Evacuation Type and Exit Route Assignments
5. Employees Conducting Critical Functions Before Evacuating
6. Procedures to Account for Persons After Evacuation
 - Employees
 - Students
 - In Classrooms
 - In Residential Facilities
7. Emergency Medical and Rescue Duties
8. Contact information for further Explanation of this Plan

Procedures for Reporting a Fire or Other Emergency

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

Procedures to Follow in case of Fire or Alarm

If you discover a fire:

- Evacuate the building or area via the nearest safe exit; activate the building alarm by pulling a “pull-station” located next to the exit and report to the pre-designated Evacuation Assembly Area. (see section below)

NOTE: If the fire is very small and you know how to use a portable fire extinguisher safely, you may attempt to put out the fire. Always pull the fire alarm first or make sure that the fire department has been called BEFORE you attempt to fight a fire. Do not try to fight a fire unless you feel that it can be done safely and there is a clear escape route available to you.

Portable Fire Extinguishers

- Types of Extinguishers on Campus:
 - Type ABC—Located throughout campus buildings and areas--Can be used on any fire except burning metal and chlorine fires.
- Using a Portable Fire Extinguisher:
 - If you know that you have the proper extinguisher and the fire is small enough to extinguish safely, remember the P-A-S-S acronym to use your extinguisher as follows:
 - Pull the safety pin at the top of the extinguisher
 - Aim the nozzle, horn, or hose at the base of the flames
 - Squeeze the handle of the extinguisher
 - Sweep the nozzle from side to side until the fire goes out

Procedures for Emergency Evacuation

- General Emergency Evacuation Procedures:
 - Be aware of the following procedures if a fire is discovered or when the fire alarm sounds in your building. You should also be familiar with your emergency exit routes and your assembly area (see section below).

- Leave the premises immediately.
- If there is smoke or heat, stay low to the floor. Crawl to the nearest exit if need be.
- Always use stairwells to evacuate if possible. Do not use elevators.

Before opening any door, feel the door near the top. If it is hot, do not open it. Use another exit. If the door is not hot, open it cautiously. Stand behind the door and be prepared to close it quickly if there is excessive smoke or heat.

• **If you become trapped, do the following:**

1. Call Campus Safety at 901-843-3880 and or 9-1-1 and tell them your exact location and situation.
 2. Place a blanket or similar article along the bottom of the door to keep smoke out. If possible, wet the material first.
 3. Retreat. Close as many doors between you and the fire as possible.
 4. DO NOT JUMP!
- Activate the nearest fire alarm pull station as you leave the building. From a safe location, call Campus Safety at 901-843-3880 and/or 9-1-1 (no matter how small the fire is.) Tell them where the fire is and give them any other information requested.
 - Assemble outside in a pre-designated area (see section below). The Memphis Fire department will notify Campus Safety when it is clear to re-enter the building. Once you have assembled, you may be required to remain at the Assembly area until released by MFD or Campus Safety.

Emergency Evacuation Type and Exit Route Assignments

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

Employees Conducting Critical Functions before Evacuating

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

Procedures to Account for Persons after Evacuation

Employees

- A. Supervisors shall develop a procedure to account for employees after an emergency evacuation has been completed. Supervisors should conduct a "head count" of persons in their Evacuation Assembly Area. Supervisors who have knowledge of any person(s) still inside the building (or otherwise unaccounted for) must inform emergency responders (e.g. the Memphis Fire Department.)

Buckman Hall	Oak Alley
Burrow Hall	Oak Alley
Southwestern Hall	Oak Alley
Kennedy Hall	Burrow Refectory Lawn
Ohlendorf Hall	Burrow Refectory Lawn
Frazier Jelke Science Center	Barret Lawn
Rhodes Tower	Burrow Refectory Lawn
Gooch Hall	Burrow Refectory Lawn
Briggs Hall	Trout Quad/ Barret Lawn

Robertson Hall	Trout Quad/ Barret Lawn
Clough Hall	Southwestern Quad
Paul Barret, Jr. Library	Mallory Parking Lot
Hassell Library	Trout Quad/ Barret Lawn
Mallory Gymnasium	Mallory Parking Lot
Bryan Campus Life Center	Bryan Campus Life Center, South Lawn
McCoy Theatre	1st Year Parking Lot
West Campus, Classroom Building & McNeill Hall	West Campus, McNeill Lawn/West Ballfields
Physical Plant	Baseball Field
King Hall	West Campus, McNeill Lawn
Human Resources	West Campus, McNeill Lawn
Fraternity Houses	Mallory Parking Lot
Sorority Houses	McCoy Theatre Lawn
Harris Lodge	Fisher Gardens
Catherine Burrow Refectory	Trout Quad/Barret Lawn
East Annex	1st Year Parking Lot

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.

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

Emergency Medical and Rescue Duties

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

Residence Hall Fire Safety Policies

Fire Extinguisher, Fire Alarms and Fire Related Activities

Falsely pulling a fire alarm or discharging a fire extinguisher, possession of fireworks on campus, and burning items (e.g., paper on doors or walls, paper in bathrooms, etc.) is prohibited. Minimally, first-time offenders will be fined \$100.00 and the SRC may take other appropriate action. If the person responsible

cannot be identified, the charge may be divided equally among residents of the floor. Clean-up fees may also be charged. Any student who willfully fails to exit the residence hall after the fire alarm sounds will be subject to disciplinary action that may result in removal from the residence hall. Rhodes conducts two fire drills annually, one per semester, to ensure that residence hall fire safety systems are in working order.

Fire Prevention and Safety

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

1. Students should test their battery-operated smoke alarm regularly to assure proper operation of the alarm. Service requests for malfunctioning alarms or new batteries should be submitted through the work order system. Smoke

alarms must not be tampered with or covered.

2. No upholstered furniture that has significant cuts or ruptures in the upholstery will be permitted in the residence halls. Students may be asked to remove items on walls that create a fire hazard. No items are to be hung from ceilings, covering lights, or covering smoke detectors.
3. Students may be asked to remove appliances to avoid overloading the circuits and to avoid fire hazards. All electrical appliances should be turned off when not in use.
 - a. Refrigerators in residence halls must be no larger than 33" high or 19" wide. Only one refrigerator per room.
 - b. Any appliance with an open flame or burner, including but not limited to candle warmers, hot plates, electric skillets, toaster ovens, toasters, countertop style grills, sandwich makers and woks are prohibited.
 - c. Halogen and other exposed bulb lamps are not permitted.

Future Improvements in Fire Safety

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

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
- Jeff McClain, Director, Physical Plant (901) 843-3182 email: mcclainj@rhodes.edu
- Richard Adams, Associate Dean of Residential Experience & Community (901) 843-3241 email: adamsrj@rhodes.edu
- Ike Sloas, Director, Campus Safety: (901) 843-3215 email: sloasi@rhodes.edu

Fire Log

The Campus Safety Office maintains a fire log that includes:

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

Combining the Daily Crime Log and the Fire Log

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

Fire Statistics

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

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

FIRE SAFETY SYSTEMS IN RESIDENTIAL HALLS

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

Fire Safety Systems in Rhodes College Residential Facilities 2025

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

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

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

Fire Statistics- Rhodes College Residential Facilities

Fire Statistics Reporting Table 2025

Residence Halls	Total Fires in each Residence Halls	Fire Number	Date	Time	Cause of Fire	Number of Injured	Number of Deaths	Value of Property Damage	Case Number
Bellingrath Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Blount Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village A	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village B	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village C	0	0	N/A	N/A	N/A	0	0	0	N/A
Ellett Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Glassell Hall	1	1	9/6/2025	11:00 PM	Intentional-open flame	0	0	\$100-\$900	2025-0078
Parkway Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robb Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robinson Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Spann Place Townhouse	0	0	N/A	N/A	N/A	0	0	0	N/A
Stewart Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Townsend Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Trezevant Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Voorhies Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
White Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Williford Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
West Village	0	0	N/A	N/A	N/A	0	0	0	N/A

Fire Statistics Reporting Table 2024

Residence Halls	Total Fires in each Residence Halls	Fire Number	Date	Time	Cause of Fire	Number of Injured	Number of Deaths	Value of Property Damage	Case Number
Bellingrath Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Blount Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village A	1	1	2/14/24	16:15	Unintentional Cooking	0	0	\$5	2023-0600
East Village B	0	0	N/A	N/A	N/A	0	0	0	N/A
East Village C	0	0	N/A	N/A	N/A	0	0	0	N/A
Ellett Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Glassell Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Parkway Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robb Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Robinson Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Spann Place Townhouse	0	0	N/A	N/A	N/A	0	0	0	N/A
Stewart Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Townsend Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Trezevant Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Voorhies Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
White Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
Williford Hall	0	0	N/A	N/A	N/A	0	0	0	N/A
West Village	0	0	N/A	N/A	N/A	0	0	0	N/A

Fire Statistics Reporting Table 2023

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

End of Report.