



LIBERTY
UNIVERSITY

*Annual Campus Security
and Fire Safety Report*



2025



Here at Liberty University, we are committed to promoting an environment that is safe for our entire community and to providing timely, accurate, and complete information about campus safety. Across our vast campus and online presence, law enforcement, student leaders, and academic and administrative departments partner to promote safety. Our Annual Security Report reflects the collaborative efforts of all departments to ensure campus safety.

Liberty University has completed its first year of the U.S. Department of Education's Post-Review Monitoring Period and is well underway with year two. We continue to retain the firm Healy+ as our Clery Compliance Monitor to ensure we are carrying out all requirements timely and accurately. During our final year, the university will continue to work in collaboration with the U.S. Department of Education to review policies and procedures as well as overall compliance with the Jeanne Clery Campus Safety Act (Clery Act), as amended by the Violence Against Women Reauthorization Act (VAWA). The leadership in this area continues to be strong and supportive toward the unified goal of transparency and accountability around these significant regulations. Liberty University remains committed to championing best practices and solutions for campus safety and security as we strive to become a leader in the industry.

Thank you for taking the time to read this report and learn about our policies, processes, and resources devoted to your safety. We truly seek to provide a safe campus and welcome your active participation in this endeavor.

Please join me in praying for the health and well-being of our entire campus community as we *Train Champions for Christ* on Liberty Mountain and beyond.


Dondi E. Costin, Ph.D.
President, Liberty University



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ANNUAL CAMPUS SECURITY REPORT

The Office of Equity & Compliance (OEC) has been designated as the entity responsible for compiling and publishing Liberty University's Annual Campus Security Report. This report provides vital information about security on Liberty University's campus and is available online at

[Liberty.edu/Police/Campus-Safety-and-Security/#CrimeReports](https://liberty.edu/Police/Campus-Safety-and-Security/#CrimeReports).

A hard copy of the report is also available for easy access and reference in the following locations:

**Office of Equity & Compliance/
Title IX Office**

DeMoss Hall, Room 1232
1971 University Blvd.
Lynchburg, Va. 24515

Liberty University Police Department

Green Hall, Terrace Level
1031 Regents Parkway
Lynchburg, Va. 24515

Hancock Welcome Center

1971 University Blvd.
Lynchburg, Va. 24515

Human Resources Department

Green Hall, Room 1560
751 Mountain View Road
Lynchburg, Va. 24502

Guillermin Financial Center

5061 Fort Ave.
Lynchburg, Va. 24502

Unless otherwise noted, updates are issued annually, no later than Oct. 1. All materials contained in this report are also submitted to the U.S. Department of Education via web-based data collection.

The information contained in this report is compiled using data provided by all university departments, Liberty University Police Department (LUPD), and campus officials designated as Campus Security Authorities, as well as by law enforcement agencies with jurisdictional

authority over property owned or controlled by Liberty University.

Liberty University is committed to providing the safest environment possible. This report is prepared to further that goal and to fulfill the requirements of the Clery Act. The report contains relevant information about initiatives, programs, policies, and required mandates, including primary prevention and awareness programs. It also gives direction for reporting crimes and safety concerns on campus. Informed participation and cooperation of the community are integral to maintaining the safety and security of the Liberty University community. ■



CAMPUS OVERVIEW

Located within the city of Lynchburg, Va., and just a short drive from the scenic Blue Ridge Mountains, Liberty University is the largest private university in Virginia and one of the largest Christian universities in the world. Liberty University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, bachelor's, master's, specialist, and doctoral degrees.

The main campus consists of 187 buildings and structures and over 7.4 million square feet of building space on more than 7,000 acres.

Residential enrollment exceeds 16,000 students with a total enrollment exceeding 140,000 students. Liberty University employs over 4,423 full- and part-time faculty providing instruction in more than 700 programs of study, both residential and online, across 15 colleges and schools.

This report includes statistics for the reasonably contiguous main campus property, separate campuses if applicable, and certain university-sponsored trips, as required by the Clery Act. ■

OFFICE OF SECURITY & PUBLIC SAFETY OVERVIEW

The Office of Security & Public Safety (OSPS) consists of the Liberty University Police Department (LUPD), Emergency Management & Community Engagement (EMCE), Access Control, and Environmental Health & Safety (EHS).

LUPD is a full-service law enforcement agency staffed by professional, highly

trained personnel. The agency operates 24 hours a day, 7 days per week, and 365 days per year. It consists of 44 Virginia state-certified, -sworn, and -commissioned police officers, 47 Virginia state-certified armed security services officers, and 11 civilian employees. All LUPD police officers have comprehensive arrest powers. Their authority, training, and responsibility are the same as those required of any police officer in the Commonwealth of Virginia. All Liberty University Security Services Officers are properly trained and certified as Virginia Armed Security Officers, granting them limited powers of arrest pursuant to Virginia Code § 9.1-146. LUPD investigates all incidents that occur on property owned or controlled by Liberty University and has the authority to investigate any incident on any public roadway adjacent thereto. All LUPD police and security services officers are trained in Basic First Aid/CPR and automated external defibrillator (AED) services. Any injury requiring Emergency Medical Services (EMS) is handled by the appropriate local fire department.

As a participant in the National Crime Information Center (NCIC) and the Virginia Crime Information Network (VCIN), LUPD is able to transmit and receive information with other police agencies throughout the country. Furthermore, LUPD maintains a current Memorandum of Understanding (MOU) with the Virginia State Police, Lynchburg Emergency Management, Lynchburg City Police, Lynchburg City Sheriff's Office, and Bedford and Campbell County Sheriff's Offices. LUPD partners with local police agencies in sharing information that may be of concern to the greater community.

Liberty University does not maintain any noncampus locations, including noncampus housing facilities, of student organizations that are officially recognized by the institution.

OSPS partners with OEC to review

documentation and investigate all crime and safety policies, procedures, logs, reports, and statistics required for the university's Annual Campus Security and Fire Safety Report.

Crime Log

OSPS maintains a daily crime log that includes the following information about reported crimes: the date and time the crime occurred, the general location of the crime, the disposition of the crime, if known, and a general description of injuries suffered or property damaged or stolen. An entry will not be made in the crime log if it is prohibited by law or would jeopardize the confidentiality of the victim. LUPD may withhold certain information from the crime log if there is clear and convincing evidence that the release of the information would (a) jeopardize an ongoing criminal investigation or the safety of a person, (b) cause a suspect to flee or evade detection, or (c) result in the destruction of evidence. However, once the adverse effect is no longer likely to occur, LUPD will disclose the information. Furthermore, publicly available record keeping does not include personally identifying information (as defined in section 40002(a)(20) of VAWA) about victims of dating violence, domestic violence, sexual assault, or stalking.

OSPS also maintains a Criminal Incident and On-campus Student Housing Fire Log. This log is updated daily and lists all reports of criminal activity and actual fires. All crime, emergency, and fire reports are logged and filed both manually and electronically. The log includes the nature of the crime, the date/time, the location, and the disposition, if known, and is available for review by the public at the front desk of LUPD/OSPS. ■

REPORTING PROCEDURES FOR CRIMES
AND OTHER EMERGENCIES OCCURRING ON CAMPUS

Liberty University Emergency Communications (LUEC) operates 24 hours a day, 7 days per week, 365 days per year. When reporting criminal activity, potential criminal activity, and other emergencies, dial 3911 from any Liberty University landline to be connected directly to LUEC. When calling from an off-campus landline or a cellular telephone, dial (434) 592-3911. Liberty University highly recommends that every member of the university community save this telephone number into his or her cellular telephone favorites. Additionally, it is recommended that every member download the Champion Safe app at [Liberty.AppArmor.com/Clients/Liberty.edu](https://liberty.apparmor.com/clients/liberty.edu).

Any call reporting criminal activity or other emergencies is immediately dispatched for response. LUPD will take any and all actions necessary to properly and effectively respond to and mitigate such an incident. Depending on the nature of the incident, police officers, security personnel, EMS, Fire Department Services, and/or other necessary personnel may be contacted to respond.

If you are a victim or witness to a crime, it is important to know your rights under university policy and Virginia law. They may be found at [Liberty.edu/VictimWitnessIncidentForm](https://liberty.edu/VictimWitnessIncidentForm).

The institution will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of Title 18, United States Code) or a nonforcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a 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 next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

To ensure that all emergency notifications, timely warning notices, and annual statistics are accurate and complete, all criminal offenses should be immediately reported to:

**Liberty University
Police Department**

Green Hall, Terrace Level
1031 Regents Parkway
Lynchburg, Va. 24515

Emergency: (434) 592-3911
Nonemergency: (434) 592-7641

LUPD@liberty.edu

The Liberty University community is strongly encouraged to promptly and accurately report crimes, emergencies, potential threats, and risks to LUPD or another appropriate law enforcement agency — including when the victim of a crime elects to not make a report themselves or is unable to make such a report — so it may investigate such reports. The safest community possible cannot be achieved without the active participation of its members.

Once contact is made to any of these university departments, LUPD will input the statistical data into its electronic database, thereby accurately recording the information for the Annual Campus Security and Fire Safety Report. An evaluation of the available information will be conducted to determine whether the issuance of a “Timely Warning Notice” or “Emergency Notification” is warranted, in accordance with the procedures set forth herein.

**Voluntary Confidential
Reporting**

LUPD encourages everyone who experiences or witnesses a crime to report it to LUPD. There are, however, instances where victims may not want to press criminal charges. The victim has the right to make that decision. The submission of a report to LUPD does not necessarily mean that a criminal charge will follow. A Clery-reportable crime may be reported on a confidential basis for inclusion in the crime statistics section of the Annual Security Report. Pastoral and professional

counselors are mandated to provide victims and witnesses with information about their options to report criminal activity. In any event, victims and witnesses are encouraged to contact LUPD even if solely for the purpose of properly and accurately reporting crime statistics for the Annual Campus Security and Fire Safety Report.

Should a member of the university community feel uneasy about contacting LUPD or wish to informally or anonymously report an incident, he or she may contact:

**Liberty University Counseling
& Psychological Services**

Green Hall, Suite 1830
1971 University Blvd.
Lynchburg, Va. 24515

(434) 582-2651
CAPS@liberty.edu

Anonymous reports can also be made through the OEC office via [the reporting link](https://liberty.edu/Title-IX/Report), which can be found on this page: [Liberty.edu/Title-IX/Report](https://liberty.edu/Title-IX/Report).

Campus Security Authorities

While all criminal and emergency incidents should be reported directly to LUPD, Campus Security Authorities (CSAs) are designated to assist in reporting these incidents. CSAs include the following:

- All LUPD personnel.
- Any individual who has responsibility for campus security but is not part of LUPD (e.g., Rhino Security). This includes individuals such as those who provide security at campus parking facilities; monitor access into a campus facility; act as event security, such as at sporting events; or escort students around campus after dark.
- Any individual who is specified by the university as someone to whom students should report criminal incidents in addition to police or security-related personnel.
- Certain staff members within LU departments, such as the Office of



Community Life or the Office of Equity & Compliance. Additional examples include, but are not limited to:

- Dean of Students, Associate Dean of Students, Senior Associate Directors and Associate Directors of Community Life, Executive Director of Counseling & Psychological Services, and counselors (when receiving information in circumstances outside of a privileged conversation between a client/patient and a counselor)
- Human Resources officials
- Director and Associate Directors of Student Affairs
- Executive Director and Associate Directors of Residence Life, as well as Resident Directors, Resident Assistants, and LU Resident Shepherds
- Director and Associate Directors of Student Activities
- Director of Athletics, athletics employees, and all athletic coaches (including part-time coaching employees, graduate assistants assigned to teams, and team volunteers)
- Faculty advisors to student groups
- Title IX Coordinator and all OEC personnel
- Student Advocate personnel
- Local outside law enforcement with jurisdiction over campus
- Physicians and health

professionals (when receiving information in circumstances outside of a privileged conversation between a client/patient and a physician/health professional)

Examples of individuals who are not CSAs include:

- Faculty members who do not have any responsibility for student and campus activity beyond the classroom
- Clerical, maintenance, or cafeteria staff
- Counselors, physicians, and health professionals (when receiving information in the context of a privileged conversation between a client/patient and a physician/health professional)

LUPD collects and reviews all crime reports from CSAs. All policy, documentation, and records are kept by and under the responsibility of LUPD and/or other designated office. CSAs are mandated to report the incident by filling out a CSA Report Form at [Liberty.edu/ReportToOEC](https://liberty.edu/ReportToOEC) but should also report the incident through normal channels.

**Timely Warning Notices and
Emergency Notifications**

A Timely Warning Notice shall be issued when a Clery-reportable crime is reported to a CSA or local police department (within Clery geography) and the crime is deemed to constitute a serious or ongoing threat to the Liberty University community. Timely

Warning Notices are limited to Clery-reportable crimes within the university's Clery geography. Any one of the following individuals, or their designees, will assess a situation and determine if a circumstance warrants a Timely Warning Notice: Vice President of Security & Public Safety, LUPD Police Chief, Incident Commander, Director of Emergency Management & Community Engagement (EMCE), Senior Vice President of University Compliance, Clery Compliance Specialist, or Emergency Communications Dispatchers. If a Timely Warning Notice is deemed necessary, EMCE personnel will utilize a pre-approved template to draft and send the notice. The Timely Warning Notice will withhold as confidential the names and other identifying information of victims, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C 13925(a)(20)). The Timely Warning Notice is designed to aid in the prevention of similar crimes.

An Emergency Notification (EN), on the other hand, addresses threats of an immediate nature. This may include things other than Clery-reportable crimes, such as fire, gas leak, tornado, etc. The EN may be targeted to specified locations/areas and not necessarily the entire community.

Review of policy and policy statements is conducted on at least an annual basis. Updates may be implemented when necessary or at the time of the publication of the Annual Campus Security and Fire Safety Report. ■

EMERGENCY EVACUATION PROCEDURES AND POLICIES

LUPD, EMCE, and EHS personnel are trained in Incident Command and Emergency Response. When LUPD receives a report of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of LU students or LU employees, LUPD and other appropriate departments, such as Lynchburg City Police, are dispatched to the location. LUPD or another unit of OSPS will confirm whether or not a significantly or immediately dangerous situation exists. When any serious incident occurs that constitutes an immediate threat to the health or safety of the Liberty University community, LUPD, the Lynchburg Fire Department, other necessary university departments, and necessary emergency responders from surrounding jurisdictions are immediately dispatched to the incident scene and/or the Incident Command Center. These agencies and departments work together to properly and effectively mitigate the incident. General information about emergency response and evacuation procedures of Liberty University is published and updated each year prior to Oct. 1.

In the event that there is a confirmed incident that constitutes an immediate threat to the health and/or safety of the university community, an Emergency Notification and accompanying procedures will be immediately implemented.

In accordance with the Higher Education Act of 1965 and Section 23.1-803 of the Virginia Code, Liberty University has implemented a comprehensive communications system identified as the “LU Alert System.” This system provides prompt warning notifications and alerts of immediate threats to health and safety of the university community. This system

utilizes various methods of notification including, but not limited to, the following:

- Email notices
- Landline telephone messages
- Cellular voice and text messages

In addition to these methods of notification, the university also utilizes a Campus Outdoor Speaker System that can be activated to convey outdoor verbal messages to the university community.

Further information is updated, as needed, on the Liberty University announcement webpage, otherwise known as “myLU,” and at the bottom of all LU website pages under “Emergency Information.”

Parents and other members of the university community may be informed and updated through the Liberty University Emergency Information website at Liberty.edu/Security-Public-Safety/Emergency-Management/ and by downloading the Champion Safe app (Liberty.AppArmor.com/Clients/Liberty.edu).

OSPS is primarily responsible for confirming a significant emergency or dangerous situation on campus that may pose an immediate threat. OSPS will work in conjunction with OEC as appropriate. The university will, without delay, take 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. When a significant emergency or dangerous situation is reported, OSPS will, when possible, physically verify the reported situation by immediately sending personnel to the reported area to confirm the existence

of an immediate threat. When it is not possible for personnel to physically verify the threat, then all available information will be gathered, taking into account the totality of the reported circumstance, for an evaluation to be made by OSPS leadership, in conjunction with OEC, to determine if an immediate threat to the LU community exists. Once the emergency has been contained, an “All Clear” notification will be issued to the campus community. All emergency notifications are disseminated to the entire community.

The Liberty University Office of Communications & Public Engagement is responsible for reporting to local news agencies and addressing outside information requests for the purposes of notifying the larger and local community.

Protocol for Testing the Emergency Response and Evacuation Procedures

The Emergency Manager, or their designee, will review and evaluate emergency procedures at least once per year. Part of this evaluation will be the practical testing of these procedures through two types of exercise: unannounced exercises and announced exercises. There will be, at minimum, one exercise documented each calendar year. For all announced exercises, the date and time of the exercise will be disclosed through announcement and via email. Additionally, as part of the annual review of emergency procedures, the university community will be notified, via email, of all emergency notification, emergency response, and evacuation procedures.

Each occupied residence hall is required to conduct a quarterly fire drill in compliance with the Virginia statewide fire code. These drills follow the guidelines



for emergency response and evacuation procedures. The purpose of these drills is to provide all residents and staff the proper practice in the event there is a real fire or other evacuation emergency. During the drills, occupants familiarize themselves with the procedures, the locations of exits, and the sound of the fire alarm. Additionally, alarms and other components of the fire safety system are tested to ensure that they are functioning properly. Following each drill, resident supervisors (Resident Directors and Assistants) will report, evaluate, and document the drill and make adjustments as needed.

The Emergency Manager or their designee will oversee an Emergency Action Plan (EAP) for each department/area. Each plan outlines the actions that occupants must take during emergencies. Evacuation planning is a part of each EAP. Outside of the one mandatory drill or exercise, additional practice drills, coordinated through the Emergency Manager, are highly recommended for each department to ensure that its employees are prepared for emergencies.

Shelter-in-Place

If an incident occurs and the environment is considered dangerous outside of buildings or areas, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors. Shelter-in-place means to make a shelter of a current building. With a few adjustments, this location can be safer and more comfortable until it is safe to go outside.

If the building is not damaged, stay inside an interior room until it is safe to go out. If the building is damaged, take any necessary

personal belongings (purse, wallet, passport, cellphone, etc.) and follow the evacuation procedures for the building (to include closing the door, proceeding to the nearest exit, and using stairs instead of the elevators, if necessary). Once evacuated, quickly seek shelter at the nearest safe university building. If police, fire department, or other first responder personnel are on the scene, follow their instructions.

A shelter-in-place notification will come from OSPS. All available means of communication will be used to disseminate these notifications.

No matter the location, the basic steps of shelter-in-place remain generally the same. Should the need arise, follow these steps, unless instructed otherwise by local emergency personnel:

- If inside a safe building, stay there. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If outdoors or in an unsafe building, proceed into the closest safe building quickly or follow instructions from emergency personnel.
- Locate a room for shelter. It should be:
 - An interior room
 - Above ground level
 - Without windows or with the least number of windows possible
 - Split equally into several rooms if there is a large group of people
- Close and lock all windows (tighter seal when locked).
- Close exterior doors.
- Turn off air conditioners, heaters, and fans.

- Close vents to ventilation systems if possible.
- Make a list of all people present and ask someone to call in the list to LUPD.
- Listen to TV or radio for instruction. ■

LOCAL POLICE DEPARTMENTS

OSPS maintains a close working relationship with all federal, state, and local emergency response agencies.

OEC is responsible for collecting crime statistics and documentation about matters affecting the university from other local law enforcement agencies. OEC annually sends a letter to all local police agencies to request information on any incidents involving Liberty University students that may fall within the mandated reporting standards set forth in the Clery Act and VAWA. Those requests are on file at the OEC. The letter to local law enforcement agencies specifically identifies the Clery Act crimes, with definitions, that need to be reported. It also states that “[i]f a serious crime that may cause an ongoing threat to our campus community is reported to your department, we would appreciate it if you would notify our university Police Department immediately. The institution has a legal responsibility to notify the campus community in a timely manner about any crimes on and immediately around the campus that pose an ongoing threat to the community.” ■





SECURITY, MAINTENANCE, AND ACCESS TO CAMPUS FACILITIES

Security and access control design standards have been developed for all buildings owned or controlled by Liberty University. Entrances to residence floors are locked at all times. Exterior doors in all residence hall buildings remain locked at all times, except in those buildings that house university offices. A state-of-the-art camera system project has been implemented by Liberty University to include all building entranceways and interior and exterior common areas (in various phases of completion). Moreover, exterior entrances are allowed to be unlocked during official move-in hours each fall. Resident Assistants (RAs) conduct mandatory checks during evening hours to verify that all exterior entrances are locked and secured. OSPS also conducts mandatory checks at random intervals to ensure that all exterior entrances are locked and fully secured. OSPS reports unsafe physical conditions that must be addressed (e.g., malfunctioning lights, unsafe sidewalks, malfunctioning door locks, etc.). These reports are then forwarded to the appropriate facility/department to mitigate the unsafe circumstance as quickly as possible.

Facilities and landscapes are maintained in

such a manner as to minimize hazardous conditions. When facilities receive maintenance or renovations, security and safety possibilities are evaluated to ensure a high level of protection. Adequate lighting, both inside and outside, is ensured; properly securing doors are verified; properly securing windows are verified; and landscaping is assessed to ensure that unsafe conditions do not exist. These and other considerations are taken into account during every maintenance, renovation, and building cycle at Liberty University.

Academic and administrative buildings are generally open during normal operating hours. During extended breaks and after daily normal operating hours, the facilities are locked and secured. All LU departments work together to consistently maintain and enforce security measures across campus. ■

OFFICE OF SECURITY & PUBLIC SAFETY EDUCATION PROGRAMS

Security programs are presented to faculty, staff, and students annually, as well as by request, to promote increased awareness of safety and security on campus. OSPS is committed to educating the university community about security awareness and crime prevention. This effort is in place to educate community members

as well as to help them understand their responsibility in promoting their own security and the security of others. These educational programs include, but are not limited to, the following:

- Run, Hide, Fight
- LU Safe Ride
- Flames Self Defense
- Refuse to be a Victim
- Campus Walk
- Bomb Threat Awareness

Dates and registration for these classes are located on Liberty University's Office of Emergency Management & Community Engagement website at [Liberty.edu/Security-Public-Safety](https://liberty.edu/Security-Public-Safety).

Operation Identification

Operation Identification is a nationally recognized identification procedure. It was created to help make items more theft resistant and, if stolen, easily recoverable and returnable. This is accomplished by engraving ID numbers onto property. These engravers are available at LUPD.

Flames Self Defense

Flames Self Defense is a basic noncertification self-defense course that equips students with physical skills and situational awareness tools to help them both during and after their time on campus.

LU Safe Ride

Liberty University is an open campus, which means there are no gates or guard posts designed to control access to the campus. Members of the Liberty University community are always encouraged to walk in pairs or groups, especially at night. However, understanding that sometimes being alone is inevitable, LUPD created and implemented the LU Safe Ride program. This program operates daily from dusk until dawn and provides transportation or a walking escort, by a uniformed officer, for anyone upon request.

To take advantage of this free service, contact the LU Emergency Communications Center's nonemergency telephone line at (434) 592-7641, or request assistance via the Champion Safe app (Liberty.AppArmor.com/Clients/Liberty.edu). Please remember that this service is not intended to replace the LU Transit System and should only be utilized when there are no other safe options available.

Active Assailant Community Preparedness

Active Assailant Community Preparedness is a nationally recognized program taught by EMCE to all students, faculty, and staff at their respective annual orientations. It is also available in an online format at Liberty.edu/Security-Public-Safety/Emergency-Management/Emergency-Safety-Training/ or to any group upon request. The purpose of this program is to educate the Liberty University community on what to do in the event of an active shooter in their building or within their vicinity. In today's society, the possibility of an active shooter is very real. It is important for all members of the community to know what to do in the event of an emergency situation.

RUN — If the shooter's location is known and the opportunity to escape is available, flee the area.

If there is an active shooter in your vicinity, leave your belongings behind and get out of the building through the nearest safe exit. Help those who may need assistance evacuating, keeping in mind that elevators may not be available.

- Have an escape plan in mind.
- If you are outside near the threat, find cover immediately.

- **DO NOT** pull the fire alarm to alert others of an active shooter.
- Keep your hands empty and visible, and follow all instructions from law enforcement officials.

HIDE — If you are inside a building, and the shooter's location is unknown, secure in place and deny access.

If evacuation is not possible, find a place to hide that is out of the shooter's view and provides protection if shots are fired in your direction. Hiding areas should not trap or restrict your options for movement. Lock and barricade the door to restrict entry. Turn off lights, cover windows, and keep quiet. Silence your cellphones, but do not turn them off so that you can receive updates and alerts about the situation. Drywall is not thick enough to stop bullets; therefore, hide behind large objects, lie down on the floor, and stay as quiet as possible.

- Lock and barricade doors with heavy furniture.
- Stay away from doors or windows.
- Turn off lights.
- Block windows and close blinds.
- Turn off radios and computer monitors.
- Keep occupants and yourself calm, quiet, and out of sight. (Take cover/protection from bullets by using concrete walls, heavy furniture, filing cabinets, etc.)
- Silence all cellphones.
- Without jeopardizing safety, call LUPD at **(434) 592-3911**. (If you cannot speak, leave the line open and allow the dispatcher to listen.)

FIGHT — As a last resort and only if your life is in immediate danger, defend yourself.

As a last resort, fight for your survival. You must be committed to this action; once you start, it cannot be stopped. At this point, anyone legally armed under the university's Weapons Policy may take any necessary, discretionary action as trained and allowed by law to defend himself/herself and others. If you are unarmed, find weapons of opportunity, such as a pen, purse, or chair.

- Work as a group, if possible.
- Improvise weapons.
- Commit to your actions.

Active Shooter Response Video:

Liberty.edu/Police/Emergency-Information

Remember that help is on the way. The average response time for LUPD is four (4) minutes but may be shorter or longer, depending on the circumstances. Follow the lawful orders of law enforcement in uniform or with proper identification.

Bomb Threat Awareness

Bomb threats are very real possibilities. It is important for anyone who receives a bomb threat to follow proper procedures. The university maintains an Emergency Action Plan for each department, which outlines specific procedures to follow in the event of a bomb threat or similar emergency. Bomb threat awareness classes are taught by OSPS to university employees. These classes are also available to other members of the university community upon request. These classes are designed to give individuals the proper tools to gather as much information as possible during a call about both the location and the construction of any alleged explosive device. Instruction is given in order to obtain the identity and the location of the caller, as well as other pertinent information, such as what to listen for in the background of the call and what steps to take for recording and obtaining information. ■





ALCOHOL AND DRUG POLICIES

Liberty University recognizes that the misuse and abuse of alcohol and drugs are persistent social and health problems of major concern in our society. Such misuse and abuse can interfere with the goals and objectives of any educational institution.

Everyone on Liberty University's campus, including students and employees, is subject to federal, state, and local laws, as well as university policy, concerning the sale, possession, and use of alcohol, drugs, and drug paraphernalia. Specifically, university policy prohibits alcohol, illegal drugs, and drug paraphernalia on campus and prohibits students, regardless of legal age, from consuming or possessing alcohol. LUPD enforces these laws and university policy. Therefore, anyone found in violation of these laws may be arrested, prosecuted, and/or subject to disciplinary action, including dismissal from the university. To encourage reporting and transparency, individuals who make a good faith report of Prohibited Conduct, and individuals who participate in a Prohibited Conduct complaint resolution process with OEC, will not be disciplined by Liberty for any violation of Liberty policies in which they might have engaged in connection with the reported incident, except in the limited circumstances outlined in Section 9.6 ("Amnesty") in the Liberty University *Sexual Misconduct Policy* (Liberty.edu/SexualMisconductPolicy).

The Dean of Students Office provides information on drug and alcohol abuse through multiple avenues. All drug or alcohol offenses are investigated by the Office of Community Life (OCL). The programs in place are used for prevention, awareness, and sanctions. The Choices and Substance Abuse Awareness (Choices) program helps students identify the values

and convictions that shape their decision-making skills and assists them in reaching their goals. This program allows students to discuss the impact their choices have on themselves and others, as well as how to make biblically based decisions moving forward. Students who attend Choices have often been assigned to the program as an educational sanction from OCL. This class is held 2-3 times each semester and facilitated by the Associate Directors of OCL. Students are required to complete a life values inventory, participate in in-person teaching and discussions, and submit a final written assignment. OCL has also purchased a 3-year contract with Vector Solutions to provide online substance use awareness and prevention programming for all incoming students, as well as additional courses for sanctioning. Vector offers 5 different classes (ranging from 15 to 45 minutes in length), delivered in the form of self-driven, virtual workshops. Current modules include: Alcohol Education (for sanctions), Alcohol and Other Drugs Refresher Course, Cannabis Education, Prescription Misuse: Stimulants and Depressants, and Prescription Misuse: Opioids. Typically, students have 15-30 days to complete their sanctions (unless told otherwise). Substance awareness programs provide knowledge regarding the dangers of alcohol and/or drug consumption and encourage students to develop personal, biblical values around this topic. Additional student resources include Liberty University Counseling & Psychological Services (for mental health screenings, psychological assessments, individual, couples, and group counseling), LU Shepherd (for mentorship and life-skills training), the Pastoral Counseling & Care Office, and referrals to local churches for programs such as Celebrate Recovery.

Liberty University provides an Employee Assistance Program through the Hartford

Ability Assist Counseling Services, at no cost to the employee. This program offers assistance to employees in several categories, including professional drug and alcohol counseling and rehabilitation services. ■

MISSING STUDENTS

All missing student reports must be directed to LUPD, which is responsible for the documentation, investigation, and notification of missing students. If a member of the university community has reason to believe that a student who resides in on-campus housing is missing, he or she should **immediately** notify LUPD at **(434) 592-3911**. LUPD will initiate an investigation, generate a missing person report, and notify all relevant local jurisdictions as soon as practicable but no longer than 24 hours after a report is received.

Pursuant to Virginia Law, Virginia Code § 52.32 (Title 52, Chapter 7), a "missing child" is any person who is under the age of 21, whose temporary or permanent residence is in Virginia, or is believed to be in Virginia, whose whereabouts are unknown to any parent, guardian, legal custodian, or other person standing in loco parentis of the child, and who has been reported as missing to a law enforcement agency within the Commonwealth. If a student is under 18 years of age and not emancipated, pursuant to Virginia Code §16.1-331, the institution must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any contact person designated by the student; and if the student has designated a contact person, notifying that contact person within 24 hours that the student is missing; if the student is under 18 years of age and is emancipated, pursuant to

Virginia Code §16.1-331, notifying the student's designated contact person within 24 hours that the student is missing.

If, after investigating the report of a missing person, LUPD determines that the student is, in fact, missing, LUPD will notify the student's emergency contact(s) or confidentially identified individual(s) (see below) that the student is missing.

Residential students can register an emergency contact through ASIST under the "General Information" tab. In addition to registering an emergency contact, students residing in on-campus housing have the option to identify, confidentially, up to three individuals to be contacted by Liberty University in the event the student is determined to be missing. These three emergency contacts can be entered under the "Missing Persons" section in ASIST.

This confidential contact information will be accessible only to authorized campus officials and law enforcement for the furtherance of the missing person investigation, and it will not be disclosed outside of the missing person investigation. ■

SEX OFFENDER REGISTRY

On Oct. 28, 2002, the Campus Sex Crimes Prevention Act took effect. This Act requires institutions of higher education to issue a statement advising the campus community where information on the identity and location of registered sex offenders may be obtained. Additionally, the Act also requires registered sex offenders to provide notice to each institution of higher education of their status as a registered sex offender if that person is employed, carries on a vocation, volunteers services, or is a student. Information about the sex offender registry can be found at VSORSOR.com.

In Virginia, convicted sex offenders must

register with the "Sex Offender and Crimes Against Minors Registry." This Registry was established pursuant to Virginia Code § 19.2-390.1. Every person convicted on or after July 1, 1997, including juveniles tried and convicted in the Circuit Court pursuant to Virginia Code § 16.1-269.1, whether sentenced as an adult or a juvenile, of an offense for which registration is required must be required as a part of the imposed sentence to register and continuously reregister annually with the "Sex Offender and Crimes Against Minors Registry" as provided in the above sections of the Virginia Code.

Moreover, any person convicted of violations under federal law or other state law substantially similar to an offense for which registration is required in Virginia, must register with the "Sex Offender and Crimes Against Minors Registry" within 10 days of assuming residence in Virginia. Any person required to be registered must also be required to reregister within 10 days following any change in residence.

Nonresident offenders entering Virginia for employment, to carry on a vocation, for volunteer services, or as a student attending school, who are required to register in their home state or who would be required to register under the Virginia Code if they were a resident of Virginia, must, within 10 days of engaging in any of these activities, register with the "Sex Offender and Crimes Against Minors Registry" and reregister annually pursuant to the Virginia Code. For purposes of this section, "student" means any person who is enrolled on a full-time or a part-time basis, in any public or private educational institution, including any secondary school, trade or professional institution, or institution of higher education. Information concerning offenders registered with the "Sex Offender and Crimes Against Minors Registry" may be disclosed to any person requesting information on a specific

individual in accordance with the law. Information regarding a specific person requested pursuant to the law must be disseminated upon receipt of an official request form that may be submitted directly to Virginia's Department of State Police or to the Department of State Police through a local law enforcement agency.

The Department of State Police must make registry information available, upon request, to criminal justice agencies, including local law enforcement agencies, through the Virginia Criminal Information Network (VCIN). Registry information provided under this section must be used for the purpose of the administration of criminal justice, for the screening of current or prospective employees or volunteers, for the protection of the public in general, or for the protection of children in particular. Uses of the information for purposes not authorized by the Virginia Code are prohibited, and a willful violation of this section of the Virginia Code with the intent to harass or intimidate another will be punished as a Class 1 Misdemeanor.

The Department of State Police maintains the online system that makes certain registry information on violent sex offenders publicly available via the internet. The publicly available information includes the offender's name, all aliases that the offender has used or by which the offender may have been known, the date and locality of the conviction, a brief description of the offense, the offender's date of birth, the offender's current address, the offender's photograph, and such other information as the Department of State Police deems necessary to public safety. The system is secure and cannot be altered except by the Department of State Police. The system is updated daily, except on weekends, with new registrations. ■



LIBERTY UNIVERSITY’S RESPONSE TO
SEXUAL AND GENDER-BASED VIOLENCE

Liberty University is committed to providing a safe and nondiscriminatory learning, living, and working environment for all members of the university community. The university does not discriminate on the basis of sex in any of its education or employment programs and activities, including admission. When the university receives reports of Prohibited Conduct, it is also required to fulfill certain obligations under the Clery Act, as amended by VAWA.

Liberty University has adopted the Sexual Misconduct Policy (Liberty University’s Title IX policy) with a commitment to the following:

- a. eliminating, preventing, and addressing the effects of sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, stalking, and other Prohibited Conduct.
- b. fostering the university’s community of trust, in which Prohibited Conduct is not tolerated.
- c. cultivating a climate where all individuals are well informed about resources, rights, and options and supported in reporting Prohibited Conduct and seeking supportive measures.
- d. providing a prompt, fair, and impartial process for all parties.
- e. identifying the standards by which violations of the *Sexual Misconduct Policy* will be evaluated and disciplinary action may be imposed.

It is the responsibility of every member of the university community to foster an environment free of Prohibited Conduct. All members of the university community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The university will support and assist community members who take such actions.

Definitions

1. Dating Violence

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim (Complainant). The existence of such a relationship will be determined with consideration of the

following factors: (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship. Dating Violence includes, but is not limited to, sexual or physical abuse, such as physical harm, bodily injury, or criminal assault, or the threat of such abuse.

2. Sexual Assault

(a) Rape: Vaginal sexual intercourse with another person 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.

(b) Sodomy: Oral or anal sexual intercourse with another person 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.

(c) Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person 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.

(d) 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.

(e) Incest: Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

(f) Statutory rape: Nonforcible sexual intercourse with a person who is under the statutory “age of consent” in the jurisdiction where the sexual activity occurred.

Consent is not defined under Virginia law. For Title IX purposes, Liberty defines consent as the voluntary and freely given agreement, through words and/or actions, to participate in mutually agreed-upon sexual acts. Consensual sexual activity happens when each person willingly

affirms that they choose to participate.

In evaluating whether consent has been voluntary and freely given, the university will consider the presence of any force, threat of force, or coercion; whether the Complainant had the capacity to give consent; and whether the communication (through words and/or actions) between the parties would be interpreted by a reasonable person (under similar circumstances and with a similar identity) as willingness to engage in a particular sexual act.

Consent cannot be obtained from another in situations involving physical force or a reasonable belief of the threat of physical force upon another person, when one person overcomes the physical limitations of another person, or when the other person is incapacitated.

Important points regarding consent include:

- Consent to one act does not constitute consent to another act.
- Consent on a prior occasion does not constitute consent on a subsequent occasion.
- Consent to an act with one person does not constitute consent to any act with another person.
- The existence of a prior or current sexual relationship does not, by itself, constitute consent to any sexual act; even in the context of a sexual relationship, there must be mutual consent to each sexual act.
- Consent can be affirmatively withdrawn or modified at any time, and sexual contact must cease immediately once consent is withdrawn through words and/or action.
- Consent cannot be reasonably inferred from mere silence, mere passivity, mere lack of movement, or mere lack of resistance.

3. Sexual Exploitation

Sexual Exploitation occurs when a person takes nonconsensual or abusive sexual advantage of another for anyone’s advantage or benefit other than the person being exploited, and such behavior does not otherwise constitute sexual harassment under the Title IX Policy.

4. Domestic Violence

Domestic Violence is an act of violence committed by: (i) a current or former spouse or intimate partner of the victim, (ii) a person with whom the victim shares a child in common, (iii) a person who is a current or former cohabitant of the victim as a spouse or intimate partner, (iv) a person similarly situated to a spouse of the victim under Virginia’s domestic or family violence law, and/or (v) any other person against an adult or youth victim who is protected from that person’s acts under applicable domestic or family violence laws of Virginia (or, if the crime occurred outside of Virginia, the jurisdiction in which the crime of violence occurred).

Domestic Violence can be a single event or a pattern of behavior. Domestic Violence includes, but is not limited to, sexual or physical abuse, such as physical harm, bodily injury, or criminal assault, or the threat of such abuse.

5. Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person (under similar circumstances and with a similar identity to the targeted person) to: (1) fear for her or his safety or for the safety of others or (2) suffer substantial emotional distress.

“Course of conduct” means two or more acts, including, but not limited to, in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

“Substantial emotional distress” means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Stalking also includes cyber or electronic stalking conducted using online, electronic, or digital technologies or communications (e.g., the internet, social networks, blogs, cellphones, or text messages).

6. Retaliation

Under Title IX, Retaliation is defined as an act of intimidation, threat, coercion, discrimination, or any other adverse action or threat thereof against any individual because the individual has made a report or Formal Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation,

proceeding, or hearing under the Policy. Retaliation is also prohibited by the Clery Act. The university, including its employees, agents, and officers, may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under the Clery Act.

Virginia law does not include specific forms of criminal conduct labeled dating violence, domestic violence, or sexual assault. However, see the “Definitions of Clery-reportable Incidents” section of the Annual Security Report (ASR) for related Virginia statutes.

Reporting Prohibited Conduct

Any person may report Prohibited Conduct and is encouraged to do so. Reports can be submitted or received through the following university channels: (1) Liberty University’s Online Reporting form (Liberty.edu/ReportToOEC) and (2) in-person to (a) the Title IX Coordinator or designee or (b) the Deputy Title IX Coordinator. In addition to these channels, reports can be submitted directly to the Office of Equity & Compliance in person (DeMoss Hall, Room 1232), by emailing OEC@liberty.edu, by calling (434) 592-4999, or by mailing the report to the following address:

Office of Equity & Compliance/Title IX Office

DeMoss Hall, Room 1232
1971 University Blvd.
Lynchburg, Va. 24515

A Responsible Employee may also report Prohibited Conduct on behalf of a Complainant (victim of Prohibited Conduct) to the OEC, the Title IX Coordinator, an investigator in the OEC, or a Deputy Coordinator via the same reporting options above. Reports may be made any time, including during nonbusiness hours.

Students and employees are urged to report any Prohibited Conduct that may constitute a crime to local law enforcement or LUPD immediately. Police have unique legal authority to seek and execute search warrants, to collect forensic evidence that may have been left at the scene or at other relevant locations, and to make an arrest when supported by probable cause to

believe a crime has been committed. Police are also able to assist university community members in seeking emergency protective orders. Police can be reached by calling 911 (or one of the other numbers listed). Individuals seeking medical attention at an emergency department can ask that police be called on their behalf. Incidents that occur on university property fall within the jurisdiction of LUPD. Incidents that occur off university property fall within the City of Lynchburg or other jurisdictions contingent upon location. Individuals will be directed to the appropriate police department when they call 911 or contact LUPD at (434) 592-3911. Students and employees may be assisted by campus authorities in notifying law enforcement authorities. Students and employees may also decline to notify law enforcement.

While anyone may report Prohibited Conduct, only Formal Complaints of Prohibited Conduct trigger more robust investigation and disciplinary proceedings by the university. Furthermore, only Formal Complaints of Sexual Harassment (which includes sexual assault, dating violence, domestic violence, and stalking) trigger the live hearing requirement as part of a disciplinary proceeding. A Formal Complaint is a document filed by the victim (Complainant) of alleged Prohibited Conduct or a person with the legal right to act on behalf of a victim or signed by the Title IX Coordinator alleging Prohibited Conduct by a Respondent and requesting that Liberty formally investigate the allegations. Many factors may inform the Title IX Coordinator’s decision to sign a Formal Complaint in the absence of a Complainant’s participation, including that the matter is sufficiently grave or that it poses a safety risk to the university community because it seems to be part of a persistent pattern or because of the serious nature of the alleged Prohibited Conduct. A Complainant may submit a Formal Complaint by completing and submitting a Formal Complaint Form found on the OEC webpage at Liberty.edu/TitleIX or by submitting a written statement to the Title IX Coordinator, the OEC, or any of the Deputy Coordinators in the *Sexual Misconduct Policy* and listed in this ASR. The Title IX Coordinator can also assist a Complainant in filing a Formal Complaint.

Questions About the Title IX Process*

For questions about Title IX or any of the processes described in this report,



please reach out to Kasey Smith, Title IX Coordinator, at OEC@liberty.edu or (434) 592-4999. You may also **contact** the Assistant Secretary for Civil Rights at the Department of Education Office for Civil Rights.

**For purposes of the complaint resolution process, the Title IX Coordinator may, at their discretion, delegate responsibilities to the Deputy Title IX Coordinator or other designee.*

For more information, please visit the comprehensive website dedicated to the full Liberty University *Sexual Misconduct Policy* at Liberty.edu/TitleIX.

Initial Assessment — Reports and Formal Complaints

Upon receiving a report or Formal Complaint of Prohibited Conduct, the Title IX Coordinator will assess any immediate health or safety concerns of the Complainant or to the campus community and, based on that assessment, notify appropriate departments and comply with any legal requirements. During the initial assessment phase, the Title IX Coordinator may gather evidence and other information about the alleged Prohibited Conduct. If the reporting person is the victim, the Deputy Title IX Coordinator for Intake and Support or the Intake Specialist will discuss, among other things, the supportive/interim measures available to the victim (either with or without filing a Formal Complaint) while considering the victim’s wishes with regard to supportive/interim measures, how to file a Formal Complaint, their right to file a report with law enforcement and seek a civil protection order, and the importance of preserving evidence. Moreover, if the reporting person is the victim of dating violence, domestic violence, sexual assault, or stalking, Liberty will provide written notification about existing: (1) counseling,



health, and mental health, (2) victim advocacy, (3) legal assistance, (4) student financial aid, (5) visa and immigration assistance, and (6) other services available within Liberty and in the community.

If the reporting person is not the Complainant (victim), the Deputy Title IX Coordinator for Intake and Support or the Intake Specialist will promptly contact the alleged victim to discuss, among other things, the availability of supportive/interim measures with or without the filing of a Formal Complaint, consider the victim’s wishes with respect to supportive/interim measures, and explain the process for filing a Formal Complaint. Liberty will provide written notification to victims of dating violence, domestic violence, sexual assault, or stalking about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.¹

Additionally, when a student or employee reports to Liberty that they have been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the alleged offense occurred on or off campus, Liberty will provide the student or employee with a written explanation of the following: (1) the importance of preserving evidence that may assist in proving an alleged criminal offense or that may aid in obtaining a protective order; (2) how and to whom the alleged offense may be reported; (3) options regarding the involvement of law enforcement (including LUPD), which include notifying the proper law enforcement agency (whether LUPD or local law enforcement), being assisted by campus authorities in notifying the appropriate law enforcement agency,

and declining to notify such authorities; (4) where applicable, the rights of victims and Liberty’s responsibilities for orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by Liberty; and (5) information about how Liberty protects the confidentiality of victims and other necessary parties, including how Liberty will complete its public record keeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)) and maintain as confidential any accommodations or protective measures provided to the victim to the extent that such confidentiality does not impair Liberty’s ability to provide the accommodation or protective measures. When a student or employee reports that they have been a victim of sexual assault, domestic violence, stalking, or dating violence, whether the offense occurred on or off university property, Liberty will provide the student or employee a written explanation of the student’s or employee’s rights and options as noted in this section, the available support services (as described above in (1) to (6)), and the procedures for disciplinary actions for those incidents. Liberty meets many of these written notification requirements by providing access to an online or hard copy of the *Sexual Misconduct Policy*, as well as in the provision of the Notice of Rights and Options brochure (Liberty.edu/NORO). In the event any of the required applicable notifications are not provided in the *Sexual Misconduct Policy*, separate written notifications are provided.

Complainants have the right to decline to respond to communications from the OEC, request that no investigation or resolution be pursued, limit his or her participation in the disciplinary process, or request only supportive/interim measures and decline to file a Formal Complaint. Supportive/interim measures range from academic accommodations to emergency-immediate restrictions. As required by law, Liberty maintains as confidential any supportive/interim measures that it provides to the Complainant to the extent that maintaining such confidentiality does not impair its ability to provide the supportive/interim measure(s). When a Formal Complaint is received, the Title IX Coordinator will, as part of the initial assessment, review

its sufficiency, evaluate for any grounds that would justify a dismissal, and if necessary, clarify with the Complainant any information that is unclear.

Dismissal of Formal Complaints Prior to Adjudication

If the allegations in a Formal Complaint are initially included in the notice of allegations as allegations of Prohibited Conduct but facts are gathered during the complaint resolution process that indicate the alleged conduct does not meet the definition of Prohibited Conduct, the university will dismiss the Formal Complaint as to those allegations. If a Formal Complaint or any allegations of Prohibited Conduct are dismissed, the

university reserves the right to make a referral to the Office of Community Life or Human Resources, as the university determines appropriate, for their disciplinary processes.

In cases involving allegations of any Prohibited Conduct, the university may, at its discretion, dismiss the case prior to adjudication in certain circumstances. Circumstances that may lead to dismissal prior to adjudication include, but are not limited to, when a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein, when the Respondent is no longer enrolled or employed by the university, or when specific circumstances prevent the university from gathering evidence

REPORTING OPTIONS AND RESOURCES

On-campus Law Enforcement Liberty University Police Department (LUPD) Green Hall, Terrace Level 1031 Regents Parkway Lynchburg, Va. 24515 Emergency: (434) 592-3911 Nonemergency: (434) 592-7641	Local Hospitals CENTRA Lynchburg General Hospital 1901 Tate Springs Road Lynchburg, Va. 24501 ☎ (434) 200-3000 (Switchboard)	Crisis Counseling and Other Community Resources Sexual Assault Response Program (SARP) 24-Hour Confidential Hotlines Domestic Violence Hotline: (888) 528-1041 Sexual Assault Hotline: (888) 947-7273
Off-campus Law Enforcement Lynchburg Police Department 3405 Odd Fellows Road Lynchburg, Va. 24501 Emergency: 911 Nonemergency: (434) 847-1602 General Information: (434) 455-6050	CENTRA Virginia Baptist Hospital 3300 Rivermont Ave. Lynchburg, Va. 24503 ☎ (434) 200-3000 (Switchboard)	Confidential Resources Liberty University Counseling & Psychological Services Green Hall, Suite 1830 1971 University Blvd. Lynchburg, Va. 24515 ☎ (434) 582-2651 ✉ CAPS@liberty.edu
On-campus Medical Treatment Liberty University Student Health Center Operated by Central Virginia Family Physicians (CVFP) Medical Group Residential Commons III Bottom Level 1606 Regents Parkway Lynchburg, Va. 24515 ☎ (434) 338-7774	Private First Class Desmond T. Doss VA Clinic 1600 Lakeside Drive Lynchburg, Va. 24501 ☎ (434) 316-5000 VA Health Connect: (855) 679-0074 Mental Healthcare: (434) 316-5000	Confidential Off-campus Resources for Employees Employee Assistance Program (EAP) <i>(provided at no cost)</i> The Hartford Ability Assist ☎ (800) 964-3577

¹ In this Annual Security Report, Liberty University uses the terms supportive measures, interim measures, protective measures, and accommodations as synonyms that describe resources provided to a Complainant, Respondent, or other individual in response to a report or Formal Complaint.

sufficient to reach a determination as to the Formal Complaint or allegations therein.

If the university dismisses a Formal Complaint, the university will promptly send written notice of the dismissal and the reasons for the dismissal simultaneously to the parties. A dismissal of a Formal Complaint, either before or after adjudication, may be appealed as provided in the Policy.

Procedures Sexual Assault Victims Should Follow

An individual who experiences sexual assault or any other form of interpersonal violence is strongly encouraged to seek immediate medical attention. Healthcare providers can assess injuries related to physical trauma, evaluate for sexually transmitted infections, and provide medical care or counseling support.

Considerations and Precautions Following a Sexual Assault

- Go to a safe place.
- Get prompt medical attention.
- For an emergency, call 911. This will allow responders to provide emergency medical or safety care.
- Call LUPD if the incident occurred on campus. LUPD will then contact the university’s Title IX Office. If you prefer to initiate contact, the Title IX Office is available by phone at (434) 592-4999 and located in DeMoss Hall, Room 1232.
- Call local law enforcement if the incident occurred off campus. LUPD can also assist, if desired.
- Contact a friend or family member.

Additionally, please note:

- The university’s Title IX Office will respond to all reports of conduct prohibited by the *Sexual Misconduct Policy*, but parties are not required to respond or participate, and no inference will be drawn from a party’s election to not participate in an investigation or adjudication. You may fill out the Information for Complainant and Respondent Form at Liberty.edu/TitleIX. If you have any questions regarding Title IX or need assistance in any of the situations outlined below, please contact the Title IX Office at (434) 592-4999.
- You also have the right to pursue

the remedies and processes set forth in Liberty University’s *Sexual Misconduct Policy* in the Liberty Way with complete policies available at Liberty.edu/TitleIX. A copy will be made available to you and assistance offered upon request.

- Liberty University is required to notify your parents or guardians if you are a minor. If you are an adult, Liberty University can assist you in notifying your parents or guardians, but the university will not notify your parents or guardians, except in situations where there is a threat to your health and safety.
- Liberty University encourages you to report this incident to both LUPD and the local police (if applicable) and will assist you in doing so. LUPD can also assist you in applying for a Protective Directive, if desired.
- If you initially do not wish to report the matter to the LUPD or the local police, or if you initially refused to notify your parents, you may change your mind at any time. If you do change your mind and desire university assistance, please contact the Office of Equity & Compliance/Title IX Office.
- Liberty University will provide assistance in relocation to another on-campus residence hall in regard to this incident. This is accomplished through the Title IX Office.
- Liberty University will provide assistance in making changes to your class schedule, if necessary. This is accomplished through the Title IX Office.
- Liberty University has trained counselors to assist you. You may reach them during normal business hours in the Counseling & Psychological Services Office at (434) 582-2651 or after hours, through LUPD, at (434) 592-3911.
- Liberty University has pastors and Life Skills Coordinators to assist you. During business hours, you can reach the LU Shepherd Office at (434) 592-5411.
- Liberty University’s Student Advocate Office is an additional resource to you if you require assistance not previously covered. That office is located in DeMoss Hall, Room 1100, and can be reached at (434) 582-7200.
- Liberty University will advocate on behalf of students based upon their visa and immigration status.

- If you need help communicating with your professors, please let the Title IX Office know.

If you change your mind about any of the options you have chosen or have any questions, please contact the Office of Equity & Compliance/Title IX Office at (434) 592-4999.

Preservation of Evidence

Pending the decision to report, all individuals are strongly encouraged to **take immediate steps** to preserve all evidence that might support a future report of Prohibited Conduct, a protective order, or an investigation by the police, the university, or both. This includes, but is not limited to, the following:

- Do not bathe or douche.
- Do not urinate, if possible.
- Do not eat, drink liquids, smoke, or brush teeth if oral contact took place.
- Keep the clothes worn during the offense, as well as any sheets or other materials. If clothes are changed, place the clothes in a paper bag (evidence deteriorates in plastic).
- Do not destroy the physical evidence that may be found in the vicinity of the crime. If the crime occurred in the victim’s home, do not clean or straighten until the police have had an opportunity to collect evidence.
- Save all electronic exchanges (e.g., text messages, emails, and Facebook, Instagram, Snapchat, or other social media posts, to the extent that they can be captured or preserved).
- Save all photographs or videos (including photographs or videos stored on smartphones and other devices).
- Save all voicemail messages and other physical, documentary, and/or electronic data that might be helpful or relevant in an investigation.
- Write down all details remembered as soon as possible.
- Tell someone all details remembered about the assault.

An individual may elect to have a forensic sexual assault examination performed to collect evidence, even if they have not yet decided whether they want to report the assault to the police and/or to the university. That decision is entirely up to the individual to make. A forensic exam may be obtained

through an examination by a Sexual Assault Nurse Examiner (also known as a “SANE nurse”) at Lynchburg General Hospital, located at 1901 Tate Springs Road, Lynchburg, Va. 24501. A SANE nurse may also be reached by phone at (434) 200-3000. Additional locations for a forensic exam can be found here (CentraHealth.com/Services/Forensic-Services). SANE nurses can assess injuries related to physical trauma, evaluate for sexually transmitted infections and possible pregnancy, provide medical care (including medications to prevent infections), and can, within 120 hours (five days) but as soon as possible after a sexual assault, administer a “forensic exam.” During the forensic exam, the SANE nurse documents and collects evidence of sexual contact and/or physical trauma (including injuries to the body and genitals), trace evidence, biological fluids, and identifiable DNA. When there is reason to believe that an assault may have been facilitated by the use of drugs or alcohol, the forensic exam may also include the collection of urine and blood samples for toxicology testing. Patients are not required to report an incident to law enforcement or the university in order to receive medical attention or a forensic exam. A patient may have a support person of their choosing present throughout the exam. Regardless of the timing of the report, even if after the first 120 hours after the assault, all individuals are encouraged to seek follow-up care to address any ongoing medical concerns, including those related to sexually transmitted infections. The university recognizes that making the decision to report Prohibited Conduct may take time, and individuals are encouraged to report whenever they feel ready and supported in doing so.

You can also utilize the below option as a medical facility:

Liberty University
Student Health Center
Operated by Central Virginia Family Physicians (CVFP) Medical Group

Residential Commons III
Bottom Level

1606 Regents Parkway
Lynchburg, Va. 24515
Office: (434) 338-7774

Supportive/Interim Measures

Upon receiving a report or Formal Complaint of Prohibited Conduct, and after the request from the Complainant and the Respondent (the Parties), to the extent possible, the university will provide reasonable and appropriate supportive/interim measures designed to preserve the Parties’ educational experiences, to protect the Parties during the investigation and resolution of a matter, to address safety concerns of the Parties or other affected members of the campus community, to maintain the integrity of the investigative and resolution processes, and to deter Retaliation. Supportive/interim measures are available regardless of whether a Complainant pursues an investigation under this Policy. The university seeks to minimize any impact of supportive/interim measures on both Parties. Each party will be notified in writing of the imposition of supportive/interim measures that impact them individually, recognizing that supportive/interim measures are confidential unless it is necessary to share information to implement the supportive/interim measure.

The OEC is responsible both for the implementation and enforcement of supportive/interim measures and for coordinating the university’s response with the appropriate university office(s). The OEC has the discretion to impose and/or modify any supportive/interim measure based on available information and is available to meet with a Complainant, a Respondent, or any other affected member of the university community to address any concerns related to supportive/interim measures. The university will maintain the privacy of supportive/interim measures provided under this Policy to the extent practicable and will promptly address any violation of a supportive/interim measure. All persons are encouraged to report to the OEC any concerns about failures of any person to abide by supportive/interim measures. Disciplinary action, including any of the sanctions listed in this Policy, can be imposed for failing to abide by a university-imposed supportive/interim measure.

Supportive/interim measures are generally not meant to be permanent resolutions or substitutes for final remedies after the conclusion of an investigation and resolution process under this Policy; supportive/interim measures may remain in place regardless of the outcome of the disciplinary process, even if there is a determination of nonresponsibility at

the conclusion. In some circumstances, supportive/interim measures may be permanent or remain in place for extended periods of time beyond resolution of the matter if the Title IX Coordinator determines that they are necessary to accomplish a purpose of preserving educational opportunity, addressing safety concerns, or deterring Retaliation. Any supportive/interim measures that remain in place permanently or for extended periods of time cannot be overly restrictive or unduly burdensome to the extent that they amount to a restriction on the Respondent. Supportive/interim measures may be modified or withdrawn as additional information is obtained and upon final resolution of the report or Formal Complaint. Supportive/interim measures range from academic accommodations to emergency-immediate restrictions, which may in some instances require the initiation of emergency removal procedures set forth in the Policy. If an emergency removal is warranted, the university will engage in an individual risk and safety assessment of a physical threat to the Complainant or community if the Respondent is a student.

Protective Orders

Where Prohibited Conduct is reported, it may be possible to obtain a court-ordered emergency or preliminary protective order pursuant to Virginia Law, Virginia Code §§ 16.1-253 and 16.1-253.4. These protective orders may be issued if the judge or magistrate believes that there is an immediate threat to health or safety. Subsequently, after a full hearing, the court may agree to issue a permanent protective order in appropriate cases. A permanent protective order may remain in place for up to two years under Virginia law and, in some cases, may be extended for an additional two years. “Protective orders” issued by a Virginia court are separate and distinct from mutual “no-contact directives” that are issued by the OEC (often as a supportive/interim measure). University-issued no-contact directives restrict communications between the Complainant and the Respondent within the context of the university’s jurisdiction. Protective orders may be obtained only from a court of law and are enforceable anywhere in the United States; their violation may result in criminal charges. In contrast, OEC arranges no-contact directives, which are enforceable on university property and university-sponsored events.

Victim Confidentiality

The university is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report or Formal Complaint under the *Sexual Misconduct Policy*. The university also is committed to providing assistance to help students, employees, and third parties make informed choices. With respect to any report or Formal Complaint under the *Sexual Misconduct Policy*, the university will make reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. “Privacy” and “confidentiality” have distinct meanings under the *Sexual Misconduct Policy*.

Privacy means that information related to a report or formal complaint of Prohibited Conduct will be shared with a limited circle of university employees who are considered “need to know” in order to assist in the assessment, investigation, and resolution of the report or formal complaint. All employees who are involved in the university’s response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA), as outlined in the university’s FERPA policy. The privacy of an individual’s medical records is protected by Virginia’s Health Records Privacy Act, Virginia Code § 32.1-127.1:03, and may also be protected by the Health Insurance Portability and Accountability Act (HIPAA) or by FERPA. Access to an employee’s personnel records may be restricted. Where a party chooses to share confidential information with an investigator as part of an OEC investigation, they must provide written consent for the information to be shared with the other party. In addition, FERPA does not preclude the sharing of certain outcomes in Title IX matters.

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom

may engage in confidential communications under Virginia law. The university has designated individuals who have statutory obligations to maintain confidentiality as “Confidential Resources.” When information is shared by an individual with a Confidential Resource or a community professional with the same legal obligations, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except when ethical obligations, an applicable law, or a court order requires or permits disclosure of such information. For example, information may be disclosed when (i) the individual gives written consent for its disclosure, (ii) there is a concern that the individual will likely cause serious physical harm to self or others, or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18. In contrast, when a Confidential Resource receives information about suspected Prohibited Conduct outside of the provision of services to a patient or client, the Confidential Resource is required to share that information with the OEC.

Employees designated as Responsible Employees under the *Sexual Misconduct Policy* are required to report any suspected Title IX Sexual Harassment to the Title IX Coordinator. Under Virginia Code §23.1-806 (the reporting statute), the university is required to report information about certain allegations of Prohibited Conduct to the law enforcement agencies and the prosecuting authorities who would be responsible, respectively, for investigating and prosecuting such allegations. Liberty protects the confidentiality of victims and necessary parties for Clery Act reporting and disclosures by providing the required statistics in a manner that does not include any personally identifying information (as defined in section 40002(a)(20) of VAWA) about individuals involved in an incident. The Clery Act also requires the university to issue timely warning notices to the university community about certain crimes that have been reported and may continue to pose a serious or continuing threat to students and employees. Consistent with the Clery Act, the university withholds the names and other personally identifying information of Complainants when issuing timely warning notices or emergency notifications to the university community and in maintaining the daily crime log. Liberty University will also maintain as confidential

any accommodations or protective measures provided to the Complainant, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

Risk Reduction

The Violence Against Women Act defines “risk reduction” as the “options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.” Recognizing that only abusers are responsible for their conduct, the Rape, Abuse, & Incest National Network (RAINN) provides some strategies to reduce one’s risk of sexual assault, harassment, and other types of sexual violence and crimes.

Although some of the following behaviors/activities fall outside the boundaries of the Liberty Way, students may find themselves in compromising situations at times, so the following tips, which are taken directly from RAINN’s website, may help and can be accessed at [RAINN.org/Articles/Staying-Safe-Campus](https://www.rainn.org/articles/staying-safe-campus).

- Know your resources. Who should you contact if you or a friend needs help? Where should you go? Locate resources such as the campus health center, campus police station, and a local sexual assault service provider. Notice where emergency phones are located on campus, and program the campus security number into your cell phone for easy access.
- Stay alert. When you’re moving around on campus or in the surrounding neighborhood, be aware of your surroundings. Consider inviting a friend to join you or asking campus security for an escort. If you’re alone, only use headphones in one ear to stay aware of your surroundings.
- Be careful about posting your location. Many social media sites, like Facebook and Foursquare, use geolocation to publicly share your location. Consider disabling this function and reviewing other social media settings.
- Make others earn your trust. A college environment can foster a false sense of security. They may feel like fast friends, but give people time to earn

your trust before relying on them.

- Think about Plan B. Spend some time thinking about backup plans for potentially sticky situations. If your phone dies, do you have a few numbers memorized to get help? Do you have emergency cash in case you can’t use a credit card? Do you have the address to your dorm or college memorized? If you drive, is there a spare key hidden, gas in your car, and a set of jumper cables?
- Be secure. Lock your door and windows when you’re asleep and when you leave the room. If people constantly prop open the main door to the dorm or apartment, tell security or a trusted authority figure.

It’s possible to relax and have a good time while still making safety a priority. Consider these tips for staying safe and looking out for your friends in social settings.

- Make a plan. If you’re going to a party, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with the other people in your group. Don’t leave someone stranded in an unfamiliar or unsafe situation.
- Protect your drink. Don’t leave your drink unattended and watch out for your friends’ drinks if you can. If you go to the bathroom or step outside, take the drink with you or toss it out. Drink from unopened containers or drinks you watched being made and poured. It’s not always possible to know if something has been added to someone’s drink. In drug-facilitated sexual assault, a perpetrator could use a substance that has no color, taste, or odor.
- Know your limits. Keep track of how many drinks you’ve had, and be aware of your friends’ behavior. If one of you feels extremely tired or more drunk than you should, you may have been drugged. Leave the party or situation and find help immediately.
- It’s okay to lie. If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it’s okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured, or threatened. You can also lie to

help a friend leave a situation that you think may be dangerous. Some excuses you could use are needing to take care of another friend or family member, an urgent phone call, not feeling well, and having to be somewhere else by a certain time.

- Be a good friend. Trust your instincts. If you notice something that doesn’t feel right, it probably isn’t. Learn more about how to keep your friends safe in social settings.

Formal Complaint of Prohibited Conduct

When the university receives a Formal Complaint of potential Prohibited Conduct alleging a violation of this policy, the university will provide a prompt, fair, and impartial process from the initial investigation to the final result. The Title IX Coordinator will provide written notice of allegations to the Complainant and Respondent that includes, among other things, details of the allegations of Prohibited Conduct, the right to have an advisor of their choice at any meetings, and an explanation of the Informal and Formal Resolution Processes. An advisor of choice means any individual, including an attorney, who provides the Complainant or Respondent support, guidance, or advice. The university will not limit the choice of advisor or presence for either the Complainant or Respondent in any meeting or institutional disciplinary proceeding; however, the university reserves the right to establish restrictions regarding the extent to which the advisor may participate in the proceedings as long as the restrictions apply equally to both parties.

The Informal and Formal Resolution Processes will be conducted in a manner that is consistent with the university’s policies and is transparent to the Parties. This includes timely notice of meetings at which one or both of the Parties may be present and provides timely and equal access to the Parties and to appropriate officials any information that will be used during informal and formal disciplinary meetings and hearings.

Determining Responsibility – Standard of Proof

The university uses the preponderance of the evidence standard in determining if a Respondent is responsible or not responsible for Prohibited Conduct. The

preponderance of the evidence means that it is “more likely than not” that the Prohibited Conduct occurred. The university also bears the burden of proof and the burden of gathering evidence in determining whether a Respondent is responsible or not responsible for Prohibited Conduct.

Training

Each complaint resolution process will be conducted by trained officials (including Investigators, informal resolution facilitators, Title IX Hearing Officer(s)/Adjudicator(s), and Appeal Board members) who are free of conflict of interest and bias. In addition, those individuals receive annual training on the definition of Title IX Sexual Harassment; the scope of the university’s education program or activity; how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable; how to serve impartially, including by avoiding prejudgment of the facts at interest, conflicts of interest, and bias; issues related to Title IX Sexual Harassment; and how to conduct an investigation and decision-making process that is neutral, thorough, fair, trauma-informed, protects the safety of all, and promotes accountability. Investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. Title IX Hearing Officer(s)/Adjudicators receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant. The training is free of bias such as sex stereotypes/ generalizations and promotes impartial investigations/adjudications. Training materials for Investigators, Informal Resolution Facilitators, Title IX Hearing Officer(s)/Adjudicator(s), and Appeal Board members are available on the OEC website: [Liberty.edu/TitleIX/Training](https://liberty.edu/TitleIX/Training).

Informal Resolution Process

Following a Formal Complaint, at any time before reaching a determination regarding responsibility, the university may facilitate an Informal Resolution Process with the voluntary agreement of all parties. In cases involving allegations that an employee engaged in Title IX Sexual Harassment against a student,

informal resolution is not appropriate.

If the Complainant, the Respondent, and the university all agree to pursue an informal resolution, the Title IX Coordinator will attempt to promptly and equitably facilitate a resolution that is agreeable to all parties. The Title IX Coordinator will not be an advocate for either the Complainant or the Respondent in the Informal Resolution Process, but rather will aid in the resolution of Formal Complaints in a nonadversarial manner. Under the informal process, the university will only conduct such fact-gathering as is useful to resolve the Formal Complaint and as is necessary to protect the interests of the parties, the university, and the university community.

The university will not compel a Complainant or Respondent to engage in mediation, to directly confront the other party, or to participate in a particular form of informal resolution. Participation in informal resolution is voluntary, and the Complainant and Respondent have the option to discontinue the informal process and request a Formal Resolution Process at any time prior to reaching a resolution. In addition, the university always has the discretion to discontinue the informal process and move forward with a Formal Resolution Process. If at any point during the Informal Resolution Process prior to reaching an agreed-upon resolution, the Complainant or Respondent or the university wishes to cease the Informal Resolution Process and to proceed through the Formal Resolution Process, the Informal Resolution Process will stop, and the Formal Resolution Process will be invoked.

Prior to engaging in an Informal Resolution Process, the university will provide the parties with a written notice disclosing: the allegations; the requirements of the Informal Resolution Process, including the circumstances under which the Informal Resolution Process precludes the parties from resuming a Formal Resolution Process arising from the same allegations; and any consequences resulting from participating in the Informal Resolution Process, including the records that will be maintained or could be shared. In addition, the university will obtain the parties' voluntary, written consent to the Informal Resolution Process. Any informal resolution must adequately address the concerns of the Complainant, as well as the rights of the Respondent and

the overall intent of the university to stop, remedy, and prevent Policy violations. Supportive/interim measures, sanctions, and remedies may be included in the agreed-upon terms and conditions of a resolution. A successful informal resolution results in a binding agreement between the parties. If all parties to the Formal Complaint and the university do not agree in writing to the terms and conditions of the proposed resolution within five (5) calendar days of the Title IX Coordinator presenting the proposed resolution to the parties, the Formal Complaint will be referred back to the Formal Resolution Process.

Appeals are not allowed in cases where the parties have agreed to a voluntary alternative resolution of the matter.

The Informal Resolution Process generally will take no more than twenty (20) calendar days. In some cases, more time may be required.

Formal Resolution Process — Complaints of Sexual Harassment (including sexual assault, dating violence, domestic violence, and stalking)

Liberty will appoint one or more trained and impartial Investigators to conduct a prompt and equitable investigation. In most cases, the investigation will be conducted by an Investigator from the OEC, but Liberty may, in its discretion, appoint any other trained Investigator who is free of conflict of interest and bias. The parties will receive written notice of the Investigator appointed. If a party has a concern that the Investigator has a conflict of interest or bias, the party should report the concern in writing as set forth in the Policy.

The Investigator(s) will conduct the investigation in a manner appropriate to the circumstances of the case. The investigation will typically involve interviews of the Complainant and Respondent and may also involve questioning of other Witnesses and/or review of other information. The parties will have the opportunity to advise the Investigator(s) of any Witnesses they believe should be interviewed, other evidence they believed should be reviewed by the Investigator(s), and questions they believe the Investigator(s) should ask the other party or Witnesses, including questions challenging credibility. The Investigator(s), in consultation with the Title IX

Coordinator, may assess the relevancy of any proposed Witnesses, evidence, and questions, and, in their discretion, may decline to interview Witnesses suggested by the parties and may interview Witnesses who were not suggested by either party. The Investigator(s) may also decline to ask a question suggested by the parties. The Complainant and Respondent will be given an equal opportunity to present Witnesses they believe should be interviewed, and other inculpatory and exculpatory evidence, as part of the investigation. In cases involving allegations of Title IX Sexual Harassment, any Witness that a party wishes to call at a hearing must be suggested as part of the investigation process, prior to the issuing of the investigative report, unless extraordinary circumstances exist as determined by the Title IX Hearing Officer(s) and the Title IX Coordinator.

The parties will be informed of a close-of-evidence date. The parties must submit all information and evidence they would like considered as part of the investigation by the close-of-evidence date. After the close-of-evidence date, the parties will not be permitted to submit new or additional evidence that existed prior to the close-of-evidence date, unless the Investigator, in consultation with the Title IX Coordinator, determines otherwise. In cases involving allegations of Title IX Sexual Harassment, all evidence a party wishes to offer or refer to at the hearing must have been provided as part of the investigation process, prior to the close of evidence, unless extraordinary circumstances exist as determined by the Title IX Hearing Officer(s) and the Title IX Coordinator.

At the conclusion of the investigation, the Investigator(s) will prepare an investigative report that fairly summarizes the relevant evidence. Absent good reason, the investigative report will also consist of all information, documents, and other evidence that will be provided to the Title IX Hearing Officer(s)/Adjudicator(s). At the discretion of the Investigator(s), such information may include, as applicable: the Formal Complaint, the notice of allegations, any other evidence obtained during the investigation, and the written report of the investigation. The investigative report will be forwarded to the Title IX Coordinator for review.

The university will strive to complete the investigation within (i) sixty

(60) calendar days from the date the Investigator is appointed or (ii) if, after the date the Investigator is appointed, the parties receive an amended notice of allegations that includes new allegations or new parties, sixty (60) calendar days from the date of the amended notice of allegations. This time frame may be extended for good cause depending on the circumstances of each case.

Review of Directly Related Evidence

For Formal Complaints involving allegations of Title IX Sexual Harassment, the parties will have an equal opportunity to inspect and review all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint. This includes evidence on which the university does not intend to rely in reaching a determination regarding responsibility and inculpatory and exculpatory evidence, whether obtained from a party or other source. The Title IX Coordinator will send such evidence to each party and each party's advisor in electronic format or hard copy. The parties will have a 10-calendar-day period to review the evidence and prepare a written response to the evidence (the "Evidence Response Statement"). Each party's Evidence Response Statement may not exceed 2,000 words in length. The Evidence Response Statement must be submitted to the Title IX Coordinator within the 10-calendar-day period described above. The Evidence Response Statement may be used as an opportunity to clarify information contained in the directly related evidence, to present the party's viewpoint about whether the evidence directly related to the allegations is relevant and therefore whether it should be included in the investigative report, and to identify evidence previously provided to the Investigator that was not included in the directly related evidence, but which the party believes is directly related and relevant. While the parties may be assisted by their advisors in preparation of the Evidence Response Statement, the Evidence Response Statement must be submitted by the party, must be the party's own statement, and may not be used to submit the statements of others on the party's behalf. Parties may not address statements to one another in the Evidence Response Statement. The parties and parties' advisors may use the

evidence reviewed at this step only for purposes of participating in the complaint resolution process and are prohibited from disseminating or otherwise sharing the evidence with any other individual. Prior to being provided the evidence obtained as part of the investigation that is directly related to the allegations, the parties and parties' advisors will be required to sign a nondisclosure agreement, agreeing to such terms. A violation of this agreement may be subject to disciplinary action, up to and including termination or expulsion, as well as dismissal of an advisor. The Title IX Coordinator will review the parties' Evidence Response Statements and may remove or redact any portions of the parties' Evidence Response Statements that exceed the word limit set forth above or that otherwise exceed the permitted scope of information that may be considered in the complaint resolution process (such as treatment records without consent or information subject to a legal privilege without a waiver). The Investigator will consider the parties' Evidence Response Statements prior to completion of the investigative report. All the evidence made available for the parties' review will be available during the hearing.

Adjudication

Upon completion of the investigation in cases involving allegations of Title IX Sexual Harassment, the matter will be submitted to the Title IX Hearing Officer(s) to promptly and equitably hold a live hearing and make a determination, by a preponderance of the evidence, regarding responsibility.

The Title IX Coordinator will designate an Adjudicator to serve as the Title IX Hearing Officer in matters involving a student Respondent. In matters involving an employee Respondent, the Deputy Title IX Coordinator from HR (in consultation with the Executive Vice President of HR) will appoint the Title IX Hearing Officer.

At the live hearing, each party's advisor will be permitted to ask the parties and any Witnesses all relevant questions and follow-up questions, including those challenging credibility. Such questions will be conducted directly, orally, and in real-time by the party's advisor and will never be conducted by a party personally. Only relevant cross-examination and other questions may be asked of a party or Witness. Before a Complainant, Respondent, or Witness answers a question at the hearing, the Title

IX Hearing Officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant in the Formal Complaint, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove Consent. If a party does not have an advisor present at the live hearing, the university will provide an advisor to the party, without fee or charge to that party, to conduct cross-examination and other questioning on behalf of that party.

All evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint will be made available at the hearing.

The hearing will generally be held by video-conference with the parties, Witnesses, and Title IX Hearing Officer(s) located in separate locations and with technology enabling the Title IX Hearing Officer(s) and parties to simultaneously see and hear the party or the Witness answering questions. The university reserves the right to determine that a hearing will instead be conducted with all participants, including the parties, Witnesses, and the Title IX Hearing Officer(s), physically present in the same location. If the live hearing is held with the participants in the same location, at the request of either party, the university will provide for the parties to be located in separate rooms with technology enabling a real-time live hearing with participation by both parties.

The university will create an audio or audiovisual recording, or transcript, of any live hearing.

Notice of Determination

The presumption is that the Respondent is not responsible for a Policy violation. The Respondent will be deemed responsible for a Policy violation only if the Title IX Hearing Officer(s) concludes that there is sufficient evidence, by a "preponderance of evidence," to support a finding that the Respondent engaged in Prohibited Conduct.



The Complainant and Respondent will simultaneously receive written notice of the determination. The written notice will include the allegations potentially constituting Prohibited Conduct, a brief description of the procedural steps taken from the receipt of the Formal Complaint through the determination, findings of fact supporting the determination, conclusions regarding the application of the university's policy to the facts, the determination regarding responsibility as to each allegation, any imposition of sanctions, whether remedies designed to restore or preserve equal access to the education program or activity will be provided to the Complainant, and the rationales for the determination and sanctions (including how the evidence was weighed, how the information supports the result, and the standard of evidence applied). The written notice will also include information about the procedures and permissible bases for appeal, as set forth below, and when the result becomes final. In addition, the written notice shall include any other steps the university has taken to eliminate the conduct and prevent its recurrence.

The written notice of determination will generally be received within twenty-five (25) calendar days from the date the live hearing concluded or within twenty-five (25) calendar days from the date the Adjudicator(s) receive the adjudication file, depending on the type of Prohibited Conduct. In some cases, more time may be required.

The determination of the Title IX Hearing Officer(s)/Adjudicator(s) may be appealed. If no appeal is filed within the time periods prescribed below, the decision will be final and the sanctions, if any, will be effective.

Sanctions and Remedies

If the Title IX Hearing Officer(s) determines that the Respondent is responsible for

a Policy violation, typically the Title IX Hearing Officer(s) will determine what sanctions and remedies are warranted. The Title IX Coordinator has discretion to appoint a different sanctioning officer who is free of bias or conflict of interest, as the Title IX Coordinator determines appropriate.

If there is a finding of responsibility for a Policy violation, remedies and/or sanctions as necessary to end the misconduct, prevent its recurrence, and address its effects will be imposed.

When determining appropriate remedies and sanctions, the university reserves the right to take whatever measures are deemed necessary in response to an allegation of Prohibited Conduct to protect the rights and personal safety of the Complainant and Liberty community members. Not all forms of Prohibited Conduct are deemed equally serious offenses, and different remedies or sanctions may be imposed based on the offense severity and any previous conduct violations.

Respondents who are found responsible for Prohibited Conduct under this Policy may face the following sanctions, as determined to be appropriate based on the circumstances:

- Verbal warning
- Written reprimand
- University probation
- Points
- Suspension, ranging from one (1) semester to five (5) years with possible reinstatement requirements determined by the university
- Expulsion
- Transcript notation
- Withholding of diploma or degree for a defined period of time or until the completion of assigned sanctions

- Temporary or permanent revocation of degree
- Revocation of admission to Liberty
- Temporary or permanent restricted access to areas of campus and campus events, activities, organizations, or courses
- Temporary or permanent removal from class or living or housing assignment
- Conditions upon presence on campus or at university events
- Campus ban
- No-contact directive
- Required attendance at an educational training, meetings, or program
- Reflection paper writing assignment
- Behavioral contract
- Fine
- Required assessment, counseling, or recovery program
- Community service hours
- Loss of salary or benefit, such as travel funding
- Suspension of promotion and salary increments ranging from one (1) semester to five (5) years, with possible reinstatement requirements imposed by the university
- Removal or nonrenewal of scholarships or honors
- Transfer or change of job or responsibilities
- Demotion
- Termination of employment
- Payment of restitution or costs incurred

Remedies for the Complainant are designed to restore or preserve equal access to the university's education program or activity.

Remedies need not be nondisciplinary or nonpunitive and need not avoid burdening the Respondent. Remedies, accommodations, and protective measures for the Complainant include implementing or extending remedial or protective measures, including, without limitation, the following examples: a mutual or one-sided no-contact directive; prohibiting an individual involved from being on university property; prohibiting an individual involved from participating in university-sponsored events; changing an individual's living or housing or dining arrangements; special parking arrangements; changing an individual's student or employee status or job responsibilities; changing an individual's work or class schedule; providing academic accommodations or providing assistance with academic issues; providing security escorts/safe ride services; access to counseling (on and/or off campus, as appropriate); or assistance identifying an advocate to help secure additional resources or assistance, including off-campus and community advocacy, support, and services.

Remedies designed to address the Liberty community include increased monitoring, supervision, and/or security at locations or in connection with activities where the Prohibited Conduct occurred or might reoccur, as well as targeted or broad-based educational programming or training.

The Title IX Coordinator is responsible for effective implementation of sanctions and remedies. The Title IX Coordinator may notify relevant administrative and academic offices, including the Financial Aid Office, the Registrar, HR, LUPD, the Dean of Students Office, the Office of the Provost, and OCL, as appropriate and necessary to ensure that sanctions and remedies are implemented properly.

Appeals Process

Either the Complainant or the Respondent may appeal the decision regarding responsibility made by the Title IX Hearing Officer/Adjudicator. Grounds for appeals are as follows: (1) procedural irregularity that affected the outcome of the matter; (2) new evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; and (3) the Title IX Coordinator, Investigator(s), or Title IX Hearing Officer(s)/Adjudicator(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.

Appeals will be considered by an Appeal Board comprised of one (1) or three (3) individuals appointed by the Title IX Coordinator. The university reserves the right to appoint any trained individual who is free of conflict of interest or bias to act as a member of the Appeal Board. The members of the Appeal Board will not include the Title IX Hearing Officer(s)/Adjudicator(s), the Investigator, or the Title IX Coordinator on the same matter. The parties will receive written notice of the Appeal Board appointed. If any party has a concern that a member of the Appeal Board has a conflict of interest or bias, the party should report the concern in writing as indicated in the Policy.

Either party may request an appeal by submitting a written appeal statement, which may not exceed 2,000 words, challenging the outcome of the complaint resolution process. The written appeal statement must be submitted to the Title IX Coordinator within two (2) calendar days of receiving the notice of determination or notice of dismissal and must explain which of the above grounds the party is invoking for the appeal. While the parties may be assisted by their advisors in preparation of the appeal, the appeal statement must be submitted by the party, must be the party's own statement, and may not be used to submit the statements of others on the party's behalf. Failure to file a timely appeal constitutes a waiver of any right to an appeal. Parties cannot address statements to one another in their appeal statements.

The Title IX Coordinator generally will compile an appeal file, which may consist of any information, documents, or other evidence that is provided to the Appeal Board. Such information will include the written appeal statement, the responsive appeal statement, the notice of determination, the adjudication file in its entirety or in part, any previously undiscovered evidence (if discovery of new evidence is a ground for the appeal), and any other information determined to be necessary for the Appeal Board's decision, at the Title IX Coordinator's discretion.

The Appeal Board will not rehear the case but will review the appeal file and consider whether it is more likely than not that the above-listed grounds for appeal have been satisfied. The Appeal Board may choose to meet with the parties and consider other additional information, in the Appeal

Board's sole discretion. If the Appeal Board receives any additional information, the parties will have an opportunity to review and respond to the additional information.

Consideration of Appeal

If the Appeal Board determines that there is sufficient evidence to conclude that it is more likely than not that at least one (1) of the above grounds for appeal is satisfied, generally the matter will be remanded for further investigation and/or deliberations by the Title IX Hearing Officer(s)/Adjudicator(s) and/or an additional live hearing, as determined by the Appeal Board to rectify the ground(s) found.

When the matter is remanded, the Appeal Board, in consultation with the Title IX Coordinator, will determine whether the matter should be remanded to the original Title IX Hearing Officer(s)/Adjudicator(s) or whether new Title IX Hearing Officer(s)/Adjudicator(s) should review the matter. The Appeal Board may not change Title IX Hearing Officer(s)/Adjudicator(s)' determination of whether the Respondent was responsible or not responsible for a Policy violation. Only the Title IX Hearing Officer(s)/Adjudicator(s) reviewing the matter on remand from an appeal may change the determination of the original Title IX Hearing Officer(s)/Adjudicator(s) of whether the Respondent was responsible or not responsible for a Policy violation. If the reasons for remand relate to the investigation or warrant additional investigation, the Appeal Board, in consultation with the Title IX Coordinator, will determine whether the matter should be remanded to the previous Investigator or whether a new Investigator should be appointed. Upon remand, the Investigator and Title IX Hearing Officer(s)/Adjudicator(s) will utilize the same process as required for all complaint processes under this Policy. If the matter is remanded, the determination made on remand will be appealable under the procedures discussed in this section.

If the Appeal Board determines that there is insufficient evidence to conclude that it is more likely than not that at least one (1) ground for appeal has been satisfied, the Appeal Board will dismiss the appeal. This decision is final and is not appealable. If the Appeal Board dismisses the appeal, the sanctions, if any, will be effective on the date the Appeal Board's decision is communicated.

The Appeal Board will simultaneously issue to the parties a written decision

describing the result of the appeal and the Appeal Board’s rationale for the result. The university will strive to complete the appeal within twenty (20) calendar days following the Appeal Board’s receipt of the appeal file from the Title IX Coordinator; however, in some cases, more time may be required.

Appeals arising out of alleged violations of this Policy must be made under this appeal process and are not eligible for consideration under other grievance policies or processes. ■

EDUCATION AND PREVENTION PROGRAMS

Liberty prohibits sexual assault, dating violence, domestic violence, and stalking as those crimes are defined under the Clery Act. The university is committed to the prevention of Prohibited Conduct through regular and ongoing primary prevention, education, and awareness programs. The university provides coordinated programming and training through multiple offices and departments, including the OEC, the Dean of Students Office, LUPD, Human Resources, the Provost’s Office, the OCL, Counseling & Psychological Services (CAPS), and other Liberty University offices and departments.

Incoming students and new employees receive primary prevention education and awareness programming as part of their orientation, and returning students and current employees receive ongoing training and participate in related programs. Informational content includes the following: (1) statements that the university prohibits Prohibited Conduct, as defined by the *Sexual Misconduct Policy*, and related crimes under Virginia law; (2) the definitions of related crimes under Virginia law; (3) the definition of “Affirmative Consent” for purposes of the policy; (4) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of Prohibited Conduct against another person; (5) information on risk reduction to recognize warning signs of abusive behavior; (6) mandatory online Title IX training for all faculty, staff, and students; and (7) information about the procedures that the university will follow after an incident of Prohibited Conduct has occurred. The university’s

primary prevention and awareness programs reflect comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end Prohibited Conduct. These programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, and/or outcome. These programs are also designed to consider environmental risk and protective factors as they affect individuals, relationships, institutions, communities, and society.

In addition to programming for incoming students and employees, Liberty University makes ongoing programming available to students and employees, including programming during awareness months for sexual assault, dating violence/ domestic violence, and stalking; responsible employee training required for all Title IX Responsible Employees; and programming related to healthy relationships, human trafficking, and internet safety.

Bystander Intervention: Trainings and Resources

Trainings

Bystander intervention trainings are required for all residential students. These trainings teach safe and positive options that may be carried out by an individual or individuals to prevent harm or to intervene when there is risk of an occurrence of Prohibited Conduct. They prepare participants to: recognize situations of potential harm, understand institutional structures and cultural conditions that facilitate violence, address/overcome barriers to intervening, identify safe and effective intervention options, and take action to intervene.

These trainings focus on the “A B Cs” and “4 Ds” of bystander intervention.

- The “A B C” approach provides guidelines for bystander intervention and encourages each individual to take a stand against Prohibited Conduct.
 - **A: Assess for safety.** Make sure all parties are safe and determine if the authorities need to be contacted. Your safety is the priority — if the situation is dangerous, call for help. Contact LUPD at (434) 592-3911 or call 911.
 - **B: Be with other people.** If it is safe to intervene, your influence will be greater with another

person or group of people.

- **C: Care for the person at risk.** Ask the person if they are okay. If they need medical attention, seek additional aid. Provide support by giving them information about the OEC or contacting law enforcement, and be willing to be a witness to the event.
 - The “4 Ds” are specific tools to prepare for bystander intervention.
 - **Directly intervene:** Confront the situation. This could require actively stepping in and removing someone from a potential threat.
 - **De-escalate:** Attempt to eliminate the risk by engaging with the aggressor. Create trust by listening and validating feelings and experiences. Be patient and remember the end goal; don’t rush the process.
 - **Disrupt:** Start a casual conversation. For example, ask for directions from the aggressor or pretend to know the victim and start a conversation with them. This can diffuse the situation and even remove the victim from harm.
 - **Distract:** Distracting is very similar to disrupting, but it can be done from a distance. Make a scene by spilling your drink, dropping something, or creating a commotion that catches the attention of the aggressor and enables the victim to get away.
- Resources**
- Additionally, the OEC emphasizes Bystander Intervention Month and provides the following list of resources ([Liberty.edu/TitleIX/Bystander-Intervention](https://liberty.edu/TitleIX/Bystander-Intervention)) for further education and training:
- The National Sexual Violence Resource Center (NSVRC)’s “Taking Action to Intervene” page ([NSVRC.org/SAAM/2022/TakingActionToIntervene](https://nsvrc.org/SAAM/2022/TakingActionToIntervene)) provides education and practical steps to help build confidence in gauging when to intervene in situations. It also includes examples of proper intervention technique scenarios.
 - The Blue Bench website ([TheBlueBench.org](https://thebluebench.org)) offers webinars and training videos for applicable intervention techniques.
 - The Stand by Me program ([CommunitiesInc.org.UK/StandByMe](https://communitiesinc.org.uk/StandByMe)) provides training

materials to raise awareness of the different levels of inappropriate attitudes and behaviors and the impact they have.

- The Rape, Abuse, & Incest National Network (RAINN) website includes a page ([RAINN.org/Articles/Practicing-Active-Bystander-Intervention](https://rainn.org/articles/practicing-active-bystander-intervention)) that outlines practical steps for safe and active bystander intervention.

2024-25 Office of Equity & Compliance Staff Training Opportunities

In 2024-25, the OEC staff was provided with a wealth of training options, and members participated in over 40 hours of relevant training per employee. The chart below shows the specific trainings provided to the OEC staff.

Date	Organization	Title	Audience
8/1/24	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations	1 Case Manager, 1 Title IX Investigator
8/6/24	Grand River Solutions - The River Connect	Back to School Considerations for Investigators	1 Case Manager, 1 Deputy Title IX Coordinator for Intake and Support, 4 Title IX Investigators
8/6/24	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
8/7/24	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Senior Vice President of University Compliance, 1 Title IX Investigator
8/7/24	Virginia Department of Criminal Justice Services (VDCJS)	Pathways for Prevention Mental Health Training	1 Clery Compliance Specialist
8/9/24	Lathrop GPM via TrainED	Annual Training for Advanced Title IX Coordinators and Deputy Coordinators Under the 2020 Title IX Regulations	1 Title IX Investigator
8/9/24	Turnitin and Times Higher Education	Navigating Academic Integrity in the Age of Breakthrough Technologies	1 Title IX Investigator
8/12/24	Lathrop GPM via TrainED	Conducting a Grievance Process Under the New Title IX Regulations	1 Title IX Investigator
8/12/24	Lathrop GPM via TrainED	Informal Resolution Training	1 Title IX Investigator
8/12/24	The Association of Title IX Administrators (ATIXA)	Addressing Trauma	1 Title IX Investigator
8/12/24	ATIXA	Advising the Reporting Party	1 Title IX Investigator
8/12/24	ATIXA	No-contact Orders	1 Title IX Investigator
8/12/24	ATIXA	Reasonable Accommodations	1 Title IX Investigator
8/13/24	ATIXA	Advising the Responding Party	1 Title IX Investigator
8/13/24	ATIXA	Appeals	1 Title IX Investigator
8/13/24	ATIXA	Applying Preponderance and Making a Finding	1 Title IX Investigator
8/13/24	ATIXA	Assessing Credibility	1 Title IX Investigator
8/13/24	ATIXA	Dealing with Report Investigation Requests/ Responding to Reluctant Reporters	1 Title IX Investigator

Date	Organization	Title	Audience
8/13/24	ATIXA	Documentation	1 Title IX Investigator
8/13/24	ATIXA	Due Process	1 Title IX Investigator
8/13/24	ATIXA	Informal Resolutions	1 Title IX Investigator
8/13/24	ATIXA	Interim Measures and Suspensions	1 Title IX Investigator
8/13/24	ATIXA	Intimate Partner Violence	1 Title IX Investigator
8/13/24	ATIXA	Investigation Strategy and Planning Ahead	1 Title IX Investigator
8/13/24	ATIXA	Pattern and Predation	1 Title IX Investigator
8/13/24	ATIXA	Preliminary Inquiry	1 Title IX Investigator
8/14/24	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations	1 Title IX Investigator
8/14/24	ATIXA	Questioning	1 Title IX Investigator
8/14/24	ATIXA	Report Writing Tips	1 Title IX Investigator
8/14/24	ATIXA	Role of the Investigator	1 Title IX Investigator
8/14/24	ATIXA	Sexual Harassment	1 Title IX Investigator
8/14/24	ATIXA	Stalking	1 Title IX Investigator
8/14/24	ATIXA	Understanding Sexual Violence	1 Title IX Investigator
8/15/24	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
8/16/24	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
8/19/24	Lathrop GPM via TrainED	Conducting a Grievance Process under the New Title IX Regulations	1 Title IX Investigator
8/19/24	Lathrop GPM via TrainED	Informal Resolution Training	1 Title IX Investigator
8/19/24	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations	1 Title IX Investigator
8/19/24	ATIXA	Addressing Trauma	1 Title IX Investigator
8/19/24	ATIXA	Advising the Reporting Party	1 Title IX Investigator
8/19/24	ATIXA	Advising the Responding Party	1 Title IX Investigator
8/19/24	ATIXA	Appeals	1 Title IX Investigator
8/19/24	ATIXA	No-contact Orders	1 Title IX Investigator
8/19/24	ATIXA	Reasonable Accommodations	1 Title IX Investigator
8/20/24	Lathrop GPM via TrainED	Title IX/VAWA Appeals Officer Training	1 Title IX Investigator
8/20/24	ATIXA	Addressing Inappropriate Employee Behaviors	1 Title IX Investigator
8/20/24	ATIXA	Applying Preponderance and Making a Finding	1 Title IX Investigator
8/20/24	ATIXA	Assessing Credibility	1 Title IX Investigator

Date	Organization	Title	Audience
8/20/24	ATIXA	BIT and Title IX Intersections	1 Title IX Investigator
8/20/24	ATIXA	Conflicts of Interest	1 Title IX Investigator
8/20/24	ATIXA	Dealing with Report Investigation Requests/ Responding to Reluctant Reporters	1 Title IX Investigator
8/20/24	ATIXA	Documentation	1 Title IX Investigator
8/20/24	ATIXA	Due Process	1 Title IX Investigator
8/20/24	ATIXA	Essential Elements in Title IX Trainings	1 Title IX Investigator
8/20/24	ATIXA	First Amendment Primer	1 Title IX Investigator
8/20/24	ATIXA	Informal Resolutions	1 Title IX Investigator
8/20/24	ATIXA	Interim Measures and Suspensions	1 Title IX Investigator
8/20/24	ATIXA	Intersection of Title VII and Title IX	1 Title IX Investigator
8/20/24	ATIXA	Keeping Investigators Sharp	1 Title IX Investigator
8/20/24	The Clery Center	Policy to Practice: Integrating Accessibility	1 Title IX Investigator
8/21/24	ATIXA	Bullying and Cyberbullying	1 Title IX Investigator
8/21/24	ATIXA	Climate Considerations	1 Title IX Investigator
8/21/24	ATIXA	Deliberations and Groupthink	1 Title IX Investigator
8/21/24	ATIXA	Intimate Partner Violence	1 Title IX Investigator
8/21/24	ATIXA	Investigation Strategy and Planning Ahead	1 Title IX Investigator
8/21/24	ATIXA	Keeping up with the Courts	1 Title IX Investigator
8/21/24	ATIXA	Pattern and Predation	1 Title IX Investigator
8/21/24	ATIXA	Preliminary Inquiry	1 Title IX Investigator
8/21/24	ATIXA	Questioning	1 Title IX Investigator
8/21/24	ATIXA	Report Writing Tips	1 Title IX Investigator
8/21/24	ATIXA	Role of the Investigator	1 Title IX Investigator
8/21/24	ATIXA	Self-care for the Title IX Coordinator	1 Title IX Investigator
8/22/24	Lathrop GPM via TrainED	Annual Training for Advanced Title IX Coordinators and Deputy Coordinators Under the 2020 Title IX Regulations	Deputy Title IX Coordinator for Intake and Support
8/22/24	ATIXA	Addressing Inappropriate Employee Behaviors	1 Title IX Investigator
8/22/24	ATIXA	BIT and Title IX Intersections	1 Title IX Investigator
8/22/24	ATIXA	Conflicts of Interest	1 Title IX Investigator
8/22/24	ATIXA	Equitable Remedies Within Civil Rights Grievances	1 Title IX Investigator
8/22/24	ATIXA	Essential Elements in Title IX Trainings	1 Title IX Investigator
8/22/24	ATIXA	First Amendment Primer	1 Title IX Investigator
8/22/24	ATIXA	Intersection of Title VII and Title IX	1 Title IX Investigator
8/22/24	ATIXA	Keeping Investigators Sharp	1 Title IX Investigator

Date	Organization	Title	Audience
8/22/24	ATIXA	Pregnancy Accommodations	1 Title IX Investigator
8/22/24	ATIXA	Self-care for the Title IX Coordinator	1 Title IX Investigator
8/22/24	ATIXA	Sexual Harassment	1 Title IX Investigator
8/22/24	ATIXA	Stalking	1 Title IX Investigator
8/22/24	ATIXA	Understanding Sexual Violence	1 Title IX Investigator
8/26/24	Lathrop GPM via TrainED	Title IX/VAWA Appeals Officer Training	1 Title IX Investigator
8/28/24	Lathrop GPM via TrainED	Conducting an Informal Resolution Under Title IX/VAWA	2 Title IX Investigators
9/5/24	Grand River Solutions - The River Connect	Navigating Digital Footprints in Higher Education Posting Apps: Understanding Social Media in the Context of Disclosures	1 Title IX Investigator
9/5/24	Liberty University Legal Affairs	FERPA Overview for OEC	1 Title IX Investigator, 1 Director of Education
9/9/24	Lathrop GPM via TrainED	Non-hearing Adjudicator Training Under Title IX/VAWA	1 Title IX Investigator
9/13/24	Turnitin and Times Higher Education	Navigating Academic Integrity in the Age of Breakthrough Technologies	1 Title IX Investigator
9/20/24	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Intake Specialist
9/23/24	Lathrop GPM via TrainED	Supplemental Decision-maker Training on Live Hearings	2 Title IX Investigators
9/23/24	ATIXA	Addressing Trauma	1 Intake Specialist
9/23/24	ATIXA	Advising the Reporting Party	1 Intake Specialist
9/23/24	ATIXA	Advising the Responding Party	1 Intake Specialist
9/23/24	ATIXA	Dealing with Report Investigation Requests/ Responding to Reluctant Reporters	1 Intake Specialist
9/23/24	ATIXA	Documentation in the Investigation	1 Intake Specialist
9/23/24	ATIXA	Due Process	1 Intake Specialist
9/23/24	ATIXA	Informal Resolutions	1 Intake Specialist
9/23/24	ATIXA	Interim Measures and Suspensions	1 Intake Specialist
9/23/24	ATIXA	Intimate Partner Violence (IPV)	1 Intake Specialist
9/23/24	ATIXA	No-contact Orders	1 Intake Specialist
9/23/24	ATIXA	Pattern and Predation	1 Intake Specialist
9/23/24	ATIXA	Preliminary Inquiry	1 Intake Specialist
9/23/24	ATIXA	Reasonable Accommodations	1 Intake Specialist
9/23/24	ATIXA	Sexual Harassment	1 Intake Specialist
9/23/24	ATIXA	Stalking	1 Intake Specialist
9/23/24	ATIXA	Understanding Sexual Violence	1 Intake Specialist

Date	Organization	Title	Audience
9/25/24	The National Association for Behavioral Intervention and Threat Assessment (NABITA)	Structured Interview for Violence Risk Assessment (SIVRA-35)	1 Deputy Title IX Coordinator for Investigations
9/30/24	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security: Track D	1 Intake Specialist
9/30/24	The Clery Center	Campus Security Authorities	1 Intake Specialist
9/30/24	The Clery Center	Clery Act Geography	1 Intake Specialist
9/30/24	The Clery Center	Clery Compliance Team	1 Intake Specialist
10/1/24	Grand River Solutions - The River Connect	Navigating Digital Footprints in Higher Education: Dating Apps: Understanding Functions	2 Title IX Investigators
10/1/24	The Clery Center	Clery Act General	1 Intake Specialist
10/1/24	The Clery Center	Clery Act Crimes	1 Intake Specialist
10/1/24	The Clery Center	Dating Violence, Domestic Violence, Sexual Assault, and Stalking (VAWA Crimes)	1 Intake Specialist
10/2/24	The Clery Center	Hate Crimes and Bias Incidents	1 Intake Specialist
10/2/24	The Clery Center	Timely Warning Notices and Emergency Notifications	1 Intake Specialist
10/3/24	The Clery Center	Title IX Resources	1 Intake Specialist
10/9/24	Liberty University Facilities Management	Geographic Information System	4 Clery Compliance Specialists
10/10/24	ATIXA	Supportive Measures	1 Deputy Title IX Coordinator for Intake and Support, 1 Deputy Title IX Coordinator for Discrimination and Resolutions, 1 Title IX Investigator, 1 Intake Specialist
10/11/24	Esri Academy	ArcGIS Online Basics	1 Clery Compliance Specialist
10/11/24	Esri Academy	Getting Started with Map Viewer	1 Clery Compliance Specialist
10/15/24	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Deputy Title IX Coordinator for Discrimination and Resolutions
10/22/24	Grammarly for Education	The AI Dilemma: Balancing Innovation with Academic Integrity	1 Title IX Investigator
10/23/24	Vector Solutions	AI in Action: How Higher Education Is Adapting to the AI Era	1 Senior Education Specialist
10/30/24	ATIXA	ATIXA National Conference	1 Deputy Title IX Coordinator for Discrimination and Resolutions
11/1/24	ATIXA	Prevention, Program Assessment, and Partnerships	1 Director of Education
11/6/24	The National Association of Clery Compliance Officers and Professionals (NACCOP)	Beyond the Handbook: Recent Developments with Clery Act Compliance Confirmation	2 Clery Compliance Specialists

Date	Organization	Title	Audience
11/7/24	Greater Richmond SCAN	Trauma-informed Supervision	1 Title IX Investigator
11/13/24	ATIXA	Applying Policy in Investigations and Determinations Workshop	1 Case Manager, 1 Deputy Title IX Coordinator for Intake and Support, 1 Intake Specialist, 5 Title IX Investigators, 1 Deputy Title IX Coordinator for Discrimination and Resolutions
11/14/24	Association for Biblical Higher Education (ABHE)	Sexual Harassment and Title IX Training Conference	1 Intake Specialist, 1 Title IX Investigator, 1 Title IX Coordinator
11/14/24	Sexual Assault Response Team (SART)/Sexual Assault Response Program (SARP)	SART/SARP Strangulation Training	1 Intake Specialist, 1 Director of Education
11/15/24	D. Stafford and Associates	Advanced Clery Academy	1 Clery Compliance Specialist
11/15/24	ATIXA	Writing Outcome Rationales Workshop	1 Intake Specialist
11/15/24	ATIXA	Writing Outcome Rationales Workshop	1 Title IX Investigator
11/18/24	VDCJS	Cyberbullying	2 Title IX Investigators
11/19/24	Greater Richmond SCAN	Impact of Trauma Exposure on Professionals	2 Title IX Investigators
11/19/24	The Clery Center	Exploring the Data: Key Takeaways from the First-ever Clery Act State of the Field Survey	1 Clery Compliance Specialist
11/21/24	CriticalArc	The Future of Clery: Leveraging Technology for Enhanced Compliance and VAWA Alignment	1 Clery Compliance Specialist
12/2/24	Esri Academy	ArcGIS Pro Basics	1 Clery Compliance Specialist
12/2/24	Esri Academy	Creating and Sharing GIS Content Using ArcGIS Online	1 Clery Compliance Specialist
12/2/24	Esri Academy	Getting Started with Data Management	1 Clery Compliance Specialist
12/3/24	Esri Academy	Integrating Data in ArcGIS Pro	1 Clery Compliance Specialist
12/3/24	Esri Academy	Introduction to Spatial Data	1 Clery Compliance Specialist
12/3/24	Esri Academy	Querying Data Using ArcGIS Pro	1 Clery Compliance Specialist
12/3/24	Greater Richmond SCAN	Overcoming Adversity and Building Resilience	1 Title IX Investigator
12/5/24	Greater Richmond SCAN	Trauma-informed Strategies	1 Title IX Investigator
12/6/24	Lathrop GPM via TrainED	Title IX/VAWA Appeal Officer Training	1 Deputy Title IX Coordinator for Discrimination and Resolutions
12/10/24	UNC	UNC Clery Act Campus Security Training	1 Clery Compliance Specialist
12/11/24	Greater Richmond SCAN	Introduction to Trauma and Trauma-informed Care	1 Title IX Investigator
12/13/24	D. Stafford and Associates	Clery Act Compliance Training Academy	1 Clery Compliance Specialist
12/13/24	Lathrop GPM via TrainED	Non-hearing Adjudicator Training Under Title IX/VAWA	1 Deputy Title IX Coordinator for Discrimination and Resolutions
12/13/24	Turnitin and Times Higher Education	Navigating Academic Integrity in the Age of Breakthrough Technologies	1 Intake Specialist

Date	Organization	Title	Audience
12/18/24	The Hartford	Defensive Driving - Small Vehicles	2 Clery Compliance Specialists
12/18/24	The Hartford	The Hartford's Defensive Driving Series - Distracted Driving	1 Clery Compliance Specialist
12/18/24	Turnitin and Times Higher Education	Navigating Academic Integrity in the Age of Breakthrough Technologies	1 Title IX Investigator
12/20/24	NACCOP	The Stop Campus Hazing Act: Preparing for Implementation	2 Clery Compliance Specialists
12/30/24	Esri Academy	Getting Started with Data Management - Part 1: Identifying Key Characteristics of GIS Data	1 Clery Compliance Specialist
12/30/24	Esri Academy	Querying Data Using ArcGIS Pro	1 Clery Compliance Specialist
12/30/24	NACCOP	The Stop Campus Hazing Act: Preparing for Implementation	1 Title IX Coordinator
1/2/25	Liberty University OEC Clery Team	Clery Intensive Training Session	1 Title IX Investigator
1/2/25	NACCOP	The Stop Campus Hazing Act: Preparing for Implementation	1 Title IX Investigator
1/8/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Intake Specialist
1/23/25	ATIXA	Time with IX: To Sign or Not to Sign: Evaluating Title IX Complaints as an Institution	2 Title IX Investigators
1/27/25	Liberty University Registrar's Office	University FERPA Training	4 Title IX Investigators, 1 Director of Education
1/28/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
1/28/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations	1 Title IX Investigator
1/28/25	Liberty University Registrar's Office	University FERPA Training	1 OEC Case Manager, 1 Title IX Investigator
1/29/25	VDCJS	Digital Threat Assessment Familiarization	1 Title IX Investigator
1/30/25	Lathrop GPM via TrainED	Conducting a Grievance Process Under the New Title IX Regulations	1 Title IX Investigator
1/30/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
1/30/25	ATIXA	Applying Preponderance and Making a Finding	1 Title IX Investigator
1/30/25	ATIXA	Assessing Credibility	1 Title IX Investigator
1/30/25	ATIXA	Dealing with Report Investigation Requests	1 Title IX Investigator
1/30/25	ATIXA	Documentation	1 Title IX Investigator
1/30/25	NACCOP	Campus Security Authorities	1 Clery Compliance Specialist, 1 Intake Specialist

Date	Organization	Title	Audience
2/3/25	Liberty University OEC Clery Team	Clery/Title IX Crossover: Maxient Training	4 Title IX Investigators, 1 Case Manager, 1 Deputy Title IX Coordinator for Investigations, 1 Title IX Coordinator, 1 Director of Education
2/4/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
2/4/25	ATIXA	Addressing Trauma	1 Title IX Investigator
2/4/25	ATIXA	Advising the Reporting Party	1 Title IX Investigator
2/4/25	ATIXA	Informal Resolutions	1 Title IX Investigator
2/4/25	ATIXA	Intimate Partner Violence (IPV)	1 Title IX Investigator
2/4/25	ATIXA	Investigation Strategy and Planning Ahead	1 Title IX Investigator
2/4/25	ATIXA	No-contact Orders	1 Title IX Investigator
2/4/25	ATIXA	Pattern and Predation	1 Title IX Investigator
2/4/25	ATIXA	Questioning	1 Title IX Investigator
2/4/25	ATIXA	Reasonable Accommodations	1 Title IX Investigator
2/4/25	ATIXA	Report Writing Tips	1 Title IX Investigator
2/4/25	ATIXA	Role of the Investigator	1 Title IX Investigator
2/4/25	ATIXA	Sexual Harassment	1 Title IX Investigator
2/4/25	ATIXA	Stalking	1 Title IX Investigator
2/4/25	ATIXA	Understanding Sexual Violence	1 Title IX Investigator
2/5/25	ATIXA	Addressing Inappropriate Employee Behaviors	1 Title IX Investigator
2/5/25	ATIXA	Advising the Responding Party	1 Title IX Investigator
2/5/25	ATIXA	Appeals	1 Title IX Investigator
2/5/25	ATIXA	BIT and Title IX Intersections	1 Title IX Investigator
2/5/25	ATIXA	Conflicts of Interest	1 Title IX Investigator
2/5/25	ATIXA	Due Process	1 Title IX Investigator
2/5/25	ATIXA	Equitable Remedies Within Civil Rights Grievances	1 Title IX Investigator
2/5/25	ATIXA	Interim Measures and Suspensions	1 Title IX Investigator
2/5/25	ATIXA	Keeping Investigators Sharp	1 Title IX Investigator
2/5/25	ATIXA	Preliminary Inquiry	1 Title IX Investigator
2/5/25	ATIXA	Title IX/VAWA Appeals Officer Training	1 Title IX Investigator
2/6/25	ATIXA	Essential Elements in Title IX Trainings	1 Title IX Investigator
2/6/25	ATIXA	First Amendment Primer	1 Title IX Investigator
2/6/25	ATIXA	Intersection of Title VII and IX	1 Title IX Investigator
2/6/25	ATIXA	Pregnancy Accommodations	1 Title IX Investigator

Date	Organization	Title	Audience
2/6/25	ATIXA	Self-care for the Title IX Coordinator	1 Title IX Investigator
2/7/25	D. Stafford and Associates	Advanced Clery Act Compliance Training Academy: Practical Application of the Regulations	1 Clery Compliance Specialist
2/7/25	Healy+	Hazing Act Overview	1 Clery Compliance Specialist, 1 Title IX Investigator
2/7/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Intake Specialist
2/7/25	Liberty University Registrar's Office	University FERPA Training	1 Title IX Investigator, 1 Deputy Title IX Coordinator for Intake and Support
2/7/25	Liberty University Registrar's Office	University FERPA Training	1 Clery Compliance Specialist
2/10/25	Liberty University OEC Clery Team	Clery Training	1 Intake Specialist
2/10/25	Liberty University OEC Clery Team	Clery Training for New Hires	2 Title IX Investigators
2/11/25	Grand River Solutions - The River Connect	Putting Stop Campus Hazing Act (SCHA) into Action	1 Title IX Investigator
2/11/25	NACCOP	Federal Relations: Anti-hazing Webinar	2 Clery Compliance Specialists
2/13/25	Healy+	Hazing Act Overview	2 Title IX Investigators
2/13/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Intake Specialist
2/13/25	NACCOP	Clery Geography Training	1 Clery Compliance Specialist
2/13/25	NACCOP	Clery Geography Training	1 Intake Specialist
2/13/25	NACCOP	Stop Campus Hazing Act Introduction	1 Title IX Investigator
2/13/25	Turnitin and Times Higher Education	Navigating Academic Integrity in the Age of Breakthrough Technologies	1 Title IX Investigator
2/14/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Intake Specialist
2/14/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Intake Specialist
2/19/25	Grand River Solutions - The River Connect	Navigating Digital Footprints in Higher Education: Algorithms, Engagement, and Virality	1 Title IX Investigator
2/20/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Intake Specialist
2/21/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training Under the 2020 Title IX Regulations	1 Intake Specialist
2/21/25	VDCJS and Justice 3D	Responding to Sexual Assault: A Trauma-informed Approach to Sexual Assault Investigations	2 Title IX Investigators
2/25/25	Lathrop GPM via TrainED	Title IX/VAWA Appeal Officer Training	1 Intake Specialist

Date	Organization	Title	Audience
2/27/25	Lathrop GPM via TrainED	Conducting an Informal Resolution Under Title IX/VAWA	1 Intake Specialist
2/27/25	Texas A&M Engineering Extension Service and International Association of Campus Law Enforcement Administrators (IACLEA)	Crisis Management Affecting Institutions of Higher Education: A Collaborative Community Approach	1 Title IX Coordinator
2/27/25	ATIXA	Time with IX: Collaborating with Human Resources	1 Deputy Title IX Coordinator for Investigations
2/27/25	NACCOP	Classifying and Counting Clery Crimes	1 Intake Specialist, 1 Clery Compliance Specialist
2/27/25	VDCJS	Adult Sexual Misconduct for All School Staff	1 Deputy Title IX Coordinator for Investigations
2/28/25	VDCJS	Threat Assessment and Management in Schools and Campuses: Enhancing the Nexus	1 Deputy Title IX Coordinator for Investigations
3/4/25	VDCJS	Digital Threat Assessment	1 Title IX Investigator
3/13/25	Grand River Solutions - The River Connect	Digital Accessibility 101: Current Digital Accessibility Landscape in 2025 - What Needs to be Accessible, What Is Covered, and What Rocks to Look Under	1 Deputy Title IX Coordinator for Investigations
3/17/25	Greater Richmond SCAN	Impact of Trauma Exposure on Professionals	1 Intake Specialist
3/19/25	The Clery Center	Managing Clery Act Alerts	1 Clery Compliance Specialist
3/19/25	Thompson Coburn LLP	Higher Education Litigation Roundtable (Spring 2025)	1 Deputy Title IX Coordinator for Investigations
3/20/25	NACCOP	Drug, Liquor, and Weapons Arrests and Referrals	1 Clery Compliance Specialist, 1 Intake Specialist
3/20/25	VDCJS and Deisinger Consulting	Threat Assessment and Management in a Campus Setting: Special Issues and Applications Workshop	1 Deputy Coordinator for Intake and Support, 1 Title IX Coordinator
3/26/25	Lathrop GPM via TrainED	Conducting an Informal Resolution Under Title IX/VAWA	1 Deputy Title IX Coordinator for Discrimination and Resolutions
3/27/25	Greater Richmond SCAN	Greater Richmond SCAN: The Importance of Building Long-lasting Relationships on the Road to Self-sustainability	1 Intake Specialist
3/27/25	Greater Richmond SCAN	Overcoming Adversity and Building Resilience	1 Intake Specialist
3/27/25	Liberty University OEC Clery Team	Hazing Act	2 Clery Compliance Specialists
3/27/25	NACCOP	Q&A with James Moore	1 Clery Compliance Specialist
3/28/25	ATIXA	Pregnancy Accommodations	1 Deputy Coordinator for Intake and Support
3/31/25	Liberty University IT Training	KnowBe4 IT Training: Security Awareness Foundations	1 Title IX Investigator

Date	Organization	Title	Audience
3/31/25	VDCJS	Pathways for Prevention: Suicide Prevention and Intervention	1 Case Manager, 1 Title IX Investigator
4/3/25	ATIXA	Conducting an Informal Resolution Under Title IX/VAWA	1 Deputy Title IX Coordinator for Discrimination and Resolutions
4/3/25	NACCOP	Annual Security Report Statements of Policy	1 Clery Compliance Specialist
4/7/25	Liberty University IT Training	KnowBe4 IT Training: Security Awareness Foundations	1 Intake Specialist
4/8/25	Greater Richmond SCAN	Trauma-informed Strategies	1 Intake Specialist
4/8/25	Lathrop GPM via TrainED	Title IX Update: 2020 Final Regulations	1 Discrimination and Resolution Specialist
4/8/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Discrimination and Resolution Specialist
4/10/25	Lathrop GPM via TrainED	Conducting an Informal Resolution Under Title IX/VAWA	1 Discrimination and Resolution Specialist
4/10/25	Lathrop GPM via TrainED	Title IX/VAWA Appeal Officer Training	1 Discrimination and Resolution Specialist
4/10/25	ATIXA	Appeals	1 Discrimination and Resolution Specialist
4/10/25	ATIXA	Conflict of Interest	1 Discrimination and Resolution Specialist
4/10/25	ATIXA	Documentation	1 Discrimination and Resolution Specialist
4/10/25	ATIXA	Essential Elements in Title IX Training	1 Discrimination and Resolution Specialist
4/11/25	Lathrop GPM via TrainED	Non-hearing Adjudicator Training	1 Discrimination and Resolution Specialist
4/11/25	ATIXA	Informal Resolutions	1 Discrimination and Resolution Specialist
4/11/25	ATIXA	Interim Measures and Suspensions	1 Discrimination and Resolution Specialist
4/11/25	ATIXA	Report Writing Tips	1 Discrimination and Resolution Specialist
4/11/25	ATIXA	Role of the Investigator	1 Discrimination and Resolution Specialist
4/11/25	ATIXA	Sexual Harassment	1 Discrimination and Resolution Specialist
4/11/25	ATIXA	Stalking	1 Discrimination and Resolution Specialist
4/14/25	Greater Richmond SCAN	Self-care and Wellness	1 Intake Specialist, 1 Case Manager
4/15/25	Greater Richmond SCAN	Trauma-informed Technique Tuesday: Building Trauma-informed Community Networks	1 Intake Specialist

Date	Organization	Title	Audience
4/15/25	ATIXA	Equitable Remedies Within Civil Rights Grievances	1 Discrimination and Resolution Specialist
4/15/25	ATIXA	Self-care for the Title IX Coordinator	1 Discrimination and Resolution Specialist
4/17/25	Greater Richmond SCAN	Trauma-informed Strategies	1 Title IX Investigator
4/17/25	Lathrop GPM via TrainED	Conducting an Informal Resolution Under Title IX/VAWA	1 Title IX Investigator
4/17/25	NACCOP	NACCOP Clery Act Webinar Series #6: Timely Warning Notices and Immediate Notification Confirmation	1 Intake Specialist, 2 Clery Compliance Specialists
4/17/25	The Security Awareness Company	Security Awareness Foundations (SAF)	1 Clery Compliance Specialist
4/18/25	Lathrop GPM via TrainED	2020 Regulations: Title IX/VAWA Investigator Training	1 Discrimination and Resolution Specialist
4/18/25	Lathrop GPM via TrainED	Conducting a Grievance Process Under the 2020 Title IX Regulations	1 Discrimination and Resolution Specialist
4/22/25	Lathrop GPM via TrainED	Supplemental Decision-maker Training on Live Hearings	1 Discrimination and Resolution Specialist
4/23/25	Lathrop GPM via TrainED	Title IX/VAWA Hearing Panel Training	1 Discrimination and Resolution Specialist
4/23/25	ATIXA	Addressing Inappropriate Employee Behaviors	1 Discrimination and Resolution Specialist
4/23/25	ATIXA	Addressing Trauma	1 Discrimination and Resolution Specialist
4/23/25	ATIXA	Considerations for Climate Surveys	1 Discrimination and Resolution Specialist
4/23/25	ATIXA	Intersection of Title VII and Title IX	1 Discrimination and Resolution Specialist
4/24/25	ATIXA	Preliminary Inquiry	1 Discrimination and Resolution Specialist
4/24/25	ATIXA	Time with IX: Assessing Patterns in Investigations and Decision-making	1 Title IX Investigator
4/28/25	Greater Richmond SCAN	Introduction to Trauma and Trauma-informed Care	1 Intake Specialist
4/29/25	Grand River Solutions - The River Connect	Investigator Roundtable: A Deep Dive into Retaliation	1 Deputy Title IX Coordinator for Intake and Support, 1 Deputy Title IX Coordinator for Investigations
4/30/25	Greater Richmond SCAN	Introduction to Trauma and Trauma-informed Care	1 Case Manager
4/30/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
5/1/25	ATIXA	Advising the Reporting Party	1 Title IX Investigator
5/1/25	ATIXA	No-contact Orders	1 Title IX Investigator
5/1/25	ATIXA	Preliminary Inquiry	1 Title IX Investigator

Date	Organization	Title	Audience
5/1/25	NACCOP	Violence Against Women Act	2 Clery Compliance Specialists
5/2/25	ATIXA	Advising the Responding Party	1 Title IX Investigator
5/2/25	ATIXA	Conflicts of Interest	1 Title IX Investigator
5/2/25	ATIXA	First Amendment Primer	1 Discrimination and Resolution Specialist
5/2/25	ATIXA	Interim Measures and Suspensions	1 Title IX Investigator
5/2/25	ATIXA	Pregnancy Accommodations	1 Title IX Investigator
5/2/25	ATIXA	Reasonable Accommodations	1 Title IX Investigator
5/5/25	ATIXA	Due Process	1 Title IX Investigator
5/5/25	ATIXA	Role of the Investigator	1 Title IX Investigator
5/5/25	NACCOP	Introduction of Clery Compliance Officer Program	1 Clery Compliance Specialist
5/6/25	ATIXA	Sexual Harassment	1 Title IX Investigator
5/6/25	The Clery Center	35 Years of Clery: Comprehending Clery Crimes	1 Intake Specialist
5/7/25	Criminal Justice Information Systems (CJIS)	CJIS Recertification (Security and Privacy: General Role)	1 Clery Compliance Specialist
5/7/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training	1 Title IX Investigator
5/7/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
5/7/25	ATIXA	First Amendment Primer	1 Title IX Investigator
5/7/25	ATIXA	Intimate Partner Violence (IPV)	1 Title IX Investigator
5/7/25	ATIXA	Stalking	1 Title IX Investigator
5/7/25	Vector Solutions	Supporting Survivors of Campus Sexual Violence: Involving Campus and Community Partners	2 Intake Specialists
5/8/25	ATIXA	Understanding Sexual Violence	1 Title IX Investigator
5/9/25	ATIXA	Addressing Trauma	1 Title IX Investigator
5/9/25	ATIXA	Assessing Credibility	1 Title IX Investigator
5/12/25	ATIXA	Investigation Strategy and Planning Ahead	1 Title IX Investigator
5/13/25	Liberty University OEC Clery Team	OEC Clery Act Training	1 Discrimination and Resolution Specialist, 1 Title IX Investigator
5/13/25	ATIXA	Pattern and Predation	1 Title IX Investigator
5/13/25	ATIXA	Questioning	1 Title IX Investigator
5/13/25	ATIXA	Report Writing Tips	1 Title IX Investigator
5/13/25	NACCOP	Clery Compliance Officer Certification: CSAs	1 Clery Compliance Specialist

Date	Organization	Title	Audience
5/13/25	NACCOP	Clery Compliance Officer Certification: Geography	1 Clery Compliance Specialist
5/14/25	Liberty University IT Training	Cisco Webex Training	1 Title IX Investigator
5/14/25	ATIXA	Dealing with Report Investigation Requests/ Responding to Reluctant Reporters	1 Title IX Investigator
5/14/25	ATIXA	Keeping Investigators Sharp	1 Title IX Investigator
5/14/25	NACCOP	Clery Compliance Officer Certification: Classifying Crimes and Offenses	1 Clery Compliance Specialist
5/15/25	Lathrop GPM via TrainED	Conducting a Grievance Process Under the 2020 Regulations	1 Title IX Investigator
5/15/25	Liberty University IT Training	Microsoft 365 Training	1 Title IX Investigator
5/15/25	Liberty University IT Training	Microsoft 365 Training and Tutorials	1 Title IX Investigator
5/15/25	NACCOP	Clery Compliance Officer Certification: Arrests and Referrals	1 Clery Compliance Specialist
5/15/25	NACCOP	Clery Compliance Officer Certification: ASR	1 Clery Compliance Specialist
5/15/25	NACCOP	Crime Log and Fire Log	2 Clery Compliance Specialists, 1 Intake Specialist
5/16/25	Lathrop GPM via TrainED	Informal Resolution Training	1 Title IX Investigator
5/16/25	Lathrop GPM via TrainED	Non-hearing Adjudicator Training	1 Title IX Investigator
5/19/25	ATIXA	Applying Preponderance and Making a Finding	1 Title IX Investigator
5/19/25	ATIXA	Equitable Remedies Within Civil Rights Grievances	1 Title IX Investigator
5/19/25	NACCOP	Clery Compliance Officer Certification: Timely Warning Notices and Emergency Notifications	1 Clery Compliance Specialist
5/20/25	Lathrop GPM via TrainED	Title IX/VAWA Hearing Panel Training	1 Title IX Investigator
5/21/25	Lathrop GPM via TrainED	Supplemental Decision-maker Training	1 Title IX Investigator
5/21/25	ATIXA	Addressing Inappropriate Employee Behaviors	1 Title IX Investigator
5/21/25	ATIXA	Appeals	1 Title IX Investigator
5/21/25	ATIXA	BIT and Title IX Intersections	1 Title IX Investigator
5/21/25	ATIXA	Essential Elements in Title IX Training	1 Title IX Investigator
5/21/25	ATIXA	Informal Resolutions	1 Title IX Investigator
5/21/25	ATIXA	Intersection of Title VII and Title IX	1 Title IX Investigator

Date	Organization	Title	Audience
5/21/25	ATIXA	Self-care for the Title IX Coordinator	1 Title IX Investigator
5/22/25	Lathrop GPM via TrainED	Title IX/VAWA Appeal Officer Training	1 Title IX Investigator
5/30/25	Liberty University OEC Title IX Team	Adjudication Preparation and Case Review	1 Title IX Investigator
6/3/25	NACCOP	The Stop Campus Hazing Act: Preparing for Implementation	1 Deputy Title IX Coordinator for Investigations
6/4/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
6/4/25	ATIXA	Advising the Reporting Party	1 Title IX Investigator
6/4/25	ATIXA	Advising the Responding Party	1 Title IX Investigator
6/4/25	ATIXA	Conflicts of Interest	1 Title IX Investigator
6/4/25	ATIXA	Pregnancy Accommodations: Intake and Support	1 Title IX Investigator
6/4/25	ATIXA	Preliminary Inquiry	1 Title IX Investigator
6/5/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
6/5/25	Texas A&M Engineering Extension Service - Law Enforcement and Protective Services	Enterprise Risk Management: A Collaborative Community Mitigation Effort at Institutions of Higher Education	1 Title IX Coordinator
6/5/25	NACCOP	Fire Safety Disclosures and Missing Persons	1 Clery Compliance Specialist, 1 Intake Specialist
6/6/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Clery Compliance Specialist, 1 Title IX Investigator
6/6/25	ATIXA	Advising the Reporting Party	1 Clery Compliance Specialist, 1 Title IX Investigator
6/6/25	ATIXA	Advising the Responding Party	1 Clery Compliance Specialist, 1 Title IX Investigator
6/6/25	ATIXA	Conflicts of Interest	1 Clery Compliance Specialist, 1 Title IX Investigator
6/6/25	ATIXA	Interim Measures and Suspensions	1 Clery Compliance Specialist, 1 Title IX Investigator
6/6/25	ATIXA	No-contact Orders	1 Title IX Investigator
6/6/25	ATIXA	Pregnancy Accommodations	1 Title IX Investigator
6/6/25	ATIXA	Preliminary Inquiry	1 Clery Compliance Specialist, 1 Title IX Investigator
6/6/25	ATIXA	Reasonable Accommodations	1 Clery Compliance Specialist, 1 Title IX Investigator
6/10/25	Liberty University IT Training	Liberty University IT Training/Adobe Basics and Tutorials	1 Title IX Investigator
6/10/25	Liberty University OEC Clery Team	Clery Act Training	1 Clery Compliance Specialist, 2 Title IX Investigators

Date	Organization	Title	Audience
6/10/25	YouTube/Teacher's Tech	How to Use Microsoft Word for Beginners and Beyond	1 Title IX Investigator
6/11/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training	1 Title IX Investigator
6/11/25	Liberty University OEC Clery Team	Title IX and Clery Compliance: Crossover Training for the Title IX Team	1 Deputy Title IX Coordinator for Discrimination and Resolutions, 1 Discrimination and Resolution Specialist, 1 Deputy Title IX Coordinator for Intake and Support, 1 Senior Intake Specialist, 1 Intake Specialist, 1 Senior Vice President of University Compliance
6/11/25	Liberty University OEC Clery Team	Title IX and Clery Compliance: Crossover Training for the Title IX Team	4 Title IX Investigators, 1 Case Manager, 1 Deputy Title IX Coordinator for Investigations, 1 Director of Education
6/11/25	Thompson Coburn LLP	Higher Education Litigation Roundtable	1 Deputy Title IX Coordinator of Investigations
6/12/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
6/12/25	NACCOP	Preparing for a U.S. Department of Education Program Review	1 Clery Compliance Specialist, 1 Senior Intake Specialist
6/13/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
6/13/25	Liberty University OEC Clery Team	Title IX and Clery Compliance: Crossover Training for the Title IX Team: Q&A	1 Deputy Title IX Coordinator for Investigations, 1 Deputy Title IX Coordinator for Intake and Support, 1 Senior Intake Specialist, 1 Intake Specialist, 4 Title IX Investigators, 1 Deputy Title IX Coordinator for Discrimination and Resolutions, 1 Discrimination and Resolution Specialist, 1 Director of Education
6/13/25	ATIXA	Addressing Trauma	1 Title IX Investigator
6/13/25	ATIXA	Assessing Credibility	1 Title IX Investigator
6/13/25	ATIXA	Due Process	1 Title IX Investigator
6/13/25	ATIXA	First Amendment Primer	1 Title IX Investigator
6/13/25	ATIXA	Intimate Partner Violence (IPV)	1 Title IX Investigator
6/13/25	ATIXA	Investigation Strategy and Planning Ahead	1 Title IX Investigator
6/13/25	ATIXA	Questioning	1 Title IX Investigator
6/13/25	ATIXA	Report Writing Tips	1 Title IX Investigator
6/13/25	ATIXA	Role of the Investigator	1 Title IX Investigator
6/13/25	ATIXA	Sexual Harassment	1 Title IX Investigator
6/13/25	ATIXA	Stalking	1 Title IX Investigator
6/13/25	ATIXA	Understanding Sexual Violence	1 Title IX Investigator

Date	Organization	Title	Audience
6/14/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training	1 Title IX Investigator
6/16/25	ATIXA	Applying Preponderance and Making a Finding	1 Title IX Investigator
6/16/25	ATIXA	Equitable Remedies Within Civil Rights Grievances	1 Title IX Investigator
6/16/25	ATIXA	Informal Resolutions	1 Title IX Investigator
6/17/25	Liberty University OEC Title IX Team	Trauma Training	1 Deputy Title IX Coordinator for Intake and Support, 1 Senior Intake Specialist, 1 Intake Specialist, 1 Deputy Title IX Coordinator for Investigations, 6 Title IX Investigators, 1 Discrimination and Resolution Specialist, 2 Clery Compliance Specialists
6/18/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training	1 Clery Compliance Specialist
6/19/25	Lathrop GPM via TrainED	Adjudication Training	1 Deputy Title IX Coordinator for Intake and Support, 2 Title IX Investigators
6/19/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Clery Compliance Specialist
6/19/25	Lathrop GPM via TrainED	Understanding What a Decision-maker Is Looking for	1 Deputy Title IX Coordinator for Investigations
6/20/25	Lathrop GPM via TrainED	Adjudication Training	1 Title IX Investigator
6/23/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
6/23/25	ATIXA	Due Process	1 Title IX Investigator
6/23/25	ATIXA	First Amendment Primer	1 Title IX Investigator
6/23/25	ATIXA	Role of the Investigator	1 Title IX Investigator
6/24/25	Liberty University OEC Clery Team	Clery Compliance Onboarding Training	1 Executive Director of Clery Act Compliance
6/24/25	ATIXA	Addressing Trauma	1 Title IX Investigator
6/24/25	ATIXA	Assessing Credibility	1 Title IX Investigator
6/24/25	ATIXA	Intimate Partner Violence (IPV)	1 Title IX Investigator
6/24/25	ATIXA	Investigation Strategy and Planning Ahead	1 Title IX Investigator
6/24/25	ATIXA	Questioning	1 Title IX Investigator
6/24/25	ATIXA	Sexual Harassment	1 Title IX Investigator
6/24/25	ATIXA	Stalking	1 Title IX Investigator
6/24/25	ATIXA	Understanding Sexual Violence	1 Title IX Investigator
6/25/25	ATIXA	Documentation	1 Title IX Investigator
6/25/25	ATIXA	Keeping Investigators Sharp	1 Title IX Investigator

Date	Organization	Title	Audience
6/25/25	ATIXA	Pattern and Predation: Dealing with Report Investigation	1 Title IX Investigator
6/25/25	ATIXA	Report Writing Tips	1 Title IX Investigator
6/25/25	ATIXA	Requests/Responding to Reluctant Reporters	1 Title IX Investigator
6/25/25	NACCOP	Developing a Clery Compliance Committee	1 Clery Compliance Specialist
6/26/25	ATIXA	Advising the Reporting Party	1 Title IX Investigator
6/26/25	ATIXA	Advising the Responding Party	1 Title IX Investigator
6/26/25	ATIXA	Conflicts of Interest	1 Title IX Investigator
6/26/25	ATIXA	Due Process	1 Clery Compliance Specialist
6/26/25	ATIXA	No-contact Orders	1 Title IX Investigator
6/26/25	ATIXA	Role of the Investigator	1 Clery Compliance Specialist
6/26/25	ATIXA	Sexual Harassment	1 Clery Compliance Specialist
6/26/25	The Clery Center	Dating and Domestic Violence in the Age of COVID-19	1 Clery Compliance Specialist
6/27/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Title IX Investigator
6/27/25	Liberty University Human Resources	Leadership on the Mountain	1 Senior Vice President of University Compliance, 1 Title IX Coordinator, 2 Deputy Title IX Coordinators for Investigations, 1 Deputy Title IX Coordinator for Intake and Support, 1 Deputy Title IX Coordinator for Discrimination and Resolutions, 1 Director of Education, 1 Executive Director of Clery Act Compliance
6/27/25	ATIXA	Interim Measures and Suspensions	1 Title IX Investigator
6/27/25	ATIXA	Pregnancy Accommodations	1 Title IX Investigator
6/27/25	ATIXA	Preliminary Inquiry	1 Title IX Investigator
6/27/25	ATIXA	Reasonable Accommodations	1 Title IX Investigator
6/30/25	ATIXA	Addressing Inappropriate Employee Behaviors	1 Title IX Investigator
6/30/25	ATIXA	Essential Elements in Title IX Training	1 Title IX Investigator
6/30/25	ATIXA	Intersection of Title VII and Title IX	1 Title IX Investigator
6/30/25	ATIXA	Self-care for the Title IX Coordinator	1 Title IX Investigator
7/1/25	Lathrop GPM via TrainED	Title IX/VAWA Appeal Officer Training	1 Title IX Investigator
7/1/25	ATIXA	Advising the Reporting Party	1 Executive Director of Clery Act Compliance
7/1/25	ATIXA	Advising the Responding Party	1 Executive Director of Clery Act Compliance
7/1/25	ATIXA	BIT and Title IX Intersections	1 Title IX Investigator

Date	Organization	Title	Audience
7/1/25	ATIXA	No-contact Orders	1 Executive Director of Clery Act Compliance
7/1/25	ATIXA	Preliminary Inquiry	1 Executive Director of Clery Act Compliance
7/1/25	ATIXA	Reasonable Accommodations in the Title IX Process	1 Executive Director of Clery Act Compliance
7/2/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	1 Executive Director of Clery Act Compliance
7/2/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training	1 Title IX Investigator
7/2/25	Lathrop GPM via TrainED	Trauma-informed Training for First Responders, Confidential Resources, and Campus Security	1 Title IX Investigator
7/2/25	ATIXA	Due Process	1 Title IX Investigator
7/2/25	ATIXA	First Amendment Primer	1 Title IX Investigator
7/2/25	ATIXA	Interim Measures and Suspension	1 Executive Director of Clery Act Compliance
7/2/25	ATIXA	Intimate Partner Violence (IPV)	1 Title IX Investigator
7/2/25	ATIXA	Role of the Investigator	1 Title IX Investigator
7/2/25	ATIXA	Sexual Harassment	1 Title IX Investigator
7/2/25	VDCJS	Applied Suicide Intervention Skills Training (ASIST)	1 Deputy Title IX Coordinator for Discrimination and Resolutions, 1 Discrimination and Resolution Specialist, 1 Senior Intake Specialist
7/3/25	ATIXA	Addressing Trauma	1 Title IX Investigator
7/3/25	ATIXA	Assessing Credibility	1 Title IX Investigator
7/3/25	ATIXA	Investigative Strategies and Planning Ahead	1 Title IX Investigator
7/3/25	ATIXA	Questioning	1 Title IX Investigator
7/3/25	ATIXA	Report Writing Tips	1 Title IX Investigator
7/3/25	ATIXA	Stalking	1 Title IX Investigator
7/3/25	ATIXA	Understanding Sexual Violence	1 Title IX Investigator
7/8/25	Liberty University Registrar's Office	University FERPA Training	1 Title IX Investigator
7/9/25	Commonwealth of Virginia: Secretary of the Commonwealth Kelly Gee	Leadership and Professional Development	1 Deputy Title IX Coordinator for Investigations
7/11/25	Liberty University Registrar's Office	University FERPA Training	1 Title IX Investigator
7/15/25	Lathrop GPM via TrainED	Annual Training for New Coordinators and Deputy Coordinators	Administrative Assistant

Date	Organization	Title	Audience
7/15/25	ATIXA	Title VI Compliance Foundations Level Two: Best Practices for Title VI Coordinators in Educational Settings	1 Deputy Title IX Coordinator for Intake and Support, 1 Deputy Title IX Coordinator for Discrimination and Resolutions, 1 Discrimination and Resolution Specialist, 1 Case Manager, 1 Title IX Investigator, 1 Senior Intake Specialist, 1 Intake Specialist
7/16/25	Lathrop GPM via TrainED	Title IX/VAWA Investigator Training	Administrative Assistant

2024-25 Office of Equity & Compliance Trainings Conducted for the Campus Community

Additionally, in 2024-25, the OEC provided over 100 trainings for students, faculty, and staff with topics including Title IX, Clery Act, and Violence Against Women Act (VAWA).

Date	Education Event	Primary Audience	Attendance	Training Topic
8/2/24	ExperienceLU	Prospective Students and Parents	157	OEC/Title IX/Clery/VAWA
8/5/24	Campus Security Authorities	Personnel	10	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
8/5/24	New Employee Orientation	Personnel	74	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
8/7/24	OEC Training for ODAS	Students and Personnel	20	Beyond Barriers Summer Program: Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
8/7/24	Resident Assistants	Student Leaders	287	RA Orientation: Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty/Reporting Checklist
8/9/24	ExperienceLU	Prospective Students and Parents	83	OEC/Title IX/Clery/VAWA
8/12/24	Campus Security Authorities	Personnel	11	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
8/14/24	OEC Training for Graduate Assistants	Student Leaders	241	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures
8/15/24	OEC Training for Club Sports	Personnel	96	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Reporting Checklist
8/15/24	Tabling Event	Residential Students	50	OEC/Title IX/Clery/VAWA/Supportive Measures/Bystander Intervention Awareness
8/19/24	Campus Security Authorities	Personnel	22	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
8/19/24	New Employee Orientation	Personnel	40	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
8/24/24	Tabling Event at Block Party	Residential Students	400	OEC/Title IX/Clery/VAWA/Supportive Measures/Amnesty Policy
8/26/24	Campus Security Authorities	Personnel	44	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures

Date	Education Event	Primary Audience	Attendance	Training Topic
8/29/24	OEC Training for ROTC	ROTC Students and Personnel	114	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities/Supportive Measures/Amnesty
9/2/24	Campus Security Authorities	Personnel	26	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
9/3/24	New Employee Orientation	Personnel	71	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
9/4/24	Title IX Responsible Employees Canvas Course	Personnel	5,776	Title IX/OEC Policies/Prohibited Conduct/Reporting Responsibilities/Supportive Measures
9/9/24	Campus Security Authorities	Personnel	33	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
9/10/24	Tabling Event	Residential Students	100	OEC/Title IX/Clery/VAWA/Supportive Measures/Campus Safety Awareness
9/11/24	Tabling Event	Residential Students	100	OEC/Title IX/Clery/VAWA/Supportive Measures
9/16/24	Campus Security Authorities	Personnel	25	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
9/16/24	New Employee Orientation	Personnel	49	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
9/17/24	Tabling Event for Campus Safety Day	Residential Students	52	OEC/Title IX/Clery/VAWA/Supportive Measures
9/19/24	OEC Training for OCL	Personnel	17	CSA Soft Skills and Event Security Workshop: Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
9/19/24	CFAW Event: Getting to Know Liberty	Prospective Students and Parents	102	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
9/20/24	CFAW Event: Parent Session	Prospective Students and Parents	409	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
9/20/24	CFAW Breakout Session: Campus Security and Well-being	Prospective Students and Parents	40	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
9/23/24	Campus Security Authorities	Personnel	21	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
9/27/24	ExperienceLU	Prospective Students and Parents	94	OEC/Title IX/Clery/VAWA

Date	Education Event	Primary Audience	Attendance	Training Topic
9/30/24	Campus Security Authorities	Personnel	7	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
9/30/24	New Employee Orientation	Personnel	14	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
10/3/24	Human Trafficking Awareness Speaker Panel Event	Residential Students and Personnel	76	Human Trafficking Awareness
10/3/24	Tabling Event	Residential Students	137	OEC/Title IX/Clery/VAWA/Supportive Measures/Human Trafficking Awareness
10/4/24	ExperienceLU	Prospective Students and Parents	115	OEC/Title IX/Clery/VAWA
10/7/24	Campus Security Authorities	Personnel	4	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
10/14/24	ExperienceLU	Prospective Students and Parents	168	OEC/Title IX/Clery/VAWA
10/14/24	New Employee Orientation	Personnel	33	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
10/18/24	ExperienceLU	Prospective Students and Parents	134	OEC/Title IX/Clery/VAWA
10/25/24	ExperienceLU	Prospective Students and Parents	125	OEC/Title IX/Clery/VAWA
10/25/24	Tabling at CARE Carnival (Student Support Fair)	Residential Students	125	OEC/Title IX/Clery/VAWA/Supportive Measures
10/28/24	New Employee Orientation	Personnel	31	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
10/28/24	ExperienceLU	Prospective Students and Parents	107	OEC/Title IX/Clery/VAWA
10/29/24	Tabling Event	Residential Students	132	OEC/Title IX/Clery/VAWA/Supportive Measures/Dating/Domestic Violence Awareness
11/1/24	ExperienceLU	Prospective Students and Parents	164	OEC/Title IX/Clery/VAWA
11/4/24	Campus Security Authorities Canvas Course	Personnel	1,280	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
11/7/24	CFAW Event: Getting to Know Liberty	Prospective Students and Parents	204	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures

Date	Education Event	Primary Audience	Attendance	Training Topic
11/8/24	CFAW Event: Parent Session	Prospective Students and Parents	550	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
11/8/24	CFAW Breakout Session: Campus Security and Well-being	Prospective Students and Parents	47	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
11/11/24	New Employee Orientation	Personnel	22	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
11/15/24	ExperienceLU	Prospective Students and Parents	156	OEC/Title IX/Clery/VAWA
11/22/24	ExperienceLU	Prospective Students and Parents	178	OEC/Title IX/Clery/VAWA
12/6/24	ExperienceLU	Prospective Students and Parents	128	OEC/Title IX/Clery/VAWA
12/6/24	Liberty University College of Osteopathic Medicine (LUCOM) Dean's Hour	LUCOM Students	836	Title IX/Clery/VAWA/OEC Policies/Prohibited Conduct/Supportive Measures/Amnesty
12/9/24	New Employee Orientation	Personnel	49	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
12/17/24	Clery Training for LUPD and Campus Security Officers	Personnel	23	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
12/18/24	Clery Training for LUPD and Campus Security Officers	Personnel	24	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
12/19/24	Clery Training for LUPD and Campus Security Officers	Personnel	14	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
1/2/25	Clery Training for LUPD and Campus Security Officers	Personnel	13	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
1/6/25	OEC Training for School of Aeronautics	Students and Personnel	345	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures
1/13/25	New Employee Orientation	Personnel	72	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
1/14/25	Tabling Event	Residential Students	87	OEC/Title IX/Clery/VAWA/Supportive Measures/Stalking Awareness
1/15/25	Tabling Event	Residential Students	103	OEC/Title IX/Clery/VAWA/Supportive Measures/Stalking Awareness

Date	Education Event	Primary Audience	Attendance	Training Topic
1/16/25	Tabling Event	Residential Students	95	OEC/Title IX/Clery/VAWA/Supportive Measures/Stalking Awareness
1/21/25	New Employee Orientation	Personnel	10	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
2/3/25	New Employee Orientation	Personnel	35	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
2/12/25	Tabling Event	Residential Students	56	OEC/Title IX/Clery/VAWA/Supportive Measures/Healthy Relationships
2/13/25	Tabling Event	Residential Students	78	OEC/Title IX/Clery/VAWA/Supportive Measures/Healthy Relationships
2/14/25	ExperienceLU	Prospective Students and Parents	172	OEC/Title IX/Clery/VAWA
2/17/25	New Employee Orientation	Personnel	28	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
2/20/25	CFAW Event: Getting to Know Liberty	Prospective Students and Parents	140	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
2/21/25	CFAW Event: Parent Session	Prospective Students and Parents	427	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
2/21/25	CFAW Breakout Session: Campus Security and Well-being	Prospective Students and Parents	54	OEC/Title IX/Clery/VAWA/Prohibited Conduct/Supportive Measures
2/28/25	ExperienceLU	Prospective Students and Parents	210	OEC/Title IX/Clery/VAWA
3/3/25	New Employee Orientation	Personnel	40	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
3/4/25	Tabling Event	Residential Students	56	OEC/Title IX/Clery/VAWA/Supportive Measures/Sexual Assault Awareness
3/7/25	ExperienceLU	Prospective Students and Parents	130	OEC/Title IX/Clery/VAWA
3/17/25	New Employee Orientation	Personnel	49	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
3/21/25	ExperienceLU	Prospective Students and Parents	214	OEC/Title IX/Clery/VAWA

Date	Education Event	Primary Audience	Attendance	Training Topic
3/24/25	OEC Presentation for ODAS PEERS Group	Residential Students	8	OEC/Title IX/Clery/VAWA/ Prohibited Conduct/Supportive Measures/Healthy Relationships
3/24/25	ExperienceLU	Prospective Students and Parents	150	OEC/Title IX/Clery/VAWA
3/25/25	Tabling Event	Residential Students	60	OEC/Title IX/Clery/VAWA/ Supportive Measures/Sexual Assault Awareness
3/27/25	Tabling Event	Residential Students	42	OEC/Title IX/Clery/VAWA/ Supportive Measures/Sexual Assault Awareness
3/31/25	New Employee Orientation	Personnel	27	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
4/3/25	CFAW Event: Getting to Know Liberty	Prospective Students and Parents	113	OEC/Title IX/Clery/ VAWA/Prohibited Conduct/ Supportive Measures
4/4/25	CFAW Event: Parent Session	Prospective Students and Parents	375	OEC/Title IX/Clery/ VAWA/Prohibited Conduct/ Supportive Measures
4/4/25	CFAW Breakout Session: Campus Security and Well-being	Prospective Students and Parents	72	OEC/Title IX/Clery/ VAWA/Prohibited Conduct/ Supportive Measures
4/7/25	Tabling Event	Residential Students	48	OEC/Title IX/Clery/VAWA/ Supportive Measures/Sexual Assault Awareness
4/10/25	Tabling Event	Residential Students	60	OEC/Title IX/Clery/VAWA/ Supportive Measures/Sexual Assault Awareness
4/11/25	ExperienceLU	Prospective Students and Parents	248	OEC/Title IX/Clery/VAWA
4/14/25	ExperienceLU	Prospective Students and Parents	241	OEC/Title IX/Clery/VAWA
4/14/25	New Employee Orientation	Personnel	35	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
4/23/25	Sexual Assault Awareness Event	Residential Students and Personnel	94	Sexual Assault Awareness: "What Were You Wearing?" Exhibit
4/24/25	Sexual Assault Awareness Event	Residential Students and Personnel	87	Sexual Assault Awareness: "What Were You Wearing?" Exhibit
4/25/25	Sexual Assault Awareness Event	Residential Students and Personnel	93	Sexual Assault Awareness: "What Were You Wearing?" Exhibit
4/25/25	ExperienceLU	Prospective Students and Parents	223	OEC/Title IX/Clery/VAWA

Date	Education Event	Primary Audience	Attendance	Training Topic
4/28/25	ExperienceLU	Prospective Students and Parents	129	OEC/Title IX/Clery/VAWA
4/28/25	New Employee Orientation	Personnel	28	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
5/5/25	Training for Law Enforcement Officers Assisting with Commencement	Virginia State Police Officers, Appomattox Police Officers, Campbell County Police Officers, Amherst Police Officers, Bedford Police Officers	53	Clery Act/CSA Reporting Responsibilities/Clery Crimes/Clery Geography/Supportive Measures
5/12/25	New Employee Orientation	Personnel	24	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
5/16/25	ExperienceLU	Prospective Students and Parents	160	OEC/Title IX/Clery/VAWA
5/27/25	New Employee Orientation	Personnel	22	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
6/6/25	ExperienceLU	Prospective Students and Parents	135	OEC/Title IX/Clery/VAWA
6/9/25	New Employee Orientation	Personnel	53	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
6/13/25	ExperienceLU	Prospective Students and Parents	152	OEC/Title IX/Clery/VAWA
6/20/25	DecideLU	Prospective Students and Parents	3	Breakout Session: Campus Security and Well-being
6/20/25	DecideLU Tabling Event	Prospective Students and Parents	46	OEC/Title IX/Clery/ VAWA/Prohibited Conduct/ Supportive Measures
6/23/25	New Employee Orientation	Personnel	26	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty
6/27/25	ExperienceLU	Prospective Students and Parents	154	OEC/Title IX/Clery/VAWA
6/30/25	ExperienceLU	Prospective Students and Parents	217	OEC/Title IX/Clery/VAWA
7/7/25	New Employee Orientation	Personnel	68	Title IX/Clery/VAWA/OEC Policies/Reporting Responsibilities (CSA Designation)/Supportive Measures/Amnesty

Date	Education Event	Primary Audience	Attendance	Training Topic
7/9/25	Summer Bridge Program	Residential Students: Student Athletes	75	Title IX/Clery/VAWA/OEC Policies/Prohibited Conduct/ Supportive Measures/Amnesty
7/11/25	DecideLU	Prospective Students and Parents	3	Breakout Session: Campus Security and Well-being
7/11/25	DecideLU Tabling Event	Prospective Students and Parents	54	OEC/Title IX/Clery/ VAWA/Prohibited Conduct/ Supportive Measures





DEFINITIONS OF CLERY-REPORTABLE INCIDENTS (INCLUDING HATE CRIMES)

When not in conflict with the Clery Act, the standards and definitions of the FBI's Uniform Crime Reporting program are used.

Primary Crimes

Murder and Nonnegligent Manslaughter:

The willful (nonnegligent) killing of one human being by another (Clery-reportable under § 668.46(c)(1)).

Manslaughter by Negligence: The killing of another person through gross negligence (Clery-reportable under § 668.46(c)(1)).

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape (Sexual Assault): The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim (Clery-reportable under § 668.46(c)(1)).

Sexual assault is not defined by state law, but rape is defined under Title 18.2, Article 7 titled "Criminal Sexual Assault." For educational and awareness purposes, the following Virginia statutory definition of rape is provided: "sexual intercourse with a complaining witness, whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in sexual intercourse with any other person and such act is accomplished (i) against the complaining witness's will, by force, threat, or intimidation of or against the complaining witness or another person; or (ii) through the use of the complaining witness's mental incapacity or physical helplessness; or (iii) with a child under age 13 as the victim . . ." Virginia Code Ann. 18.2-61(A).

Other crimes defined as Criminal Sexual Assault under Article 7 are:

- carnal knowledge without the use of force of a child between 13 and 15 years age, 18.2-63,
- carnal knowledge of an inmate, parolee, probationer, detainee, or pretrial or posttrial offender, 18.2-64.2,

- forcible sodomy, "engaging in cunnilingus, fellatio, anilingus, or anal intercourse with a complaining witness whether or not his or her spouse, to engaging in such acts with any other person and (1) the complaining witness is less than 13 years of age; or (2) the act is accomplished against the will of the complaining witness, by force, threat, or intimidation of or against the complaining witness or another person, or through the use of the complaining witness's mental incapacity or physical helplessness," 18.2-67.1,
 - sexual object penetration, "penetrates the labia majora or anus of a complaining witness, whether or not his or her spouse, other than for a bona fide medical purpose, or causes such complaining witness to so penetrate his or her own body with an object or cause a complaining witness, whether or not his or her spouse, to engage in such acts with any other person or to penetrate, or to be penetrated by an animal, and (1) the complaining witness is less than 13 years of age; or (2) the act is accomplished against the will of the complaining witness, by force, threat, or intimidation of or against the complaining witness or another person, or through the use of the complaining witness's mental incapacity or physical helplessness," 18.2-67.2,
 - sexual battery, meaning sexual abuses, as defined in 18.2-67.10, "(i) the complaining witness against the will of the complaining witness, by force, threat, intimidation, or ruse, (ii) within a two-year period, more than one complaining witness or one complaining witness on more than one occasion intentionally and without the consent of the complaining witness, (iii) an inmate . . . and the accused is an employee . . . or volunteer with the state or local correctional facility or regional jail; is in a position of authority over the inmate and knows that the inmate is under the jurisdiction of the state or local correctional facility or regional jail, or (iv) a probationer, parolee, or pretrial defendant or posttrial offender under the jurisdiction of Department of Corrections . . . and the accused is an employee . . . or volunteer with Department of Corrections . . . is in a position of authority over an offender; and knows that the offender is under the jurisdiction of the Department of Corrections, a local community-based probation services agency, a pretrial services agency, or a local or regional jail," 18.2-67.4,
 - and aggravated sexual battery, "sexually abuses the complaining witness, and (1) the complaining witness is less than 13 years of age; or (2) the act is accomplished through the use of the complaining witness's mental incapacity or physical helplessness; or (3) the offense is committed by a parent, step-parent, grandparent, or step-grandparent, and the complaining witness is at least 13 but less than 18 years of age; or (4) the act is accomplished against the will of the complaining witness by force, threat, or intimidation, and (a) the complaining witness is at least 13 but less than 15 years of age; or (b) the accused causes serious bodily or mental injury to the complaining witness; or (c) the accused uses or threatens to use a dangerous weapon, or (5) the offense is not a recognized form of treatment in the profession and is committed without the express consent of the patient by (i) a massage therapist . . . (ii) a person practicing or purporting to practice the healing arts during the actual or purported practice of the healing arts . . . (iii) physical therapist . . ." 18.2-67.3.
- Moreover, an attempt to commit the following: rape, forcible sodomy, inanimate or animate object sexual penetration, aggravated sexual battery, or sexual battery are criminal offenses under 18.2-67.5.
- Also under Title 18.2-67.10, sexual abuse is defined as an act committed with the intent to sexually molest, arouse, or gratify any person, where: (1) the accused intentionally touches the complaining witness's intimate parts or material directly covering such intimate parts; (2) the accused forces the complaining witness to touch the accused, the complaining witness's own, or another person's intimate parts or material directly covering such intimate parts, (3) if the complaining witness is under the age of 13, the accused causes or assists the complaining witness to touch the accused, the complaining witness's own, or another person's intimate parts or material directly covering such intimate parts, or (4) the accused forces another person to touch the complaining witness's intimate parts or material directly covering such intimate parts.

Fondling (Sexual Assault): 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 (Clery-reportable under § 668.46(c)(1)).

Incest (Sexual Assault): Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law (Clery-reportable under § 668.46(c)(1)).

Statutory Rape (Sexual Assault): Sexual intercourse with a person who is under the statutory age of consent (Clery-reportable under § 668.46(c)(1)).

Robbery: 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 (Clery-reportable under § 668.46(c)(1)).

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm (Clery-reportable under § 668.46(c)(1)).

Burglary: Unlawful entry of a structure to commit a felony or a theft (Clery-reportable under § 668.46(c)(1)).

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle (Clery-reportable under § 668.46(c)(1)).

Arson: Any willful or malicious burning or attempting to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. (Clery-reportable under § 668.46(c)(1)).

Hate Crimes

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim's race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin. In addition to the hate crimes listed below (i.e., starting with "Bias"), hate crimes are also reported for: Murder, Nonnegligent Manslaughter, Manslaughter by Negligence, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson (i.e., the Primary Crimes).

Bias: A preformed negative opinion or attitude toward a group of persons.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another person. (Clery-reportable under § 668.46(c)(1) if it is a hate crime.)

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. (Clery-reportable under § 668.46(c)(1) if it is a hate crime.)

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. (Clery-reportable under § 668.46(c)(1) if it is a hate crime.)

Destruction/Damage/Vandalism of Property: 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. (Clery-reportable under § 668.46(c)(1) if it is a hate crime.)

Hazing

Hazing: Any intentional, knowing, or reckless activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate, that (1) is committed in the course of an initiation into, in affiliation with, or the maintenance of a membership in a student organization and (2) causes or creates a risk of a physical or psychological injury above the reasonable risk encountered during participation in the institution or organization. Examples of hazing include the following:

- a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

d. causing, coercing, or otherwise inducing another person to perform sexual acts;

e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

f. any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and

g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

VAWA Crimes

Domestic Violence: Virginia Definition (Virginia Code § 38.2-508): The term "domestic violence" means the occurrence of one or more of the following acts by a current or former family member, household member as defined in Virginia Code § 16.1-228, person against whom the victim obtained a protective directive, or caretaker:

- a) Attempting to cause or causing or threatening another person's physical harm, severe emotional distress, psychological trauma, rape, or sexual assault;
- b) Engaging in a course of conduct or repeatedly committing acts toward another person, including following the person without proper authority, under circumstances that place the person in reasonable fear of bodily injury or physical harm;
- c) Subjecting another person to false imprisonment; or
- d) Attempting to cause or causing damage to property so as to intimidate or attempt to control the behavior of another person.

Domestic Violence VAWA Definition: The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction

in which the crime of violence occurred.

Dating Violence VAWA Definition: Violence committed by a person:

- a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b) where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - 1. the length of the relationship
 - 2. the type of relationship
 - 3. the frequency of interaction between the persons involved in the relationship

Stalking: Virginia Definition: Any person except a law enforcement officer and a registered private investigator who on more than one occasion engages in conduct directed at another person with the intent to place, or when he or she knows or reasonably should know that the conduct places that other person in reasonable fear of death, criminal sexual assault, or bodily injury to that other person or to that other person's family or household. (Virginia Code § 18.2-60.3)

Stalking VAWA Definition: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- a. fear for his or her safety or the safety of others; or
- b. suffer substantial emotional distress

Arrests and Referrals

Arrest: Persons processed by arrest, citation, or summons.

Referred for Disciplinary Action: The referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

Illegal Weapons Possession: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Law Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use.

Liquor Law Violations: The violation of laws or ordinances prohibiting the

manufacture, sale, transporting, furnishing, or 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. Note: drunkenness and driving under the influence are not included in this definition. ■

GENERAL DEFINITIONS

Arrests: The physical arrest or issuing of a citation to a person accused of violating the law.

Campus Security Authority

- a) All LUPD personnel
- b) Any individual who has responsibility for campus security but is not part of LUPD (e.g., Rhino Security). This includes individuals such as those who provide security at campus parking facilities; monitor access into a campus facility; act as event security, such as sporting events; or escort students around campus after dark.
- c) Any individual who is specified by the university as one to whom students should report criminal incidents, in addition to police or security-related personnel.
- d) An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, Residence Life personnel, Community Life personnel, and some Counseling & Psychological Services personnel. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the university. Such officials include, but are not limited to:

- 1. Dean of Students, Associate Dean of Students, Senior Associate Directors and Associate Directors of Community Life, Executive Director of Counseling & Psychological Services, and counselors (when receiving information in circumstances outside of a privileged conversation between a client/patient and a counselor)
- 2. Human Resources officials
- 3. Director and Associate Directors of Student Affairs

4. Executive Director and Associate Directors of Residence Life, as well as Resident Directors, Resident Assistants, and LU Resident Shepherds

5. Director and Associate Directors of Student Activities

6. Director of Athletics, athletics employees, and all athletic coaches (including part-time coaching employees, graduate assistants assigned to teams, and team volunteers)

7. Faculty advisors to student groups

8. Title IX Coordinator and all Title IX personnel

9. Student Advocate personnel

10. Local outside law enforcement with jurisdiction over campus

11. Physicians and health professionals (when receiving information in circumstances outside of a privileged conversation between a client/patient and a physician/health professional)

Fire: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. For Higher Education Act purposes, there are three categories of fire:

Intentional Fire: A fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire.

Undetermined Fire: A fire for which the cause cannot be determined.

Unintentional Fire: A fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be.

Hate Crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim's race, gender, gender identity, religion, sexual orientation, ethnicity, disability, or national origin. Hate crimes are reported for the following crimes: Murder, Nonnegligent Manslaughter, Manslaughter by Negligence, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property.

Local Police: Police agencies that have authority in the areas surrounding the campus or on campus when necessary. These agencies include, but are not

limited to: Lynchburg Police Department, Bedford County Sheriff's Office, Campbell County Sheriff's Office, Amherst County Sheriff's Office, and Virginia State Police.

LUPD: Liberty University Police Department.

Noncampus: Any off-campus building or property owned or controlled by a student organization that is officially recognized by the university. Any off-campus building or property owned or controlled by the university that is used in direct support of, or in relation to, the university's educational purpose and is frequently used by students.

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

On-campus Student Housing: Any university-owned building on campus that serves as a residence for students.

Property Damage: The estimated value

of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

Public Property: Any public property within the campus, immediately adjacent to and accessible from the campus.

Referred for Disciplinary Action: The referral of a student who has violated law to the Dean of Students for disciplinary action.

Student Organization: an organization at an institution of higher education (e.g., club, society, association, varsity or junior varsity athletic or club sports team, Greek life, band, or student government) in which two or more of the members are students enrolled at the institution, whether or not the organization is recognized by the institution.

Recognized Student Organization: an organization that has been approved by the institution as an official organization for students to participate in.

Unrecognized Student Organization: two or more students enrolled at an institution whose group is not recognized as an official organization

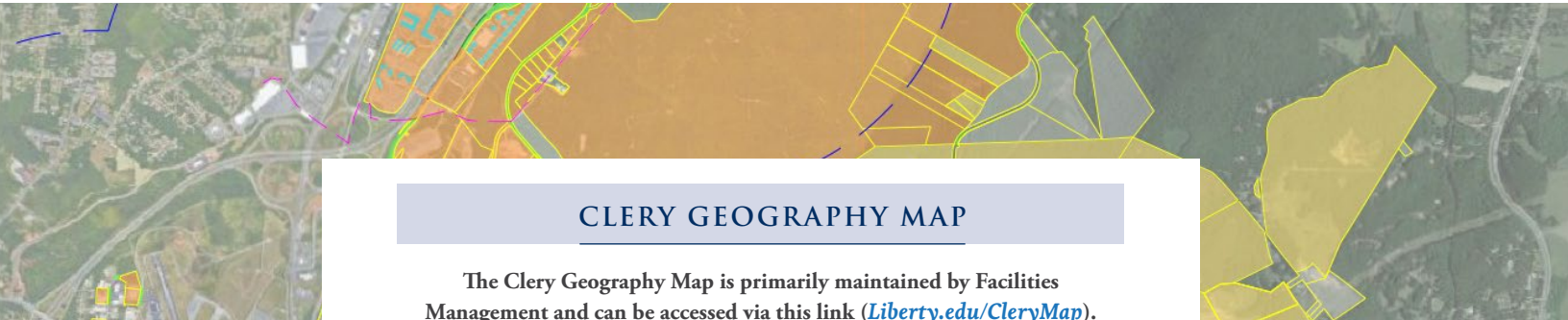
for students to participate in.

Unfounded: A report where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting.

GUIDANCE ON UNIVERSITY-SPONSORED TRIPS

Liberty University is also required to obtain crime statistics for locations where university-sponsored groups that are deemed to be under university control either stay more than one night in the particular location or stay one night in the particular location in recurring years.

Every local law enforcement agency with jurisdiction over such locations has received a letter requesting the crime statistics required by the Clery Act. The letters are customized to meet the needs of each trip. Electronic copies of the letters are on file at the OEC. ■



CRIME STATISTICS

Reportable crimes, as defined by the Jeanne Clery Campus Safety Act of 1990 (Clery Act), as amended, are presented in tabular form below. Information about other crimes committed within Clery jurisdiction for the university is also available upon request from LUPD. The annual disclosure of campus crime statistics is prepared by LUPD in conjunction with other university offices and departments, as well as other law enforcement agencies. Having an internal, certified, full-service

law enforcement agency allows the university to accurately compile and distribute these statistics. This report is made public through the LUPD website, as well as through links on the university's webpages for the Office of Community Life, Enrollment Management, Title IX Office, Financial Aid Office, and the annual University Consumer Information email.

The Clery Act utilizes a hierarchy rule when it comes to counting Clery crimes. In counting crimes when more than one

offense was committed during a single incident, an institution must conform to the requirements of the Hierarchy Rule in the “Summary Reporting System (SRS) User Manual.” For example, if rape, fondling, incest, or statutory rape occurs in the same incident as a murder, an institution must record both the sex offense and the murder in its statistics. The crime statistics for Liberty University, including university-sponsored trips, required by the Clery Act for the last three years are as follows. ■

Note: The “On Campus” numbers include the “Student Housing” subset in the total. Therefore, the “Total Crimes” number will only include the categories for “On Campus,” “Noncampus Building or Property,” and “Public Property.”

Liberty University 2024

Primary Crime	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Murder/ Nonnegligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	5	5	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	22	21	3	1	0	0
Arson	2	2	0	0	0	0
Sex Offenses	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Rape	12	12	9	0	0	1
Fondling	46	45	19	1	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
VAWA Offenses	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Dating Violence	26	26	11	0	0	0
Domestic Violence	6	6	4	0	0	0
Stalking	32	31	8	1	0	0
Arrests	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Liquor Law Violations	4	4	0	0	0	0
Drug Abuse Violations	6	5	0	1	0	0
Illegal Weapons Possession	2	2	0	0	0	0
Referred for Disciplinary Action	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Liquor Law Violations	17	16	14	0	1	0
Drug Abuse Violations	12	12	11	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0

No hate crimes were reported in 2024.

Liberty University 2023

Primary Crime	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Murder/ Nonnegligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Robbery	1	1	0	0	0	0
Aggravated Assault	1	1	0	0	0	0
Burglary	10	7	1	3	0	0
Motor Vehicle Theft	26	21	6	4	0	1
Arson	1	1	0	0	0	0
Sex Offenses	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Rape	6	6	0	0	0	0
Fondling	29	29	3	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
VAWA Offenses	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Dating Violence	25	25	0	0	0	0
Domestic Violence	3	1	0	2	0	0
Stalking	27	25	9	2	0	0
Arrests	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Liquor Law Violations	4	4	0	0	0	0
Drug Abuse Violations	2	2	1	0	0	0
Illegal Weapons Possession	2	2	0	0	0	0
Referred for Disciplinary Action	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Liquor Law Violations	25	21	10	2	2	0

Liberty University 2023

Referred for Disciplinary Action	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Drug Abuse Violations	10	9	3	1	0	0
Illegal Weapons Possession	1	1	0	0	0	0
Hate Crimes	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Simple Assault (Ethnicity Bias)	1	1	0	0	0	0

Liberty University 2022

Primary Crime	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Murder/ Nonnegligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	9	9	1	0	0	0
Burglary	4	4	2	0	0	0
Motor Vehicle Theft	16	16	3	0	0	0
Arson	3	3	0	0	0	0
Sex Offenses	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Rape	2	2	1	0	0	0
Fondling	13	12	1	1	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
VAWA Offenses	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Dating Violence	4	3	0	1	0	0
Domestic Violence	3	3	0	0	0	0
Stalking	28	28	8	0	0	0

Liberty University 2022

Arrests	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Liquor Law Violations	21	21	2	0	0	0
Drug Abuse Violations	6	6	1	0	0	0
Illegal Weapons Possession	2	2	0	0	0	0
Referred for Disciplinary Action	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Liquor Law Violations	20	10	10	0	0	0
Drug Abuse Violations	10	8	7	2	0	0
Illegal Weapons Possession	5	5	1	0	0	0
Hate Crimes	Total Crimes	On Campus	Student Housing (subset of on campus)	Noncampus Building or Property	Public Property	Unfounded
Intimidation	1 (Religion/ Race/Sexual Orientation)	1 (Religion/ Race/Sexual Orientation)	0	0	0	0





ANNUAL FIRE SAFETY REPORT

All Liberty University residence halls are protected by fire detection and alarm systems, which are centrally monitored 24 hours per day, 7 days per week, and 365 days per year. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards.

All on-campus residents, including those with special needs, receive fire safety training at the beginning of each semester. Fire safety educational resources are available on the Office of Security & Public Safety’s website and through the Champion Safe app. In addition to the training provided during orientation, students participate in fire drills designed to teach safe evacuation procedures in the event of a fire or other emergency. A quality control program that covers emergency and evacuation procedures is reviewed regularly with residents and staff of each respective residence hall. Fire drills are conducted quarterly in every occupied residence hall each calendar year. Thus, in 2024, there were four (4) fire drills per residence hall.

On-campus Living Guide Rules for Fire Safety

The rules listed in the bulleted points below appear in the Liberty University On-campus Living Guide ([Liberty.edu/OnCampusLivingGuide](https://liberty.edu/OnCampusLivingGuide)). Please refer to this guide for the full list of rules,

regulations, and policies (including the prohibition of smoking and vaping, open flames, electrical space heaters, and certain electrical appliances), as well as additional fire and safety information.

- Microwaves are allowed in student rooms and may not exceed 1,000 watts. Minifridges or combination refrigerator/microwave units are allowed in student rooms as long as they bear the UL-approved seal, and the refrigerator portion does not exceed 4 cubic feet, 1.5 amps, and 100 watts.
- The only type of extension cord allowed in residence halls is one with a maximum 15-ampere rated surge protector and an integral circuit breaker.
- Students are permitted to bring grills to campus, but they must register them with Residence Life and store them outdoors with the registration decal visible. Students may register their grill and pick up a decal by visiting Residence Life, located in Residential Commons II, Terrace Level. To review all fire safety regulations for grills, please visit the “Safety & Security Practices” section within the [On-campus Living Guide](#).
- Portable grills are permitted to be stored inside a residence hall, but flammable supplies such as propane tanks/bottles, charcoal, and lighters are not (including hallways and stairwells)

- Approved and prohibited items: The following items are not permitted in the residence halls, unless otherwise noted (*):
 - Electric stoves
 - Air conditioners
 - Space heaters
 - Hot plates
 - Restaurant-style or commercial coffee makers
 - Fireplaces/firepits
 - Candles
 - Candle warmers (with the exception of bulb warmers)
 - Lava lamps
 - Halogen bulbs
 - Any open-coiled appliances
 - Air fryers
 - Toaster ovens*
 - Toasters*
 - Crock pots*
 - Sandwich makers*
 - Rice makers*
 - George Foreman-type grills*
 - Griddles*

*Starred items ARE permitted only within residence halls with full kitchens (Campus East and the Quads).

OSPS is responsible for the documentation, investigation, and notification of fire safety policies, logs, reports (including the annual Clery report), and statistics. LUEC monitors the status of all fire detection and fire suppression systems in residence halls. If a fire has occurred or is occurring, it should be reported immediately to LUEC by calling (434) 592-3911.

Plans for Future Improvement in Fire Safety

Liberty University maintains a prioritized list of fire safety improvement projects, including upgrades to older fire systems, enhancement of existing system capabilities, and installation of new fire safety systems in existing buildings to ensure ongoing protection.

Fire Log

Residential fire statistics are derived from the university’s Fire Log. The Fire Log includes: building, time and date, location, cause, number of injuries, number of deaths, and value of damaged property.

Fire-related Definitions

- Cause of Fire:** The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an unintentional or intentional action, mechanical failure, or act of nature.
- Fire:** According to the Higher Education Act, a fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.
- Fire-related Death:** Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of fire; or dies

within one year of injuries sustained as a result of the fire. The term “person” may include a student, employee, visitor, firefighter, or any other individual.

Fire-related Injury: Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of fire. The term “person” may include a student, employee, visitor, firefighter, or any other individual.

Fire Safety System: Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

Intentional Fire: A fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire.

Undetermined Fire: A fire for which the cause cannot be determined.

Unintentional Fire: A fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be.

Value of Property Damage: The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire and related damages caused by smoke, water, and/or overhaul; however, it does not include indirect loss, such as business interruption.

Fire Drill Procedures

For the health and safety of all members of the community, students are expected to comply with all fire and safety regulations as required by the university and by applicable local, state, and federal law.

When an alarm sounds, each person is required to exit the building and go to the designated assembly area once outside. OSPS and/or other authorized university officials will give further instruction. No student is permitted to reenter the building until instructed to do so by a staff member. Planned fire drills are conducted twice a semester by the Resident Director, in coordination with OSPS, to give residents an opportunity to practice and learn safe exit procedures. Each resident student is encouraged to keep an emergency kit consisting of shoes, another garment, a towel, and a flashlight, and to bring these items during an emergency exit. Students should also remember to take their keys when they exit the building.

If a student is a heavy sleeper or has special medical circumstances that may prevent him or her from hearing an alarm or from exiting the building in a timely manner, it is the student’s responsibility to make arrangements for assistance. Students are discouraged from wearing ear plugs or doing anything that may hinder their ability to respond to a fire alarm.

Students are responsible for understanding the emergency exit process in case of a fire. Students are to:

- Exit their rooms and close the door behind them.
- Use the nearest exit to vacate the building and never use the elevator.
- Clear their building and report to the designated assembly areas.



Failure to immediately evacuate a building when the alarm sounds, tampering with fire safety equipment, causing a false alarm, or reporting a false fire may result in safety violation charges, a fine, and disciplinary action by the university. Fire and life safety are of paramount importance within the residence halls. The actions of one student can affect the life and property of other students in the community. For this reason, students should be aware of their actions and observe health, fire, and life safety policies.

All fire safety systems and equipment are routinely checked by the university and must pass fire code safety inspections. Please report any fire safety equipment problems (including missing equipment) immediately to Facilities Management by submitting a Work Order and telling a Resident Assistant.

All fires must be reported to OSPS for the purpose of recording the statistics in the Annual Fire Report.

Fire Alarm and Suppression Systems

All on-campus residence halls are equipped with both automatic and manually operated fire alarm notification devices (pull stations). In addition, the resident housing facilities also have automatic fire suppression systems. Each suppression or sprinkler system is a wet system and is charged at all times. The fire alarm systems in all on-campus residence facilities consist of horns and strobe lights alerting residents to an alarm and are also remotely monitored by the Lynchburg Fire Department and OSPS. All fire alarm systems contain emergency backup batteries to ensure operation during a power outage, and most facilities also have emergency generators designed to automatically activate if there is a power outage. The backup batteries and generators will operate life safety systems, including fire safety equipment and emergency exit lighting.

Regular inspections are conducted by OSPS and other university staff who report fire hazards in residence halls and facilitate prompt resolution. Every room in every residence hall has a smoke detector, and, when activated, its connection to OSPS allows for an automatic response.

Fire Protection System

The fire alarm systems in all campus buildings are manufactured by Fike. All of the detection devices are addressable devices, meaning that they pinpoint the exact device that has been activated. With each activation, the system reports to OSPS the precise location on a building layout drawing with its status flashing so OSPS can promptly respond. The charts below show statistics for Liberty University residence halls over the past three years and are followed by a chart detailing the Fire Protection Systems within these buildings. Specific locations of each building may be seen at [Liberty.edu/Police/Campus-Maps](https://liberty.edu/Police/Campus-Maps). ■

Fire Statistics 2024

Building Name	Total Fires	Date/Time	Location	Nature	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Circle 26	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 27	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 28	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 29	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 30	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 31	1	11/4/24 9:15 a.m.	Rm 203	Accidental	Oven Fire	0	0	\$0
Quads 32	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
South 33	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 140	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 141	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 142	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 143	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 144	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 145	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 146	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 151	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 152	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 153	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 154	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 170	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 171	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 172	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 173	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 174	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 175	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 176	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 177	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 180	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 181	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 182	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 183	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fire Statistics 2024

Building Name	Total Fires	Date/Time	Location	Nature	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
East 184	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 185	1	4/10/24 10:13 p.m.	Rm 402	Accidental	Oven Fire	0	0	\$600
East 190	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 193	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 194	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Annex A	1	2/22/24 2:18 a.m.	Rm 222A	Accidental	Electrical Fire	0	0	\$0

Fire Statistics 2023

Building Name	Total Fires	Date/Time	Location	Nature	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Main Commons I	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Main Commons II	1	8/17/23	Second Floor	Accidental	Air Conditioner	0	0	\$0
Main Commons III	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 17	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 18	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 19	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 20	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 21	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 22	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 23	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 25	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fire Statistics 2023

Building Name	Total Fires	Date/Time	Location	Nature	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Circle 26	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 27	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 28	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 29	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 30	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 31	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 32	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
South 33	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 140	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 141	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 142	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 143	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 144	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 145	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 146	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 151	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 152	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 153	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 154	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 170	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 171	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 172	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 173	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 174	1	11/25/23	Rm 203	Accidental	Oil in Pan	0	0	\$0
East 175	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 176	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 177	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 180	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 181	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 182	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 183	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fire Statistics 2022

Building Name	Total Fires	Date/Time	Location	Nature	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Main Commons I	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Main Commons II	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Main Commons III	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 17	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 18	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 19	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 20	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 21	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 22	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hill 23	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 25	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 26	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 27	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Circle 28	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 29	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 30	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 31	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Quads 32	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
South 33	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 140	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 141	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 142	1	11/5/22	Rm 403	Accidental	Oil	0	0	\$0
East 143	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 144	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 145	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 146	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 151	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fire Statistics 2022

Building Name	Total Fires	Date/Time	Location	Nature	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
East 152	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 153	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 154	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 170	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 171	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 172	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 173	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 174	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 175	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 176	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 177	1	6/20/22	Rm 304	Accidental	Towel on stove	0	0	\$200
East 180	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 181	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 182	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 183	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 184	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 185	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 190	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 193	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
East 194	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Annex 1	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A



Residence Hall Fire Protection Systems by Location

Building Name	On-site Fire Alarm Monitoring (LUPD)	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans and Exit Signs	Number of Fire Drills Each Calendar Year
Main Commons I	X	X	X	X	X	4
Main Commons II	X	X	X	X	X	4
Main Commons III	X	X	X	X	X	4
Hill 17	X	X	X	X	X	4
Hill 18	X	X	X	X	X	4
Hill 19	X	X	X	X	X	4
Hill 20	X	X	X	X	X	4
Hill 21	X	X	X	X	X	4
Hill 22	X	X	X	X	X	4
Hill 23	X	X	X	X	X	4
Circle 25	X	X	X	X	X	4
Circle 26	X	X	X	X	X	4
Circle 27	X	X	X	X	X	4
Circle 28	X	X	X	X	X	4
Quads 29	X	X	X	X	X	4
Quads 30	X	X	X	X	X	4
Quads 31	X	X	X	X	X	4
Quads 32	X	X	X	X	X	4
South 33	X	X	X	X	X	4
East 140	X	X	X	X	NR	4
East 141	X	X	X	X	NR	4
East 142	X	X	X	X	NR	4
East 143	X	X	X	X	NR	4
East 144	X	X	X	X	NR	4

Residence Hall Fire Protection Systems by Location

Building Name	On-site Fire Alarm Monitoring (LUPD)	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans and Exit Signs	Number of Fire Drills Each Calendar Year
East 145	X	X	X	X	NR	4
East 146	X	X	X	X	NR	4
East 151	X	X	X	X	NR	4
East 152	X	X	X	X	NR	4
East 153	X	X	X	X	NR	4
East 154	X	X	X	X	NR	4
East 170	X	X	X	X	NR	4
East 171	X	X	X	X	NR	4
East 172	X	X	X	X	NR	4
East 173	X	X	X	X	NR	4
East 174	X	X	X	X	NR	4
East 175	X	X	X	X	NR	4
East 176	X	X	X	X	NR	4
East 177	X	X	X	X	NR	4
East 180	X	X	X	X	NR	4
East 181	X	X	X	X	NR	4
East 182	X	X	X	X	NR	4
East 183	X	X	X	X	NR	4
East 184	X	X	X	X	NR	4
East 185	X	X	X	X	NR	4
East 190	X	X	X	X	NR	4
East 193	X	X	X	X	NR	4
East 194	X	X	X	X	NR	4
Annex 1	X	X	X	X	X	4



The **Jeanne Clery Campus Safety Act (Clery Act)**, as amended by the Violence Against Women Reauthorization Act (VAWA), requires institutions of higher education to annually report information regarding campus security policies and campus crime statistics, as well as information pertaining to policies, procedures, and programs for addressing certain specified crimes. The Higher Education Opportunity Act requires all academic institutions in the United States to produce an annual Fire Safety Report outlining fire safety practices, standards, and certain fire-related on-campus statistics related to student housing. This combined Annual Campus Security and Fire Safety Report serves as the Liberty University Annual Security Report and Annual Fire Safety Report in compliance with the Clery Act, VAWA, and the Higher Education Opportunity Act.

Department office names in the 2025 Annual Security Report (ASR) reflect the 2024–25 academic year. At the time of publication, the Office of Equity & Compliance was renamed and reorganized. Its responsibilities now fall under the Office of Equal Rights & Title IX, the Office of Clery Act Oversight, and the Office of Education.

Notice of Nondiscrimination: Liberty University prohibits discrimination and harassment on the basis of race, color, ancestry, religion, age, sex, national origin, pregnancy or childbirth, disability, or military veteran status in its educational programs and activities. Liberty University maintains its Christian mission and reserves its right to discriminate on the basis of religion to the extent that applicable law respects its right to act in furtherance of its religious objectives. The following persons have been designated to coordinate Liberty University's compliance with certain antidiscrimination laws: Edwina Berryman, Director of Disability Accommodation Support for Online Students, may be reached at (434) 592-5417 or ODAS@liberty.edu; Jana Whitney, Director of Disability Accommodation Support for Residential Students, may be reached at (434) 592-4016 or ODAS@liberty.edu.