

# LIBERTY

U N I V E R S I T Y .



## Annual Campus Security and Fire Safety Report 2017

*The Clery Act and 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 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.*

### Notice of Nondiscrimination

Liberty University does not engage in unlawful discrimination or harassment because 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 anti-discrimination laws: Coordinator of LU Online Disability Academic Support at 434-592-5417 or [luoodas@liberty.edu](mailto:luoodas@liberty.edu); Director of Disability Academic Support (Residential) at 434-582-2159 or [odas@liberty.edu](mailto:odas@liberty.edu); Executive Director of Title IX at 434-592-4999 or [TitleIX@liberty.edu](mailto:TitleIX@liberty.edu).

### Message from the President



The safety and security of our students, faculty, and staff is a top priority at Liberty University. We are committed to providing an environment that is safe for all who learn, work, or visit on our campus. Our law enforcement, student leaders, academic and administrative departments combine their concerns and talents to promote campus safety. This report is one result of that collaborative effort. We ask that you join the team by reading this report and using its information. A truly safe campus requires the cooperation and participation of the entire campus community.

**Jerry L. Falwell, Jr.**  
President, Liberty University

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## Annual Campus Security Report

The Liberty University Police Department (LUPD) 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 with a copy kept for easy access and reference at LUPD's headquarters in Green Hall Area 725, 1971 University Blvd. in Lynchburg, Virginia. This report is also available online at [www.liberty.edu/LUPD](http://www.liberty.edu/LUPD). Unless otherwise noted, updates are annual, prior to October 1. All materials contained in this report are also submitted to the Department of Education via Web-based Data Collection.

The information contained in this report is compiled using data provided by all University departments, as well as by all law enforcement agencies with jurisdictional authority over property owned or controlled by Liberty University, including LUPD.

Liberty University is committed to providing the safest environment possible. This report contains relevant information about initiatives, programs, policies, and required mandates. It also gives direction for contacting the appropriate personnel in given situations. Awareness 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, Virginia and just a short drive from the scenic Blue Ridge Mountains, Liberty University is the largest university in Virginia. Additionally, it is the largest private, nonprofit university in the nation and the largest Christian university in the world. Liberty University is accredited by the Southern Association of Colleges and Schools (SACS) and is accredited to award associate, bachelors, masters, specialist, and doctoral degrees.

The main campus consists of 385 buildings, 215 classrooms, and over 6.6 million square feet of building space on more than 7,000 acres.

Enrollment exceeds 15,000 residential students and more than 95,000 online students for a total enrollment exceeding 110,000 students. Liberty University employs over 2,500 full and part-time faculty and staff providing instruction in more than 550 programs of study across 16 colleges and schools.

This report includes statistics for the reasonably contiguous main campus property, as well as separate statistics for the Thomas Road Facility and non-campus properties of the Residential Annex, the remote Intensive class locations, and locations for certain University-sponsored trips, as required by the Clery Act.

## Police Department Overview

LUPD is a full-service law enforcement agency staffed by professional, highly-trained personnel. The agency operates 24 hours a day, seven days per week, and 365 days per year. It consists of 30 Virginia State certified, sworn and commissioned police officers, 22 Virginia State Certified Armed Security Officers, and 8 civilian employees. All LUPD police officers have comprehensive arrest powers. Their authority, responsibility, and training are the same as those required of any police officer in Virginia. LUPD investigates all incidents that occur on property owned or controlled by Liberty University and it has the authority to investigate any

incident on any public roadway adjacent thereto. All LUPD police and security officers are trained in Basic First Aid / CPR and AED services. Any injury requiring Emergency Medical Services (EMS) is handled by the Lynchburg 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. LUPD partners with local police agencies for the transfer of information that may be of concern to the greater community.

LUPD is responsible for the documentation and investigation of all crime and safety policies, procedures, logs, reports, and statistics required for the University's Annual Campus Security and Fire Safety Report.

LUPD also maintains a Criminal Incident and On-Campus Student Housing Fire Log. This log is housed at LUPD. The log is updated every day and lists all reports of criminal activity and actual fires. All crime, emergency, and fire reports are logged and filed both manually and electronically. Cross training is used to ensure that multiple personnel are operationally familiar with the log. The log is available for review by the public at LUPD headquarters.

### Reporting Procedures

The Liberty University Police Dispatch Center is fully-integrated into LUPD and it operates 24 hours a day, seven 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 the Liberty University Police Dispatch Center. 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 place this telephone number into his or her cellular telephone speed dial.

Any call reporting criminal activity or other emergency is immediately dispatched for response. LUPD will take any and all actions necessary to properly and effectively 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.

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

Liberty University Police Department  
Green Hall Area 725  
(Next to Human Resources)  
Emergency: 434-592-3911  
Non-Emergency: 434-592-7641  
[lupd@liberty.edu](mailto:lupd@liberty.edu)

The Liberty University community is strongly encouraged to promptly and accurately report crimes, emergencies, potential threats, and risks to LUPD. The safest community possible cannot be achieved without the active participation of its members. 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 Title IX Office  
Green Hall, Suite 1837  
434-592-4999

or

Liberty University Office of Community Life  
Green Hall, Suite 1880  
434-582-2320

or

Liberty University Office of Student Counseling Services  
Green Hall, Suite 1830  
434-582-2651

Once contact is made to any of these University departments, it will input the statistical data into its electronic data base, thereby accurately recording the information for the Annual Campus Security and Fire Safety Report. If the situation is such that a “Timely Warning Notice” may be necessary (see below), then the Title IX Office, Office of Community Life or the Office of Student Counseling Services will contact LUPD and convey the facts required to issue a Timely Warning Notice.

LUPD encourages everyone that has become a victim or witness to a crime to report it to LUPD. There are, however, instances where victims may not want to press 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 report may be submitted with confidentiality. Counselors are mandated to provide victims and witnesses 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.

### Campus Security Authority

While it is strongly encouraged to report all criminal and emergency incidents directly to LUPD, Campus Security Authorities are designated to assist in reporting these incidents. “Campus Security Authority” (CSA) is a Clery Act-specific term that encompasses four groups of individuals and/or departments associated with our University. These groups are:

- All LUPD personnel.
- Any individual who has responsibility for campus security but is not part of LUPD. 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.
- Any individual who, by way of directive, is required to report criminal incidents to anyone or any other department or organization, in addition to police or security-related personnel.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, Resident Life personnel,

Community Life personnel and Student Counseling 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:

Dean of Students, Director and Associate Directors of Community Life, Executive Director of Student Counseling Services and counselors not bound by law;

Director and Associate Directors of Student Life;

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

Director and Associate Directors of Student Activities;

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

Faculty advisors to student groups;

Executive Director of Title IX and Title IX personnel;

Student Advocate personnel;

Local outside law enforcement with jurisdiction over campus; and

Physicians and health professionals not bound by law.

Examples of individuals who are not CSAs include:

Faculty members who do not have any responsibility for student and campus activity beyond the classroom; and

Clerical, maintenance, or cafeteria staff.

CSAs must follow all mandatory reporting procedures, as indicated in Reporting Procedures section of this report. They also must ensure that victims and witnesses are provided with a Victim/Witness Information Form. This form may be found on the Liberty website at:

[https://www.liberty.edu/media/1370/Victim\\_Witness\\_Information\\_Form.pdf](https://www.liberty.edu/media/1370/Victim_Witness_Information_Form.pdf)

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 designated office. If a Clery incident for some reason is not reported through normal channels, CSA's are at minimum, mandated to report the incident by filling out a CSA Report Form at:

[https://www.liberty.edu/media/1370/CSA\\_Report\\_Form\\_2017.pdf](https://www.liberty.edu/media/1370/CSA_Report_Form_2017.pdf)

### Timely Warning Notices

A Timely Warning Notice shall be issued when a reported crime, either on or off campus, is deemed to constitute an ongoing serious threat to the Liberty University community. The Liberty University Chief of Police, or the Chief's official designee, is tasked with judging the necessity of a Timely Warning Notice. If such a notice is deemed necessary, the wording for



the notice will be drafted by the Chief of Police or by the Chief's official designee. Should, for any reason, the wording not be drafted by the Chief of Police or by the Chief's official designee, then the notice must be approved by the Chief of Police or by the Chief's official designee.

Timely Warning Notices are typically distributed to the Liberty University Community via the LU Campus Alert System's email, text message, phone call, and/or campus loudspeaker announcement modes.

Timely Warning Notices are typically reported for reports involving the following Uniformed Crime Reporting (UCR) and National Incident Based Reporting System (NIBRS) classifications: arson, criminal homicide, and robbery. Cases of aggravated assault and sex offenses are also considered for Timely Warning Notices on a case-by-case basis. The distinguishing factor in these cases is the presence of an ongoing threat to the Liberty University community.

Documentation and any record keeping will be located at LUPD headquarters. Policy reviews are conducted on at least an annual basis. Updates may be implemented when necessary or at the time of the latest Annual Campus Security and Fire Safety Report.

### Emergency Evacuation Procedures and Policies

LUPD is trained in Incident Command and Emergency Response. 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 (LFD), 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 October 1.

In the event that there is a confirmed incident that constitutes an immediate risk to the health and/or safety of the University community, the procedures described in the Timely Warning Notices section of this report 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 Campus 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, email notices, landline telephone messages, and cellular telephone and text messages. In addition to these methods of notification, the University also utilizes a Campus Loud 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 web page, otherwise known as the "Splash Page," and the LUPD website under "Liberty University Emergency Information."

Parents and the University community may be informed and updated through the Liberty University Emergency Information website at:

<https://www.liberty.edu/index.cfm?PID=18468>

LUPD is primarily responsible for confirming a significant emergency or dangerous situation on campus that may be an immediate threat to the health and/or safety of the University



community. LUPD will work in conjunction with other University departments, such as the Marketing Department and Human Resources, to confirm the situation and to take appropriate action.

Decisions made by LUPD will also determine the appropriate parts or offices of the University community that receive notification, the content of the notification, and the initiation of the notification system.

Emergency Notifications will typically be sent out, without delay, unless issuing such notification would, in the professional judgment of the LUPD first responders, compromise the efforts to assist a victim or compromise the efforts to contain, respond to, or otherwise mitigate the emergency.

The Liberty University External Communications Office is responsible for reporting to local news agencies, posting official University electronic and social media, and for addressing outside information requests for the purposes of notifying the larger and local community.

The Marketing Department and Human Resources are responsible for providing the University community with communications regarding University procedures for authorized closings and receiving emergency alerts.

Liberty University will review emergency procedures at least once per year. Liberty University will notify the University community of its emergency notification procedures, emergency response procedures, and evacuation procedures via email. There will be at least one drill or exercise each calendar year. It will be documented as announced or unannounced.

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, residents and/or other occupants receive a report and feedback on the evacuation process. Adjustments will be addressed, if needed.

Each Liberty University department is tasked with developing an Emergency Action Plan (EAP) for its area. Each plan outlines the actions that occupants must take during emergencies. Evacuation planning is a part of each department's EAP. Outside of the one mandatory drill or exercise, additional practice drills 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 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 come out. If the building is damaged, take any necessary personal belongings (purse, wallet, passport, cell phone, 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 may come from several sources, including LUPD, the Office of Residence Life staff, other official University employees, or other local law enforcement and public safety authorities. While Liberty University Timely Warning Notifications will be the primary means of disseminating the notification, other means of communication may also be used.

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. If there is a large group of people, split equally into several rooms.
- 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 the other people there and ask someone to call in the list to LUPD.
- Turn on a radio or television and listen for further instructions.

### Local Police Departments

LUPD maintains a close working relationship with all federal, state, and local emergency response agencies. Should any of these agencies encounter a Liberty University student and determine that this student has been or is currently engaging in criminal activity, that agency will typically contact LUPD and give official notification of the incident. This also includes any information that they may have which pertains to a Timely Warning Notice.

LUPD is responsible for the collecting crime statistics and documentation from other local law enforcement agencies affecting the University. LUPD 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 the Violence Against Women Reauthorization Act (VAWA). Those requests are on file at LUPD.

## 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. Moreover, exterior entrances are allowed to be unlocked during official move-in hours each fall. Resident Advisors (RAs) conduct mandatory checks during evening hours to verify that all exterior entrances are locked and secured. LUPD also conducts mandatory checks at random intervals to ensure that all exterior entrances are locked and fully secured. LUPD reports unsafe physical conditions that must be addressed (i.e. 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. For more detailed information about building access protocols, please visit the Liberty University website at [www.liberty.edu](http://www.liberty.edu), contact the specified building manager or department head within the building, or contact LUPD at 434-592-7641. LUPD, University Facilities, and the Office of Residence Life work together to enforce security measures across campus.

## 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. LUPD is committed to educating the University community in security awareness and crime prevention. This effort is in place to educate the community, as well as help them understand their responsibility in aiding their own security and the security of others. These educational programs include *Operation Identification*; *Avoid, Deny, Defend*; *Five to Thrive*; *LU Safe Ride*; *Active Shooter Response*; *Refuse to be a Victim*; and *Bomb Threat Awareness*.

*Operation Identification*; *Five to Thrive*; and *LU Safe Ride* are taught multiple times throughout the year at every new student orientation. Moreover, LUPD attends numerous University annual department orientations for staff and faculty. As mentioned, this programming is also available, upon request, to individuals and groups within the Liberty University community.

### *Operation Identification*

*Operation Identification* is a nationally recognized identification procedure. It was created to help make items more theft resistant and, if stolen, easier to be recovered and returned. This is accomplished by engraving state issued driver's license numbers onto property. These engravers are available at LUPD. In addition, there are several times throughout the year where LUPD sets up mobile stations around campus to provide this service. Announcements about date, time, and location of these stations will be posted on the LUPD website, as well as

on the Liberty University “Splash Page.” These announcements are also added to the electronic newsletter distributed to every residential student who lives on campus. It is imperative that those taking advantage of this free service do not use their social security numbers on an engraving.

### *Five to Thrive*

*Five to Thrive* is a joint effort between LUPD and the Dean of Students Office designed as a safety and security seminar for all incoming students at Liberty University. This program is taught during new student orientation and covers a variety of basic crime prevention and personal safety information. It combines and covers several of the programs listed in this section and gives important phone numbers and resource information to ensure that all new students are fully equipped to stay as safe as possible both on and off campus. The *Five to Thrive* program has recently expanded its format known as *Live Healthy Liberty: Campus Health & Safety*. This is a more comprehensive program designed to further educate new students with information about safe living.

### *Refuse to be a Victim*

The NRA’s *Refuse to Be a Victim* program is a nationally-recognized seminar that teaches the tips and techniques to stay alert in dangerous situations and to avoid becoming a victim. This seminar is not a firearms or physical contact self-defense class; instead, this course is focused on personal strategies and proactive, rather than reactive, courses of action. The new university version also includes bystander intervention. It is taught at least once annually, as well as at the request of Liberty University community members, and it is generally open to the public.

### *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 LUPD Dispatch Center’s non-emergency telephone line at 434-592-7641. Please remember that this service is not intended to replace the LU Transit System and should only be utilized when there are no safe options available.

### *Active Shooter Response*

*Active Shooter Response* is a nationally recognized program taught by LUPD to all students, faculty and staff at their respective annual orientations. It is also available 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 in within their respective 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.

AVOID--starts with your state of mind:

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

DENY--when getting away is difficult or maybe even impossible:

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

DEFEND--because you have the right to protect yourself:

- If you cannot Avoid or Deny, be prepared to defend yourself.
- Be aggressive and committed to your actions.
- Do not fight fairly. This is about survival.

Active Shooter Response Video: [https://www.youtube.com/watch?v=4PZz\\_pp7iBq](https://www.youtube.com/watch?v=4PZz_pp7iBq)

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 scenario. Follow the lawful orders of law enforcement in uniform or with proper identification.

LUPD has also adopted the Civilian Response to Active Shooter Events (CRASE) course, designed and built on the Avoid, Deny, Defend (ADD) strategy developed by Advanced Law Enforcement Rapid Response Training (ALERRT). It provides strategies, guidance and a proven plan for surviving an active shooter event.

### ***Bomb Threat Awareness***

Bomb threats are very real possibilities. It is important for anyone who receives a bomb threat to follow proper procedures. Bomb threat awareness classes are taught by LUPD to University employees, in particular; however, 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 is subject to state, federal, and local laws, as well as University policy, concerning the possession and use of alcohol, drugs, and drug paraphernalia. Specifically, University policy prohibits alcohol, illegal drugs, and drug paraphernalia on campus and prohibits students 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.

The Dean of Students Office provides drug- and alcohol-abuse programs through *AlcoholEdu*, *Campus Answers*, *Five to Thrive*, *Choices*, and *Substance Abuse Awareness*. *AlcoholEdu* and *Campus Answers* are provided by EverFi and are interactive online programs designed to reduce the negative consequences of alcohol among students. *Five to Thrive* is offered to the incoming freshmen as part of their orientation experience. *Five to Thrive* also emphasizes awareness of other significant topics, including sexual violence awareness, campus safety, and substance abuse education. *Choices* is a program offered by the Office of Community Life, which is a part of the Dean of Students Office. Students who attend *Choices* have often been assigned the program as an educational sanction from the Office of Community Life. This class is held 2-3 times each semester and is facilitated by Associate Directors of Community Life. Substance abuse awareness programs (e.g., *Celebrate Recovery* and *Relapse Prevention Group*) are also offered by the Dean of Students Office.

## Missing Students

LUPD 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 and generate a missing person report.

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. If the missing student is under the age of 21, LUPD will notify the student's parent or legal guardian within 24 hours. As required by law, LUPD will inform the Lynchburg Police Department of any missing student to inform them that LUPD has conducted an initial investigation and determined that a student is missing.

In addition to registering an emergency contact, students residing in on-campus housing have the option to identify, confidentially, an individual to be contacted by Liberty University in the event the student is determined to be missing. This confidential contact information will be accessible only to authorized campus officials and law enforcement, and it will not be disclosed outside of the missing person investigation. LUPD will follow all reporting and investigatory laws when dealing with missing persons.

If a student is under 18 years of age and not emancipated, the University will also notify the custodial parent or guardian, within 24 hours of the determination that the student is missing.

Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, informing the local law enforcement agency that has jurisdiction in the area within 24 hours is required.

### Sex Offender Registry

On October 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. This 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 <http://sex-offender.vsp.virginia.gov/sor>

In Virginia, convicted sex offenders must register with the “Sex Offender and Crimes Against Minors Registry.” This Registry was established pursuant to VA. 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 VA. 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 re-register 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 re-register 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 re-register 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 then 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 or otherwise 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 information made available 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 and 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.

### Sexual Harassment and Interpersonal Violence Policy

Below is the entire text of the University's *Sexual Harassment and Interpersonal Violence Policy*.

#### **Liberty University** **Sexual Harassment and Interpersonal Violence Policy**

*This policy applies to sexual harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, and retaliation.*

#### **INTRODUCTION AND POLICY SUMMARY**

Liberty University (the "University") is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the University community. Liberty University expects all members of its community to treat everyone with a spirit of Christian love, mutual respect, and individual dignity.

Liberty University does not unlawfully discriminate on the basis of sex in any of its education or employment programs and activities, nor does Liberty University tolerate sex discrimination or sexual harassment. This policy prohibits sexual harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, and retaliation, as those terms are defined in more detail below (collectively those terms are referred to in this policy as "Prohibited Conduct"). These forms of Prohibited Conduct are harmful to the well-being of the University community and its members, the learning and working environment, and collegial relationships amongst students, faculty, and employees.

All forms of Prohibited Conduct under this policy are regarded as serious University offenses, and violations of this policy will result in discipline, including potential separation from the University. Some forms of Prohibited Conduct may also violate state or federal laws, and criminal prosecution may occur independently of any disciplinary action imposed by the University.

Liberty University complies with all applicable federal and Virginia laws, including Title IX of the Education Amendments of 1972 ("Title IX"); the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 ("VAWA"); Title VII of the Civil Rights Act of 1964 ("Title VII"); and Virginia Code Sections 23.1-805 and 900.

This policy sets forth the procedures that will be used to investigate and respond to reports of Prohibited Conduct. The University will respond to reports of Prohibited Conduct with measures designed to eliminate the Prohibited Conduct, prevent its recurrence, and remedy any adverse effects of such conduct on individuals, members of the campus community, and University-related programs and activities. In addition, Liberty University may impose interim measures, including interim restrictions, prior to the conclusion of an investigation to ensure that a complainant has continued access to all University programs and activities and to protect both individual and campus safety.

The University will make reasonable efforts to investigate and address all reports of Prohibited Conduct, regardless of how the information was brought to the University's attention or the extent to which the complainant wishes to participate or be involved.

While Liberty University encourages members of its community to abide by applicable University conduct codes (i.e., [Employee Handbook](#), [The Liberty Way](#), [Graduate Honor Code](#), [LUCOM Code of Conduct](#), [School of Law Personal Code of Honor](#), [Online Honor Code](#)), the University also recognizes that each person will make independent decisions about his or her own conduct. The University prioritizes the reporting of sexual assault and other Prohibited Conduct. A complainant or cooperating witness who makes a good faith report of sexual assault or other Prohibited Conduct will generally not be charged with conduct code violations, as outlined in Section 7. C. 3. of this policy.

All Liberty University students, faculty, and employees have access to certain Confidential Resources that they may use for support and guidance regardless of whether they make a report to the University or participate in a University investigation.

Retaliation against anyone who makes a good faith report under this policy, retaliation against anyone who opposes in a reasonable manner an act believed to constitute a violation of this policy, and retaliation against someone for participating in a Title IX investigation or disciplinary proceeding is prohibited.

## **1. The University's Executive Director of Title IX**

The Executive Director of Title IX coordinates the University's compliance with Title IX and related provisions of the Clery Act, as amended by VAWA, and Virginia law. The Executive Director of Title IX oversees the University's centralized response to all reports of Prohibited Conduct to assure consistent implementation of this policy and compliance with all applicable federal and state laws. The Executive Director of Title IX and other designated University employees will, among other steps:

- Communicate with all members of the University community regarding applicable law and policy and provide information about how individuals may access reporting and support options.
- Review applicable University policies to ensure institutional compliance with applicable federal and state laws.
- Monitor the University's administration of its own applicable policies, including record keeping, adherence to timeframes, and other procedural requirements.
- Conduct training regarding: Title IX; related provisions of the Clery Act, as amended by VAWA, and Virginia law; and the Prohibited Conduct defined in this policy.

- Respond to all reports regarding conduct that may violate this policy. In this capacity, the Executive Director of Title IX will oversee the investigation and resolution of such alleged misconduct complaints, direct the provision of any remedial and protective measures, and monitor the administration of Conduct Review Committee (“CRC”) hearings and Title IX Appeal Board (“TAB”) appeals, CRC and TAB findings, and, if any, sanctions.

The Executive Director of Title IX may delegate responsibilities under this policy to designated administrators who have appropriate training and/or experience. When used in this policy, the term Executive Director of Title IX may also include a Deputy Title IX Coordinator, a Title IX Investigator, or other appropriate designee.

The Executive Director of Title IX's contact information is:

Cat Riley, Ph.D.  
Executive Director of Title IX  
Liberty University Title IX Office  
Green Hall, Room 1837  
Lynchburg, Virginia 24502  
434-592-4999  
[titleix@liberty.edu](mailto:titleix@liberty.edu)  
<https://www.liberty.edu/studentaffairs/titleix/>

The Deputy Title IX Coordinators assist the Executive Director of Title IX by having direct oversight in their respective areas of Liberty University. Reports of Prohibited Conduct may be made to the Deputy Title IX Coordinators, who will forward the reports to Liberty's Executive Director of Title IX. The Deputy Title IX Coordinators' respective areas and contact information are:

Russell Monroe  
Deputy Title IX Coordinator  
Graduate and Online Affairs  
434-592-6488  
[onlinestudentaffairs@liberty.edu](mailto:onlinestudentaffairs@liberty.edu)

Steve Foster  
Deputy Title IX Coordinator  
Human Resources  
434-592-3345  
[smfoster@liberty.edu](mailto:smfoster@liberty.edu)

David Miller  
Deputy Title IX Coordinator  
School of Law  
434-592-3396  
[damiller@liberty.edu](mailto:damiller@liberty.edu)

Erin Hagen  
Deputy Title IX Coordinator  
Athletics Department  
434-592-4951  
[ehagen1@liberty.edu](mailto:ehagen1@liberty.edu)

Dr. Linda Mintle  
Deputy Title IX Coordinator  
College of Osteopathic Medicine (LUCOM)  
434-592-7345  
[lsmintle@liberty.edu](mailto:lsmintle@liberty.edu)

Concerns about the University's application of Title IX and the Clery Act may be addressed to the University's Title IX Office; the United States Department of Education, Clery Act Compliance Division (at [clery@ed.gov](mailto:clery@ed.gov)); the United States Department of Education, Office for Civil Rights (at [OCR@ed.gov](mailto:OCR@ed.gov) or 800-421- 3481); and/or the Equal Employment Opportunity Commission (at [info@eeoc.gov](mailto:info@eeoc.gov) or 800-669-4000).

## 2. Scope of this Policy

This policy governs the conduct of Liberty University students, without regard to changes in enrollment status; Liberty University faculty; Liberty University employees; and, to a limited extent, third parties (i.e., non-members of the University community, such as vendors, alumni, and visitors).

Third parties are both protected by and subject to this policy to a limited extent. A third party may report potential policy violations committed by a member of the University community, and the University will take appropriate steps to investigate and respond. A third party who engages in Prohibited Conduct may also be permanently barred from the University or subject to other restrictions.

This policy applies to conduct:

- that occurs on campus or University property;
- that occurs in the context of any University-related or University-sponsored education program or activity, regardless of the location (including travel, research, study abroad, internship programs, etc.);
- by a Liberty University student, regardless of location;
- that occurs through the use of University-owned or University-provided technology resources; and
- that has a nexus to the University, such as continuing adverse effects upon members of the University community or the creation or continuation of a hostile environment on campus.

For every report, the Executive Director of Title IX will review the circumstances of the reported conduct to determine whether the University has jurisdiction under this policy. The University will then take reasonable action to support a complainant through interim remedial measures and external reporting options.

This policy uses the terms complainant, respondent, third party, and witness as follows:

The term **complainant** refers to an individual who is reported to have experienced Prohibited Conduct, regardless of whether the individual makes a report or seeks disciplinary action. If an alleged victim is deceased as a result of such crime or offense, the next of kin shall be treated as the alleged victim.

The term **respondent** refers to an individual who has been accused of Prohibited Conduct.

The term **third party** refers to an individual who is not a University student, faculty member, or employee (e.g., vendors, alumni, visitors, etc.).

The term **witness** refers to an individual who may have information relevant to a report of Prohibited Conduct, including individuals who may have observed the acts in question, may be able to provide contextual information, or may have other related information. A witness may be a student, an employee, or a third party.

### **3. Coordination with Other Liberty University Policies**

This policy addresses discrimination on the basis of sex as it relates to sexual harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, and retaliation, as those terms are defined in more detail below.

In addition to this policy, the conduct of students, faculty, and employees may also be governed by the following:

[Employee Handbook](#)

[The Liberty Way](#)

[Graduate Honor Code](#)

[School of Law Personal Code of Honor](#)

[LUCOM Code of Conduct](#)

[Online Honor Code](#)

Where conduct involves the potential violation of both this policy and another University policy, the University may choose to investigate other potential misconduct under the procedures set forth in this policy, provided that it does not unduly delay a prompt and equitable resolution of the report, or the other application of University policy. In case of a conflict between this policy and another University policy, this policy will govern.

*\*For investigations of potential violations by Liberty University School of Law students, the final authority on the outcome(s) and the sanction(s) rests with the Dean of the School of Law and the Vice President of Student Affairs, per the School of Law Personal Honor Code.*

### **4. Academic Freedom, Intellectual Inquiry, and Free Expression**

Essential to the purpose of Liberty University, is the pursuit of truth and the freedom to communicate that truth once it is discovered and understood. The University is committed to its adopted principles of academic freedom, including the free search for truth and its free expression. Vigorous discussion and debate are fundamental to this commitment, and this policy is not intended to restrict teaching methods or free expression, nor will it be permitted to do so. The University operates within the Christian-oriented aims and ideals, and the University will therefore be protective of academic freedom in its instruction, discussion, and expression among the members of its community, including speech pertaining to religious issues. Offensiveness of conduct or speech, on its own, is not sufficient for the conduct to constitute Prohibited Conduct under this policy. To be Prohibited Conduct, it must be sufficiently severe or pervasive to interfere with an individual's ability to participate in employment or educational programs and activities from both a subjective and objective perspective. For example, a discussion or opinion concerning moral or ethical issues related to human sexuality that are expressed in an appropriate context would not be considered sexual harassment or another form of Prohibited Conduct.

### **5. Prohibited Conduct**

In determining whether reported conduct violates this policy, the University will consider the totality of the facts and circumstances involved in the conduct, including the nature of the reported conduct and the context in which it occurred. Individuals of any sex or gender can commit any of the Prohibited Conduct defined in this policy, and it can occur

between individuals of the same sex or gender or of different sexes or genders. It can occur between strangers or acquaintances, as well as persons involved in intimate, sexual, dating, domestic, and/or familial relationships. The following definitions provide more detail of the terms used to describe Prohibited Conduct under this policy.

#### A. Sexual Assault

The following behaviors constitute sexual assault:

**Non-Consensual Sexual Penetration:** Any act of vaginal or anal penetration, however slight, by a person's penis, finger, other body part, or with an object, or by oral-genital contact, without consent.

**Non-Consensual Sexual Contact:** Any intentional touching of a person's breasts, buttocks, groin, genitals, or other intimate parts without consent. Touching may be over or under clothing and may include the respondent touching the complainant, the respondent making the complainant touch the respondent or another person, or the respondent making the complainant touch the complainant's own body.

#### B. Sexual Harassment

Sexual Harassment is any unwelcome sexual advances, requests for sexual favor, and/or other verbal or physical conduct of a sexual nature when one of the conditions outlined in (1), (2), or (3), below, is present.

- (1) Submission to, or rejection of, such conduct is made implicitly or explicitly a term or condition of a person's instruction, academic standing, employment, or participation in any University program, activity, or benefit.
- (2) Submission to, or rejection of, such conduct by an individual is used as a basis for evaluation in making academic or employment decisions or decisions regarding participation in any University program, activity or benefit.
- (3) Such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the University's programs or activities, or the University's employment, when viewed through both a subjective and objective standard. A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of sexual assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, on its own, is typically not sufficient to constitute a hostile environment.



### Sexual harassment:

- May be blatant and intentional and involve an overt action, a threat or reprisal, or may be subtle and indirect, with a coercive aspect that is unstated.
- Does NOT have to include intent to harm, be directed at a specific target, or involve repeated incidents.
- May be committed by anyone, regardless of sex, gender, age, position, or authority. While there is often a power differential between two persons, perhaps due to differences in age, social, educational, or employment relationships, sexual harassment can occur in any context.
- May be committed by a stranger, an acquaintance, or someone with whom the complainant has or has had an intimate or sexual relationship.
- May be committed by or against an individual or may be a result of the actions of an organization or group.
- May occur in the classroom, in the workplace, in residential settings, or in any other context.
- May be a one-time event or may be part of a pattern of behavior.
- May be committed in the presence of others or when the parties are alone.
- May affect the complainant and/or third parties who witness or observe harassment.

**Note:** *Liberty University's Statement of Professional Ethics prohibits The University's faculty members from having inappropriate and/or preferential relationships with University students apart from being a mentor, teacher, or role model. Because inappropriate and/or preferential relationships often involve a power differential, such conduct may also constitute sexual harassment or other forms of Prohibited Conduct under this policy. When the conduct involves both a violation of the Statement of Professional Ethics and this policy, the procedures under this policy will apply.*

### C. Sexual Exploitation

Sexual Exploitation is any act where one person violates the sexual privacy of another or takes unjust or abusive sexual advantage of another without his or her consent. Sexual exploitation may include:

- surreptitiously observing another individual's nudity or sexual activity or allowing another to observe sexual activity without the knowledge and consent of all parties involved;
- recording, photographing, transmitting, showing, viewing, streaming, or distributing intimate or sexual images, audio recordings, or sexual information without the knowledge and consent of all parties involved; or
- exposing one's genitals or inducing another to expose his or her own genitals in non-consensual circumstances.



#### **D. Intimate Partner Violence**

Intimate Partner Violence is any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. Intimate partner violence may include any form of Prohibited Conduct under this policy, including sexual assault, stalking, and physical abuse (as defined below).

Physical abuse consists of threatening or causing physical harm to another, or engaging in other conduct that threatens or endangers the health or safety of any person. Physical abuse will be addressed under this policy if it involves sexual harassment, intimate partner violence, or is part of a course of conduct under the stalking definition.

As used in this policy, the definition of intimate partner violence is consistent with the definitions of dating violence and domestic violence set forth in the Clery Act (as amended by VAWA). When determining whether the reported conduct meets the Clery definition of intimate partner violence, the existence of a domestic or dating relationship will be determined by a review of its length, type, and frequency of interaction.

#### **E. Stalking**

Stalking is a course of conduct (i.e., more than one act) directed at a specific person which would cause a reasonable person (under similar circumstances and with a similar identity to the complainant) to feel fear, to experience substantial emotional distress, or to fear for his or her safety or the safety of a third person. Acts that together constitute stalking may be direct actions or may be communicated by a third party, and can include, but are not limited to, communicating threats of harm to self, others, or property; pursuing or following; non-consensual (unwanted) communication by any means; intentionally giving unwanted gifts; trespassing; and conducting surveillance or other similar types of extended observation. Stalking also includes cyber-stalking, which is defined as Stalking (as defined in this section of this policy) conducted using electronic media or electronic communications (e.g., the Internet, social networks, blogs, cell phones, or text messages).

#### **F. Retaliation**

This policy prohibits Retaliation, which is acts or words taken against an individual or group of individuals involved in a protected activity. Protected activity includes making a good faith report under this policy; filing an external complaint about Prohibited Conduct; or opposing in a reasonable manner and consistent with University policy an action reasonably believed to constitute a violation of this policy. Retaliation may also include acts or words taken against an individual or group of individuals because they have provided statements, evidence or otherwise participated in proceedings under this policy. Retaliation can take many forms, including, but not limited to, adverse action or violence, threats, and intimidation that would discourage a reasonable person (under similar circumstances and with similar identities to the complainant) from engaging in protected activity. Actions in response to a

good faith report or response under this policy are considered retaliatory if they have a materially adverse effect on the working, academic, or University-controlled living environment of an individual, or if they hinder or prevent the individual from effectively carrying out his or her University responsibilities.

#### **G. Complicity**

This policy also prohibits Complicity. Complicity is any act that knowingly aids, facilitates, promotes, or encourages the commission of Prohibited Conduct by another person.

#### **H. Additional Guidance Regarding Consent and Incapacitation**

The following definitions clarify two other key terms used throughout this policy.

**Consent:** Consent is 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 partner willingly and affirmatively chooses 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 affirmation of a willingness to engage in a particular sexual act.

Consent cannot be obtained in situations involving physical force or a reasonable belief of the threat of physical force, when one person overcomes the physical limitations of another person, or when one person takes advantage of another person's incapacitation.

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, in itself, constitute consent to a sexual act; even in the context of a relationship, there must be mutual consent.
- 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, passivity, lack of movement or lack of resistance, and relying on nonverbal communication alone may result in a violation of this policy.

Under Virginia law, individuals younger than 18 years of age (minors) are legally incapable of giving consent to sexual penetration or sexual contact by an adult (defined as someone 18 years of age or older). Virginia law addresses close-in-age exceptions for sexual relations between minors but not adults. Please refer to the Virginia Code for the full text of statutory consent laws.

**Incapacitation:** Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. In addition, an individual is incapacitated whenever the individual demonstrates that the individual is unaware of his or her location, present circumstances, or why or how he or she became engaged in a sexual interaction.

When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence, or impaired by the use, of the drug. Alcohol and other drugs impact each individual differently, and determining whether an individual is incapacitated requires an individualized determination.

The University does not expect community members to be medical experts in assessing incapacitation. Individuals should look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. A person's level of intoxication is not always demonstrated by objective signs; however, signs of intoxication or being under the influence of drugs include passing out, clumsiness, difficulty walking, poor judgment, difficulty concentrating, slurred speech, vomiting, combativeness, or emotional volatility. A person who is incapacitated may not be able to understand some or all of the following questions: "Do you know where you are?"; "Do you know how you got here?"; "Do you know what is happening?"; and "Do you know whom you are with?"

An individual's level of intoxication or drug impairment may change over a period of time based on a variety of subjective factors, including the amount of substance intake, speed of intake, body mass, and metabolism. It is especially important, therefore, that anyone engaging in sexual activity is aware of his or her own level of intoxication/drug impairment and the other person's level of intoxication/drug impairment and capacity to give consent. The use of alcohol or other drugs can lower inhibitions and create an atmosphere of confusion about whether consent is voluntarily and freely given. If there is any doubt as to the level or extent of one's own or the other individual's intoxication, drug impairment or incapacitation, the safest course of action is to forgo or cease all sexual contact.

In evaluating consent in matters of reported incapacitation, the University asks two questions: (1) Did the respondent know that the complainant was incapacitated?; and, if not, (2) Should a sober, reasonable person in a similar set of circumstances as the respondent have known that the complainant was incapacitated? If the answer to either of these questions is "yes," there was no consent, and the sexual conduct is likely a violation of this policy.

A respondent's voluntary intoxication or voluntarily drug impairment is never an excuse for or a defense to Prohibited Conduct, and it does not diminish the responsibility of each to determine that the other person has affirmatively given consent.

## **6. Confidentiality, Privacy, and Related Reporting Responsibilities**

Issues of privacy and confidentiality play important roles in this policy and may affect individuals differently. While they are closely related, the concepts of privacy and confidentiality are distinct terms that are defined below.

### **A. Confidentiality**

Confidentiality refers to the protections provided to information disclosed in legally-protected or privileged relationships under Virginia state law, including licensed professional mental health counselors and licensed medical professionals. Those confidential resources can engage in confidential communications under Virginia law when the information is disclosed within the scope of their providing professional services. When an individual shares information with a confidential resource (on campus or in the community) in the course of a protected relationship, the confidential resource cannot disclose the information (including information about whether an individual has received services) to any third party without the individual's written permission or unless required by ethical or legal obligations which compel the professional to reveal such information. For example, information may be disclosed when the individual gives written consent for its disclosure, when there is an imminent concern that the individual will likely cause serious physical harm to self or others, and when the information concerns conduct involving suspected abuse or neglect of a minor. A person's medical and counseling records are privileged and confidential documents.

Confidential resources submit non-personally-identifying information about certain types of crimes to the Liberty University Police Department for the purposes of anonymous statistical reporting under the Clery Act. Such Clery Act reports do not contain personally-identifying information.

Pursuant to Virginia Code Section 23.1- 805, in a situation involving a report of sexual violence, a student's request for confidentiality will be granted except when The University's Threat Assessment Team determines either that the report alleges sexual violence that would constitute a felony criminal offense under the Virginia Code or that disclosure of the information in the report is necessary to protect the health or safety of the complainant or other members of the University community.

### **B. Privacy**

Privacy refers to the discretion that will be exercised by the University in the course of any inquiry, investigation or proceedings under this policy. Information related to a report of Prohibited Conduct will be shared with a limited circle of University employees who need to know it in order to assist in the initial inquiry, investigation, and resolution of the report and any related

issues. University employees receive training in how to safeguard private information.

The University will make reasonable efforts to investigate and address reports of Prohibited Conduct under this policy, and information may be disclosed to participants in an investigation as necessary to facilitate the thoroughness and integrity of the investigation, as well as to provide a fair process to the parties involved. In all such occasions, the University will take into consideration the privacy of the parties to the extent reasonably possible.

The privacy of student education records will be protected in accordance with the [Family Educational Rights and Privacy Act](#) ("FERPA"). The privacy of an individual's medical and related records generally is protected by the [Health Insurance Portability and Accountability Act](#) ("HIPAA") and where University treatment records are concerned, is protected by FERPA.

### C. Responsibility to Report

It is important to understand the different responsibilities of University employees. Every employee is designated as either a Confidential Resource or a Responsible Employee.

**Confidential Resource:** A Confidential Resource is any University employee who is a licensed medical, clinical, or mental-health professional (e.g., physicians, nurses, physician's assistants, psychologists, psychiatrists, professional counselors, and social workers, and those employees performing services under their supervision), when acting in that professional role in the provision of services to a patient or client. Any employee providing administrative, operational, and/or related support for such health care providers in their performance of such services is also a Confidential Resource. Confidential Resources are specifically identified in Section 7. B of this policy. Confidential Resources **will not disclose information** about Prohibited Conduct without the individual's permission except as set forth in Confidentiality (Section 6. A.). When individuals who otherwise may be Confidential Resources receive information about suspected Prohibited Conduct outside of the provision of services to a patient, the Confidential Resource is required to share that information with the Title IX Office.

**Responsible Employees:** With the exception of Liberty University employees designated as Confidential Resources in Section 7. B. of this policy, all other University employees, including faculty, instructors (including teaching assistants and teachers of record), **are required to report immediately** any information they know about suspected Prohibited Conduct. These individuals are referred to as Responsible Employees.

Student workers who are Responsible Employees include, but are not limited to, Resident Assistants, Resident Shepherds, Athletics Team Managers, and Graduate Assistant Coaches.

Responsible Employees must report all known information, including the identities of the parties, the date, time and location, and other details about

reports of suspected Prohibited Conduct to the Title IX Office. The Title IX Office may share its reports with the Liberty University Police Department and the Threat Assessment Team to ensure a coordinated institutional response. Responsible Employees may provide support and assistance to a complainant, witness, or respondent; but they cannot promise confidentiality or withhold information about Prohibited Conduct. Failure by a Responsible Employee to report suspected Prohibited Conduct in a timely manner may subject him or her to appropriate discipline, including removal from a position and/or termination of employment.

Responsible Employees are not required to report information disclosed (1) at public awareness events (e.g., “Take Back the Night,” candlelight vigils, protests, “survivor speak-outs,” or other public forums in which students may disclose Prohibited Conduct (collectively, public awareness events); or (2) during an individual’s participation as a subject in an Institutional Review Board-approved human subjects research protocol (IRB Research). The University may provide information about Title IX rights and about available University and community resources and support at public awareness events, however, and Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all subjects of IRB Research.

**Students:** With the exception of the student workers specifically designated as Responsible Employees, all other students **are encouraged to report** suspected Prohibited Conduct.

A complainant may choose not to make a complaint or report in his or her own case, even if the complainant would otherwise have reporting obligations as a Responsible Employee.

#### **D. Clery Act Reporting**

Pursuant to the Clery Act, the University includes anonymous statistics about certain offenses in its Annual Security Report and provides those statistics to the United States Department of Education in a manner that does not include any personally-identifying information about individuals involved in an incident. The Clery Act also requires the University to issue timely warnings to the University community about certain crimes that have been reported and may continue to pose a serious or continuing threat to campus safety. Consistent with the Clery Act, the University withholds the names and other personally-identifying information of complainants when issuing timely warnings to the University community.

#### **E. Transcript Notation**

In accordance with Virginia Code Section 23.1-900, Liberty University will make a prominent notation on the academic transcript of each student who has been administratively withdrawn for, has been non-returned for, or has withdrawn from the University while under investigation for, an offense involving sexual violence under this policy. The notation will be removed once the student is found not responsible or has been determined to be in good standing by the University.



## **7. Resources and Reporting Options**

A complainant or witness has many options, including seeking counseling or assistance from a Confidential Resource, making a report under this policy, and/or making a report to law enforcement. The University recognizes that deciding among these options can be difficult and is an intensely personal decision. Complainants and witnesses are encouraged to seek assistance from a Confidential Resource and to explore all potential reporting and support options.

### **A. Emergency Resources and Law Enforcement**

Emergency medical assistance and campus safety/law enforcement assistance are available both on and off campus. Individuals are encouraged to contact law enforcement and seek medical treatment as soon as possible following an incident that may pose a threat to safety or physical well-being and following a potential criminal offense.

To contact law enforcement: call the Liberty University Police Department at 434-592-3911 (for non-emergencies call 434-592-7641) or, if off campus, Lynchburg Police Department at 434-455- 6050. In an emergency, call 911.

To access on-campus medical treatment, contact:

[Liberty University Student Health Center](#) (Operated by Central Virginia Family Physicians (CVFP) Medical Group)  
Green Hall, Suite 1895  
1971 University Blvd.  
Lynchburg, VA 24515  
434-338-7774 (Office)

The local hospital can be contacted at:

[CENTRA Lynchburg General Hospital](#)  
1901 Tate Springs Rd.  
Lynchburg, VA 24501  
434-200-3000 (Office)

To access crisis counseling and other community resources:

[Sexual Assault Response Program \(SARP\)](#)  
YWCA  
Lynchburg Office  
1900 Tate Springs Rd., Suite B  
Lynchburg, VA 24501  
434-947-7422 (Office)  
888-947-7273 (24-Hour Confidential Hotline)

### **B. Campus Confidential Resources**

Students can access confidential resources on campus through:



[Liberty University Student Counseling Services](#)

Green Hall, Suite 1830  
1971 University Blvd.  
Lynchburg, VA 24515  
434-582-2651 (Office)  
[studentcounselingservices@liberty.edu](mailto:studentcounselingservices@liberty.edu)

\*Call LUPD for Emergency Assistance or Residence Director for After-Hours Assistance

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

Green Hall, Suite 1895  
1971 University Blvd.  
Lynchburg, VA 24515  
434-338-7774 (Office)

### **C. Reporting Options**

The University requires all Responsible Employees to report suspected Prohibited Conduct to the Title IX Office. Responsible Employees may also make reports to the Liberty University Police Department (LUPD) and/or to law enforcement.

The University encourages all other individuals to report suspected Prohibited Conduct to the Title IX Office, to the Liberty University Police Department (LUPD), and/or to law enforcement. Liberty University's Title IX policy processes and law enforcement's criminal investigations operate independently of one another, although the University will make a reasonable effort to coordinate information with law enforcement.

A complainant has the right to report, or decline to report, potential criminal conduct to law enforcement. Upon request, the University will assist a complainant in contacting law enforcement at any time. For circumstances in which the University concludes that conduct poses a threat to the health or safety of any University community member, the University will independently notify law enforcement without the complainant's permission.

Anyone can make a report of suspected Prohibited Conduct as follows:

- Make a report using the [Liberty University Speak UP! Form](#).
- Make a report to the Title IX Office in person, by telephone, by email, or online at [www.liberty.edu/studentaffairs/titleix/](http://www.liberty.edu/studentaffairs/titleix/)
- If on campus, contact LUPD for assistance in filing a criminal complaint and preserving physical evidence at 434-592-3911.
- If off campus, contact local law enforcement to file a criminal complaint at 911.

An individual may pursue some or all of these steps at the same time (e.g., one may simultaneously pursue a Title IX Office report and a criminal complaint with law enforcement). When initiating any of the above options, an individual does

not need to know whether he or she wishes to request any particular course of action nor how to label what happened. As part of a report to the Title IX Office, an individual can also request interim measures and support.

### **1. Anonymous Reporting**

Anyone can make an anonymous report of suspected Prohibited Conduct by submitting information on the University Title IX website: [www.liberty.edu/studentaffairs/titleix/](http://www.liberty.edu/studentaffairs/titleix/). Based on the nature of the information submitted, the University's ability to respond to an anonymous report may be limited.

### **2. Requests for Anonymity, No Investigation and No Discipline**

Once a report has been shared with the Title IX Office, a complainant may also directly request that his or her identity remain private (a request for anonymity), request that no investigation occur, or request that no disciplinary action be taken. The University will carefully balance these requests with the University's commitment to provide a non-discriminatory environment, and the respondent's right to have specific notice of the allegation(s) if the University were to take action that affects the respondent. In such circumstances, the Executive Director of Title IX may arrange for limited fact-finding by an investigator to gain a better understanding of the context of the report or take other appropriate steps, including consulting with the University's Threat Assessment Team.

### **3. Amnesty through Self-Reporting**

In order to encourage complainants and cooperating witnesses to make reports of Prohibited Conduct under this policy and other applicable Liberty University conduct codes, the University will not pursue disciplinary action against complainants or cooperating witnesses for voluntary disclosure of personal consumption of alcohol or other drugs (underage or illegal) or immorality (e.g., premarital sex) when the disclosure is made in connection with a good faith report or investigation of Prohibited Conduct and when the personal consumption or immorality did not place the health or safety of another person at risk. The University may, however, initiate an initial inquiry or educational discussion, or pursue other non-disciplinary options, in response to alcohol or other drug use or immorality.

### **4. Timeframe for Reporting**

Complainants and other reporting individuals are encouraged to report suspected Prohibited Conduct as soon as possible in order to maximize the University's ability to respond promptly and effectively. Reports of suspected Prohibited Conduct may be made at any time a complainant is enrolled or employed at the University or within six months after the complainant's departure from the University (withdrawal, graduation, or termination of employment), without regard to how much time has elapsed since the incident(s) in question.

If the respondent is no longer a student or employee of the University at the time of the report, the University may be limited in its ability to take disciplinary action against the respondent. However, in such circumstances, the University will provide support to the complainant and take steps to end the prohibited behavior, prevent its recurrence, and address its effects. Upon request, the University will assist the complainant in identifying and contacting law enforcement and other external enforcement agencies.

#### D. Other Community Resources

Any individual may also access resources located in the local community. These organizations can provide crisis intervention services, counseling, medical attention, and assistance in dealing with the criminal justice system. If accessing these resources, individuals are encouraged to clarify whether the resources are confidential.

### 8. Interim Measures

Upon receiving a report of Prohibited Conduct, the University will provide reasonable and appropriate interim measures designed to preserve the complainant's educational experience; protect the complainant during an investigation; address safety concerns for the broader University community; maintain the integrity of the investigative and/or resolution process; and deter retaliation. These measures may be remedial **in nature** (measures designed to maintain the complainant's continued access to educational opportunities) or protective **in nature** (involving a restrictive action against a respondent).

Interim remedial and protective measures may include:

- access to counseling and medical services;
- assistance in obtaining a sexual assault forensic examination;
- assistance in arranging rescheduling of exams and assignments and extensions of deadlines;
- academic support;
- assistance in requesting long-term academic accommodations through the [Office of Disability Academic Support \(ODAS\)](#), if the complainant qualifies as an individual with a disability;
- change in the parties' class schedules, including the ability to transfer course sections or withdraw from a course;
- change in the parties' University work schedule or job assignment;
- change in the parties' campus housing;
- assistance navigating off campus housing concerns;
- escort and other safety planning steps, which may include the LU Safe Ride Program operated by LUPD;
- imposition of a "no contact directive," an administrative remedy designed to curtail contact and communications between two or more individuals;
- voluntary withdrawal;
- referral to resources which can assist in obtaining a protective order under Virginia law;
- referral to resources which can assist with any financial aid, visa, or immigration concerns;

- any other remedial measure that can be used to achieve the goals of this policy;
- exclusion of the respondent from all or part of University housing and/or from specified activities or areas of campus;
- prohibition of the respondent from participating in student activities or representing the University in any capacity such as playing on an official team; serving in student government; performing in an official band, ensemble, or production; or participating in a recognized student organization;
- interim suspension of the respondent; and
- any other protective measure that can be used to achieve the goals of this policy.

The availability of interim measures will be determined by the specific circumstances of each report. The University will consider a number of factors in determining which measures to take, including the needs of the student or employee seeking interim remedial and/or protective measures; the severity or pervasiveness of the alleged conduct; any continuing effects on the complainant; whether the complainant and the respondent share the same residence hall or other living location, academic course(s), or job location(s); and whether judicial measures have been taken to protect the complainant (e.g., protective orders). The University will work in good faith to implement the requirements of judicially-issued protective orders and similar orders, to the extent that doing so is within its authority.

The determination of whether to impose an interim protective measure of interim suspension will be made by the Executive Director of Title IX who may consult with the Dean of Students, the Threat Assessment Team, and any other appropriate University administrators. A respondent may be suspended on an interim basis when the University has received information which indicates that the continued presence on campus of the respondent will likely have a serious effect on the physical safety or mental health of any other members of the University community; when physical safety is seriously threatened; or when the ability of the University to carry out its operation is threatened or impaired. The decision to impose interim suspension may be made at any point in the process.

Any interim measures will not disproportionately impact the complainant. Requests for interim measures must be made by the complainant to the Title IX Office. The Title IX Office is responsible for ensuring the implementation of interim measures and for coordinating the University's response with the appropriate offices on campus. The Title IX Office has the discretion to impose and/or modify any interim measure based on all available information and is available to meet with a complainant or respondent to address any concerns about the provision of interim measures. The University will maintain the privacy of any remedial and protective measures provided under this policy to the extent practicable and will promptly address any violation of interim remedial or protective measure.

All individuals are encouraged to report to the Title IX Office any concerns about the failure of another to abide by any restrictions imposed through interim measure. In the event of an immediate health or safety concern, individuals should contact 911 or LUPD at 434-592-3911 (on-campus) immediately. The University will take necessary action to

enforce a previously implemented measure. Disciplinary penalties can be imposed for failing to abide by a University-imposed interim measure.

## **9. Overview of Resolution Options**

The University is committed to providing a prompt, thorough, equitable, and impartial resolution of all reported violations of this policy. The University uses two processes to resolve reports of Prohibited Conduct under this policy: (1) Disciplinary Resolution, which involves investigation, adjudication, and, if appropriate, imposition of sanctions, and (2) Alternative Resolution, which includes informal options for resolving reports that do not involve disciplinary action against a respondent and typically involve Restorative Practices. The Executive Director of Title IX will determine the appropriate resolution process after making an initial inquiry of the reported information, considering the stated interest of the complainant, campus safety, and the University's obligation to maintain an environment free from harassment and discrimination.

The process under this policy is separate and distinct from the Virginia criminal process. Proceedings under this policy may be carried out prior to, simultaneously with, or following any off-campus civil or criminal proceedings. Neither a decision by law enforcement regarding prosecution nor the outcome of any criminal proceeding will be considered determinative of whether a violation of this policy has occurred.

### **A. Initial Inquiry**

After receiving a report of Prohibited Conduct, the Title IX Office will gather information about the reported conduct and respond to any immediate health or safety concerns raised by the report. The Title IX Office may also assess the complainant's safety and well-being, offer the University's support and assistance, and assess the nature and circumstances of the report to determine whether the reported conduct raises a potential policy violation, whether the reported conduct is within the scope of this policy, and the appropriate manner of resolution under this policy. The Executive Director of Title IX may consult with the University's Threat Assessment Team and other appropriate University administrators as part of the initial inquiry.

When the Executive Director of Title IX decides to initiate an investigation, impose interim protective measures, or take any other action that impacts a complainant, the Executive Director of Title IX will ensure that complainant is notified and receives written information on available resources and options, consistent with this policy. When the Executive Director of Title IX decides to initiate an investigation, impose interim protective measures, or take any other action that impacts a respondent, the Executive Director of Title IX will also ensure that respondent is notified and receives written information on available resources and options, consistent with this policy.

### **B. Investigation or Alternative Resolution**

At the conclusion of the initial inquiry, the University will proceed with one of the following three options:

- (1) Proceed with an investigation under the Disciplinary Resolution process. If the matter is within the scope of this policy and it may rise to the level of

Prohibited Conduct, an investigation will occur when a complainant requests an investigation, when the Executive Director of Title IX determines that an investigation must be pursued even when a complainant requests that no investigation be pursued, or when Alternative Resolution is not appropriate or available.

- (2) Proceed with Alternative Resolution. This option always requires the consent of the complainant. The consent of the respondent is also required when the alternative resolution involves the respondent.
- (3) If the matter is outside the scope of this policy or does not rise to the level of Prohibited Conduct, the matter will be closed following the initial inquiry.

As part of an initial inquiry or investigation, the Title IX Office may, as appropriate:

- Assess the nature and circumstances of the report, including whether it provides the names and/or any other information that identifies the complainant, the respondent, any witness, and/or any other individual with knowledge of the reported incident.
- Address immediate physical safety and emotional well-being.
- Notify the complainant of the right to contact (or decline to contact) law enforcement or seek a civil protection order.
- Notify the complainant of the right to seek medical treatment.
- Notify the parties of the importance of preservation of evidence.
- Refer the report to the Liberty University Police Department (LUPD) to enter the report into the University's daily crime log if required by the Clery Act.
- With the LUPD, assess the reported conduct and discern the need for a timely warning under the Clery Act.
- Provide the parties with written information about on- and off- campus resources.
- Notify the complainant of the range of interim measures available, including the right to reasonable interim remedial measures regardless of whether the complainant chooses to participate in a University or law enforcement investigation.
- Notify the complainant of the range of interim protective measures available if the University pursues an investigation.
- Provide the parties with an explanation of the procedural options, including Disciplinary Resolution and Alternative Resolution.
- Notify the parties of the right to be accompanied at any meeting by an advisor of choice.
- Assess any patterns of conduct by the parties, including whether there is a pattern of conduct that might impact campus safety.
- Discuss the complainant's expressed preference for manner of resolution and any barriers to proceeding (e.g., confidentiality concerns);
- Explain to the parties the University's policy prohibiting retaliation, that the University will take prompt action when retaliation is reported, and how to report acts of retaliation.
- Determine the age of the complainant and, if the complainant is a minor, make the appropriate notifications required by Virginia law.



### **C. Balancing Complainant Autonomy with Liberty University's Responsibility to Investigate**

To protect the safety of the campus community, the Executive Director of Title IX may need to proceed with an investigation even if a complainant specifically requests that the matter not be pursued. The Title IX Office may also initiate an investigation of suspected Prohibited Conduct absent a formal report or absent an identified complainant or respondent, and even if a report has been withdrawn. In such circumstances, the Executive Director of Title IX will take into account the complainant's articulated concerns, the safety of the campus community, fairness to all individuals involved, and the University's obligations under Title IX.

A complainant may request that his or her name or other personally-identifiable information not be shared with a respondent, that no investigation be pursued, or that no disciplinary action be taken. In these instances, before taking any further investigative steps, the Title IX Office will discuss any concerns with the complainant and seek to address and remedy barriers to reporting based upon concerns about retaliation or other lack of clarity in understanding procedural options and potential outcomes.

The Executive Director of Title IX will balance any complainant request against the following factors in reaching a determination on whether the request can be granted:

- the totality of the known circumstances;
- the nature and scope of the alleged conduct, including whether the reported behavior involves the use of a weapon;
- the respective ages and roles of the complainant and respondent;
- the risk posed to any individual or to the campus community by not proceeding, including the risk of additional violence;
- whether there have been other reports of other Prohibited Conduct or other misconduct by the respondent;
- whether the report reveals a pattern of misconduct related to Prohibited Conduct (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group;
- the complainant's interest in the University's not pursuing an investigation or disciplinary action and the impact of such actions on the complainant;
- whether the University possesses other sufficient means to obtain relevant evidence;
- fairness considerations for both the complainant and the respondent;
- the University's obligation to provide a safe and non-discriminatory environment; and
- any other available and relevant information.

The Executive Director of Title IX will also consider what steps may be possible or appropriate when a respondent is unknown or when the complainant requests anonymity, and what other measures or remedies might be considered to address any effects of the reported behavior on the campus community. The University will seek resolution consistent with the complainant's request, if it



determines it is appropriate to do so after weighing the above-listed factors. The Executive Director of Title IX will make such determinations.

Where the Executive Director of Title IX determines that a complainant's request can be granted, the University may nevertheless take other appropriate steps to eliminate the reported conduct, prevent its recurrence, and remedy its effects on the complainant and the University community.

Those steps may include offering appropriate remedial measures to the complainant, providing targeted training and prevention programs, and/or providing or imposing other remedies. The Executive Director of Title IX may also request that a matter be re-opened and pursued under this policy if any new or additional information becomes available, or if the complainant decides that he or she would like a Disciplinary Resolution to occur.

When the Executive Director of Title IX determines that the University must proceed with an investigation despite the complainant's request that it not occur, the Executive Director of Title IX will notify the complainant that the University intends to proceed with an investigation. The complainant is not required to participate in the investigation or in any of the actions taken by the University but is welcome and encouraged to do so.

The University's ability to investigate and respond fully to a report may be limited if the complainant's request for anonymity is granted or if the complainant declines to participate in an investigation. The University will, however, pursue other steps to limit the effects of the suspected Prohibited Conduct and prevent its recurrence. In all cases, the final decision on whether, how, and to what extent the University will conduct an investigation and whether other interim remedial or protective measures will be taken in connection with a report of Prohibited Conduct will be made in a manner consistent with this policy.

#### **D. Timeframe for Investigation and Resolution**

The University will seek to complete the investigation and resolution process in approximately 60 calendar days following the date notice of the investigation is sent to the parties. In some instances, completion may occur on the same date as the date of the report; in other instances, based on information gathered in the initial inquiry, completion may occur at a later date. This policy designates reasonably prompt timeframes for the major stages of the investigation and resolution process (typically set forth in business days), but the University may extend any timeframe in this policy for good cause, including extension beyond 60 calendar days. An extension may be required for good cause to ensure the integrity and thoroughness of the investigation; to comply with a request by law enforcement; in response to the unavailability of the parties or witnesses; or for other legitimate reasons, such as intervening breaks in the University calendar, University finals periods, the complexity of the investigation, and/or the severity and extent of the alleged misconduct. While requests for delays by the parties may be considered, the University cannot unduly or unreasonably delay the prompt resolution of a report under this policy. The University will notify the parties in writing of any extension of the timeframes for good cause and the particular reason(s) for the extension.

The University desires to cooperate with law enforcement. This may result in the University suspending the fact-finding portion of a Title IX investigation temporarily. However, the University will resume its Title IX investigation as soon as it is reasonable to do so, taking into account any notification by law enforcement of the end date of the agency's evidence gathering process. The University will not necessarily wait for the conclusion of a criminal investigation or a criminal proceeding to begin its own investigation. In all circumstances, the University will take immediate steps to provide appropriate interim measures for the complainant.

Investigations will proceed according to the timeframes in this policy to the extent possible during the summer and at other times when classes at the University are not in session. The Title IX Office will work with the parties to balance the need for promptness and the preference for in-person meetings regarding the investigation. Timeframes for all phases of the disciplinary process, including the investigation, any related disciplinary proceedings, and any related review of the findings, apply equally to both the complainant and the respondent.

#### **E. Expectations for Parties; Cooperation with Investigation and Disciplinary Resolution Procedures**

During the investigation and Disciplinary Resolution process, both parties (complainant and respondent) have equal rights, including the opportunity to receive a written notice of an investigation; to participate in the investigation; to review and present information and evidence; to be accompanied by an advisor of their choice to any meeting; to equal access to the final investigative report that will be used in a disciplinary proceeding; to notice of meetings at which their presence will be requested or required; to written notice of the outcome, sanction (if any), and rationale; and to seek appeal of the initial finding of the disciplinary process.

All University community members are expected to provide truthful information in any report or proceeding under this policy. Submitting or providing false or misleading information in bad faith or with a view to personal gain or intentional harm to another in connection with a report or an investigation of Prohibited Conduct is prohibited and subject to disciplinary sanctions. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated or no policy violation is found to have occurred.

Liberty University expects members of the University community to cooperate fully with the investigation and disciplinary procedures prescribed in this policy. It is understood that there may be circumstances in which a complainant or respondent wishes to limit their participation, and while the University will welcome and encourage their cooperation, the University will respect the choice of the complainant or respondent as to how to engage in proceedings under this policy. The University may, however, move forward with an investigation and disciplinary action without the participation of a party or parties.

The University also recognizes that witnesses may be reluctant to participate in the process; nevertheless, any student, faculty member, or employee witness

who refuses to cooperate in an investigation is subject to sanction. Refusal to cooperate includes, but is not limited to, delaying or failing to acknowledge requests from designated University administrators for information, delaying or failing to make oneself available for meetings with designated University administrators, and/or providing information to designated University administrators that the individual knows to be untruthful.

If a complainant or respondent chooses not to answer any or all questions in an investigation for any reason, the University will continue its process; and the University will issue any discipline or sanctions, as appropriate. The University will not draw any adverse inference from a complainant's or respondent's decision not to participate in the investigation or any form of resolution under this policy; however, the complainant or respondent should be aware that declining to participate in the investigation may impact the timing and resolution of the matter.

At any time, the University may place an administrative hold on the respondent's University transcript, make a transcript notation, or defer or withhold the award of the respondent's degree. Although a respondent may withdraw from the University while the investigation is pending, the respondent's transcript will be appropriately notated to indicate the pending investigation. Even if a respondent withdraws from the University, the Executive Director of Title IX has authority to proceed with the investigation and resolution process.

#### **F. Consolidation of Investigation**

The Title IX Office has the discretion to consolidate multiple reports into a single investigation if evidence relevant to one incident might be relevant to the others. Consolidation might involve multiple complainants and a single respondent, multiple respondents, or conduct that is temporally or logically connected.

The investigators may also investigate other forms of conduct that would be a potential violation of other University policies. Those forms of conduct may be resolved under this policy, as determined at the discretion of the Title IX Office, giving due regard to the amnesty provision described in Section 7. C. 3. above.

#### **G. Safeguarding the Privacy of Complainants and Respondents**

Individuals involved in investigations or disciplinary proceedings under this policy are encouraged to exercise discretion in sharing information in order to safeguard the integrity of the process and to avoid the appearance of retaliation. While discretion regarding the Title IX process is important, complainants and respondents are not restricted from discussing and sharing information with others who may support or assist them during the process (e.g., their advisors, parents, counselors, or other support persons). All parties are encouraged to maintain the privacy of FERPA-protected and/or sensitive information gathered or learned in the process.

## 10. Restorative Practices

Restorative Practices is the form of Alternative Resolution that refers to the multifaceted approach to conflict or disciplinary issues which promotes holistic and healing processes that encourage students to live peaceably in community with one another. Restorative Practices include all those impacted by the behavior (responsible parties, harmed parties, and community members), and focus on repairing the damage, as well as preventing future harms. Restorative Practices is comprised of a spectrum of services, including Conflict Coaching, Mediation, and Restorative Conferences, and are facilitated through the Office of Community Life.

- Conflict Coaching is a means through which students experiencing conflict in the residence halls can use student leadership as a resource for support in addressing and resolving low-level conflicts and disputes.
- Mediation is a form of conflict resolution, which allows students to work through difficult situations or disagreements with the assistance of a trained facilitator, who serves as a neutral third party.
- Restorative Conferences are an alternative process of discipline for students that focus on helping students learn from mistakes and repair harm caused to others by the violations committed. Restorative Conferences involve a number of individuals, in addition to responsible parties, including victims and community members, who work collaboratively to find effective ways to repair harms, restore trust, and prevent further violations from occurring.

As with all Alternative Resolution processes, participation in Restorative Practices is voluntary, and either party can request to end participation in Restorative Practices at any time. Participation in Restorative Conferences involves signing a waiver to the standard Disciplinary Resolution processes and sanctions.

The Title IX Office maintains records of all reports and conduct referred for Restorative Practices.

**NOTE:** Reports of sexual assault cannot be addressed through Restorative Practices.

## 11. Disciplinary Resolution When the Respondent is a Student

### A. Investigation

When the University receives a report alleging that a student violated this policy and the initial inquiry reveals the need for a formal investigation, the Executive Director of Title IX or the Director of Title IX Investigations will appoint one or more investigators to conduct a prompt, thorough, fair, and impartial investigation. The investigators may either be University employees or external investigators. All investigators used by the University will have received annual training on Title IX.

**Notice of Investigation:** The Title IX Office will notify the complainant and the respondent, in writing, of the following information: (1) the names of the complainant and the respondent, to the extent known; (2) the date, location, and nature of the reported conduct; (3) the reported policy violation(s); (4) the name of the investigator; (5) information about the parties' respective rights and

responsibilities; (6) the prohibition against retaliation; (7) the importance of preserving all potentially relevant evidence; and (8) a link to this policy. If the investigation reveals the existence of additional or different potential policy violations for which an investigation is appropriate, the Title IX Office will issue a written supplemental notice of investigation.

**Overview:** During an investigation, investigators will seek to meet separately with the complainant, the respondent, and any witnesses. Investigators will also gather other relevant information and evidence, including documents, photographs, communications with the parties, medical records (subject to the consent of the applicable person), and other electronic records, as appropriate.

The complainant and respondent will be asked to identify witnesses and provide other relevant information and evidence. All parties are encouraged to provide all relevant information as promptly as possible to facilitate prompt resolution. All parties are also encouraged to submit questions to the investigators to ask the other party and any witnesses. In the event that either party declines voluntarily to provide material information, the University's ability to conduct a prompt, thorough, and equitable investigation may be impacted.

The investigators may also consider information that comes to the attention of investigator and is publicly available from social media or other online sources. The Title IX Office does not actively monitor social media or online sources, however, as with all potentially relevant information, the complainant, respondent, and witness should bring online information to the attention of the investigators.

The investigators may visit relevant sites or locations and record observations through written, photographic, or other means. In some matters, the investigators may consult medical, forensic, technological, or other experts when expertise on a topic is needed in order to achieve a fuller understanding of the issues under investigation. The investigators will not consider polygraph results. In general, a person's medical and counseling records are confidential and not accessible to the investigators unless the person voluntarily chooses to share those records with the investigators. In those instances, the relevant information from those medical and counseling records will be shared with the other party.

Investigators will seek to review all information identified or provided by the parties and will determine the appropriateness, relevance, and probative value of the information developed or received during the investigation. In general, the investigators will not consider statements of personal opinion or statements as to any party's general reputation for any character trait. All information considered relevant by the investigators will be provided to the parties for their review and comment, as described in this policy.

Investigators should provide periodic updates to the parties about the status of the investigation. Parties may ask investigators for an update at any time.

**Advisor:** Throughout the investigation and resolution, each party has the right to consult with an advisor of his or her choosing. The advisor may be any person, including an attorney, who is not otherwise a party or witness involved in the



investigation. The parties may be accompanied by their respective advisor at any meeting or proceeding related to the investigation and resolution of a matter under this policy. While the advisor may provide support and advice to the parties at any meeting and/or proceeding, the advisor may not speak on behalf of any party or otherwise participate in, or in any manner delay, disrupt, or interfere with meetings and/or proceedings conducted under this policy. The advisor should plan to make him- or herself reasonably available, as the University will not unduly delay the scheduling of meetings or proceedings based on the advisor's unavailability. An advisor may be asked to meet with a University administrator in advance of any proceedings to understand the expectations of the role, privacy considerations, and appropriate decorum.

**Prior Sexual History:** The sexual history of the complainant or respondent will never be used as evidence of character or reputation. Evidence related to the prior sexual history of the parties is generally not used in determining whether Prohibited Conduct has occurred and will only be considered under limited circumstances. For example, prior sexual history may be relevant to explain injury, to provide proof of a pattern, or to address another specific issue raised in the investigation. In addition, if consent is at issue, the sexual history between the parties may be relevant to determine the nature and manner of communications between the parties, which may inform the determination whether consent was sought and reasonably appeared to have been given during the incident in question. As set forth in the consent definition, even in the context of a relationship, consent to one sexual act does not constitute consent to another sexual act, and consent on one occasion does not constitute consent on a subsequent occasion. The investigators will determine the relevance of this information and both parties will be informed if evidence of prior or subsequent sexual conduct is deemed relevant.

**Coordination with Law Enforcement:** If the University is made aware of a criminal investigation related to the Prohibited Conduct being investigated by the Title IX Office, the University will contact the law enforcement agency that is conducting any investigation to inform the law enforcement agency that a University investigation is also in progress, in order to attempt to ascertain the status of the criminal investigation, and to determine the extent to which any evidence collected by law enforcement may be available to the University to use in its investigation.

**Review of Preliminary Investigative Report:** At the conclusion of the fact-gathering portion of the investigation, the investigators will prepare a preliminary investigative report that provides both the complainant and the respondent with equal access to all information that will be considered by the Conduct Review Committee (CRC) in determining whether Prohibited Conduct occurred. The preliminary investigative report and accompanying documents will be made available to the complainant and the respondent to review. After reviewing the preliminary investigative report, each party will have an equal opportunity to (1) meet again with the investigators; (2) provide written comment or feedback; (3) submit questions for the investigators to ask the other party or witnesses; (4) submit additional information; (5) identify additional witnesses and areas of inquiry; and (6) request the collection of other information by the investigators. If either party provides a written response or makes a request for additional information, as appropriate, the content will be

shared with the other party, pursued and incorporated into the final investigative report. All information gathered through additional investigation will be shared with both parties, and, as appropriate, each will have the opportunity for further response. As necessary, the investigators will designate reasonably prompt timeframes to ensure a timely completion of the process while also providing an adequate opportunity for both parties to respond thoroughly to the information gathered during the investigation. In the absence of good cause, information discoverable through the exercise of due diligence that is not provided by the parties to the investigators upon their review of the preliminary investigative report will not be considered in the determination of responsibility for a report of Prohibited Conduct.

**Final Investigative Report:** Once any significant additional investigative steps requested by the parties or identified by the investigators are addressed, the investigators will prepare a final investigative report that includes all evidence that will be considered by the CRC in determining whether the Prohibited Conduct occurred and a recommendation of the investigators concerning whether there is sufficient information, by a preponderance of evidence, to support a finding that Respondent is responsible for a violation of this policy.

## **B. Conduct Review Committee (CRC) Proceedings**

**Composition:** The CRC is composed of Associate Directors from the Office of Community Life (OCL). All members of the CRC will have received training on Title IX. Students may not serve as members of the CRC. The CRC is chaired by the Associate Dean of Students, or designee, who does not participate in the CRC's determination. The Executive Director of Title IX, or designee, will be present at the CRC proceedings for policy advisement purposes.

**Standard of Review:** The investigators will recommend a finding of whether, by a preponderance of evidence, there is sufficient evidence to support a finding that respondent is responsible for a violation of this policy. A finding of responsibility based on a preponderance of evidence means that, based on all relevant evidence and reasonable inferences from the evidence, the greater weight of information indicates that it was more likely than not that respondent violated this policy. The actual finding of whether a policy violation occurred and whether the respondent is responsible for that violation will be made by the CRC after consideration of the investigators' recommendations.

**Determination by the CRC:** All formal investigations will proceed to a CRC proceeding for consideration of any finding of responsibility based on a preponderance of the evidence. The parties are not present at the CRC proceeding. Written notice of the outcome of the CRC proceeding will be sent to both parties. The written notice will include any findings of responsibility; a rationale for the determination; sanctions, if any; and information about appeal to the Title IX Appeal Board. There may be instances when the CRC defers to the appropriate professional school (e.g., the School of Law or LUCOM) to issue a sanction based on the CRC's findings, in accordance with the professional school's policy. In such matters, the CRC will not include a sanction in its initial written notice of outcome, but the parties will be informed in writing of the sanction decision after it has been made. A party's appeal of the CRC determinations to the Title IX Appeal Board must be submitted in writing to



either Title IX Investigator, the Executive Director of Title IX, or the Dean of Students within 48 hours of receiving the notice of the outcome of the CRC proceeding and it must be consistent with any other instructions provided in the notice.

An appeal of the CRC determinations to the Title IX Appeal Board must be made in writing and allege one or more of the following grounds: (1) there was a material procedural issue that substantially impacted the determination of the CRC; (2) there was not a rational basis, applying a preponderance of the evidence standard, for the CRC's findings and/or the sanction, if any; and (3) there is new evidence available that was not available, and could not reasonably have been made available, for the CRC to make its determination, which new evidence is material and would have substantially impacted the determination of the CRC. The Title IX Appeal Board's review of the appeal is narrowly tailored to those three stated grounds.

### C. Title IX Appeal Board (TAB) Hearing

**Composition:** The TAB will consist of three individual members drawn from a standing pool of trained University faculty members and employees. Students may not serve as members of the TAB. The TAB will be chaired by the University's Vice President of Student Affairs, or designee, who will not participate in the TAB's determination. The Executive Director of Title IX, or designee, will be present at the TAB hearing for policy advisement purposes.

**Standard of Review:** The TAB will determine: (1) whether there was a material procedural issue that substantially impacted the determination of the CRC; (2) whether there was a rational basis, applying a preponderance of the evidence standard, for the CRC's findings and/or the sanction, if any; and (3) whether there is new evidence available that was not available, and could not reasonably have been made available, for the CRC to make its determination, which new evidence is material and would have substantially impacted the determination of the CRC. The TAB's review of the appeal is narrowly tailored to those three stated grounds. In evaluating sufficiency of the rational basis for the CRC's findings and/or the sanction, the TAB will not re-determine the facts gathered or substitute its opinion on credibility for the judgment of the CRC, which initially reviewed the matter and included the investigators who saw and heard the witnesses and the parties.

**TAB Hearing:** The TAB hearing is an opportunity for the parties to address the TAB in person and present evidence relevant to the appeal. The parties will have an opportunity to address information in the final investigative report, the investigation itself, and any other information relevant to the grounds for appeal. Each party has the opportunity to make a statement, to present information, documentation, witnesses and other evidence relevant to the appeal, to ask questions of the investigators, learn about new information and evidence presented by another party or witness, and to respond to any questions of the TAB. The parties may not directly question one another, nor will the parties be present in the hearing at the same time. Both parties may submit questions for the TAB to ask to the other party and any witnesses, provided that advance notice is given to the Title IX Office to ensure that the necessary parties and witnesses can be present.

The TAB has the discretion to determine the specific hearing format. Both the complainant and the respondent have a right to be present at the TAB hearing (but not at the same time), but neither party is required to participate in the hearing for the hearing to proceed. Both parties have the right to have an advisor of their choosing, who may be an attorney or other individual, present at the TAB, consistent with the limitations in Section 11. A, above.

**Determination by the TAB:** The TAB will, at the conclusion of the appeal hearing, determine, by majority decision, (1) whether there was a material procedural issue that substantially impacted the determination of the CRC; (2) whether there was a rational basis, applying a preponderance of the evidence standard, for the CRC's findings and/or the sanction, if any; and (3) whether there is new evidence available that was not available, and could not reasonably have been made available, for the CRC to make its determination, which new evidence is material and would have substantially impacted the determination of the CRC. If any ground for appeal is substantiated, the TAB should remand the matter to the Executive Director of Title IX with instructions for further investigation and/or to the CRC with instructions for remedying the procedural issue. The TAB's instructions may include guidance regarding the scope of information to be further investigated, how to remedy the procedural issue, or any other appropriate guidance. If the TAB's instructions ultimately provide the CRC with discretion to reconsider its findings and/or sanction, consistent with Section 11. B. above, the CRC proceedings to do so will be noticed to the parties, as will the outcome, which is subject to appeal to the TAB.

If the TAB affirms the CRC's determinations or remands the matter to the CRC with instructions that do not provide the CRC with discretion to reconsider its findings and/or sanctions, the matter will be considered resolved and the investigation will be closed. The TAB's determination to affirm any sanctions and its direction to the CRC to impose any sanctions are final and are not subject to further review.

When the respondent is ultimately not found responsible for violating this policy, appropriate remedial measures (including but not limited to no contact directives) may nevertheless remain in effect to support a complainant and to prevent future issues involving the parties from occurring, provided that any such measures do not amount to being a sanction against the respondent.

#### **D. Imposition of Sanction**

When the respondent is ultimately found responsible for violating this policy, the CRC, TAB, or appropriate professional school (e.g., School of Law or LUCOM) (each hereinafter referred to as a "sanctioning body") may impose one or more sanctions. Sanctions may include any of the sanctions that are listed below, as well as any sanctions that are set forth in other applicable University policies or conduct codes. When an appeal is made, sanctions imposed by the CRC will be stayed pending final resolution of the matter but remedial measures may remain in effect.

In keeping with the University's commitment to foster an environment that is safe, inclusive, and free from unlawful discrimination and sexual harassment, the sanctioning body has great latitude under this policy to tailor sanctions for

Prohibited Conduct to the facts and the circumstances of each offense, to the impact of the Prohibited Conduct on the complainant and the University community, and to the need to provide accountability for the respondent. The imposition of sanctions is designed to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects while supporting the University's educational mission and obligations under federal and state law. Sanctions may include educational, restorative, rehabilitative, and punitive components. Some Prohibited Conduct, however, is so egregious in nature, harmful to the individuals involved, or deleterious to the educational process that it requires a severe sanction, such as non-return or administrative withdrawal.

The sanctioning body may request information from the complainant, the respondent, and any other person who can provide information relevant to its determination of an appropriate sanction.

In determining an appropriate sanction, the sanctioning body will consider the following factors:

- the nature and level of violence of the conduct at issue;
- the impact of the conduct on the complainant;
- the impact or implications of the conduct on the community or the University;
- prior misconduct by the respondent, including the respondent's relevant prior discipline history, both at the University and elsewhere (if available), including criminal convictions;
- whether the respondent has accepted responsibility for the conduct;
- whether the respondent cooperated with the University's investigation;
- maintenance of a safe and respectful environment conducive to learning;
- protection of the University community; and
- any other mitigating, aggravating, or compelling circumstances useful in reaching a just and appropriate resolution in each matter.

Sanctions may be imposed individually or in combination with other sanctions. For determinations of responsibility for Prohibited Conduct, the following sanctions may be imposed:

**Warning:** A formal admonition, which appears in an individual's disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required by law.

**Disciplinary Probation:** A more serious admonition that may be assigned for a definite amount of time. Disciplinary Probation means that any future policy violation, of whatever kind, during that time, may be grounds for non-return, non-return with conditions, or, in especially serious cases, administrative withdrawal from the University. Disciplinary probation will be taken into account in judging the seriousness of any subsequent infraction, even if the probationary period has expired. Disciplinary probation appears in an individual's disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required by law.

**Revocation or Withholding of Degree:** The University reserves the right to withdraw or withhold academic degrees. If the act is found to have occurred before graduation and during the time the student has applied to, or was enrolled at the University, but a complaint had not been filed prior to graduation, the degree may be withdrawn. If suspected Prohibited Conduct prior to a student graduating is under investigation, the University may postpone the awarding of the degree pending the outcome of the investigation and imposition of appropriate disciplinary sanctions.

**Points:** Residential undergraduate students may be assigned up to 30 points for a violation of this policy.

**Non-Return:** Student status at the University may be terminated for a minimum specified period of time. The student is permitted to complete the current academic semester and may re-enroll for classes after the specified period without need for re-admission. Relevant information remains on the student's disciplinary record at the University and may be disclosed by Liberty University when the student consents in writing or as otherwise required or permitted by law.

**Non-Return with Conditions:** Student status at the University may be terminated for at minimum specified period of time, with the Non-Return to continue until certain conditions listed by the sanctioning body have been fulfilled. The student is permitted to complete the current academic semester and may re-enroll for classes after the specified period without need for re-admission once the conditions have been fulfilled. These conditions may include, but are not limited to, restitution of damages, completion of a recovery program, community service, fine, and written apology(ies). Relevant information remains in the student's disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required or permitted by law.

**Administrative Withdrawal:** This is an indefinite and immediate termination of the respondent's student status at Liberty University with a specified period before which the student may not apply for re-admission or enroll in classes. Re-admission may or may not be conditioned upon fulfilling certain conditions listed by the sanctioning body. These conditions may include, but are not limited to, restitution of damages, completion of a recovery program, community service, fine, and written apology(ies). Relevant information remains in the student's disciplinary record at the University and may be disclosed by the University when the student consents in writing or as otherwise required or permitted by law.

The preceding sanctions may also be accompanied by the following sanctions, as appropriate:

**Transcript Notation:** In accordance with Virginia Code Section 23.1-900 and Section 6. E of this policy, Liberty University will make a prominent notation on the academic transcript of each student who has been administratively withdrawn for, has been non-returned for, or has withdrawn from the University while under investigation for, an offense involving sexual violence under this

policy. The notation will be removed once the student is found not responsible or has been determined to be in good standing by the University.

**Community Service:** Community service work for a church or non-profit organization for a prescribed number of hours.

**Fines:** Penalty monetary fees payable to the University.

**Restitution of Damages:** Penalty monetary fees payable to the complainant via the University.

**University Housing:** Removal from University housing or reassignment to a different location within University housing.

**Restriction of Access to Space, Resources, and Activities:** Restrictions placed on a student's access to space and/or resources or on a student's participation in activities so as to limit opportunities for contact between the parties.

**Written Apology(ies):** Submission of a written apology for the Prohibited Conduct and the harm it caused to the complainant or other parties. The written apology will be submitted through the University, rather than directly to the recipient(s). This sanction will only be appropriate with the prior consent of the complainant or other recipient(s).

**Recovery Program:** Required completion of a recovery program, such as a 12-Step Celebrate Recovery program or another similar program approved by the University.

**Educational Programs:** Required participation in educational programs.

Sanctions will be imposed immediately, except in the case of separation from the University pursuant to a Non-Return sanction. In matters adjudicated prior to the last day of classes, if the final sanction is separation from the University (i.e., Non-Return, Non-Return with Conditions, or Administrative Withdrawal), the granting of credit for the semester and/or the awarding of a degree will be at the discretion of the University. The imposition of sanction by the TAB is final and is not subject to further review.

## **E. Additional Remedies**

Regardless of the outcome, the Executive Director of Title IX may recommend additional remedies for the complainant to address the effects of the conduct on the complainant, preserve or restore the complainant's access to University programs and activities, and restore to the complainant, to the extent possible, benefits and opportunities lost as a result of the Prohibited Conduct.

The Executive Director of Title IX will review the remedies recommended by the sanctioning body and will consider the appropriateness of continuing interim remedial and/or protective measures on an ongoing basis so long as such measures do not amount to being a sanction against the respondent.



## **F. Notice of Outcome**

Both the complainant and respondent will receive a simultaneous written notice of outcome that documents the findings, the rationale for the findings, the sanctions (if any), and the finality of the outcome or whether it is subject to appeal. The University will seek to issue a notice of outcome in a matter no later than 60 calendar days from the date of the notice of investigation; however, there may be matters that cannot be concluded within 60 calendar days.

The Title IX Office will also notify relevant administrative and academic offices, including the Financial Aid Office, the Registrar, Human Resources, the Liberty University Police Department (LUPD), the Dean of Students Office, and the Office of Community Life, as appropriate and necessary to ensure that sanctions and remedies are put into effect promptly.

The Title IX Office maintains records of all reports, investigations, disciplinary Resolutions, Alternative Resolutions, and other steps taken to eliminate Prohibited Conduct, prevent its recurrence, and address its effects. Findings of responsibility and sanctions may also be included in a student's disciplinary record maintained by the University's Office of Community Life.

## **12. Disciplinary Resolution When the Respondent is a University Employee**

### **A. Investigation**

When the Executive Director of Title IX receives a report that a University employee or faculty member has violated this policy, the Executive Director of Title IX will appoint the Deputy Title IX Coordinator for Human Resources and another trained Title IX Investigator to work in conjunction with the Provost's Office and/or Human Resources to investigate the report of Prohibited Conduct in a manner consistent with University policy and applicable law. The Executive Vice President for Human Resources will, in consultation with the Deputy Title IX Coordinator for Human Resources and the Title IX Investigator, make a final determination, by a preponderance of the evidence, whether this policy and any of the University's personnel policies were violated.

### **B. Sanctions**

If the Executive Vice President for Human Resources determines that this policy or any of the University's personnel policies were violated, the University employee or faculty member will be issued an appropriate sanction, in accordance with the employment policies governing the employee or faculty member in question. Sanctions may include counseling or training, written warning, financial penalty, paid or unpaid leave of absence, suspension, demotion, reassignment of duties, and termination.

Sanctions will be determined based on the seriousness of the misconduct and on the University employee or faculty member's prior disciplinary history. The findings of fact, determination of responsibility, and any sanctions will be communicated to both parties in writing by the Title IX Office or Human Resources. The documentation of the investigation and outcome will be placed

in the relevant employee(s) files and will be archived by both the Title IX Office and Human Resources.

### **C. No Right of Appeal**

Neither party has a right to appeal the findings or the sanctions determined by the Executive Vice President for Human Resources.

## **13. Violations of Law**

Prohibited Conduct under this policy also may violate the laws of the local jurisdiction in which the incident occurred and may subject a respondent to criminal prosecution. More information about violations of Virginia criminal law can be found in the [University's Annual Campus Security and Fire Safety Report](#). Prohibited Conduct may also subject a respondent to civil liability by those injured or damaged from it.

University students and employees studying, working, or participating in other activities outside of Virginia are governed by this policy and the applicable laws regarding Prohibited Conduct covered by this policy.

## **14. Prevention and Awareness Programs**

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. The University provides coordinated Title IX programming and training through multiple offices and departments, including the Title IX Office, the Dean of Students Office, Liberty University Police Department (LUPD), the Human Resources Office, the Provost's Office, the Office of Community Life, Student Counseling Services, and other University offices and departments.

## **15. Annual Review**

This policy is maintained by the University's Title IX Office. The University will review this policy at least annually. The review will capture evolving legal requirements, evaluate the supports and resources available to the parties, and assess the effectiveness of the Title IX process. This policy does not create a contractual obligation on the part of the University. The University reserves its right to amend this policy at any time and for any reason, including an informal amendment to ensure fairness in the Title IX process. This policy was last revised on July 18, 2017.

### **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 Green Hall, Suite 1830.



- Call local law enforcement if the incident occurred off campus. LUPD can also assist, if desired.
- Contact a friend or family member.
- Preserve all evidence to the extent possible. This includes, but is not limited to, doing 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. 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 text messages, instant messages, and other communications; social networking pages; pictures; logs; and copies of documents.
  - Write down all details remembered as soon as possible.
  - Tell someone all details remembered about the assault.

In Virginia, evidence may be collected even if the victim chooses to not make a report to law enforcement. Lynchburg General Hospital obtains the victim's name at check-in. If the victim wishes, the evidence kit collected at the hospital will be transferred to the Lynchburg Police Department's evidence room. The kit will be listed under the name of John Doe or Jane Doe with the time and date of the incident. It is important to follow the above list of considerations and precautions. It is important to preserve evidence, which may be useful in a criminal or a University investigation, or in obtaining a protective order. If victims do not opt for forensic evidence collection, health care providers can still treat injuries and address concerns of pregnancy and sexually transmitted disease.

### Information for Complainant and Respondent Form

This form provides important information regarding the University's complaint procedures for the Sexual Harassment and Interpersonal Violence Policy - <https://www.liberty.edu/studentaffairs/titleix/>

1. Investigators are neutral: The Title IX Office's (TIX) role is to conduct an impartial, fair, and unbiased investigation into allegations of violations of the "Policy."
2. Advisor/Support Person: You have the right to be accompanied by an advisor or support person of your choice. You can bring your advisor/support person with you to any meeting associated with the Title IX investigation.
3. Interim Measure: Interim measures are accommodations/assistance put in place when TIX receives notice of an incident. Interim measures can include changes to class/work schedules, changes in living arrangements, and other accommodations. When possible, interim measures are instituted immediately upon request by the Complainant or Respondent, and remain in place while the investigation is being conducted.

Interim Measure Requested \_\_\_\_\_

4. No-Contact Directive: TIX can instruct the Respondent not to contact the Complainant and vice versa during the investigation. A No-Contact Directive (NCD) prohibits someone from contacting another person, directly or indirectly, including electronic communications. TIX's NCD is an instruction from Liberty University (LU); and a violation of TIX's NCD could result in disciplinary action. An NCD is different from a court-ordered protection order. If you would like information about a court-ordered protection order, LU Police

Department (LUPD) can provide that information. Be advised that LUPD facilitates TIX's NCD's which apply to both Parties.

No-Contact Directive Requested \_\_\_\_\_

5. Outline of Investigative Process: An investigation typically involves the following:
- Initial inquiry determines if investigation proceeds. If so, the following occurs:
  - Interviews of the Complainant and Respondent, and any relevant witnesses.
  - Collection of all relevant evidence.
  - A Draft Investigation Report (DIR) that provides statements and evidence. Both parties will have an opportunity to review the DIR and provide feedback. A member of the Conduct Review Committee (CRC) will be introduced at this time.
  - A Final Investigation Report (FIR) that provides analysis and recommended finding will be sent to the CRC, concluding the Title IX investigation.
  - The CRC provides both parties the opportunity to review the FIR and offer final feedback. The CRC will consider the FIR and any additional information provided by the parties to determine whether or not the policy was violated and notify the parties of the outcome.
6. Collection and Sharing of Information: Both the Complainant and the Respondent will have the opportunity to provide a statement, submit evidence, and identify potential witnesses. Information provided by the Parties is not confidential, and may be disclosed to the other Party and included in the Investigation Report.
7. Preponderance of the Evidence: The University uses the preponderance of the evidence standard to review allegations of violation of the Policy. This standard means that, in determining whether the Policy has been violated, the TIX Investigator will assess whether it is more likely than not that the Respondent engaged in the prohibited conduct.
8. Prohibition on Retaliation: Persons who report relationship violence or sexual misconduct, or who participate in the University's investigation and handling of such reports, are protected from retaliation, even if the University finds no violation of policy. Retaliation generally means treating a person badly because the person participated in the Title IX process. Please let TIX know immediately if you experience any retaliation.
9. Investigation Timeline: Every reasonable effort will be made to complete a formal investigation within 60 calendar days, recognizing that delays may be necessary based on such things as availability of parties, witnesses, documents, vacations, and academic breaks during the year.

10. A report may also be filed with LUPD who can be reached at 434-592-3911.

11. Confidential Resources: There are some resources with whom you can discuss this matter confidentially and those individuals will not disclose that information to TIX or to anyone else without your permission. Those resources include:

Liberty University Student Counseling Service (Students only)  
434-582-2651 - Evenings and weekends 434-841-2272  
<http://www.liberty.edu/index.cfm?PID=161>

Liberty University Student Health Services  
434-338-7774  
<http://www.lustudenthealth.com/>

Sexual Assault Response Program (Off Campus)  
888-947-7273

Employee Assistance Program (Employees only)  
The Hartford Ability Assist 800-964-3577

_____	Cell # _____
Signature/ID#	
_____	Date _____
Investigator	

In addition to the form, the following information is offered:

- All sexual discrimination, sexual assault, and sexual harassment complaints are required by law to be addressed by Liberty University pursuant to Title IX, whether or not you wish to cooperate with an investigation or contact authorities. If you have any questions regarding Title IX, 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 Harassment and Interpersonal Violence Policy* and in *The Liberty Way* with complete policies available at:  
<http://www.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 will assist you in notifying your parents or guardians.
- Liberty University encourages you to report this incident to both to the Liberty University Police Department 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 Community Life at 434-582-2320 and/or the Title IX Office at 434-592-4999.
- If you choose not to contact law enforcement regarding this matter, it is still important to retain all evidence involved in the incident. Evidence can include, but not limited to, physical evidence, electronic evidence such as emails, instant messaging, and screen shots, recordings, and written information.
- Liberty University will provide assistance in relocation to another on-campus residence hall in regard to this incident.
- Liberty University will provide assistance in making changes to your class schedule in regard to this incident, please indicate your preference below:
- Liberty University has trained counselors to assist you. You may reach them during normal business hours, in the Student Counseling 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 Campus Shepherd's Office at 434-592-5411.
- Liberty University's Student Advocate Office is an additional resource to you if you require additional assistance not previously covered. That office is located in DeMoss 2312 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.
- Local medical facilities are available to you:

Lynchburg General Hospital  
 1901 Tate Springs Rd.  
 Lynchburg, VA 24501  
 434-200-3000

Central Virginia Family Physicians  
 Green Hall, Suite 1895  
 1971 University Blvd.  
 Lynchburg, VA 24502  
 434-200-6370

- If you change your mind about any of the options you have made or are considering doing so, please contact the Office of Community Life at 434-582-2320 or the Title IX Office at 434-592-4999.

### Education and Prevention Programs

Liberty University uses comprehensive, intentional, strategic, and integrated programming, initiatives, strategies, and campaigns to prevent and stop Prohibited Conduct, including dating violence, domestic violence, sexual assault, and stalking.

Educational programming consists of offering primary prevention and awareness programs for all incoming students and new employees, as well as ongoing awareness and prevention campaigns for students and employees, that:

- Identifies Prohibited Conduct, including domestic violence, dating violence, sexual assault, and stalking;
- Uses definitions provided both by the Department of Education and by state law for Prohibited Conduct;
- Defines consent in Virginia and using the definition of consent found in Liberty's *Sexual Harassment and Interpersonal Violence Policy*;
- Provides a description of safe and positive options for bystander intervention, meaning safe and positive options to prevent harm or intervene to prevent Prohibited Conduct;
- Provides information on risk reduction, meaning actions designed to decrease Prohibited Conduct and bystander inaction while increasing empowerment of potential victims and positive community consensus; and
- Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

### ***2016 Education and Prevention***

In 2016, Liberty University's Title IX Office provided at least sixty-nine trainings for students, faculty, and staff in Title IX and Violence Against Women Act (VAWA). The training covers the purposes of Title IX and VAWA, definitions and examples of Prohibited Conduct and consent, reporting options (including mandatory reporting and confidential reporting options), and procedural steps involved in investigations and adjudications of complaints of Prohibited Conduct that are designed to stop Prohibited Conduct, address its effects, and prevent its reoccurrence. Awareness and prevention, including bystander intervention and risk reduction, were also integral parts of these trainings.

During student, faculty, and staff orientations, as well as *Live Healthy Liberty*, the Title IX Office provides basic information about Title IX, VAWA, and Prohibited Conduct. These mandatory events introduce students, faculty, and staff to the Executive Director of Title IX, provide contact information for the Title IX Office and ways to make a complaint or report of Prohibited Conduct, and discuss prevention, such as bystander intervention and risk reduction.

Throughout the year, the Title IX Office remains a constant presence on campus sponsoring informational tables, product and resource information giveaways, Domestic Violence and Dating Violence Awareness Months, RAINN events for sexual assault awareness, and special presentations regarding Title IX and VAWA.

Staff receive trainings via webinars, seminars, in-house training, and conferences to update their professional expertise on Title IX and VAWA compliance.

The following chart details events, dates, and information of specific target audiences that received training in 2016. Using a “train the trainer” model, the Dean of Students Office, LUPD, the Title IX Office, Community Life, Human Resources, and other campus partners (as well as SARP) assisted with trainings.

Name of Program/Host	Date	Primary Audience	Topic
School of Aeronautics	1/12/2016	Students & Faculty	Title IX Presentation
Dean of Students	1/12/2016	Staff	Training and Updates
School of Nursing	1/13/2016	Faculty & Staff	Title IX Presentation
Live Healthy Liberty - Orientation	1/15/2016	New Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Head Coaches Meeting	1/28/2016	Athletics Admin. & Personnel	Training and Updates
Dean of Students	2/2/2016	Staff	Training and Updates
Gender-Based Sexual Violence on College Campuses	2/9/2016	Staff	Webinar
Appreciation Luncheon	2/12/2016	Staff	Title IX Awareness
School of Law	2/29/2016	Faculty & Staff	Title IX Presentation
Dean of Students	3/1/2016	Staff	Training and Updates
Deputy Meeting	3/7/2016	TIX Director, Staff, & Assoc.	Training and Updates
CORC/Beacon Training	3/8/2016	Staff	Training and Updates
LU School of Osteopathic Medicine	3/14/2016	Staff	Training and Updates
Liberty Champion	3/31/2016	Students, Faculty, & Staff	Awareness News Article
Dean of Students	4/5/2016	Staff	Training and Updates
Zumba-thon	4/5/2016	Students	Sexual Assault Awareness
TIX Legal Conference	4/12/2016	TIX Director	Training
School of Medicine	4/14/2016	Faculty & Staff	Title IX Presentation; Q&A



Title IX Training: Techniques & Guidance for Trauma-Informed Investigations	4/21/2016	TIX Director, Staff, & Assoc.	Training Webinar
LU Send	4/22/2016	Staff	Title IX Presentation
Deputy Meeting	4/29/2016	TIX Director, Staff, & Assoc.	Training and Updates
Title IX Administrators: Addressing the Day-to-Day Ethical, Legal & Conflict Challenges	5/4/2016	TIX Director, Staff, & Assoc.	Training Webinar
Dean of Students	5/31/2016	Staff	Training and Updates
Legal Implications in Title IX	6/13/2016	TIX Director, Staff, & Assoc.	TIX Legal Review/Updates
Live Healthy Liberty - Orientation	6/17/2016	New Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Live Healthy Liberty - Orientation	6/27/2016	New Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Dean of Students	7/12/2016	Staff	Training and Updates
Live Healthy Liberty - Orientation	7/18/2016	New Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Live Healthy Liberty - Orientation	7/25/2016	New Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Beyond Boundaries: Prevention and Response Strategies for Study Abroad and International Student Programs	7/26/2016	TIX Director, Staff, & Assoc.	Training Webinar
School of Medicine	7/28/2016	Faculty & Staff	Title IX Presentation
Title IX Protocol	7/28/2016	Staff	Title IX Training

Live Healthy Liberty - Orientation	7/29/2016	New Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Title IX & Transgender Students: How to Stay Compliant	8/2/2016	TIX Director, Staff, & Assoc.	Training Webinar
Office of Community Life	8/9/2016	Staff	Title IX Training
Football Team	8/9/2016	Students & Staff	Title IX Training
Office of Residence Life	8/11/2016	Staff	Title IX Training
LU Shepherds	8/11/2016	Staff	Title IX Training
Dean of Students	8/15/2016	Staff	Training and Updates
RA Orientation	8/16/2016	Students/Staff	Title IX Training
Student Counseling Services	8/17/2016	Staff	Title IX Training
All Faculty Orientation	8/19/2016	Faculty & Staff	Title IX Presentation
Campus Services (Resident Shepherds)	8/22/2016	Students	Title IX Presentation
Institute for Student Success	8/23/2016	Faculty & Staff	Title IX Presentation
Resident Enrollment	8/23/2016	Staff	Title IX Presentation
School of Law	8/24/2016	Students	Title IX Presentation; Q&A
GSA Orientation	8/25/2016	Students & Staff	Title IX Training
Live Healthy Liberty - Orientation	8/26/2016	Students	Sexual Assault/Violence Awareness, Bystander Intervention, Campus Safety Tips, LUPD, Health and Safety, SARP
Convocation - Title IX Video	Fall 2016	Students, Faculty, & Staff	Title IX Awareness - Video
Dean of Students	9/6/2016	Staff	Training and Updates
International Students	9/13/2016	Students	Title IX Presentation
Campus Safety	9/13/2016	Staff	Training Webinar
Liberty Champion	9/13/2016	Students, Faculty, & Staff	Awareness News Article
Campus Answers	9/14/2016	Students	Title IX Education
RAINN Day	9/15/2016	Students	Awareness for Rape, Abuse, Incest National Network
Liberty Champion	9/20/2016	Students, Faculty, & Staff	Awareness News Article
ATIXA - Civil Rights Investigation Clinic Skills Training	9/27-28/16	TIX Director, Staff, & Assoc.	Professional Development
Deputy Meeting	9/30/2016	TIX Director, Staff, & Assoc.	Training and Updates
Title IX Appeal Board	9/30/2016	Faculty	Title IX Training

Dean of Students	10/4/2016	Staff	Training and Updates
Student Advocate Office	10/12/2016	Staff	Title IX Presentation
Liberty Champion	10/18/2016	Students, Faculty, & Staff	Awareness News Article
Working Together to Protect Each Other	10/19/2016	TIX Director, Staff, & Assoc.	Training Webinar
All Faculty Meeting	10/23/2016	Faculty	Title IX Training
Trauma and the Brain	10/24-25/16	TIX Director, Faculty, Staff, & Assoc.	Brain-based approach to trauma and PTSD
Dean of Students	11/1/2016	Staff	Training and Updates
Football Team	11/18/2016	Faculty	Title IX Training
HIST-520 Classes	11/28/2016	Students	Title IX Presentation
Dean of Students	12/6/2016	Staff	Training and Updates

### 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.

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

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

**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:** 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.

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

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

**Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

**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.

**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.

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

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

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

**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, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Hate Crimes:** A criminal offense committed against a person, property, or society which is motivated, in whole or in part, by the offender's bias against a race, religion, disability, sexual orientation, or ethnicity/national origin; also known as a bias crime.

**Bias:** A preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender or gender identity.

**Larceny-theft:** The unlawful taking, carrying, leading or riding away of property from the possession constructive possession of another person.

**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.

**Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Destruction/Damage/Vandalism 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.

### **Domestic Violence:**

Virginia Definition: 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 VA. 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 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.

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:**

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

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:
  - (i) the length of the relationship
  - (ii) the type of relationship
  - (iii) 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 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. (VA. CODE § 18.2-60.3)

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

## General Definitions

**Campus Security Authority:** (1) Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department. (2) Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses. (3) An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. (4) A member of the campus police department or a campus security department of an institution.

**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.

**Non-Campus:** 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.

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

**Residential Facilities:** Any university owned building on campus that serves as a residence for students.

**LUPD:** Liberty University Police Department.

**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; Virginia State Police.

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

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

**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.



**Unfounded:** A complaint that is determined through police investigation to be false or baseless. In other words, no crime has occurred.

**Hate Crimes:** Those crimes that manifest evidence that the victim of said crime was intentionally targeted because of bias against race, gender / gender identity, religion, sexual orientation, ethnicity, disability, or national origin. Hate crimes are reported for the following crimes: Murder, Non-negligent Manslaughter, Manslaughter by Negligence, Sex Offenses, Non-Forcible Sex Offenses, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Destruction/Damage/vandalism of property, and any other crime involving bodily injury.

**Fire:** Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. For HEA purposes, there are three categories of fire: 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. 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 in which the cause cannot be determined.

### 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 and/or hard copies of the letters are on file at LUPD headquarters. The following letter is an example of the letter sent by the University.

#### *Crime Statistics Request Letter*

February 26, 2017  
Chief of Police  
Virginia Beach Police Department  
926 Independence Blvd.  
Virginia Beach, VA 23455

Dear Chief,

Under the federal *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)*, postsecondary schools are required to disclose statistics for certain crimes that occurred on campus and on public property within and immediately adjacent to school-owned buildings and property. They are now also required to report the crime statistics for any location in which a school sponsored trip stayed more than one night. In the statistics we are required to include not only crimes that were reported to our department, but crimes reported to local and state law enforcement agencies where our University has used what has been deemed non-campus property.

One of our University sponsored teams/groups stayed at the location listed below. I am requesting that your department provide me with **crime statistics for 2016** for the following offenses that occurred at that location only during the time of their stay.

Murder/Non-negligent Manslaughter  
Manslaughter by Negligence  
Rape  
Fondling  
Incest  
Statutory Rape  
Robbery  
Burglary  
Aggravated Assault  
Motor Vehicle Theft  
Arson

Please specify if any of the above-listed offenses were categorized as Hate Crimes. In addition, please include statistics for any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were classified as Hate Crimes. I also need the category of bias for each Hate Crime according to the eight categories for which we are required to report: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin.

Please include statistics for **arrests** only for the following Uniform Crime Reporting (UCR) categories:

Liquor Law Violations  
Drug Abuse Violations  
Weapons: Carrying, Possessing, Etc.

Please include **separate** statistics for all incidents of Domestic Violence, Dating Violence, and Stalking. For *Clery Act* reporting, we are required to use the following definitions for these terms:

**Domestic Violence:** 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.

**Dating Violence:** The term “dating violence” means 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:

- (i) The length of the relationship.
- (ii) The type of relationship.
- (iii) The frequency of interaction between the persons involved in the relationship.

**Stalking:** The term “stalking” means 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.

I would appreciate it if you would forward this information to me as soon as possible. We are in the process of publishing our annual report, and we will need to include these statistics in the final draft.

The information necessary from you is for the following dates and location:

August 15-18, 2016  
Courtyard Virginia Beach Norfolk  
5700 Greenwich Road  
Virginia Beach, VA 234462

In addition, if 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.

Thank you for your attention to this matter.

Sincerely,

Chief of Police  
Liberty University Police Department

\*Information obtained from the return of these requests are located in the non-campus column of the Liberty University Crime Stat sheet.

## Clery Geography\*

*Maintained by LUPD, Green Hall*

### On Campus Locations (Contiguous)

Main Campus.....1971 University Blvd., Lynchburg, VA 24515  
Liberty University On-line.....3405 Candler's Mountain Rd, Lynchburg, VA 24501  
Aviation Facility.....939 Airport Rd., Lynchburg, VA 24502

### Other Locations – Non-Contiguous

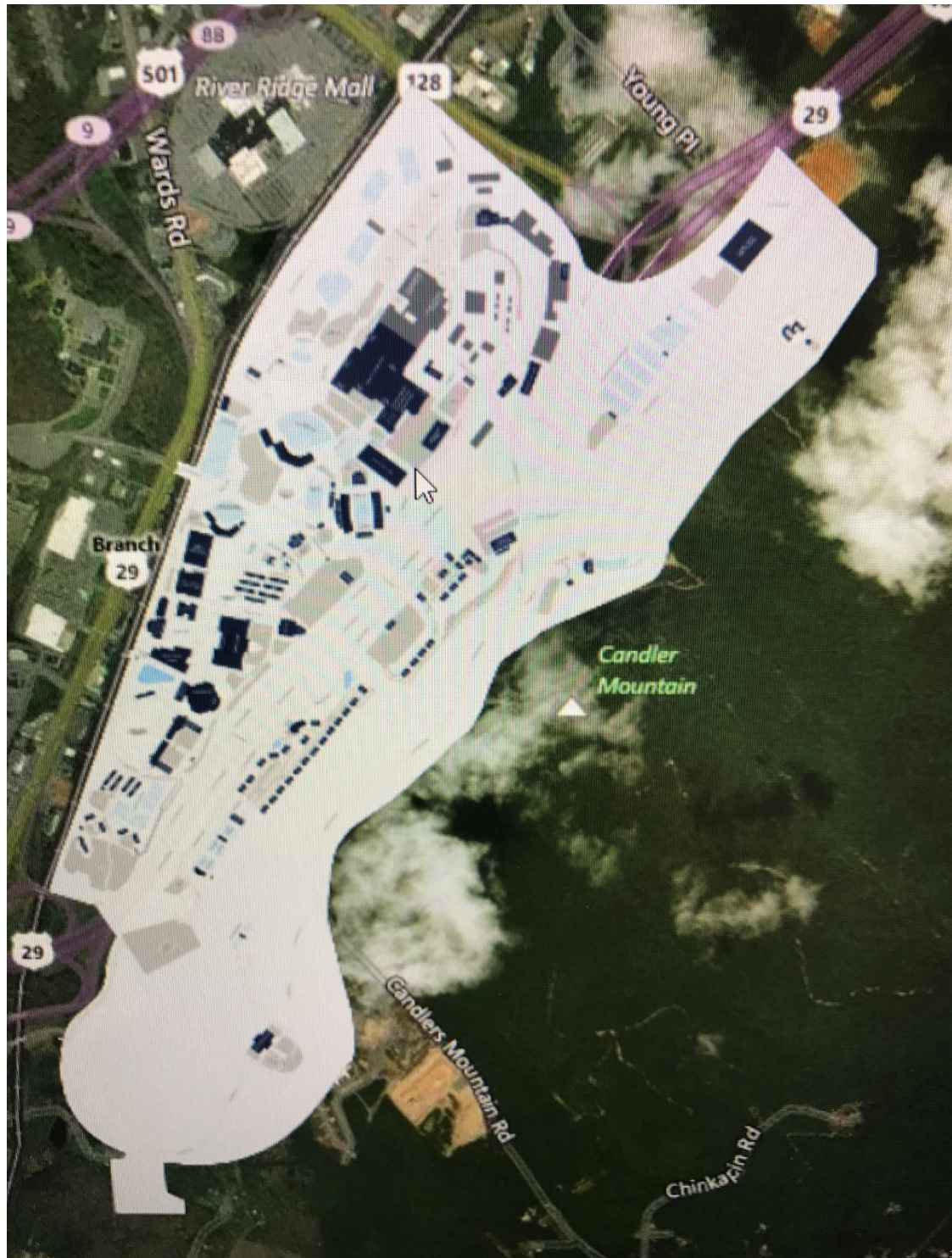
Thomas Road Facility.....701 Thomas Rd., Lynchburg, VA 24502

### Non-Campus Buildings/Property

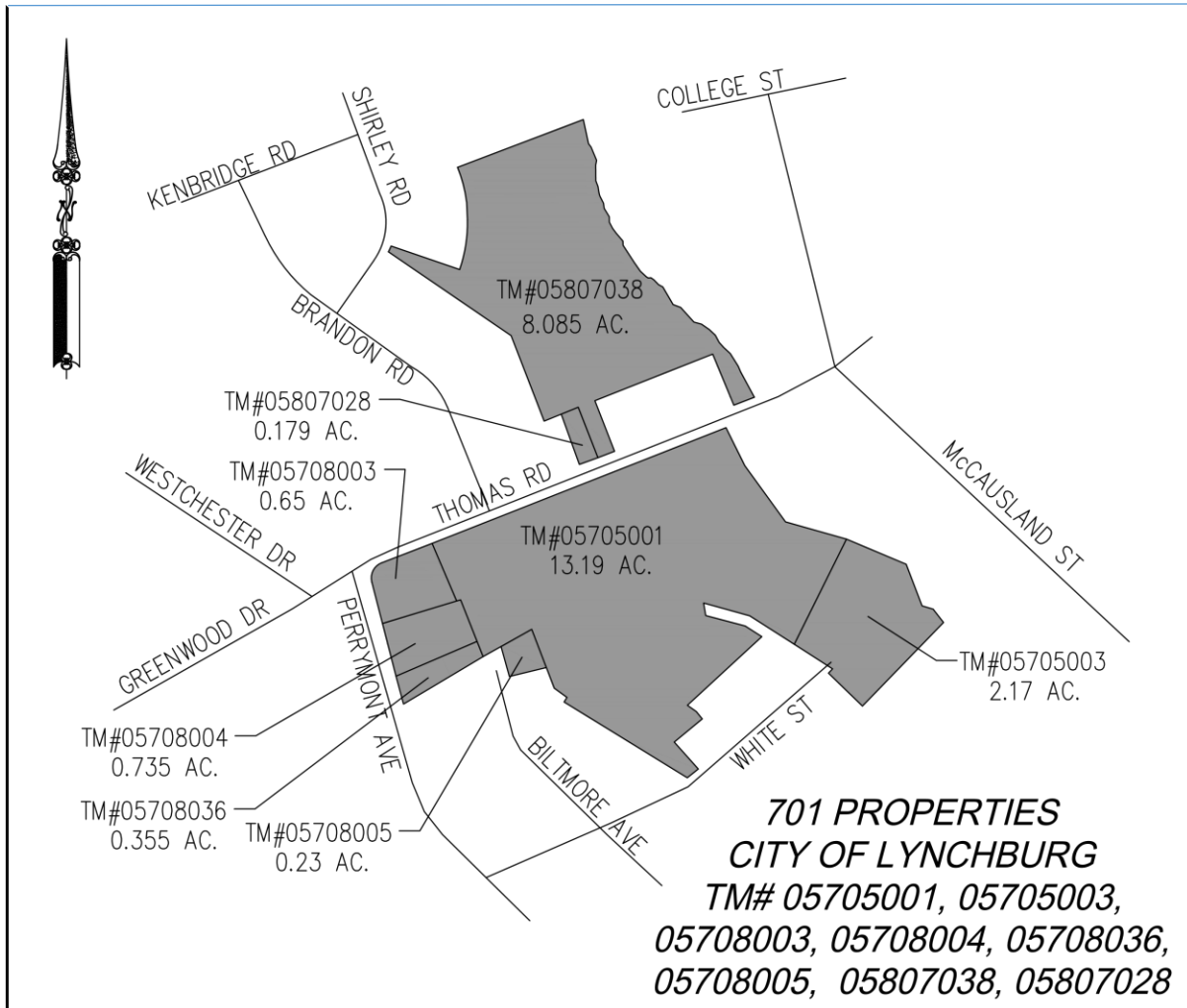
Residential Annex II.....3111 Albert Lankford Drive., Lynchburg, VA 24501  
Renaissance Orlando.....5445 Forbes Pl, Orlando, FL 32812  
Omni Dallas Park West.....1590 Lyndon B Johnson Fwy., Dallas, TX 75234

\*The following maps depict Liberty University campus property. LUPD patrols all property with jurisdiction that includes the property and immediate adjacent parking lots and roadways. Also, see exact locations and adjacent public property at [www.liberty.edu/maps/](http://www.liberty.edu/maps/)

## Liberty University Main Campus

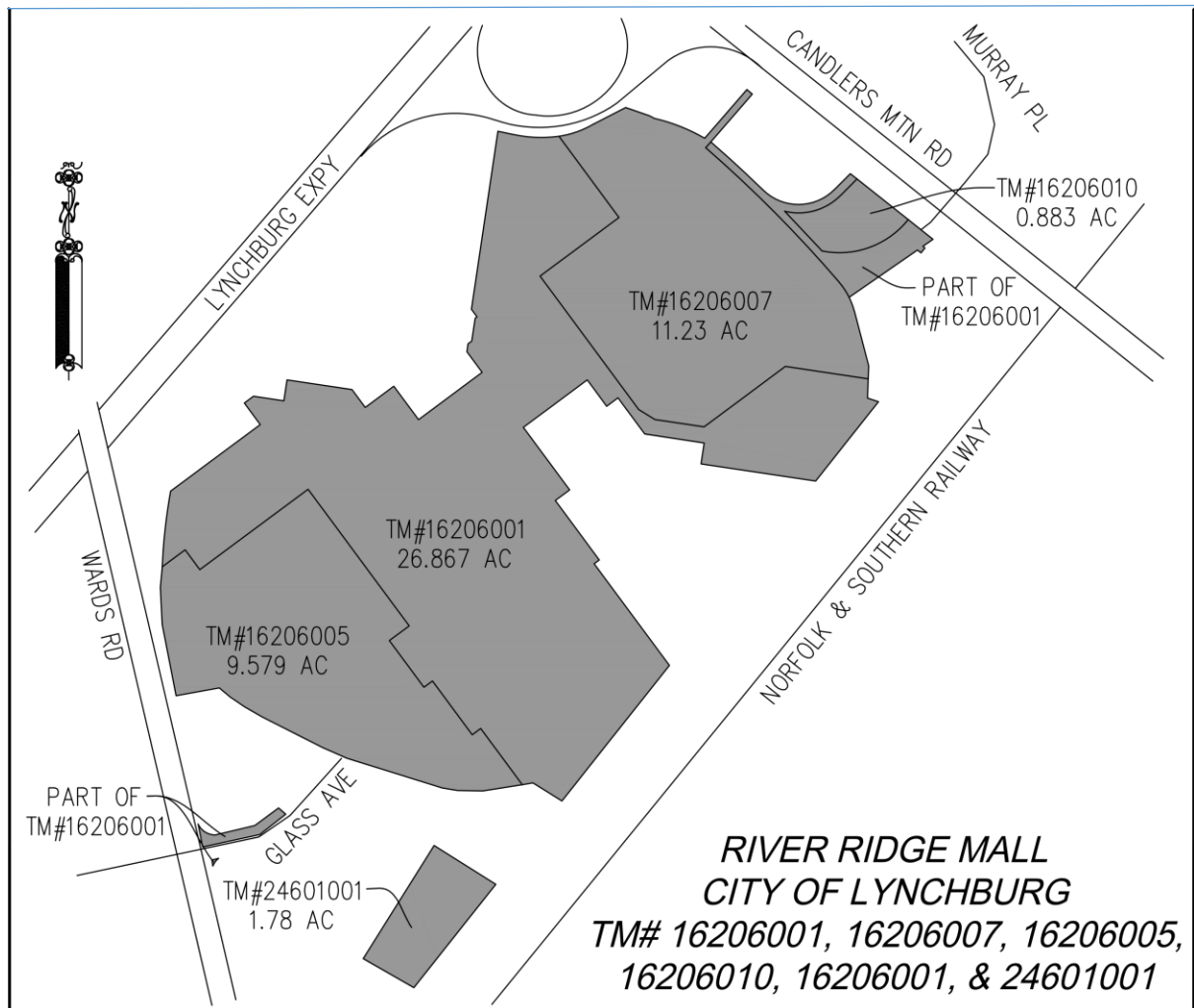


Thomas Road Facility  
Separate Campus Property  
(non-contiguous)



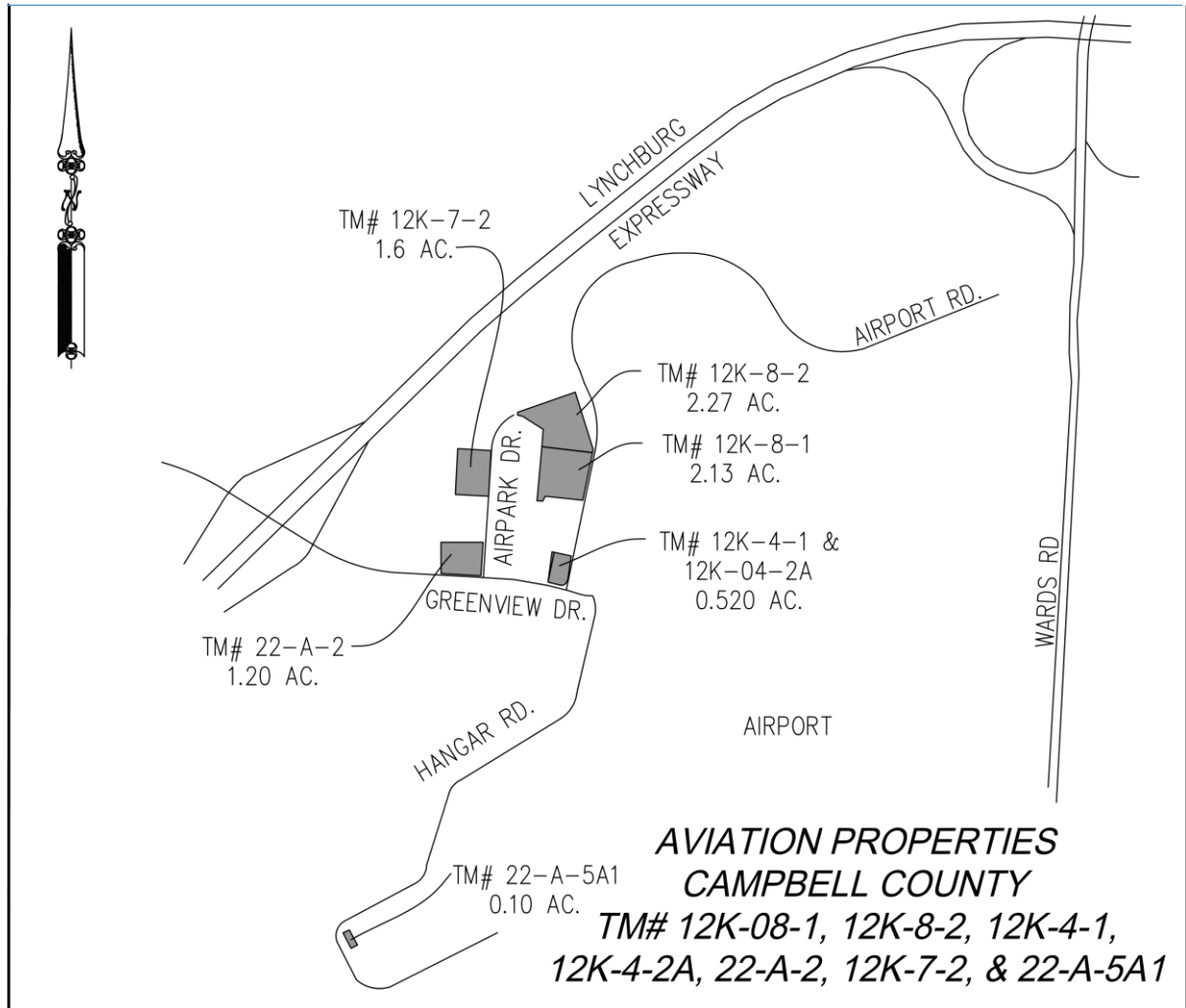


River Ridge Facility  
LU On-line  
On-Campus Property



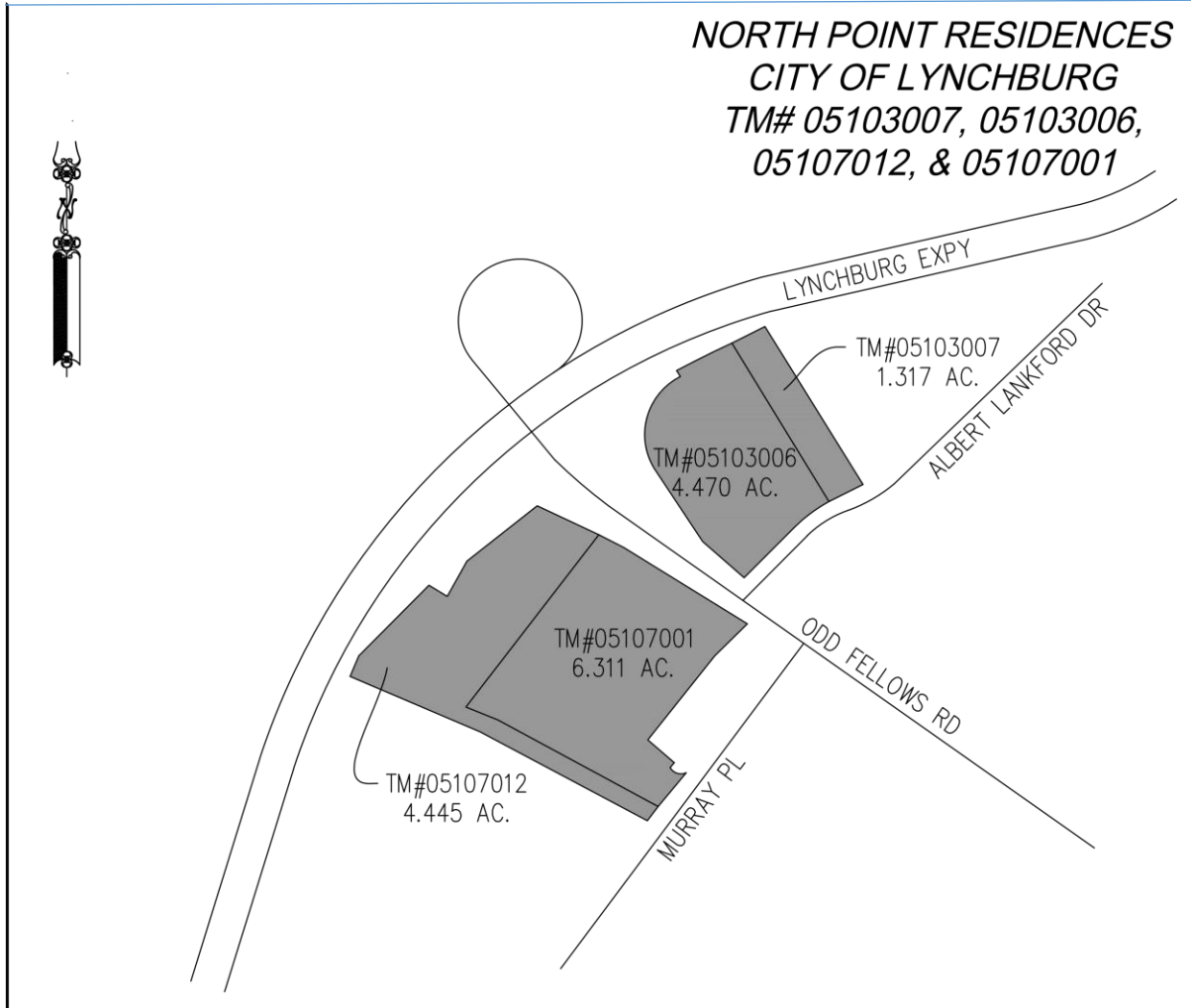


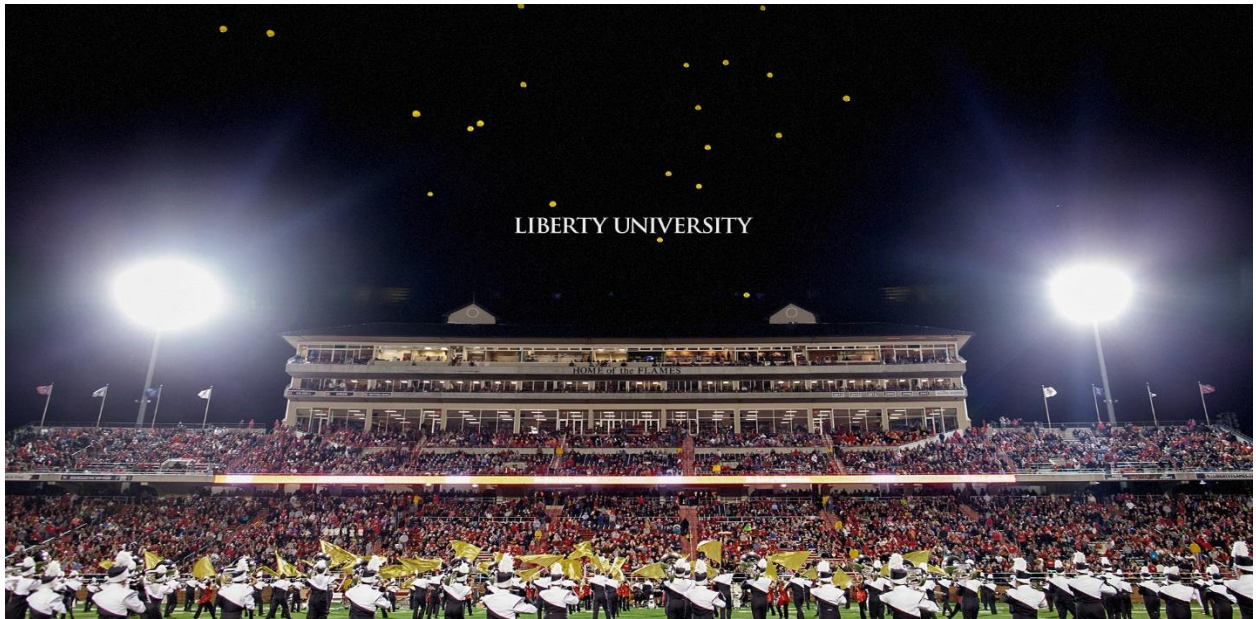
# Aviation Facility On-Campus Property



# Annex Residences

## Off-Campus Property





### Crime Statistics

Reportable crimes, as defined by the Campus Security 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 made public through the LUPD website, as well as through links on the University's web pages for the Dean of Students Office, Title IX Office, Financial Aid Office and University Consumer Information.

The crime statistics for Liberty University, including University-sponsored trips, required by the Clery Act for the last three years are as follows.

Liberty University Hate Crimes	2014-2016			
Activity or Category	On-campus	On-campus Residential	Non-campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	0	0	0	0
Additional Hate Crimes				
Larceny (Theft)	0	0	0	0
Simple Assault	0	0	0	0
Intimidation	0	0	0	0
Destruction/Damage/Vandalism Of Property	0	0	0	0

Liberty University (except Thomas Road Facility)	2016			
	On-campus	On-campus Residential	Non-campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	2	0	0	0
Fondling	5	0	1	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	1	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	5	0
Motor Vehicle Theft	1	0	0	0
Arson	0	0	0	0
Dating Violence	3	0	0	0
Domestic Violence	0	0	0	0
Stalking	1	1	0	0
<b>Arrests</b>				
Liquor Law Arrests	9	0	0	0
Drug-related Arrests	4	0	0	0
Weapons Possession Arrests	1	0	0	0
<b>Referred for Campus Discipline</b>				
Liquor Law Violations	119	107	0	0
Drug-related Violations	57	51	0	0
Weapons Possession	5	4	0	0
<b>Basis for Hate Crimes</b>				
Race	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Gender / Gender Identity	0	0	0	0
Disability	0	0	0	0
Ethnicity / National Origin	0	0	0	0
<b>Unfounded Crimes</b>	0	0	0	0

Thomas Road Facility	2016*			
Activity or Category	On-campus	On-campus Residential	Non-campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	0	0	0	0
<b>Arrests</b>				
Liquor Law Arrests	0	0	0	0
Drug-related Arrests	0	0	0	0
Weapons Possession Arrests	0	0	0	0
<b>Referred for Campus Discipline</b>				
Liquor Law Violations	0	0	0	0
Drug-related Violations	0	0	0	0
Weapons Possession	0	0	0	0
<b>Basis for Hate Crimes</b>				
Race	0			
Religion	0			
Sexual Orientation	0			
Gender / Gender Identity	0			
Disability	0			
Ethnicity / National Origin	0			
<b>Unfounded Crimes</b>	0			

\*Met criteria for separate campus in 2016

<b>Liberty University</b>	<b>2015</b>			
<b>Activity or Category</b>	<b>On-campus</b>	<b>On-campus Residential</b>	<b>Non-campus</b>	<b>Public Property</b>
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	0	0	1	0
Fondling	0	0	2	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	1	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	1	0	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	3	0	0	0
<b>Arrests</b>				
Liquor Law Arrests	5	0	0	0
Drug-related Arrests	0	0	0	0
Weapons Possession Arrests	0	0	0	0
<b>Referred for Campus Discipline</b>				
Liquor Law Violations	86	86	0	0
Drug-related Violations	46	46	0	0
Weapons Possession	2	2	0	0
<b>Basis for Hate Crimes</b>				
Race	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Gender / Gender Identity	0	0	0	0
Disability	0	0	0	0
Ethnicity / National Origin	0	0	0	0
<b>Unfounded Crimes</b>	0	0	0	0



Liberty University	2014			
Activity or Category	On-campus	On-campus Residential	Non-campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Manslaughter by Negligence	0	0	0	0
Rape	1	1	0	1
Fondling	7	6	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	1	0	0	0
Burglary	5	2	0	0
Motor Vehicle Theft	4	0	0	0
Arson	2	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	7	2	0	0
<b>Arrests</b>				
Liquor Law Arrests	3	1	0	0
Drug-related Arrests	0	0	0	0
Weapons Possession Arrests	0	0	0	0
<b>Referred for Campus Discipline</b>				
Liquor Law Violations	53	53	0	0
Drug-related Violations	31	31	0	0
Weapons Possession	1	1	0	0
<b>Basis for Hate Crimes</b>				
Race	0			
Religion	0			
Sexual Orientation	0			
Gender / Gender Identity	0			
Disability	0			
Ethnicity / National Origin	0			
<b>Unfounded Crimes</b>	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, seven 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 intensive and comprehensive fire safety training at the beginning of each semester. Training on fire and life safety is also provided to all residential advisors, area coordinators, building managers, and housekeeping staff. 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 2016, there were four (4) fire drills per residence hall.

LUPD is responsible for the documentation, investigation, and notification of fire safety policies, logs, reports (including annual Clery report), and statistics. LUPD 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 the Liberty University Police Dispatch Center by calling 434-592-3911.

Moreover, Liberty University maintains a prioritized list of projects to upgrade any older fire systems, to enhance the capabilities of existing systems, and to install new fire safety systems in existing buildings to ensure ongoing protection.

## Fire-Related Definitions

**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.

**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.

**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.

**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 in which the cause cannot be determined.

**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 students, employees, visitors, firefighters, or any other individual.

**Fire Related Death:** Any instance 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.

**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 overhaul; however it does not include indirect loss, such as business interruption.

**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.

### 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 to move at least 100 feet from the building once outside. Public Safety and/or other authorized University officials will give further instruction. No student is permitted to re-enter 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 LUPD, 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 by at least 100 feet.

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, 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 Field Operations by submitting a Work Order and telling a Resident Assistant.

All fires must be reported to the LUPD for the purpose of recording the statistic 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 LUPD. All fire alarm systems contain emergency back-up 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 back-up batteries and generators will operate life safety systems, including fire safety equipment and emergency exit lighting.

Regular inspections are conducted by LUPD 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 Lynchburg Fire Department and LUPD 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 pin point the exact device that has been activated. With each activation, the system reports to LUPD the precise location on a building layout drawing with its status flashing so LUPD can promptly respond. The Fire Protection Systems within the various residence halls at Liberty University are shown in the following chart, which is followed by charts detailing the statistics for such buildings for the past three years.

## Residence Hall Fire Protection Systems by Location

BUILDING NAME	ONSITE FIRE ALARM MONITORING (LU POLICE)	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 7	X	-	X	X	X	4
MAIN 17	X	-1ST/X 2ND	X	X	X	4
MAIN 18	X	X	X	X	X	4
MAIN 19	X	X	X	X	X	4
MAIN 20	X	X	X	X	X	4
MAIN 21	X	X	X	X	X	4
MAIN 22	X	X	X	X	X	4
MAIN 23	X	X	X	X	X	4
MAIN 25	X	X	X	X	X	4
MAIN 26	X	X	X	X	X	4
MAIN 27	X	X	X	X	X	4
MAIN 28	X	X	X	X	X	4
MAIN 29	X	X	X	X	X	4
MAIN 30	X	X	X	X	X	4
MAIN 31	X	X	X	X	X	4
MAIN 32	X	X	X	X	X	4
MAIN 33	X	X	X	X	X	4
EAST 40	X	X	X	X	X	4
EAST 41	X	X	X	X	X	4
EAST 42	X	X	X	X	X	4
EAST 43	X	X	X	X	X	4
EAST 44	X	X	X	X	X	4
EAST 45	X	X	X	X	X	4
EAST 46	X	X	X	X	X	4
EAST 51	X	X	X	X	X	4
EAST 52	X	X	X	X	X	4
EAST 53	X	X	X	X	X	4
EAST 54	X	X	X	X	X	4
EAST 70	X	X	X	X	X	4
EAST 71	X	X	X	X	X	4
EAST 72	X	X	X	X	X	4
EAST 73	X	X	X	X	X	4
EAST 74	X	X	X	X	X	4
EAST 75	X	X	X	X	X	4
EAST 76	X	X	X	X	X	4
BUILDING NAME	ONSITE FIRE ALARM MONITORING (LU POLICE)	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTINGUISHING DEVICES	EVACUATION PLANS AND EXIT SIGNS	NUMBER OF FIRE DRILLS EACH CALENDAR YEAR
EAST 77	X	X	X	X	X	4
EAST 80	X	X	X	X	X	4
EAST 81	X	X	X	X	X	4
EAST 82	X	X	X	X	X	4
EAST 83	X	X	X	X	X	4
EAST 84	X	X	X	X	X	4

EAST 85	X	X	X	X	X	4
EAST 90	X	X	X	X	X	4
EAST 91	X	X	X	X	X	4
EAST 92	X	X	X	X	X	4
EAST 93	X	X	X	X	X	4
EAST 94	X	X	X	X	X	4
ANNEX B	X	-	X	X	X	4
ANNEX C	X	-	X	X	X	4
ANNEX D	X	-	X	X	X	4
ANNEX 2	X	-	X	X	X	4

## Fire Statistics 2016

BUILDING NAME	TOTAL FIRES	DATE/TIME	LOCATION	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSE BY FIRE
MAIN COMMONS 1	1	10/16/16 17:02 PM	Rm 507	PAPER	0	0	0
MAIN COMMONS 2	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 7	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 17	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 18	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 19	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 20	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 21	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 22	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 23	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 25	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 26	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 27	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 28	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 29	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 30	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 31	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 32	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 33	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 40	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 41	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 42	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 43	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 44	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 45	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 46	1	10/12/16 19:49	Rm 403	BOWL	0	0	\$10
EAST 51	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 52	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 53	0	N/A	N/A	N/A	N/A	N/A	N/A
BUILDING NAME	TOTAL FIRES	DATE/TIME	LOCATION	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSE BY FIRE
EAST 54	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 70	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 71	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 72	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 73	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 74	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 75	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 76	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 77	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 80	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 81	0	N/A	N/A	N/A	N/A	N/A	N/A



EAST 82	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 83	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 84	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 85	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 90	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 91	1	12/21/16 17:10	Rm 402	BOWL	0	0	\$10
EAST 92	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 93	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 94	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX B	1	4/20/16 19:27	EL EV B	HYDRAULIC FLUID	0	0	0
ANNEX C	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX D	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX 2	0	N/A	N/A	N/A	N/A	N/A	N/A

## Fire Statistics 2015

BUILDING NAME	TOTAL FIRES	DATE/TIME	LOCATION	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSE BY FIRE
MAIN COMMONS 1	1	1/21/15 14:05 PM	LAUNDRY ROOM	OVERLOAD	0	0	\$250
MAIN COMMONS 2	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 7	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 17	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 18	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 19	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 20	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 21	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 22	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 23	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 25	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 26	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 27	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 28	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 29	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 30	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 31	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 32	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 33	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 40	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 41	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 42	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 43	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 44	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 45	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 46	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 51	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 52	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 53	0	N/A	N/A	N/A	N/A	N/A	N/A
BUILDING NAME	TOTAL FIRES	DATE/TIME	LOCATION	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSE BY FIRE
EAST 54	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 70	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 71	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 72	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 73	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 74	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 75	1	9/27/15 13:48	EAST 75	GREASE	0	0	0
EAST 76	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 77	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 80	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 81	0	N/A	N/A	N/A	N/A	N/A	N/A

EAST 82	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 83	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 84	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 85	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 90	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 91	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 92	1	10/10/15 17:10	E 92	PAPER	0	0	0
EAST 93	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 94	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX B	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX C	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX D	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX 2	0	N/A	N/A	N/A	N/A	N/A	N/A

RESIDENT HALLS MAIN 6, 8 – 13 WERE CONVERTED TO CLASSROOMS AND OFFICES IN AUGUST 2014.

RESIDENT HALL COMMONS 1 WAS COMPLETED AND OCCUPIED IN AUGUST 2014.

RESIDENT HALL COMMONS 2 WAS COMPLETED AND OCCUPIED IN AUGUST 2015.

## Fire Statistics 2014

BUILDING NAME	TOTAL FIRES	DATE/TIME	LOCATION	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSE BY FIRE
MAIN COMMONS 1	1	7/28/14 10:27 PM	STAIRWELL	UNKNOWN	0	0	\$0
MAIN 6	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 7	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 8	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 9	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 10	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 11	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 12	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 13	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 14	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 15	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 16	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 17	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 18	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 19	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 20	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 21	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 22	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 23	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 25	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 26	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 27	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 28	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 29	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 30	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 31	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 32	0	N/A	N/A	N/A	N/A	N/A	N/A
MAIN 33	1	9/4/14 8:55 PM	5 <sup>TH</sup> FLOOR HALLWAY	ELECTRICAL	0	0	\$50
EAST 40	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 41	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 42	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 43	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 44	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 45	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 46	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 51	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 52	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 53	0	N/A	N/A	N/A	N/A	N/A	N/A

BUILDING NAME	TOTAL FIRES	DATE/TIME	LOCATION	CAUSE OF FIRE	NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGE CAUSE BY FIRE
EAST 54	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 70	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 71	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 72	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 73	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 74	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 75	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 76	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 77	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 80	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 81	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 82	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 83	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 84	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 85	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 90	1	1/7/14 1:38 PM	RISER ROOM	FAULTY GAS HEATER	0	0	\$150
EAST 91	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 92	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 93	0	N/A	N/A	N/A	N/A	N/A	N/A
EAST 94	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX B	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX C	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX D	0	N/A	N/A	N/A	N/A	N/A	N/A
ANNEX 2	0	N/A	N/A	N/A	N/A	N/A	N/A

RESIDENT HALLS MAIN 1 – 5 WERE DEMOLISHED BEFORE 2014 TO MAKE ROOM FOR NEW CONSTRUCTION.  
RESIDENT HALLS MAIN 6, 8 – 13 WERE CONVERTED TO CLASSROOMS AND OFFICES IN AUGUST 2014.  
RESIDENT HALL COMMONS 1 WAS COMPLETED AND OCCUPIED IN AUGUST 2014.