

2023

ANNUAL  
SECURITY  
REPORT



**USF Health**  
UNIVERSITY OF SOUTH FLORIDA

HEALTH.USF.EDU

# Table of Contents

Chapter 1: UP Crime Prevention, Awareness, and Reporting .....	1-1
Chapter 2: Timely Warnings.....	2-1
Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking .....	3-1
Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking .....	4-1
Chapter 5: Student Conduct and Ethical Development Proceedings and Actions .....	5-1
Chapter 6: Missing Student Notification Procedures .....	6-1
Chapter 7: Emergency Notification Procedures.....	7-1
Chapter 8: Testing Emergency Notification Response and Evacuation Procedures.....	8-1
Chapter 9: Emergency Evacuation Procedures .....	9-1
Chapter 10: Annual Fire Safety Report .....	10-1
Appendices.....	A-1
Contacts Page .....	C-1

# Chapter 1: Crime Prevention, Awareness, and Reporting

## Introduction

Choosing a postsecondary institution is a major decision for students and their families. Along with academic, financial, and geographic considerations, the issue of campus safety is a vital concern. In 1990, Congress enacted the Crime Awareness and Campus Security Act of 1990 (Title II of Public Law 101-542), which amended the Higher Education Act of 1965 (HEA). This act required all postsecondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. This act was amended in 1992, 1998, and 2000. The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security, Policy, and Campus Crime Statistics Act in memory of a student who was slain in her dorm room in 1986. It is generally referred to as the Clery Act.

In 2008, the Higher Education Opportunity Act or HEOA (Public Law 110-35) reauthorized, amended, and expanded the Higher Education Act of 1965. HEOA amended the requirements of the Clery Act and created additional safety and security-related requirements for educational institutions such as ours.

In 1994, the Violence Against Women Act of 1994 (or VAWA) (Public Law 103-322) was the first major federal law to help government agencies and victim advocates work together to fight domestic violence, sexual assault, and other types of violence against women. The VAWA created new punishments for certain crimes and started programs to prevent violence and help victims. The reauthorization of the VAWA in 2013 amended the Clery Act to afford additional rights to campus victims of sexual assault, dating violence, domestic violence, and stalking. These amendments to the Clery Act went into effect July 1, 2015.

Compliance with these federal laws is not a once-a-year event. Many requirements must be satisfied before an institution can be considered in full compliance. Some requirements are ongoing, such as crime information collecting, campus alerts and crime log updating, while other requirements are less frequent, such as this report and the online survey our institution submits to the U.S. Department of Education by October 1<sup>st</sup> each year.

## Chapter 2: Timely Warnings

USF issues timely warnings for any *Clery Act* crime that occurs on our *Clery Geography* that is:

- Reported to Campus Security Authorities (CSAs) or local police agencies; **and**
- Considered by our institution to represent a serious or continuing threat to students and employees.

The intent of timely warnings is to enable members of the USF campus community to protect themselves. Timely warnings essentially are crime awareness and prevention bulletins to the USF community; thus, the warning will be issued as soon as possible even if the facts are not yet known.

Timely warnings are issued on a case-by-case basis at the discretion of the Chief of USF Police or designee considering all facts surrounding a crime, including factors such as:

- The nature of the crime.
- The continuing danger to the campus community.
- The possible risk of compromising law enforcement efforts.

USFPD decides the content of the timely warnings. These warnings include information that promotes safety and would aid in the prevention of similar crimes including, but not limited to, information about the crime that triggered the warning.

USFPD issues timely warnings to our university issued email accounts. All enrolled USF students and employees are provided with an active email account. USFPD will also use these email accounts to issue updates to timely warnings.

Since our timely warnings are sent to university issued email accounts, it is imperative that all enrolled students and current employees have such an email account. For assistance with student and employee email accounts, please contact:

### **USF Tampa Information Technology**

Help Desk: [Help@usf.edu](mailto:Help@usf.edu)

Phone: (813) 974-1222

Web: [usf.edu/it](http://usf.edu/it)

For more information concerning timely warnings policies and procedures, please consult USF Emergency Management Policy 6-010, available at the Office of General Counsel's website:

<https://usf.app.box.com/v/usfpolicy6-010>.

## Chapter 2: Timely Warnings

### The Family Educational Rights and Privacy Act (FERPA) and the Timely Warning Requirement

The Clery Act does not require confidential reporting of crimes. Although personal identifiable information is generally precluded from disclosure, such information may be released in an emergency.

The Family Educational Rights and Privacy Act (FERPA), which protects student education information from disclosure, does **not** preclude our institution's compliance with the timely warning provision of the Clery Act. FERPA recognizes that information can, in case of an emergency, be released without consent when needed to protect the health and safety of others. In addition, if institutions utilize information from the records of a campus law enforcement unit to issue a timely warning, FERPA is not implicated, as those records are not protected by FERPA.

For more information about FERPA and the timely warning requirement under the Clery Act, consult the U.S. Department of Education's May 1996 Dear Colleague Letter on Campus Security Issues, available online via the Department of Education's website:

<http://www.fldoe.org/core/fileparse.php/7674/urlt/0064538-ferpa.pdf>



# Chapter 1: Crime Prevention, Awareness, and Reporting

## Campus Law Enforcement

USF Health in South Tampa does not have its own police department. Our campus is within the policing jurisdiction of the City of Tampa. The Tampa Police Department (TPD) is comprised of dedicated law enforcement officers of the state and have the right to arrest, in accordance with the laws of this state. USF Health contracts for security officers through a private corporation. Security officers do not have any sworn law enforcement authority but do provide protective services to further the mission of providing care, welfare, safety, and security for all students, faculty, staff, visitors, and patients. The TPD also has mutual aid agreements or memorandums of understanding with the surrounding law enforcement agencies within Hillsborough County:

- Hillsborough County Sheriff's Office, and
- University Police Department.

These agreements request the voluntary assistance of others in matters of routine law enforcement that do or may cross jurisdictional lines, including but not limited to, the continuation of investigations; the development of intelligence; the collection of evidence of past, present or future criminal activity; or apprehension of persons suspected of criminal activity.

## Crime Statistics Preparation and Annual Reporting

Each institution within USF has a police department responsible for submitting semi-annual Uniform Crime Report (UCR) data to the Florida Department of Law Enforcement (FDLE) for locations under their jurisdiction. See APPENDIX A for a map of the USF Health in Downtown's geographic reporting area. The FDLE forwards this information to the Federal Bureau of Investigation (FBI) for publication in the FBI's UCR.

In addition to this reporting, each institution's police department, through their Clery Coordinator, reports a subset of these crimes as required under the Clery Act and VAWA. The institution's Clery Coordinator reports these Clery-VAWA crimes and incidents by October 1<sup>st</sup> each year to the U.S. Department of Education and they are included in this annual security report. Each institution's police department has a Clery Coordinator specially trained in classifying and compiling annual crime statistics under Clery and VAWA.

Clery Coordinators receive reports of crimes and incidents from students, employees, the community, Campus Security Authorities (CSAs), and external law enforcement agencies.

## **Annual Crime Statistics Compilation**

Clery Coordinators determine, on behalf of the institution, whether the information being reported to them constitutes a Clery-VAWA crime or incident. This determination is based on the information available to them at the time their determination is made; and the specialized training they have received for classifying Clery-VAWA crimes or incidents. When a Clery-VAWA crime or incident is reported as having occurred within our Clery Geography, then it is included in our annual crime statistics. While Clery Act does **not** require crimes to be reported anonymously, it prohibits personally identifiable information from being included in our

# Chapter 1: Crime Prevention, Awareness, and Reporting

institution's disclosure of crime statistics. Crime reports made to our Clery Coordinators or our CSAs may include personally identifiable information to aid in investigating the report. However, the Clery Coordinator omits this information from the annual security report and the web-based data collection. Likewise, the Clery Coordinator does not identify the victim or the person accused of committing the crime when disclosing the number of reported crimes as part of our annual crime statistics.

## Daily Crime Log

USF Health in Downtown maintains a Daily Crime Log of all incidents reported to the police. This log provides the following information regarding criminal incidents and alleged criminal incidents reported to USFPD:

- Date the crime was reported,
- Date and time the crime occurred,
- General location of the crime; and,
- Current disposition of the complaint, if known.

Crime log entries, additions to previous entries, or changes in the disposition of a complaint are recorded within two business days of the reporting of the information to USF Health in Downtown. The only exceptions to this rule are if disclosure on the log is 1) prohibited by law or 2) would jeopardize the confidentiality of the victim. A business day is Monday through Friday, except for days when the institution is closed (e.g. weekends, holidays, or during other campus closures).

The crime log for the most recent 60-day period is available for public inspection by contacting the USF Health in Downtown Clery Coordinator free of charge during normal business hours. Anyone has access to our crime log, whether they are associated with USF Health in Downtown, including the media. Any portion of the Daily Crime Log older than 60 days is also available for public inspection upon request. Logs are archived for seven years or as required under State of Florida law, whichever period is greater in accordance with USF Policy 5-012: Records Retention and Disposition, available online here: <https://usf.app.box.com/v/usfpolicy5-012>.

## Clery-VAWA Crime or Incident

Clery-VAWA crimes and incidents are organized into three categories: criminal offenses; hate crimes; and arrests and disciplinary referrals for violations of weapons, drug, and liquor laws.

### Criminal Offenses

We report the following criminal offenses as part of our annual crime statistics under the Clery Act and VAWA:

# Chapter 1: Crime Prevention, Awareness, and Reporting

- Murder and Non-negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses (Rape, Fondling, Incest, or Statutory Rape)
- Dating Violence
- Domestic Violence
- Stalking
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

## Hate Crimes

We report hate crimes for all the above-listed criminal offenses as well as the following additional criminal offenses as part of our annual crime statistics under Clery and VAWA:

- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

A **hate crime** is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. **Bias** is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin. Although there are many possible categories of bias, Clery and VAWA limit these categories for the purpose of annual crime statistics reporting to the following: race, gender, religion, sexual orientation, ethnicity, national origin, and disability.

## Arrests and Disciplinary Referrals for Violations of Weapons, Drug, and Liquor Laws

We report the number of arrests and number of persons referred for disciplinary action for the below-listed violations of law as part of our annual crime statistics under the Clery Act and VAWA:



# Chapter 1: Crime Prevention, Awareness, and Reporting

- Weapons Law Violations;
- Drug Abuse Law Violations; and
- Liquor Law Violations.

Definitions of these crimes and incidents under the Clery Act, VAWA, State of Florida law, and the FBI's UCR, are provided in APPENDIX B.

## Clery Geography

Each institution within USF discloses statistics for reported Clery-VAWA crimes that occur in the following locations:

- **On-Campus**
- **On-Campus Residential** (a subset of On-Campus)
- **Non-Campus buildings or property** that our institution owns or controls
- **Public Property** within or immediately adjacent to the campus

The definitions for these geographic categories are *Clery Act*-specific and are the same for every institution within USF regardless of its physical size or configuration. These definitions are provided in APPENDIX B. A map of the Clery Geography for USF Tampa is provided in APPENDIX C.

## Campus Security Authorities

“Campus Security Authority” is a Clery-specific term that encompasses four groups of individuals and organizations associated with our institution who must report Clery-VAWA crimes and incidents to our institution's Clery Coordinator. These groups of individuals and organizations include the following:

- 1) *Campus police or security department personnel, e.g., University Police.*
- 2) *Individuals with security-related responsibilities, e.g., an individual who is responsible for monitoring the entrance into institutional property. This includes individuals who provide security at a campus-parking kiosk, monitor access into a campus facility, or act as event security or escort students around campus after dark.*
- 3) *Individuals or organizations identified in institutional security policies as an individual or organization to which students and employees should report criminal offenses.*
- 4) *An official who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An “official” in this context is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.*

Examples of individuals who meet the criteria for being Campus Security Authorities include, but are not limited to, the following:

# Chapter 1: Crime Prevention, Awareness, and Reporting

- A dean of students who oversees student housing, a student center, or student extracurricular activities.
- A director of athletics, a team coach, or a faculty advisor to a student group.
- A student resident advisor or assistant or a student who monitors access to dormitories.
- A coordinator of Greek affairs.

Examples of individuals who would **not** meet the criteria for being Campus Security Authorities include, but are not limited to, the following:

- A faculty member who does not have any responsibility for student and campus activity beyond the classroom.
- Clerical or cafeteria staff.

## Exemption for Pastoral and Professional Counselors

There are two types of individuals who, although they have significant responsibility for student and campus activities, are not considered Campus Security Authorities under the Clery Act.

- **Pastoral counselor:** A person, who is associated with a religious order or denomination, is recognized by the religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- **Professional counselor:** A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

The pastoral or professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. This is similar to the privilege provided under certain circumstances to doctors, counselors, and attorney when they may learn of crimes from patients or clients. This exemption is intended to protect the counselor-client role. However, even these legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime.

# Chapter 1: Crime Prevention, Awareness, and Reporting

## What Campus Security Authorities Do

The function of a Campus Security Authority (CSA) is to report to our institution's Clery Coordinator allegations of Clery-VAWA crimes and incidents on our Clery Geography that he or she concludes were made in good faith. Obviously, in the event of an emergency, Campus Security Authorities should contact **9-1-1** first.

## What Campus Security Authorities Should NOT Do

CSAs are not responsible for determining authoritatively whether a crime took place — that is the function of law enforcement personnel. CSAs should not try to apprehend the alleged perpetrator of the crime. That, too, is the responsibility of law enforcement. It is also not a CSA's responsibility to try to convince a victim to contact law enforcement if the victim chooses not to do so.

CSAs play a vital role in the timely and accurate reporting of certain crimes and incidents for each separately accredited institution within USF. To access more information about what might make you a CSA, training resources, and more CSA-centric information, consult the following webpage dedicated to USF resources:

<https://www.usf.edu/administrative-services/university-police/your-safety/campus-security-authority.aspx>

# Chapter 1: Crime Prevention, Awareness, and Reporting

Total Clery-VAWA Crimes Reported by USF Tampa Police Department, Campus Security Authorities, and Other Law Enforcement Agencies (Reported in accordance with Uniform Crime Reporting Definitions and pursuant to the Clery Act and the Violence Against Women Act)																		
Clery Crimes Reported (includes attempts)	Total Uniform Crimes Reported on the Campus <small>*Residential*=on-campus student housing facility; *Campus*=on-campus</small>						Non-Campus Buildings and Properties			On Public Property			Total Clery Crimes Reported			Unfounded* Crimes		
	2020		2021		2022		2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
	Residential	Campus	Residential	Campus	Residential	Campus												
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offense-Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	2020: No Hate Crimes reported. 2021: No Hate Crimes reported. 2022: No Hate Crimes reported.																	
<b>Number of Arrests or Referrals for Weapons, Drug Law, or Liquor Violations</b>																		
Arrests and Referrals (Listed by reporting category)	On-Campus						Non-Campus Buildings and Properties			On Public Property			Total Arrests and Referrals Reported					
	2020		2021		2022		2020	2021	2022	2020	2021	2022	2020	2021	2022			
	Residential	Campus	Residential	Campus	Residential	Campus												
<b>Weapons Law Violations</b>																		
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Drug Law Violations</b>																		
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Liquor Law Violations</b>																		
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\*If a reported Clery Crime is investigated by law enforcement authorities and found to be false or baseless, the crime is “unfounded and is not included in our institution’s above crime statistics. Only **sworn commissioned law enforcement personnel** may “unfound” a crime pursuant to the U.S. Department of Education, Office of Postsecondary Education, **The Handbook for Campus Safety and Security Reporting**, 2016 Edition, Washington, DC, 2016, pgs. 3-51.

# Chapter 1: Crime Prevention, Awareness, and Reporting

## How to Report Crimes or Other Emergencies on Campus

All members of the USF community are encouraged to promptly report known or suspected crimes to Tampa Police Department or the external law enforcement agency with jurisdiction. Any emergency involving a threat to life or property should be immediately reported by calling **9-1-1**. All campus phones may be used to dial **9-1-1** at no charge. The caller should stay on the line until the dispatcher terminates the call. Do not hang up. The Tampa Police Department responds to all emergencies involving our campus, regardless of whether the situation requires police, fire, or medical assistance.

In response to reports of criminal activity, potential emergencies, or dangerous situations on campus TPD takes the required action by either dispatching an officer or asking the caller to report to TPD headquarters to file an incident report. Incidents should be reported even when the victim of a crime elects to or is unable (physically/mentally) to make such reports. TPD investigators investigate a report when deemed appropriate. Reporting incidents to TPD facilitates timely determination of the existence of a significant emergency or dangerous situation and assesses for timely warning notices to aid in the prevention of similar crimes. It also allows criminal offense information to be appropriately included in our annual disclosure of crime statistics.

All other police business (crimes not in progress, suspicious persons, questions, etc.) may be directed to TPD at (813) 276-3200 or by visiting their main office located at 411 N Franklin ST., Tampa, FL 33602.

## **Mandatory Reporters of Clery-VAWA Crimes or Incidents**

All members of USF are strongly encouraged to report crimes to the police. Certain USF employees are **required** to report Clery-VAWA crimes and incidents to their institution's Clery Coordinator because, under the Clery Act and VAWA, they are Campus Security Authorities (CSAs). Employees who are unsure of whether they are a CSA should contact their institution's Clery Coordinator. Their contact information can be accessed online at the following address: <https://www.usf.edu/administrative-services/university-police/your-safety/campus-security-authority.aspx>

In an emergency, CSAs should always call 9-1-1. In a non-emergency situation or once an emergency situation has been de-escalated, CSAs must report Clery-VAWA crimes or incidents which occur on our Clery Geography using the CSA report form available online at: [usf.edu/police/documents/clery-reporting-form.pdf](https://www.usf.edu/police/documents/clery-reporting-form.pdf).

Reports of Clery crimes and incidents to the Clery Coordinator do not need to contain names of those involved; only a description of the situation and location of the incident. If you are unsure of which form to use or which Clery Coordinator to contact, just report it on the form you have. Our Clery Coordinators will sort it out. The important thing to remember is to report a Clery-VAWA crime or incident to the Clery Coordinator as soon as possible.

# Chapter 1: Crime Prevention, Awareness, and Reporting

## AlertUSF

AlertUSF is the USF Emergency Notification System (ENS). It was established to notify our community in the event of a campus emergency. It allows USF students and employees to receive emergency updates via text messages. All official USF emergency notifications are sent out through AlertUSF. USF strongly recommends all USF students and employees subscribe to this important service.

To register for AlertUSF or to update your contact information, follow these instructions:

- 1) Login to the NetID Account Services website via <https://netid.usf.edu/una/> using your NetID.
- 2) Click Update Emergency Notification Settings
- 3) Follow instructions to opt in, provide mobile phone number, and select campus locations for alerts.
- 4) Click Submit.

## USF Safe App & Tips

USF Safe is the official safety app for the University of South Florida. This free mobile safety app provides quick access to:

- Emergency Contacts (On and Off Campus)
- Numbers Customized for Each Campus Safety Resources in One Place
- Access to Existing Support Resources
- USF Bulletin Board for Ongoing Situations
- Interactive and Searchable Maps
- Location Sharing and Friend Walk
- Mobile Blue Light (Beacon)

Smartphone users who download the app can report tips to USF Police, make emergency phone calls, and other safety resources all in one place.

To report a crime tip, start by downloading the USF Safe app on your Apple or Android smart phone. Choose the campus in which you are on, and then click "Report a Tip." If you do not have an Android or Apple smart phone, you can text a TIP to the USFPD. Simply draft a message and send to 67283. Please note standard text messaging rates apply based on your individual plan. For more information regarding the USF Safe App, please visit <https://www.usf.edu/administrative-services/university-police/your-safety/usf-safe-app.aspx>

# Chapter 1: Crime Prevention, Awareness, and Reporting

## Protecting the Confidentiality of Victims

USF will protect the confidentiality of victims and other necessary parties, including how our institution will complete publicly available recordkeeping and, for the purposes of the Clery Act reporting and disclosure, without the inclusion of identifying information about the victim pursuant to the Clery Act under VAWA, and other applicable federal and State of Florida laws.

USF will maintain as confidential any accommodation or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of our institution to provide the accommodations or protective measures.

## Prohibition on Retaliation

USF encourages an atmosphere of open dialogue and expression, including the promotion of good faith filing of a grievance, complaint, or report by employees and students of violations of law, rule, regulation, policy, or other misconduct.

In support of an environment of open communication within the USF community, USF will not tolerate retaliation retribution, or reprisals against an employee or student who submitted such a good faith filing. Employees and students who learn of retaliation should report it immediately. For more information, consult USF Policy 0-020: *Retaliation, Retribution or Reprisals Prohibited*, available online at <https://usf.app.box.com/v/usfpolicy0-020>.

## What Happens to Employees or Students Who Violate Our Retaliation Policy?

Employees who engage in retaliation in violation of USF Policy 0-020 will be subject to disciplinary action up to dismissal from employment. Students who engage in retaliation in violation of USF Policy 0-020 will be referred to the Office of Student Conduct & Ethical Development for potential adjudication under the Student Code of Conduct process.

## How to Report Retaliation

An employee or student who believes retaliation may have been taken against them as a result of filing a grievance, complaint, or report of violations of law, rule, regulation, policy, or other misconduct, should immediately report the retaliation to their next level supervisor, if feasible. Otherwise, reports of retaliation should be made as shown in the chart below. An appropriate, timely review and response will be provided to an employee or student who alleges retaliation, consistent with USF policy, rules, and regulations.

# Chapter 1: Crime Prevention, Awareness, and Reporting

## Where to Report Retaliation

Basis of Retaliation	Report to This Office:
Retaliation for reporting sexual harassment or discrimination	Office of Compliance & Ethics
Retaliation for filing an employment grievance	Employee Relations in Human Resources
Any retaliation complaints by faculty, graduate student employees, or students	Office of the Provost
All other retaliation complaints, including whistleblower complaints under Florida Statute §112.3187	Office of Internal Audit

<sup>1</sup> The term “accommodation” used within the context of the Clery Act and the VAWA (Clery/VAWA) is reasonably understood to mean temporary supportive services or interim measures for victims of sexual assault, dating violence, and stalking occurring within our Clery Geography. When this term is used within the context of the Americans with Disabilities Act (ADA), its meaning differs from the use of this term under Clery/VAWA. Under the ADA, this term refers to reasonable, permanent accommodations for those who have a qualifying disability under the ADA. For more information concerning ADA-related accommodations, contact Student Accessibility Services. More information concerning Clery/VAWA-related accommodations is provided in this report.

## Security of and Access to Campus Facilities

During the day and during evening hours when classes are in session, facilities within USF (excluding housing facilities) are generally open to the public – such as students, parents, employees, contractors, guests, and invitees. Outside of these hours, all facilities are generally locked and only those who require access are admitted. USF Health Security provides regular patrol of university buildings as well as parking lots. In the case of periods of extended closing, the institution will admit only those with appropriate authority.

The institution monitors our buildings and grounds with a concern for the safety and security of all persons and property. Inspections are routinely performed and repairs are promptly made to ensure that appropriate safety and security standards are maintained. University Police assist Facilities Management personnel by reporting potential safety and security hazards, which include conducting campus lighting surveys and reporting outages. Students, faculty, and staff are also encouraged to call Facilities Management to report any safety or security hazards.

A representative of USFPD is involved in the review of architectural plans for new facilities or major renovations to existing buildings. Specific recommendations are made to enhance the security of all facilities before contractors begin working. USFPD also conducts physical security surveys of campus facilities that may be vulnerable to criminal intrusion. Specific



# Chapter 1: Crime Prevention, Awareness, and Reporting

recommendations are made regarding security hardware, alarms, or procedures that serve to reduce the opportunities for crime to occur in or around campus buildings.

## Programs About Campus Security Procedures

USFPD and Emergency Management provide programming and presentations regarding campus safety procedures. This training introduces members of the USF community to the various systems and practices our institutions put in place to enhance the safety and security of all community members.

### **Emergency Protective Actions**

The Emergency Protective Actions course provides an all-hazards overview of protection actions that students, staff, and faculty may take when faced with potentially hazardous situations. This class is available on-line via Canvas.

### **Active Threat**

Active Threat prevention and response training provides valuable information about the characteristics, prevention tools, and response techniques that may be used before and during an active threat situation. This course is an interactive experience with emergency management and law enforcement officials.

For more information visit:

<https://www.usf.edu/administrative-services/emergency-management/training/>

### **SAFE RIDE**

In light of the many new restrictions and challenges, SAFE Team and Student Government have decided to adjust one of our signature programs until the end of the pandemic. During the regular school year, the SAFE Team Safe Ride program provides a safe ride to students in a variety of circumstances such as after a night out or being in an unfamiliar area once per month. Recently, the Safe Ride program was relaunched on the Uber platform to provide a higher quality of service and operates through the use of an Uber voucher which is texted directly to the student.

In order to serve students most in need, we have temporarily altered the program to aid students who may need to travel to grocery stores, pharmacies, medical appointments, or other essential travel but cannot afford the ride. We encourage students to stay home and take proper precautions if they do need to travel for essential items and services.

Details:

- Students can claim 1 voucher each month
- Each voucher will provide 1 Uber ride at \$30 each
- Vouchers expire at the end of the month

# Chapter 1: Crime Prevention, Awareness, and Reporting

- There are no location or time restrictions. Students can use this at their home, USF apartment, or internationally 24/7
- Students can complete the form at any time to claim a voucher, but codes will only be sent between 6:30 pm – 2:00 am nightly
- Students will have to provide their First and last name, U-Number, and USF email address (@usf.edu)
- A link will be sent via email directly to the student and can be claimed right from their personal Uber account
- Vouchers are limited and could run out before the end of each month

## Crime Prevention Programs for Students and Employees

Our institution offers several programs intended to reduce the potential for personal injury and loss of property. Presentations on safety are included in incoming students and residence hall students' orientation and are held frequently during fall and spring semesters for the benefit of students, faculty, and staff.

USF encourages all students and employees to be involved in campus crime prevention. Information on safety and security concerns and precautions are provided to students and employees regularly through seminars, films, bulletins, crime alerts, posters, brochures, and other publications.

The USFPD provides crime prevention programs each semester on the following topics:

- Personal Safety – Reducing Your Risks
- Driving Under The influence
- Date/Acquaintance Rape (for both men and women)
- Burglary and Theft Prevention
- Cash Handling and Robbery Precautions
- Bicycle Safety
- Violence in the Workplace
- Office Safety
- Relationship Violence
- Stalking
- Responding to Police Officers
- Alcohol Awareness and Responsibilities
- Rape Aggression Defense (RAD) [Self-Defense for Women]

# Chapter 1: Crime Prevention, Awareness, and Reporting

- Active Threat

For more information on these education, prevention, and awareness programs, visit the USFPD website at <https://www.usf.edu/administrative-services/university-police/your-safety/campus-security-authority.aspx>.

The Center for Victim Advocacy and Violence Prevention offers training on a variety of topics, including:

- Interpersonal Violence, including relationship, domestic & dating violence.
- Sexual violence (including rape)
- Stalking/Harassment
- Victimology

For more information on these education, prevention, and awareness programs, visit the Center for Victim Advocacy website at <https://www.usf.edu/student-affairs/victim-advocacy/>.

Wellness USF offers a variety of education, prevention, and awareness programs, including:

- Awareness events and campaigns
- Workshops and presentations
- Consultations on safer sexual behavior and sexually transmitted infections
- Distribution of free condoms
- Social media blogs on wellness and safety

For more information on this education, prevention, and awareness programs, visit the Center for Student Well-Being website at: <https://www.usf.edu/student-affairs/wellbeing/>.

## Alcohol and Illegal Drugs

### **Alcohol and Drug-Free Workplace Policy Statements**

USF Alcohol Policy prohibits the unlawful manufacture, distribution, possession, use, or sale of alcohol on the property of, or in connection with, any of the activities of USF. Such prohibitions are always subject to the applicable alcoholic beverage's laws and ordinances of the State of Florida as well as those by the city of Tampa and Hillsborough County.

USF Drug-Free Workplace Policy prohibits the unlawful manufacture, distribution, possession, use, or sale of controlled substances (“illegal drugs”) on the property of or in connection with any of the activities of USF. The term “drugs” includes, but is not limited to, any narcotic drug, central nervous system stimulant, hallucinogenic drug, barbiturate, or any other substance treated as such and defined by the law. Further, the unauthorized possession or use of a regulated or controlled substance, including prescription drugs and paraphernalia used for drugs, is a violation of the USF Drug-Free Workplace Policy as well as federal and state law.

# Chapter 1: Crime Prevention, Awareness, and Reporting

## Alcohol Standards of Conduct

The specific standards of conduct for the possession, use, and sale of alcoholic beverages by USF students, employees, and community members include, but are not limited to, the following:

- Do not violate the underage drinking laws of the State of Florida by:
  - Possessing or consuming alcoholic beverages if you are less than twenty-one (21) years-of-age.
  - Selling, furnishing, giving, serving, or producing alcoholic beverages to any person under twenty-one (21) years-of-age.
  - Misrepresenting or misstating your age or the age of any other person for the purpose of inducing any licensor or his agents or employees to sell, give, serve, or deliver any alcoholic beverage to a person under twenty-one (21) years-of-age.
- Do not sell, or intend to sell, alcohol without a proper license issued by the State of Florida Division of Alcoholic Beverages and Tobacco.
- Do not operate a motor vehicle under the influence of alcohol.
- Do not be intoxicated in public.
- Do not conduct an open house party or any other event at which minors may possess or consume alcohol.
- Do not attend class, an organizational meeting, or any other USF event that is specific for an educational gain while under the influence of alcohol.

## Sanctions for Violating Our Alcohol Policy

Any criminal violation of State of Florida alcohol laws may be cause for criminal prosecution. Criminal prosecution may include incarceration, criminal probation, fines, and court costs. The Hillsborough County Clerk of the Circuit Court addresses all criminal prosecutions and sanctions.

Any employee or student determined to have violated USF policy or regulation regarding the manufacture, distribution, possession, use, or sale of alcohol shall be subject to institutional disciplinary action for misconduct. Such violations of policy by any employee or student will be reason for evaluation or treatment for an alcohol use disorder or for institutional disciplinary action up to and including termination or expulsion in accordance with applicable collective bargaining agreements and policies and procedures or referral for prosecution consistent with local and state law.

# Chapter 1: Crime Prevention, Awareness, and Reporting

## Sanctions for Violating Our Drug-Free Workplace Policy

Any criminal violation of federal or State of Florida drug laws may be cause for criminal prosecution. Criminal prosecution may include incarceration, criminal probation, fines, and court costs. The Hillsborough County Clerk of the Circuit Court addresses all criminal prosecutions and sanctions.

Any employee or student determined to have violated USF policy or regulation regarding the unlawful manufacture, distribution, possession, use, or sale of controlled substances (“illegal drugs”) on the property of or in connection with any of the activities of USF shall be subject to institutional disciplinary action for misconduct. Such violations of policy by any employee or student will be reason for evaluation or treatment for a drug use disorder or for disciplinary action up to and including termination or expulsion in accordance with applicable collective bargaining agreements, policies, and procedures, or referral for prosecution consistent with local, state, and federal law.

In order to comply with federal law, USF employees convicted of violating any criminal drug statute occurring in the workplace must notify their dean, director, or supervisor no later than five (5) days after such conviction. The USF will discipline any employee who is convicted and/or require the employee’s satisfactory participation in a drug abuse assistance or rehabilitation program.

## Alcohol and Drug-Free Workplace Policy Resources

Our alcohol and drug-free workplace policies, and the enforcement thereof, are codified in the below listed USF policies and regulations:

- USF 30-023 – Alcohol Policy:  
<https://usf.app.box.com/v/usfpolicy30-023>
- USF System 0-610 – Drug-Free Workplace Policy:  
<https://usf.app.box.com/v/usfpolicy0-610>
- USF System Regulation 6.0021 – Student Code of Conduct:  
<https://usf.app.box.com/v/usfregulation60021>

## Illegal Drug or Alcohol Abuse Prevention Programs

USF is committed to the safety and well-being of the campus community. All institutions in USF have developed education, prevention, and treatment resources to support students and staff in making healthy and informed decisions related to alcohol and illegal drugs. Below is more information about the drug or alcohol abuse prevention and education programs available to USF students and employees:

## Prevention and Education Programs for Students

As part of the university’s alcohol education program, incoming first-year students and transfer students are required to complete an online, non-opinionated alcohol education module course called *AlcoholEdu for College*. This course uses science-based research to

# Chapter 1: Crime Prevention, Awareness, and Reporting

educate participants about alcohol and its effects. Whether students drink or not, the course will provide information to help them make informed decisions about alcohol as well as negotiate the drinking behavior of their peers.

## Counseling for Students

The USF Counseling Center offers free assessment and treatment to currently registered students who may have alcohol or substance abuse problems. Students may be self-referred or referred by the Office of Student Conduct & Ethical Development or other campus departments. Students who need more assistance that is intensive will be referred to community providers. For more information about drug and alcohol counseling services for USF students, visit the Counseling Center in person or visit their website at <https://www.usf.edu/student-affairs/counseling-center/>.

## Counseling for Employees

The Division of Human Resources (DHR) has collaborated with Magellan Health Services to provide all USF employees with an Employee Assistance Program (EAP). Magellan's EAP program offers confidential alcohol and substance abuse screening, assessment, and referral to all USF employees, in addition to other solution-focused help and resources for all types of life issues. The Magellan program is available for all USF employees free-of-charge, 24 hours a day, seven days a week online at [MagellanHealth.com/member](https://MagellanHealth.com/member) or by calling 1-800-327-8705.

The Magellan program includes a comprehensive online resource library of articles, screening and self-assessment tools, tip sheets, calculators, resource guides, on-demand learning, and personalized improvement plans. Employees and their families have up to three counseling sessions. If an employee needs additional assistance beyond the scope of what the Magellan program provides, the employee may be referred to other resources such as their health benefits or community resources like Alcoholics Anonymous. USF managers and supervisors can provide referrals for their employees through the Employee Assistance Program (EAP). An employee's use of EAP services is confidential. They cannot provide information back to USF about who uses the program.

For more information about the drug and alcohol abuse services and other services provided to USF employees through the EAP, visit the Division of Human Resources EAP web page at <https://www.usf.edu/hr/benefits/eap.aspx>.

## Health Risks Associated with Alcohol Abuse and the Use of Illicit Drugs

The information below was extracted from the publication "*What Works: Workplaces Without Drugs*," U.S. Department of Labor, 1991. This information is also available online at <https://usfweb.usf.edu/human-resources/resources/showfile/1/38>.

## Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood of an accident. Low to moderate doses of alcohol also increase the incidence

# Chapter 1: Crime Prevention, Awareness, and Reporting

of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol severely alter a person's ability to learn and remember information. Very high doses, or low doses combined with other depressants of the central nervous system, can cause respiratory depression and death. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, may permanently damage vital organs such as the brain and liver. Mothers who drink while pregnant may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

## **Anabolic Steroids**

Anabolic steroids are powerful compounds closely related to the male sex hormone testosterone. Developed in the 1930s, steroids may be taken orally or injected. Current legitimate medical uses are limited to certain kinds of anemia, severe burns, and some types of breast cancer. When combined with a program of muscle-building exercise and diet, steroids may contribute to increases in body weight and muscular strength. Athletes have used steroids since the 1950s, hoping to enhance performance. Today, many young people use steroids to accelerate physical development. Steroid users may develop more than 70 side effects, ranging in severity from liver cancer and sterility to acne. Psychological effects include very aggressive behavior, known as "roid rage," and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years. Signs of steroid use include quick weight and muscle gains; behavioral changes, particularly increased aggressiveness and combativeness; jaundice; purple or red spots on the body; swelling of feet or lower legs; trembling; darkening of the skin; and persistent, unpleasant breath odor.

## **Cannabis**

All forms of cannabis have negative physical and mental effects. Physical effects of cannabis include increase in heart rate, blood-shot eyes, dry mouth and throat, and hunger. Smoking marijuana is damaging to the lungs and respiratory system. The tar in marijuana smoke is carcinogenic. Use of cannabis may impair short-term memory and comprehension, alter sense of time, and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Knowledge retention may be lower when information is given while a person is "high." Motivation and cognition are altered, making the acquisition of new information difficult. Marijuana can also produce paranoia and psychosis. Long-term users may develop psychological dependence. Marijuana smoke contains more cancer-causing agents than tobacco smoke.

## **Cocaine**

Cocaine stimulates the central nervous system, and long-term use can lead to psychological dependence. Its immediate effects include dilated pupils, elevated blood pressure and body temperature, and increased heart rate. Chronic use can cause ulceration of the mucous

# Chapter 1: Crime Prevention, Awareness, and Reporting

membrane in the nose. Injecting cocaine with unsterile equipment can transmit AIDS, hepatitis, and other infections. Preparation of freebase, which involves the use of highly volatile solvents, can result in fire or explosion. Crack or freebase rock, a concentrated form of cocaine, is extremely potent. Its effects are felt within 10 seconds of administration. The drug produces the same physical effects as cocaine, as well as insomnia, loss of appetite, tactile hallucination, paranoia, and seizures. Cocaine use may lead to death through disruption of the brain's control of the heart and respiration.

## Depressants

The effects of depressants are similar to those of alcohol in many ways. Small amounts can produce calmness and relaxed muscles, but larger doses can cause slurred speech, staggering gait, and altered perception. Very large doses can cause respiratory depression, coma, and death. The combination of depressants and alcohol can increase the effects of the drugs and multiply the risks. The use of depressants can cause both physical and psychological dependence. Regular use may result in tolerance to the drug, leading the user to increase the quantity consumed. When regular users stop taking depressant drugs, they may develop withdrawal symptoms ranging from restlessness, insomnia, and anxiety, to convulsions and death.

Babies born to women who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. These children often have birth defects and behavioral problems.

## Designer Drugs

Illegal drugs are defined in terms of their chemical formulas. To circumvent these legal restrictions, underground chemists modify the molecular structure of certain illegal drugs to produce analogues known as "designer drugs." These drugs can be several times stronger than the drugs they imitate. Many can cause severe neurochemical damage to the brain. The narcotic analogues can cause uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogues of amphetamines and methamphetamines cause nausea, blurred vision, chills, or perspiration and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause brain damage. The analogues of phencyclidine cause illusions, hallucinations, and impaired perception.

## Hallucinogens

Phencyclidine (PCP) interrupts the function of the neocortex, the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries. PCP often causes distance and space estrangement, lack of muscular coordination, and dulled senses. Time and body movement are slowed, and speech is blocked and incoherent. Chronic users of PCP report memory and speech difficulties. Some of these effects may last a year following prolonged daily use. Mood disorders such as depression, anxiety, and violent behavior also occur. Long-term chronic users may become paranoid and violent and experience hallucinations. Large doses may produce convulsions, coma, or heart and lung failure.



# Chapter 1: Crime Prevention, Awareness, and Reporting

Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. Physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. Sensations and feelings may change rapidly. It is common to have a bad psychological reaction to LSD, mescaline, and psilocybin. The user may experience panic, confusion, suspicion, and anxiety. Delayed effects, or flashbacks, can occur even after use has ceased.

## Inhalants

A variety of psychoactive substances have been inhaled as gases or volatile liquids. Many popular commercial preparations such as paint thinners and cleaning fluids are mixtures of volatile substances, making it difficult to be specific about their various effects. Immediate negative effects of inhalants may include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays may also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrate cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage, weight loss, fatigue, electrolyte imbalance, and muscle weakness. Repeated sniffing of concentrated vapors over time can lead to permanent damage of the nervous system.

## Narcotics

Narcotics initially produce a feeling of euphoria followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes, and itching. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma, and death. Tolerance to narcotics develops rapidly and dependence is likely, the use of unsterilized syringes may result in transmission of diseases such as AIDS, endocarditis, and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants.

## Other Stimulants

Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. User may perspire and experience headaches, blurred vision, dizziness, sleepiness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. Users also report feeling restless, anxious, and moody. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions, and paranoia. These symptoms usually disappear when drug use ceases.

## Information about Registered Sex Offenders

Under Florida Statutes, Section 1006.695, and in compliance with the Adam Walsh Child Protection and Safety Act of 2006, each institution within USF System is required to inform new students and employees at orientation and on its website of the existence of the Florida Department of Law Enforcement Sexual Predator and Sexual Offender Registry website and

# Chapter 1: Crime Prevention, Awareness, and Reporting

the toll-free phone number that gives access to sexual predator and sexual offender public information. This information is as follows:

## **Florida Department of Law Enforcement Florida Sexual Offenders and Predators**

Website: <https://offender.fdle.state.fl.us/offender/sops/home.jsf>

Toll-free number: 1-888-357-7332

Local: 1-850-410-8572

Email: [sexpred@fdle.state.fl.us](mailto:sexpred@fdle.state.fl.us)

TTY/TTD users dial 711 to connect with the telecommunications relay service (TRS)

In compliance with this law, USFPD provides this information to all new students and employees during orientation. Likewise, USFPD maintains this information on their website: <https://www.usf.edu/administrative-services/university-police/your-safety/sexual-predators.aspx>

+The Campus Sex Crimes Prevention Act also requires sexual predators and offenders to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student at that institution. USFPD will notify the university community when a registered sexual predator or offender has registered as being on campus in accordance with Florida Statutes, Section 1005.10.

If you have any questions or concerns regarding these laws, please call USFPD at (813) 974-2628.

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Policy Prohibitions and Definitions Policies

Sexual assault, dating violence, domestic violence, and stalking are prohibited under USF Policy 0-004: <https://usf.app.box.com/v/usfpolicy0-004>. These crimes are prohibited in all academic, educational, extracurricular, athletic, and other programs at USF, whether those programs take place in university facilities, at a class or training program sponsored by the university at another location, or elsewhere. Below are the definitions of these crimes and the term “consent” in the context of sexual activity as provided under Florida Statutes.

**Sexual Assault** is called “Sexual Battery under Florida Statutes and is defined as follows:

*The oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object without that person’s consent. Sexual battery does not include an act done for bona fide medical purpose.*

**Consent** in the context of the above definition of sexual battery means intelligent, knowing, and voluntary consent and does not include coerced submission; it is not deemed or construed to mean the failure of the alleged victim to offer physical resistance to the offender. State of Florida statutes clarify that consent is NOT obtained in the following circumstances:

1. The victim is physically helpless to resist.
2. The offender coerces the victim to submit by threatening to use force or violence likely to cause serious personal injury on the victim, and the victim reasonably believes that the offender has the present ability to execute the threat.
3. The offender coerces the victim to submit by threatening to retaliate against the victim, or any other person, and the victim reasonably believes that the offender has the present ability to execute the threat in the future.
4. The offender, without the prior knowledge or consent of the victim, administers or has knowledge of someone else administering to the victim any narcotic, anesthetic, or other intoxicating substance that mentally or physically incapacitates the victim.
5. The victim is mentally defective, and the offender has reason to believe this or has actual knowledge of this fact.
6. The victim is physically incapacitated.
7. The offender is a law enforcement officer, correctional officer, or correctional probation officer or is an elected official or any other person in a position of control or authority in a probation, community control, controlled release, detention, custodial, or similar setting, and such officer, official, or person is acting in such a manner as to lead the victim to reasonably believe that the offender is in a position of control or authority as an agent or employee of the government.

For more information about Florida sexual battery statutes, visit [leg.state.fl.us/statutes](http://leg.state.fl.us/statutes) (Chapter 794).

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

**Domestic Violence** is defined under Florida statutes as:

*Any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. "Family or household member" means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.*

**Dating Violence** is defined under Florida Statutes as:

*Violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:*

- 1. A dating relationship must have existed within the past 6 months;*
- 2. The nature of the relationship must have been characterized by expectation of affection or sexual involvement between the parties; and*
- 3. The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship.*

**Stalking** is defined under Florida Statutes as:

*A person who willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person commits the offense of stalking.*

*In this context, the term "harass" means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose. Likewise, the term "cyberstalk" means to engage in a course of conduct to communication, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.*

## Prevention and Awareness Trainings and Campaigns

USF provides programs to prevent sexual assault, dating violence, domestic violence, and stalking training ("VAWA Training") to all incoming USF students and employees in accordance with the VAWA amendments to the Clery Act. Likewise, USF provides ongoing prevention and

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

awareness campaigns (“VAWA Campaigns”) for these same crimes to current USF students and employees.

For more information on our VAWA trainings and campaigns, including how to schedule trainings, workshops, and other prevention and awareness events for your unit or group, please contact:

Tampa campus: Center for Victim Advocacy and Violence Prevention at (813)974-5756 or [va@usf.edu](mailto:va@usf.edu)

St. Petersburg campus: Wellness Center at (727)873-4422 or [ahall4@usf.edu](mailto:ahall4@usf.edu)

Sarasota-Manatee campus: Resources at (941)504-8599

Below is a brief overview of the VAWA trainings and campaigns provided during the 2021 calendar year.

## Sexual Assault Prevention for Undergraduate and Graduate Students

Sexual Assault Prevention for Undergraduates, Transfer Students and Graduate Students by Everfi covers the importance of values, aspects of (un)healthy relationships, gender socialization, sexual assault, consent, bystander intervention, and on-going activism. The program satisfies the U.S. federal government mandate that all new students be given education and resources on violence prevention and response. It is disseminated to all new, incoming students each fall, spring, and summer semester.

## Bystander Intervention Training

The USF Center for Victim Advocacy and Violence Prevention (CVAVP) provided an interactive Bystander Intervention Training program to USF-Tampa students throughout the year. The goal of the Bystander Intervention training program is to equip USF students with the tools and confidence to safely intervene to decrease instances of interpersonal violence on USF’s campus. This program is offered monthly in an open format, as well as by request. It lasts approximately 1.5 hours and is facilitated by trained student facilitators.

## ‘Got Consent?’ Campaign

The ‘Got Consent?’ campaign is a marketing campaign aimed at increasing visibility on the necessary component of a sexual relationship: obtaining consent.

## Relationship Violence Awareness Month – October

Relationship Violence Awareness month covered how to prevent violence, get connected to resources, and recognize warning signs of domestic and dating violence. Representatives from departments and organizations across all three (3) campuses serve on a collaborative committee, chaired by the Violence Prevention Program Manager to host events and programs

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

throughout the month. Programs, events, and marketing outreach were developed and implemented by this committee and included, but was not limited to, the Clothesline Project, a kickoff faculty/staff campaign, yard signs and other marketing materials, and open trainings.

## Sexual Assault Awareness Month – April

Sexual Assault Awareness Month emphasized the importance of raising awareness about sexual violence and how to prevent it at the university all while supporting survivors of sexual assault. A Sexual Assault Awareness Month committee across all three campuses is facilitated by the Violence Prevention Program Manager to increase cross-campus collaboration and resource sharing. Programs, events, and marketing outreach were developed and implemented by this committee and included, but was not limited to, a SAAM art display in the Centre Gallery, Take Back the Night, yard signs and other marketing materials, denim day, and open trainings.

## Denim Day

This event shined a light on a young girl who was raped by her driving instructor in Italy and the Italian Supreme Court ruled it as consensual because they stated her jeans were so tight she would have had to help him remove them. Participants wore denim on Denim Day to stand in solidarity with her and all survivors of sexual assault and to show that what we wear is not an invitation to sexual assault. Departments across campus sponsored tables to raise awareness of sexual assault and provide resources for survivors.

## Take Back the Night

The Tampa campus hosted its annual Take Back the Night, a safe place for survivors and allies of gender-based violence to speak out about their experience and come together as a campus community.

## Orientation

Victim Advocacy and Violence Prevention on the Tampa and St. Petersburg campuses provide violence prevention education, resources, and Title IX information at every first year, transfer, and international student orientation in differing formats.

## Violence Prevention Trainer Program and Internship Program

CVAVP recruits undergraduate and graduate students yearly to volunteer as a violence prevention trainer. The goal of this peer-to-peer model program is to utilize students to teach their peers how to step in and intervene to prevent violence, recognize unhealthy and abusive characteristics in relationships, and how to ask for consent. CVAVP also recruits approximately 2-5 student interns each semester to contribute 10 hours a week towards violence prevention programming. This internship program, along with the Trainer program has ongoing

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

professional development requirements, continuing education, outreach, and facilitation requirements.

## Red Flag Campaign

The Red Flag Campaign uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on college campuses. Red Flags or warning signs of relationship violence are discussed including but not limited to power and control, intensity, sexual entitlement, and anger and hostility. CVAVP (Tampa campus) and the Wellness Center (St. Petersburg campus) hosted this campaign, which aims to reach students where they are through pop-up displays of red flags, informational tables, and workshops.

## Sex-Positive Consent Programs

The open workshop “Consent and Chill” was facilitated on a monthly basis. The overall goal of our sex-positive consent series is to equip students to demonstrate healthy, mutual consent in sexual and romantic relationships. These are offered throughout the year as pop-up events by request and on an ongoing basis.

## Survivor Love Letters

The goal of USF’s Survivor Love Letters campaign is to create a survivor-supportive campus so that students feel comfortable preventing violence and seeking out resources.

## Additional Trainings Provided

The Center for Victim Advocacy and Violence Prevention delivers ongoing training sessions and educational programs to USF- Tampa students and employees. These sessions and programs include topics such as bystander intervention, consent, sexual violence, domestic violence, victimology, and crime prevention to students, staff, and faculty. Information on how to schedule these sessions and programs for your unit, group, or area is available on the Center for Victim Advocacy and Violence Prevention website: [usf.edu/advocacy](http://usf.edu/advocacy).

The Wellness Center delivers on-demand and requested programming throughout the year. If you are interested in having our professional staff present a program to your group or organization, please complete a request form.

For more information on our violence prevention education, work- shops, and trainings please contact the following:

Tampa campus: Center for Victim Advocacy and Violence Prevention at (813)974-5756 or [va@usf.edu](mailto:va@usf.edu)

St. Petersburg campus: Wellness Center at (727)873-4422 or [ahall4@usf.edu](mailto:ahall4@usf.edu)

Sarasota-Manatee campus: Resources at (941)504-8599

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Key Topics Covered in Prevention and Awareness Trainings and Campaigns

USF prevention and awareness trainings and campaign programs address the below listed key topics as required under the VAWA amendments to the Clery Act for our students and employees:

- 1) The USF policies prohibiting the crimes of sexual assault, dating violence, domestic violence, and stalking.
- 2) The definitions of consent (in reference to sexual activity), dating violence, domestic violence, sexual assault, and stalking per Florida statutes.
- 3) Safe and positive options for bystander intervention.
- 4) Information on risk reduction to recognize warning signs of abusive behavior and how to minimize risk for potentially violent situations.
- 5) Information on possible sanctions or protective measures USF may impose following a final determination of an institutional disciplinary procedure regarding sexual assault, dating violence, domestic violence, or stalking.
- 6) Procedure's victims should follow if a sex offense, sexual assault, dating violence, domestic violence, or stalking has occurred.
- 7) Procedures for institutional disciplinary action in cases of alleged sexual assault, dating violence, domestic violence, or stalking.
- 8) Information about how the institution will protect the confidentiality of victims.
- 9) Written notification of students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims both on campus and in the community.
- 10) Written notification of victims about options for, and available assistance in, changing academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to USFPD or local law enforcement.

More information on all these key topics is provided in this and subsequent sections of this report.

## Safe and Positive Options for Bystander Intervention

### Bystander Intervention Steps

The five steps of bystander intervention (adapted from Darley & Latane) are provided below and are incorporated into our prevention and awareness trainings and campaign: Step 1: Notice a situation – pay attention to your surroundings. Step 2: Interpret the situation as someone is in danger or there is a potential for danger. Many situations are ambiguous It's okay if you're wrong and it's not an emergency. Step 3: Assume responsibility to help. Decide that YOU personally should do something to help the victim or that, if you don't help, no one will. Step 4: Know how to help. Try Bystander Intervention Techniques. (We give you some examples below.) Step 5: Decide to safely intervene.



# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Bystander Intervention Techniques

Our prevention and awareness trainings and campaigns discuss and provide examples of bystander intervention techniques, such as:

- Distract
  - Ask for directions
  - Spill a drink
  - Engage them in conversation
- Delegate
  - Involve others if you don't feel safe intervening alone
  - Ask friends to help you distract or confront
  - Find the person-at-risk's friends and tell them you are concerned about the safety of their friend
- Direct
  - Directly confront the situation by asking if everyone is okay and if you can help the situation.

## *Warning Signs of An Abuser*

- Intensity: “Too much, too soon”
  - Pushes for a quick relationship – wants to move in together or marry soon after meeting
  - “Sweeps you off your feet” – expensive gifts; constant messaging and calling; wants to be with you all the time
  - Uses conversation that is inappropriately intimate
- Power and Control:
  - Jealousy (It is not a sign of love but of possession)
  - Demands your undivided attention, even at inappropriate times
  - Doesn't want you to spend time with your friends or family
  - Invades your personal space – sits or stands uncomfortably close, touches you constantly or in ways that make you uncomfortable.
  - Refuses to take responsibility for own behavior or mistakes – blames you and/or others when something goes wrong
  - Wants to be in control and make all decisions
- Sexual Entitlement:
  - Sexualizes non-sexual situations and relationships, e.g., in the workplace
  - Makes inappropriate comments about people's bodies or sexuality

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

- Pushes you to have sex when you don't want to; makes you feel guilty when you refuse sex
- Wants you to have sex in a way that make you uncomfortable or is painful
- “Playful” use of force during sex
- Believes in male superiority over women; believes in rigid sex roles
- **Anger and Hostility:**
  - Becomes angry easily and quickly
  - Does not tolerate frustration or disappointment well
  - Teases animals, children, or other adults in a mean or physical way and doesn't stop when asked; may be cruel to animals
  - Yells, calls you names, or belittles you
  - Looks at you or acts in ways that intimidate you
  - Gets into physical fights with other people
  - Drives in a dangerously aggressive way

## *Risk Reduction Tips*

- 1) Consent is necessary regardless of sex, gender identity, or sexual orientation of the parties involved.
- 2) Know your sexual intentions and limits. You have the right to say “No” to any unwanted sexual act. If you are uncertain about what you want, ask the other person to respect your need to wait until you are sure.
- 3) Listen carefully. Take the time to hear what the other person is saying. If you do not understand whether consent has been given, ask for clarification.
- 4) Believe in your gut feelings. If you feel uncomfortable or think you may be at risk, leave the situation immediately.
- 5) It is okay to “make a scene” if you feel threatened or unsafe. Being assertive and calling attention to what is happening is a highly successful self-defense technique. If you feel you are being pressured or coerced into sexual activity you do not want, state your feelings (“I don't like that you are pressuring me”) and get out of the situation. Preventing rape is worth a few moments of social awkwardness or embarrassment.
- 6) Be aware that having sex with someone who is mentally or physically incapable of giving consent is rape (called “sexual battery” in Florida). Having sex with someone who is incapacitated, drugged, passed out, incapable of saying "No," or unaware of what is happening is rape.
- 7) Be especially careful under these circumstances:
  - a) In-group situations: Be prepared to resist pressure from friends to participate in violence against or violation of another person.

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

- b) In situations involving the use of alcohol or drugs: Substances can interfere with your ability to assess situations, to communicate effectively, and to protect your- self.
- 8) Get involved and, if you believe someone is at risk, take action. Intervene if you see someone in trouble at a party, or a person forcing or pressuring another person, You may save some one from being prosecuted for a crime.

## Rights and Information for Victims/Survivors

The USF Title IX Coordinator created a one-page, two-sided flyer to provide victims of sexual assault, dating violence, domestic violence, and stalking (the “VAWA Flyer”) with written information about the following:

- 1) The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.
- 2) The confidential resources available on campus and in the community including, but not limited to:
  - a. On campus
    - i. The Center for Victim Advocacy and Violence Prevention
    - ii. Counseling services
    - iii. Student Health Services
    - iv. The Wellness Center
  - b. Community
    - i. The Crisis Center of Tampa Bay
    - ii. The Spring of Tampa Bay.
    - iii. Suncoast Center Inc.
    - iv. Community Action Stops Abuse (CASA)
    - v. Safe Place & Rape Crisis Center (SPARCC)
    - vi. HOPE of Manatee
- 3) How and to who the alleged offense can be reported.
- 4) Options about the involvement of law enforcement and campus authorities, including the victims' options to
  - a) Notify law enforcement authorities, including on- campus and local police.
  - b) Be assisted by campus authorities in notifying law enforcement authorities, if the victim chooses; or
  - c) Decline to notify law enforcement authorities; or
  - d) Decline to notify University Title IX officials
- 5) The rights of victims and our institution’s responsibility for orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution.

## Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

- 6) Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both within the USF System and in the community.
- 7) Options for, and available assistance in, changing academic, living, transportation, and work situations (“supportive measures”).
- 8) Students’ or employees’ rights and options in the event of these crimes.

When a student or employee reports to the institution that they have been a victim of sexual assault, dating violence, domestic violence, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee with the VAWA flyer and the Victim’s Guide, as a written explanation of the student’s or employee’s rights and options.

An example of the VAWA flyer used for our institution during this reporting period is provided in APPENDIX E. In addition, the Center for Victim Advocacy and Violence Prevention has developed a Guide for Victims of Sexual Assault & Harassment; Domestic, Relationship, & Dating Violence; and Stalking to provide more in-depth details about the above topics as well as those listed below. This guide is provided in its entirety in APPENDIX F.

### Victim Resources: Confidential, Non-Confidential, On-Campus and Off-Campus

USF provides written communication to its students and employees about existing on-campus and off-campus counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services, both confidential and non-confidential, available for victims of sexual assault, sexual harassment, dating violence, domestic violence, and stalking, and other crimes via the following:

- Annual Security & Fire Safety Report
- VAWA Trainings (online and live) for students and employees
- VAWA Crimes Victim Flyer (see APPENDIX E)
- Victim’s Guide (see APPENDIX F)
- Employee Assistance Program
- Title IX Responsible Employee Training
- Title IX website

The above list is not exhaustive. For more information about the confidential and non-confidential resources located on campus and off campus for victims of sexual assault, dating violence, domestic violence, and stalking, contact:

Tampa campuses: Center for Victim Advocacy and Violence Prevention at (813)974-5756 or [va@usf.edu](mailto:va@usf.edu); for immediate after-hours support, call the Victim Helpline at (813) 974-5757

# Chapter 3: Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

St. Petersburg campus: Wellness Center at (727)873-4422 or [ahall4@usf.edu](mailto:ahall4@usf.edu)

Sarasota-Manatee campuses: Resources at (941)504-8599

## Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Our university has policies and procedures in place to investigate and take institutional disciplinary action against students, employees, vendors, visitors, and third parties found responsible for committing sexual assault, domestic violence, dating violence, or stalking within our Clery Geography. Our investigations and associated disciplinary actions occur independently of the criminal justice system and are aimed at ensuring the safety and security of the USF community and providing support to victims of these acts. *Trained investigators and adjudicators conduct Title IX investigations and disciplinary proceedings, respectively, in accordance with Title IX and USF policies.*

Title IX & VAWA Compliance (“Title IX”) within the Office of Compliance & Ethics is responsible for investigating allegations of sexual assault, domestic violence, dating violence, or stalking reported to them as having occurred within our Clery Geography. Final Title IX Investigative Reports (“FIRs”) are forwarded to the USF office responsible for performing an institutional disciplinary proceeding and/or taking appropriate institutional action based on the identity of the accused individual (the “Respondent”) in accordance with USF Policy O-004:

- When the Respondent is a **USF student**, Title IX forwards the FIR to Student Conduct and Ethical Development (SCED). This unit applies processes detailed in the Student Code of Conduct under USF Regulation 6.0021. If a formal charge is made, the case will be heard at a formal hearing by a trained hearing panel or an administrative conduct officer. More details about institutional proceedings, actions, and the associated appeals process under the Student Code of Conduct are provided in the SCED section of this annual report.
- When the Respondent is a **USF employee or vendor**, Title IX forwards the FIR to the appropriate office for further disciplinary processing (most often Human Resources or Academic Affairs). If the Respondent is found responsible, appropriate university offices will impose institutional disciplinary actions pursuant to USF policies and procedures.
- When the Respondent is **both a USF employee and a student, or their status as such is unclear**, Title IX determines their primary relationship with the University and processes the case accordingly.

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Our university has policies and procedures in place to investigate and take institutional disciplinary action against students, employees, vendors, visitors, and third parties found responsible for committing sexual assault, domestic violence, dating violence, or stalking within our Clery Geography. Our investigations and associated disciplinary actions occur independently of the criminal justice system and are aimed at ensuring the safety and security of the USF community and providing support to victims of these acts.

*Trained investigators and adjudicators conduct Title IX investigations and disciplinary proceedings, respectively, in accordance with Title IX and USF policies.*

Title IX & VAWA Compliance (“Title IX”) within the Office of Compliance & Ethics is responsible for investigating allegations of sexual assault, domestic violence, dating violence, or stalking reported to them as having occurred within our Clery Geography. Final Title IX Investigative Reports (“FIRs”) are forwarded to the USF office responsible for performing an institutional disciplinary proceeding and/or taking appropriate institutional action based on the identity of the accused individual (the “Respondent”) in accordance with USF Policy O-004:

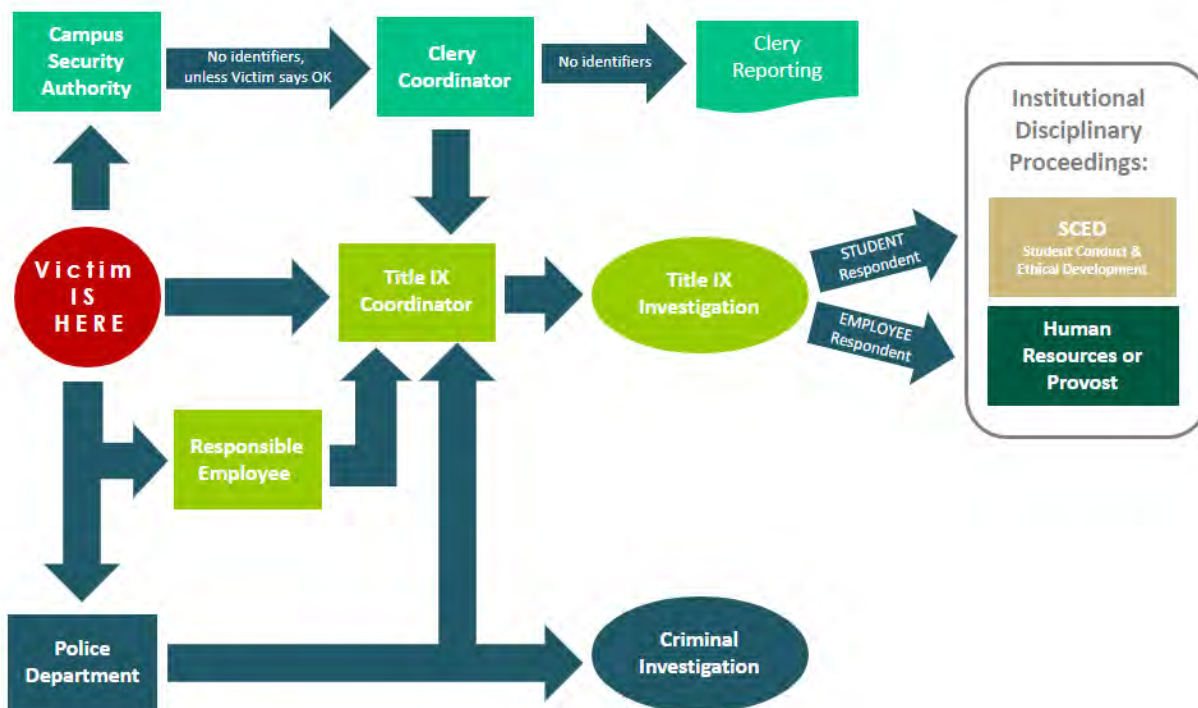
- When the Respondent is a **USF student**, Title IX forwards the FIR to Student Conduct and Ethical Development (SCED). This unit applies processes detailed in the Student Code of Conduct under USF Regulation 6.0021. If a formal charge is made, the case will be heard at a formal hearing by a trained hearing panel or an administrative conduct officer. More details about institutional proceedings, actions, and the associated appeals process under the Student Code of Conduct are provided in the SCED section of this annual report.
- When the Respondent is a **USF employee or vendor**, Title IX forwards the FIR to the appropriate office for further disciplinary processing (most often Human Resources or Academic Affairs). If the Respondent is found responsible, appropriate university offices will impose institutional disciplinary actions pursuant to USF policies and procedures.
- When the Respondent is **both a USF employee and a student, or their status as such is unclear**, Title IX determines their primary relationship with the University and processes the case accordingly.

*For cases that fall under federal Title IX regulations, parties are required to have an advisor to conduct cross examination on their behalf during the live hearing. If the party does not have a chosen advisor at the time of the hearing one will be appointed by the university to conduct cross examination as outlined in Title IX federal regulations.*

How the Title IX Office receives such reports, investigates them, and forwards their investigatory results to the appropriate office for institutional disciplinary proceedings is summarized in the chart below.

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Reporting, Investigating, and Institutional Disciplinary Proceedings for Allegations of Sexual Assault, Dating Violence, Domestic Violence, and Stalking involving Victims within USF's Clery Geography



### Title IX Investigations

The following information summarizes the general procedures used by the Title IX Office to investigate allegations of sexual assault, domestic violence, dating violence, and stalking. More information on Title IX investigations is found in USF Policy 0-004, available online here: <https://usf.app.box.com/v/usfpolicy0-004>.

The Title IX Office is responsible for intake of reported allegations of sexual assault, domestic violence, dating violence, or stalking reported to them occurring within our Clery Geography.

Complainants and Respondents have the right to have one support person/advisor of their choice (barring no conflict of interest) accompany them to any meeting related to a report or investigation. Union members may have a union representative present in addition to a support person.

Complainants also have the legal right to file an external complaint with an applicable state or federal agency. The Title IX Office maintains all records pertaining to investigations conducted by the Title IX Office. The privacy of investigative records is governed by Title IX laws, Florida Statute 119, the Family Educational Rights and Privacy Act of 1974 (FERPA), and other applicable federal, state and University recordkeeping policies.

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Title IX Initial Assessment

The Title IX Office performs an initial assessment of reports of sexual assault, dating violence, domestic violence, and stalking via the following steps:

- a. Reviews reports made to its office to determine whether it has jurisdiction to investigate under Title IX regulations. If the complaint does not fall under the federal jurisdiction of Title IX, the Title IX Coordinator must dismiss the complaint under Title IX. The Title IX Coordinator advises the reporting person and refers them to the appropriate office (if applicable).
- b. Contacts the Complainant (victim) to discuss interim remedial and protective measures, support resources, and resolution options.
- c. Invites the Complainant to attend an informational meeting “info session” to discuss their rights and options. Options may include informal resolution or formal resolution through alternative resolution or investigation.
- d. The Title IX Office reviews all resolution options available with the Complainant, including a formal investigation.
- e. If the Complainant does not respond to the Title IX Office's outreach or responds and indicates a desire to not participate in the University's investigative process or responds and requests that an investigation not be conducted, the Title IX Coordinator will make a determination to move forward or close the case, after assessing the potential safety risks to the community. The Complainant's request will be considered when weighing whether or not to open an investigation.

## Title IX Investigation Process

The investigative process begins with a formal written complaint signed by the Complainant outlining the allegations and requesting the university investigate the allegations. The Title IX Coordinator reviews the allegations to determine if the alleged conduct, if occurred as alleged, falls under the Title IX regulations. If the allegations do not fall under the jurisdiction of Title IX per federal Title IX mandates, the Title IX Coordinator will dismiss the complaint and refer the complaint to the appropriate process (if applicable). The Complainant may request to appeal this decision to the Title IX Coordinator to dismiss a complaint under Title IX.

In cases where the Title IX Coordinator determines it is necessary to proceed with an investigation when the Complainant does not wish to proceed as a named party in the investigation, the Title IX Coordinator will sign the complaint and issue a formal Notice of Investigation outlining the allegations.

The Title IX Office may notify other individuals (including the Respondent) or offices within the University of the allegations to mitigate the impacts of any potentially discriminatory conduct (such as implementing interim measures).



# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

If, based on the allegations, the Title IX Office determines the alleged conduct may violate University policies or regulations, a Title IX investigation proceeds as follows.

- 1) The Title IX Coordinator issues a formal Notice of Investigation (NOI) to both parties (the Respondent and Complainant) simultaneously. The NOI includes specifics relating to the allegations and any protective measures, if any, impacting both parties, such as a No Contact Order.
- 2) The Respondent is invited to attend an information session to review the university's Title IX investigative process, interim remedial and protective measures, support resources available to them, and their rights throughout the process.
- 3) Title IX Investigators conduct individual interviews with the Complainant, Respondent, witnesses, and collect all relevant evidence. The Complainant and Respondent are not permitted to participate in each other's interview process.
- 4) All interviews are recorded in written form. Each interviewee is provided with the opportunity to review their respective interview summaries with investigators to ensure accuracy and provide any additional information.
- 5) At the conclusion of a Title IX investigation, the Title IX Coordinator reviews the Final Investigative Report (FIR) to ensure compliance with Federal Law and associated guidance; and institutional policies and procedures.
- 6) Complainants and Respondents are given 10 days to view and provide comments on the FIR for the Title IX investigators to consider.
- 7) After the comment period, Title IX investigators finalize the FIR and provide it to the Title IX Coordinator for a final procedural review.
- 8) The Title IX Office forwards the Final Investigative Report to the appropriate office (SCED, HR, Provost) for institutional disciplinary proceedings.

## Student Respondents

The Title IX Office refers Final Investigation Reports involving USF Student Respondents via conduct referral to Student Conduct & Ethical Development (SCED). This office is responsible for institutional disciplinary proceedings under the Student Code of Conduct. Details about the Student Code of Conduct and institutional disciplinary proceedings administered by SCED are provided in Chapter 5 of this report.

## Employee Respondents

The Title IX Office refers Final Investigation Reports involving USF Employee Respondents to the appropriate office (HR or AA) for adjudication via live hearing administered by a hearing panel or hearing administrator. The hearing process will result in either a finding of responsible or not responsible using the preponderance of the evidence standard. Results of the hearing will be provided to the Complainant and Respondent simultaneously via the Outcome Letter. In cases where there is a finding of responsibility, the appropriate offices will review and impose disciplinary action.

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Right to Appeal Title IX Investigative Report

Both the Respondent and the Complainant may appeal a finding. All appeals should be sent to the Title IX Coordinator (or as otherwise designated) within thirty (30) days of the date of receipt of the Title IX Final Investigative Report. The Title IX Coordinator will forward the appeal to the President's Office for Final Determination and will notify the Complainant and Respondent that the appeal has been filed and the outcome of that appeal.

## Title IX Process Resources

For more information about Title IX and the Title IX investigatory process, consult the resources below. Contact information for the USF Title IX Coordinator and campus-specific contacts is provided in the Contact chapter of this report.

- USF Policy 0-004: Sexual Misconduct/Sexual Harassment (including Sexual Violence): <https://usf.app.box.com/v/usfpolicy0-004>
- USF Regulation 6.0021 (Student Code of Conduct): <https://usf.app.box.com/v/usfregulation60021>
- USF Policy 1-022: Consensual Relationships: <https://usf.app.box.com/v/usfpolicy1-022>
- How to Report a Title IX Incident: <https://www.usf.edu/title-ix/gethelp/file-a-report.aspx>
- USF Title IX website: <https://www.usf.edu/title-ix/>

## Potential Student Sanctions

Sanctions may be imposed on USF students. See Chapter 5 for more information on student sanctions administered by SCED.

## Potential Employee Sanctions

Sanctions may be imposed on USF employees found responsible for sexual assault, dating violence, domestic violence, or stalking via the Title IX investigatory process.

The following USF regulations address disciplinary actions our institution may impose on employees found to have violated USF regulations and policies:

- **USF Regulation 10.212:** Discipline, Misconduct, and Incompetence (Staff) – available on the Office of the General Counsel's website at <https://usf.app.box.com/v/usfregulation10212>

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

- **USF Regulation 10.112:** Discipline, Misconduct, and Incompetence (Faculty) – available on the Office of the General Counsel’s website at <https://usf.app.box.com/v/usfregulation10112>

Employee disciplinary actions are governed by Human Resources pursuant to HR Procedure – USF Progressive Steps for Disciplinary Action, available on the HR website

Potential sanctions for employees found responsible via our institutional processes and proceedings for engaging in sexual assault, dating violence, domestic violence, or stalking are limited to the following disciplinary actions:

- Suspension
- Dismissal

## Confidentiality and Protective Measures

### Protecting Confidentiality

The University protects the confidentiality of victims and other necessary parties in accordance with applicable federal and State of Florida laws. Our institution completes publicly available recordkeeping and, for purposes of Clery Act reporting and disclosure, any identifying information for a victim and witnesses are redacted from any public records request, per Florida statute. All criminal reports are redacted per Florida State Statute 119 and are reviewed by the USF Office of the General Counsel prior to release to any requesting party not involved in the report.

### Range of Protective Measures

Depending on the specifics of the incident and the victim’s wishes, USF can implement protective measures and other accommodations to victims of sexual assault, dating violence, domestic violence, and stalking, regardless of whether the victim is a student or employee. The University maintains as confidential any such accommodations or protective measures provided to victims to the extent that maintaining confidentiality does not impair our ability to provide these measures. This confidentiality is provided to the extent permissible under local, state, and federal law. Accommodations are provided if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Protective Measures for Students

For student victims, complainants, or witnesses relating to an incident of sexual assault, dating violence, domestic violence, or stalking, the range of interim measures to stop, prevent, and remedy these types of sexual harassment may include, but is not limited to, the following:

- Academic accommodations
- On-campus housing accommodations
- Referral to resources
- No contact, non-retaliatory order or directive
- The University can act to remove a Respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. Emergency Removal is not considered a finding or sanction.

Any protective measures made for student victims, complainants, or witnesses will be designed to minimize the burden on their educational program while also ensuring that the university is mindful of the Respondent's rights.

## Protective Measures for Employees

For employee victims, complainants, or witnesses relating to an incident of sexual assault, dating violence, domestic violence, and stalking, the range of interim measures to stop, prevent, and remedy sexual harassment may include, but is not limited to, the following:

- Changing shift hours so they do not overlap with the other party.
- Issuing a no contact, non-retaliatory directive preventing communication and interaction between the Respondent and Complainant or Witnesses.
- Changing the work environment in some other manner so the Complainant and Respondent do not have any workplace interaction.
- The University can act to remove a Respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any individual justifies removal. Emergency Removal is not considered a finding or sanction.

Any protective measures made for employee victims, complainants, or witnesses will be designed to minimize the burden on their work setting while also ensuring that the university is mindful of the Respondent's rights.

# Chapter 4: Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

## Preventative Measures for the USF Community

In addition to the interim measures for students and employees outlined above, the Title IX office coordinates measures to address sexual assault, dating violence, domestic violence, and gender-based stalking across USF.

Such measures include ongoing education and prevention training, awareness training, and the detailed and mandatory “Responsible Employee” training for all employees designated as “Responsible Employees” under the [USF Policy 0-004: Sexual Misconduct/Sexual Harassment](#).

## FERPA and Institutional Disciplinary Action

Our procedures for institutional disciplinary action under SCED or Title IX processes do not constitute a violation of the *Family Educational Rights and Privacy Act* (20 U.S.C. 1232g).



# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

## STUDENT CONDUCT PROCESS

### Student Conduct and Ethical Development Proceedings and Actions

*Incidents involving **students** accused of violating institutional policies and regulations.*

Student Conduct and Ethical Development (further referred to as “SCED”) supports the goals, mission, values, and visions of the University of South Florida (“University” or “USF”) by promoting responsibility and adherence to the standards of behavior outlined in the Student Code of Conduct (“Code”). SCED implements and oversees the Student Code of Conduct and its associated processes and proceedings as codified in USF System Regulation 6.0021, available online at <https://usf.app.box.com/v/usfregulation60021>.

The University of South Florida is an institution with three campuses. An incident will be referred to the campus where the incident occurred or as designated by the Director of SCED, or designee.

The Code and Student Conduct Process apply to the behaviors of any student and student organization regardless of location or forum that are inconsistent with the goals and mission of USF. This includes (1) conduct that may present a danger or threat to the health and/or safety of students or others, (2) conduct that adversely affects the University community and/or the pursuit of its mission, (3) and/or conduct that violates state or federal laws. Students and student organizations are responsible for their guests and may be held accountable for their guests’ behavior.

The Student Conduct Process is educational and designed to address student and student organization behavior; therefore, the University will address any alleged violations of the Code independently of any criminal or civil court process. The Student Conduct Process may be carried out prior to, concurrently with, or following civil or criminal proceedings. Determinations made or sanctions(s) imposed as a result of the Student Conduct Process will not be subject to change because criminal charges were dismissed, reduced, or resolved in favor of the charged student. The University is not required to postpone the Student Conduct Process pending the outcome of any civil or criminal case. Student conduct cases that may result in suspension or expulsion must be resolved prior to the awarding of any degree or certificate.

### Filing an Incident Report

A student and student organization’s conduct may be reported online to SCED by any individual or entity for review of a potential conduct violation(s). A report may be submitted online using the designated referral form. Currently the form is the [Student Conduct and Ethical Development Referral Form](#). Incident reports must be submitted within six (6) months following the incident or obtaining knowledge about the incident, whichever is later. Exceptions to this filing time include, but are not limited to, cases involving sexual harassment,

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

dating violence, domestic violence, and stalking and may include other extraordinary cases, as determined by the Director of SCED, or designee.

All reported information will be reviewed by the Director of SCED, or designee, to determine appropriate next steps to include, but are not limited to, further fact gathering, issuance of charges, referral to another department, or an information meeting to determine resolution of the report and potential conduct violations.

## Temporary Restrictions

Temporary restrictions may be issued to ensure a safe environment that promotes personal accountability and supports student success. SCED can issue temporary restrictions to any student and student organization involved in an incident, regardless of whether a determination of potential violations has been made. These may include, but are not limited to, interim suspension, removal from on-campus housing, no contact orders, restrictions from clubs, events, and organizational activities, and/or restrictions from specific areas on university premises. The student and student organization will receive written notice detailing the issued temporary restrictions.

The charged student's enrollment status will remain unchanged pending the outcome of a Formal Hearing, except in cases of interim suspension. The hearing outcome will indicate if enrollment status will be changed between written notice of outcome of a Formal Hearing and the conclusion of an Appeal, if applicable.

## Issuance of Charges

If the report remains in SCED, the Director of SCED, or designee, will review the incident report to determine if further fact gathering is necessary or if sufficient information exists for the issuance of charges of violations of the Code. In general circumstances, a review of the incident report will be completed to make a determination to issue charges or to conduct further fact gathering, if necessary, within fifteen (15) days of receipt of the incident report.

If sufficient information exists, the student and student organization will receive written notice of charges. The written notice will include date, time, and location of the Informational Meeting, as well as the specific charges of violations of the Code, a brief description of the allegation(s), an invitation to attend an information meeting, and any other details to prepare for the Student Conduct Process.

## Informational Meeting

The charged student or student organization, and in specific cases, complainant will be invited to attend an Informational Meeting with a Hearing Officer. An informational meeting is an opportunity for the Hearing Officer to explain the Student Conduct Process, due process rights, allegations and charges, and review all available information supporting the charges of

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

violations of the Code. Following the Informational Meeting, the Hearing Officer may collect additional relevant information regarding the incident. The charged student or student organization, and in specific cases, complainant will receive written notice of and be provided the reasonable opportunity to review any relevant information gathered after the Informational Meeting prior to resolution. This is a private meeting and will be closed to spectators, unless otherwise specified (e.g., advisor).

A student or student organization, and in specific cases, complainant has up to three (3) days after the Informational Meeting to choose a resolution option. If the charged student or student organization fails to select a resolution option, SCED will proceed with scheduling a Formal Hearing. The type of Formal Hearing forum will be determined by the Director of SCED, or designee, based on the severity of charges, information gathered, and/or possible sanctions (e.g., suspension/expulsion).

If the charged student or student organization, and in specific cases, complainant fails to attend or re-schedule an informational meeting, they will have waived their opportunity to participate in an Informational Meeting, and SCED will proceed with scheduling a Formal Hearing. The type of Formal Hearing forum will be determined by the Director of SCED, or designee, based on the severity of charges and/or possible sanctions (e.g., suspension or expulsion).

## Due Process Rights

### *Charged Student/Student Organization Rights*

The charged student and student organization has the following rights during the Student Conduct Process:

1. Written notice of the charges and allegations.
2. A fair and impartial hearing.
3. The right to presumption that no violation occurred. The burden of proof is on the University, and the standard of proof is the preponderance of the evidence.
4. To be accompanied by an advisor of their choice and expense throughout the Student Conduct Process. For cases under the jurisdiction of Title IX of the Education Amendments of 1972, the University will appoint an advisor for the purpose of cross-examination during a Formal Hearing, if one is not chosen.
5. The opportunity to review all available information supporting the charges of violations of the Code, including all known witnesses who have or may provide information prior to resolution.



## Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

6. The opportunity to present relevant information and witnesses at the Formal Hearing.
7. To not provide self-incriminating testimony. Invoking the right against self-incrimination will not be considered as a negative factor in the decision of the Hearing Officer or Hearing Body.
8. The opportunity to question witnesses and in specific cases, complainants in accordance with the Formal Hearing procedure.
9. To receive written notice of the outcome of the Formal Hearing within five (5) days of the hearing.
10. To submit a written appeal.

In addition to the above, a charged student has the following rights in cases of alleged sexual harassment, stalking, and violence:

1. The ability to request alternate arrangements for participation in the Formal Hearing via audio or live video from another location, and/or to participate in a manner that avoids direct contact with the complainant as long as such participation does not infringe on the charged student's right to question the complainant during the Formal Hearing or infringe on the implementation of Formal Hearing procedure.
2. To submit a written impact statement in advance of the Formal Hearing.
3. To not have prior sexual history considered, except for the testimony offered by the complainant or respondent about their shared sexual history that the panel deems relevant, when determining if a conduct violation has occurred.

### *Complainant Rights*

A complainant has the following rights during the Student Conduct Process:

1. Written notice of the charge(s) and allegations.
2. A fair and impartial hearing.
3. To be accompanied by an advisor of their choice and expense throughout the Student Conduct Process. For cases under the jurisdiction of Title IX of the Education Amendments of 1972, the University will appoint an advisor for the purpose of cross-examination during a Formal Hearing if one is not chosen.
4. The opportunity to review all available information supporting the charges of violations of the Code, including all known witnesses who have or may provide information prior to resolution.

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

5. The opportunity to present relevant information and witnesses at the Formal Hearing.
6. To not provide self-incriminating testimony. Invoking the right against self-incrimination will not be considered as a negative factor in the decision of the Hearing Officer or Hearing Body.
7. The opportunity to question witnesses and the charged student in accordance to the Formal Hearing procedure.
8. To receive written notice of the outcome of the Formal Hearing within five (5) days of the hearing.
9. To submit a written appeal.
10. The ability to request alternate arrangements for participation in the Formal Hearing via audio or live video from another location, and/or participate in a manner that avoids direct contact with the charged student as long as such participation does not infringe on the complainant's right to question the charged student during the Formal Hearing or infringe on the implementation of Formal Hearing procedure.
11. To submit a written impact statement in advance of the Formal Hearing.
12. To not have prior sexual history considered, except for the testimony offered by the complainant or respondent about their shared sexual history that the panel deems relevant, when determining if a conduct violation has occurred.

## Advisor

The charged student, student organization, and in specific cases, complainant (unless the conduct violation is under the jurisdiction of Title IX of the Education Amendments of 1972) may be accompanied by an advisor of their choice and expense throughout the Student Conduct Process with the following guidelines:

1. The advisor cannot have a potential conflict of interest between the University and/or the case or create an unreasonable conflict with the fair administration of the Student Conduct Process. For example, the advisor cannot serve in any other role, including as a witness, an investigator, decider of fact, hearing officer, member of a committee or panel convened to hear or decide the charge or any appeal.
2. The advisor may be present to advise the student and may participate in all aspects of the proceeding but shall not testify for the student. If the advisor is an advocate or legal representative, they must adhere to the same guidelines as any other advisor. =
3. It is the student, student organization, and complainant's responsibility to make appropriate arrangements for their advisor to accompany them throughout the Student

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

Conduct Process. The conduct process will not be delayed due to scheduling conflicts of the chosen advisor.

4. The advisor may be dismissed from the Student Conduct Process for failure to adhere to the parameters of their role. This dismissal will not affect the process and all proceedings will continue.

In cases under the jurisdiction of Title IX of the Education Amendments of 1972, the charged student, student organization, and complainant may be accompanied by an advisor of their choice\* throughout the Student Conduct Process. The following pertains to the role of the advisor in these specific cases.

The advisor must conduct cross-examination of the charged student, student organization, complainant, and witness(es). If the charged student, student organization, or complainant does not have an advisor of their choosing present at the Formal Hearing, the University shall appoint an advisor of the University's choosing for the sole purpose of conducting cross-examination. The University cannot guarantee the appointed advisor will be equal to the chosen advisor of the charge student, student organization, or complainant. Specifically, should the charged student, student organization, or complainant's chosen advisor be an attorney, the University is not obligated to appoint an advisor who is an attorney. A party may reject the University's appointment of an advisor, but they may not proceed without an advisor.

If the party's advisor will not conduct the cross-examination, the University will appoint an advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself.

*\*Choosing an advisor who is also a witness in the Student Conduct Process creates potential for bias and conflict of interest. A charge student, student organization, or complainant who chooses an advisor who is also a witness can anticipate the issues of potential bias will be explored by the Hearing Officer/Hearing Body.*

## Resolution Options

A student or student organization has the right to a resolution of any alleged violation of the Code through the Student Conduct Process unless waived as outlined below. The Student Conduct Process provides two resolution options. Cases involving allegations of sexual harassment, stalking, and violence will be resolved by a Formal Hearing conducted by the University Conduct Board, consistent with state and federal guidelines.

### *Resolution Agreement*

(Except in cases that could result in separation from the University) Available when the charged student or student organization waives their right to a Formal Hearing and appeal, and requests that the Hearing Officer, conducting the Informational Meeting, determine the findings and applicable sanctions. The Hearing Officer reserves the right to collect additional relevant information to make an informed decision. The meeting will not be audio-recorded,

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

and the written outcome will serve as the official record of the Resolution Agreement. The student or student organization will receive written notice of the Resolution Agreement within five (5) days, except in the case of extraordinary circumstances. Written notice of the Resolution Agreement will include the determination regarding responsibility for conduct violations and applicable sanctions.

## *Formal Hearing*

Formal Hearings include two types of forums 1) Administrative Hearing and 2) University Conduct Board.

**Administrative Hearing** - Conducted by a single Hearing Officer who serves as the Hearing Body. If the charged student elects an Administrative Hearing, the charged student waives their right to the University Conduct Board.

**University Conduct Board (UCB)** – Conducted by a panel which serves as the Hearing Body. The UCB consists of two (2) students and one (1) faculty or staff member. A non-voting Hearing Officer will moderate the hearing and be excluded from deliberations. If the charged student elects a University Conduct Board, the charged student waives their right to an Administrative Hearing. The panel is selected from a pool of trained students, faculty, and staff who are members of the UCB. UCB members go through a formal recruitment, selection, and training process facilitated by SCED.

## **Hearing Notice**

The charged student or student organization will receive written notice no later than ten (10) days prior to the date of the Formal Hearing. The written notice will include date, time, and location of the hearing, as well as the specific charges of violations of the Code, a brief description of the allegation(s), names of witnesses to be called by the University, a list of available information to be used in the hearing, an outline of the Formal Hearing proceeding, and the name(s) of the Hearing Officer and Hearing Body. In cases involving sexual harassment, stalking, and violence, or under the jurisdiction of Title IX of the Education Amendments of 1972, the charged student or student organization, and complainant will receive similar written notice no later than fifteen (15) days prior to the date of the Formal Hearing.

## **Basis for Appeal and Appeal Process**

The charged student or student organization and in specific cases, complainant may appeal in writing the outcome of a Formal Hearing within five (5) days of the date of the Formal Hearing outcome letter. The appeal must be in writing to the Dean of Students, or designee, and the burden of proof rests with the individual or organization appealing to clearly demonstrate the basis for appeal.

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

## Basis for Appeal

The basis for appeal includes:

1. A violation of due process rights or failure of the University to follow the Student Conduct Process established in this Code that substantially affected the outcome.
2. The introduction of new information that was not available and could not be presented at the time of the Formal Hearing. The individual appealing must demonstrate how the new information could have substantially affected the outcome. The outcome of a criminal or civil case is not considered new information for the purpose of an appeal.
3. The severity of sanction(s) imposed was disproportionate to the responsible conduct violations.

Additionally, for cases under the jurisdiction of Title IX of the Education Amendments of 1972:

4. The Title IX Coordinator, investigators, or Hearing Officer/Hearing Body had a conflict of interest or bias for or against charged students or complainants generally or the specific charged student, student organization, or complainant that affected the outcome.

An appeal is not a rehearing of the conduct case and will not be accepted simply because the individual is dissatisfied with the outcome of the Formal Hearing.

The charged student or student organization or in specific cases, complainant will receive a written notice of their appeal outcome within ten (10) days of receipt of the appeal, except in extraordinary circumstance as determined by the Dean of Students, or designee. The appeal outcome is the final University decision and there are no further internal University appeals.

A student may seek outside judicial review pursuant to Florida Rule of Appellate Procedure 9.190(b)(3) of a final University decision. If a student seeks a review with the court, a copy of the petition must also be officially served to the University of South Florida Office of the General Counsel at 4202 E. Fowler Avenue, CGS 301, Tampa, Florida 33620-4301.

## SCED Process Resources

For more information about the Student Code of Conduct process, consult the following resources and offices:

**USF System Regulation 6.0021 USF System Student Code of Conduct:**  
<https://usf.app.box.com/v/usfregulation60021>

# Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

SCED Website: <https://www.usf.edu/student-affairs/student-conduct-ethical-development/index.aspx>

## SCED Offices:

### St. Petersburg Campus

Location: Student Life Center (SLC) 1700 131 6th Ave S  
Address: 140 7th Avenue S., St. Petersburg, Florida 33701  
Office Phone: 727-873-4278  
Office Fax: 727-873-4358  
Email: [stp-conduct@usf.edu](mailto:stp-conduct@usf.edu)

### Tampa Campus

Location: John and Grace Allen Building (ALN), Suite 109  
Address: 4202 E. Fowler Ave, Tampa, FL 33620  
Office Phone: 813-974-9443  
Office Fax: 813-974-7383  
Email: [studentconduct@usf.edu](mailto:studentconduct@usf.edu)

### Sarasota-Manatee Campus

Location: Sarasota Manatee Campus (SMC) C107  
Address: 8350 N. Tamiami Trail, Sarasota, FL 34243  
Office Phone: 941-359-4330  
Email: [studentconduct@usf.edu](mailto:studentconduct@usf.edu)

## Sanctions

Students and student organizations found responsible for conduct violations will be assigned sanctions. Sanctions will be commensurate with the responsible conduct violations considering any mitigating circumstances, including but not limited to the charged student or student organization's prior conduct record. Assigned sanctions may include, but are not limited to:

**Alcohol and/or Substance Use Education Sanctions** - Online educational modules, assessments, and/or meeting with a staff member. The charged student or student organization is responsible for any associated fee(s).

**Assignments/Seminar/Workshops:** Requirement to attend, present, and/or participate in an in-person or online, workshop, module, and/or seminar. Written research assignments, behavioral reflection papers, or other educational activities may also be a requirement. These sanctions are intended to provide a student with opportunities to achieve specific learning objectives such as engaging in meaningful reflection on their behavior and the impact on others. The charged student or student organization is responsible for any associated fee.

**Conduct Probation:** A specified period of time when the charged student or student organization is considered not in good conduct standing with the University. Conduct

## Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

probation may result in restrictions of privileges and/or activities which may include, but are not limited to, being prohibited from participating in study abroad, serving in specific student leadership roles (e.g., resident assistant, student government). Conducted probation is a period of reflection on behavior and an opportunity to demonstrate satisfactory citizenship. Further conduct violations while on conduct probation may impact the severity of future sanctions.

**Deferred Suspension:** A specified period of time in which suspension is temporarily withheld pending completion of other sanctions by a specified deadline and the demonstration of satisfactory citizenship. A student or student organization on deferred suspension is considered not in good conduct standing with the University. If the charged student or student organization fails to comply with assigned sanctions, the student or student organization will no longer be on deferred suspension and will be immediately suspended with no further appeal.

**Expulsion:** Permanent separation from the University. The student or student organization is considered not in good conduct standing permanently with the University. The charged student and student organization will not have the ability to return as a student or student organization at any point in time. Expulsion may include a restrictive or no trespass order for all University premises. A transcript overlay will be placed on the charged student's academic transcript and an administrative hold will be permanently placed on the student's account. A record of expulsion will be maintained in the student's permanent conduct file in Student Conduct and Ethical Development. A student assigned this sanction may forfeit tuition, housing rent and fees, and other University fees. A student will be withdrawn from classes and forfeit academic credit accordingly. Students living in University Housing must contact Housing and Residential Education to determine the financial impact of the cancelled contract.

**Housing Restriction:** A specified period of time in which a student is restricted from living in and/or visiting all USF residential facilities (which may include dining halls), including the Greek Village. If applicable, a student may be financially liable for any costs associated with the restriction from living in on-campus housing as outlined in the Cancellation section of the University Student Housing Agreement or Greek Housing Agreement.

**No Contact Order:** Official directive requesting a student refrain from making contact with another individual(s). Contact may include communication by telephone, in writing, electronically, by third party, or in person both on and off campus.

**Restrictions:** Specific loss of privileges that may limit participation in student activities and University events or access and use of university premises (e.g., athletic teams, leadership positions, certain buildings and/or locations).

**Restitution:** Requirement to reimburse the University and/or an individual for the damage, destruction, or vandalism of university buildings or property, private property, and/or personal property. Restitution will be limited to the actual cost of repair or replacement.

## Chapter 5: Student Conduct and Ethical Development Proceedings and Actions

**Suspension:** Separation from the University for a specified period of time. The student or student organization is considered not in good conduct standing during the period of suspension with the University. The student or student organization will not have the ability to return as a student or student organization until the end of the suspension. Suspension may include a restrictive or no trespass order for all University premises. A transcript overlay will be placed on the student's academic transcript, and an administrative hold will be placed on the student's account during the period of suspension. A record of suspension will be maintained in the student's permanent conduct file in Student Conduct and Ethical Development. A student affected by this sanction may forfeit tuition, housing rent and fees, and other University fees. A student will be withdrawn from classes and forfeit academic credit accordingly. Students living in University Housing must contact Housing and Residential Education to determine the financial impact of the cancelled contract.

**Written Reprimand** –An official notice of conduct that is not in accordance with the University's standards of behavior. Further conduct violations may impact the severity of future sanctions.

For a complete list of these sanctions, consult the Student Code of Conduct regulation (<https://usf.app.box.com/v/usfregulation60021>).





# Chapter 6: Missing Student Notification Procedures

Under the Higher Education Act (HEA), USF campuses with on-campus student housing must comply with HEA missing student notification regulations. These regulations apply only to students who reside in on-campus housing. They do not address students living in any non-campus student housing our institution might own or control. In essence, the HEA requires that if a student who lives in on-campus housing is determined to have been missing for 24 hours, our institution has 24 hours after receiving this information in which to initiate specific notification procedures. This requirement does not preclude our institution from making a determination that a student is missing before the student has been missing for a full 24 hours, or from initiating notification procedures as soon as it determines that a student is missing. In other words, our institution must initiate HEA-related procedures if a student has been determined to be missing for 24 hours; however, we may act sooner.

## Missing Student Policy Statement

Under USF Student Policy 30-025: Missing Student Reporting, a student is presumed missing if the student is overdue in reaching home, campus, or another specific location past the student's expected arrival for more than 24 hours, or additional factors lead a reasonable person to believe the student is missing. For the purpose of this policy, a **student** is any person who is *currently enrolled as a full- or part-time student at USF*. This policy applies to all missing students regardless of whether they live on or off campus. This policy is available on the Office of General Counsel's website at <https://usf.app.box.com/v/usfpolicy30-025>.

## How to Report a Missing Student

Any person may report a missing student; however, all USF students and employees who receive a report that a student is missing, or has independent information that a student is missing, **must immediately report** the information or evidence to one of the below-listed institutional organizations. Every report of a missing student must be forwarded to the below-listed institutional organizations regardless of how long the student is believed to have been missing:

- Their campus's designated **Police Department**;
- Their **Dean of Students** or **Student Services Office\***, and/or

\*Note: Asterisked offices have a duty to immediately report to the designated Police Department.

# Chapter 6: Missing Student Notification Procedures

Contact information for these organizational units at our institution is provided below:

## **Tampa Police Department (TPD)**

Location: [411 N Franklin St, Tampa, FL 33602](#)

Phone: [\(813\) 276-3200](#)

## **University Police Department (USFPD)**

Campus location: [4202 E. Fowler Avenue, UPB 002, Tampa, FL 33620](#)

Phone: [\(813\) 974-2628](#)

## **Dean of Students Office**

Campus location: [4202 E. Fowler Avenue, MSC 4301 Tampa, FL 33612](#)

Phone: [\(813\) 974-6677](#)

## **How to Designate a Missing Student Contact**

All USF students are asked to designate an Emergency Contact in OASIS/Banner, our student information system, during orientation and upon enrollment for classes. Residential students will designate a Missing Student Contact in their housing registration process. Students are advised that their Emergency Contact does not have to be the same person as their Missing Student Contact. The option to designate a Missing Student Contact is provided even if the student has already identified a general Emergency Contact.

All USF students may update their Emergency Contact information in OASIS/Banner at any time. Students are reminded every 180 days, as part of their acceptance of the OASIS/Banner Terms of Usage, that they are responsible for regularly monitoring their Emergency Contact.

Students who move into on-campus housing, *regardless of age*, are advised at the time they move into housing that they may designate one individual to be their Missing Student Contact as part of their documentation to live on campus. Students living in on-campus housing may update this information at any time by completing the Missing Student Contact Information form located on the housing portal as well as updating OASIS/Banner. Step-by-step instructions for updating your Emergency Contact and Missing Person Contact in OASIS/Banner is provided in APPENDIX J.

# Chapter 6: Missing Student Notification Procedures

## Missing Student Contact Information Confidentiality and Information Release

Missing Student Contact information is registered confidentially in housing records if the student elected to provide such data upon application or at any time by completing the form on the housing portal. This information will only be accessible to authorized campus officials. These officials may disclose the Missing Person Contact information *only* to law enforcement officials **and** *only* for the purpose of a missing student investigation. By registering a contact person as their Missing Student Contact, the student is, in effect, also providing permission for law enforcement personnel to contact the identified individuals for the purpose of a missing student investigation.

To protect confidentiality, general Emergency Contact information is kept separately from Missing Student Contact information, even if the student has registered the same person for both purposes. Because HEA requires the information to be kept confidential, it has greater privacy protections than the *Family Educational Rights and Privacy Act (FERPA)* provides.

## Missing Student Investigation Procedures

In collaboration with the Dean of Students Office and/or the Office of Housing and Residential Education (if the Missing Student is a Resident Student) or the office designated with student affairs oversight and housing, all efforts will be made immediately to locate a student reported as missing to determine his or her state of health and well-being. These efforts may include, but are not limited to:

- Checking the student's residence hall room, class schedule, friends, and ID card access;
- Locating the resident's vehicle;
- Reviewing email contacts;
- Calling a cell phone number; and
- Contacting the Dean of Graduate or Undergraduate Studies and the Dean of the College, if applicable.

When the missing student is an off-campus student, appropriate family members and/or associates will be encouraged to make an official missing person report to the law enforcement agency with jurisdiction which will serve as the primary investigative agency. The designated police department for the student's institution will cooperate, aid, and assist the primary investigative agency in all ways prescribed by law.

When the missing student is an on-campus resident student, the designated police department for the student's institution will open an official investigation and retain status as the primary investigative agency.

# Chapter 6: Missing Student Notification Procedures

An on-campus resident student is any student who resides in on-campus housing under a housing contract and is currently enrolled.

On-campus housing refers to any student housing facility that is owned or controlled by USF, or is located on property that is owned or controlled by USF, and is within the reasonably contiguous geographic area that makes up USF campuses, is considered an on-campus student housing facility.

## Missing Student Contact Notification

If the student is not located, the student's Missing Student Contact – indicated in the OASIS/BANNER system and/or in their Housing Emergency Contact Information – will be contacted within 24 hours of the USFPD's receipt of the initial report. If the missing student has not designated a Missing Student Contact, then the student's designated Emergency Contact will be contacted. When there is a discrepancy between the Emergency Contact designated in OASIS/Banner and the Missing Student Contact provided to Housing, the student's designated Emergency contact in OASIS/Banner is first contacted. If this contact cannot be reached, then the Missing Student Contact provided to Housing is contacted. If the missing student has neither designated an Emergency Contact nor a Missing Student Contact, then the student's parents, legal guardian, or next of kin will be contacted.

The USFPD, in consultation with the Dean of Students, is responsible for determining whom to contact and when.

If the missing student is under the age of 18 years of age and is not emancipated (i.e., they are not legally independent of their parents), our institution is required to notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Thus, if it has been determined that such a student has been missing for 24 hours, our institution will notify both the student's custodial parent or guardian and the student's Missing Student Contact person, if he or she has registered one, that the student is missing.

## Local Law Enforcement Notification

Once a determination has been made that any student living in on-campus student housing is missing, our institution notifies the local law enforcement agency that has jurisdiction in the area within 24 hours that the student is missing. The only exception is when it was the law enforcement agency that made the determination. This statement addresses any missing student who lives in on-campus student housing regardless of age or status, and regardless of whether he or she registers a confidential contact person.

# Chapter 7: Emergency Notification Procedure

Our institution has procedures in place to immediately initiate Emergency Notifications to the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. "Confirmation" of a significant emergency or dangerous situation means that an institution official (or officials) has verified that a legitimate emergency or dangerous situation exists. Confirmation does not necessarily mean that all of the pertinent details are known or even available at the time. "Immediate threat" means an imminent or impending threat, such as a tornado warning. Other examples of significant emergencies or dangerous situations include, but are not limited to:

- Active Threat incidents
- Armed intruders
- Nearby severe chemical or hazardous waste releases.

Near-campus incidents that are confirmed to pose a significant emergency or dangerous situation to our campus community, such as those listed below, would also trigger our emergency notification procedures:

- A violent crime that constitutes an imminent threat to the campus community (including, but not limited to, homicide, sex offenses, robbery, aggravated assault, and aggravated battery); and
- Occurs within USFPD jurisdiction, including the 1,000 ft. perimeter beyond our Clery-defined campus.

Our institution issues Emergency Notifications in accordance with the emergency response and evacuation procedures outlined in our Emergency Operations Plan (EOP). Each campus within USF has an EOP. Each EOP is written in accordance with the framework outlined in USF Policy 6-010: *Emergency Management*. This policy is available on the Office of the General Counsel's website at [policy-6-010.pdf \(usf.edu\)](https://www.usf.edu/policy/6-010.pdf).

Each campus' EOP contains specific policies regarding emergency response and evacuation procedures, including procedures for immediate notification of their respective campus community via Emergency Notifications. These plans require emergency notifications to be issued for confirmed significant emergencies or dangerous situations which pose an immediate threat to the health or safety of students or employees, as long as doing so would not compromise efforts to assist a victim; contain the emergency; respond to the emergency; or otherwise mitigate the emergency. Our institution utilizes a multi-step process to confirm and issue emergency notifications to our community as follows:

- 1) Confirm there is a significant emergency or dangerous situation.
- 2) Determine the appropriate segment or segments of the campus community to receive an emergency notification.
- 3) Determine the content of an emergency notification; and

# Chapter 7: Emergency Notification Procedure

- 4) Initiate our emergency notification system.

More information regarding the Emergency Notification System (ENS) can be found in USF Policy 6-010: *Emergency Management*. This policy is available on the Office of the General Counsel's website at [policy-6-010.pdf \(usf.edu\)](https://www.usf.edu/policy-6-010.pdf).

## Confirming Significant Emergencies or Dangerous Situations

There are multiple methods for community members to report an incident to university public safety officials. However, confirming whether a significant emergency or dangerous situation exists is the responsibility of trained professionals in the following units: Campus Police Department (UPD), Emergency Management (EM), Environmental Health and Safety (EH&S), Facilities Management Operations, Research Integrity and Compliance, or Student Success. While multiple departments are identified, it is only necessary for one department to confirm the emergency or dangerous situation exists.

Confirmation of these hazards occurs through observation by public safety officials, witness statements, anonymous reports, threats, or alerts received by federal, state, or local agencies

## Determining Appropriate Segment(s) of the Campus Community to Notify

As soon as a significant emergency or dangerous situation has been confirmed, our institution will:

- 1) Take the safety and health of the campus community into account.
- 2) Determine what information to release about the situation; and
- 3) Begin the notification process.

Our institution would not immediately issue a notification for a confirmed significant emergency or dangerous situation if doing so would compromise efforts to:

- Assist a victim.
- Contain the emergency.
- Respond to the emergency; or
- Otherwise mitigate the emergency, e.g., not compromising efforts to mitigate an emergency might be agreeing to a request of local law enforcement or fire department officials.

The campus community will be notified when there is at least the potential that a very large segment of the community will be affected by a situation, or when a situation threatens the operation of the campus. If an emergency affects only a segment of the campus community, a more limited warning may be issued. For example, in the case of a hazardous release, the university may only notify individuals in the building where this occurred. There will be a continuing assessment of the situation and additional warnings will be issued as appropriate based on the available information at the time the Emergency Notification is issued.

# Chapter 7: Emergency Notification Procedure

## Determining the Content of Emergency Notifications

Our Emergency Notification procedures require emergency notifications issued by our institution to include information that will enable members of the campus community to take actions to protect themselves, including information about the following:

- Incident type.
- Incident location.
- Instructions on what actions to take; and
- Other safety information or tips, if necessary.

## Initiating Emergency Notifications

Upon confirmation of a significant emergency or dangerous situation occurring on campus involving an imminent threat to the health or safety of the campus community, either USFPD or Emergency Management (EM) will initiate an emergency notification. In the event USFPD or EM are not able to initiate an AlertUSF message, authorized users in Information Technology, University Communications & Marketing, or the Office of the Vice President for Administrative Services may broadcast messages via AlertUSF. Initiating emergency notifications will occur as outlined in our institution's EOP.

When the emergency notification system is activated, multiple systems are activated simultaneously. In addition to text messages through AlertUSF, desktop computers in labs and class-rooms also receive notifications through our desktop alert system, and there is a siren and loudspeaker system that may also be used to reach those in open air spaces or within select buildings on campus. Our institution uses this spectrum of notification methods to reach large numbers of constituents as quickly and efficiently as possible. As outlined in the EOP, the following tools are used to facilitate incident communications:

- **Homepage** – Emergency messages will be broadcasted to the USF institution's homepage at the affected campus location(s). The website is the best place to receive the most thorough, accurate and up-to-date information during an emergency.
- **Text Message** – Faculty, staff, and students are encouraged to sign-up to receive alerts through text message at USF campuses. For more information, visit the USF Emergency Management homepage.
- **Outdoor Notifications** – Maintained independently at each campus, USF Tampa outdoor notifications provide strobe, tone, and loud voice messages audible by outdoor populations through speaker arrays.
- **Indoor Notifications** – Indoor notification is currently available only within select buildings on the Tampa campus. Contact your facilities manager for more information.
- **Desktop Alert** – Desktop Alerts will appear on desktop computers that are maintained by USF IT and activate when the messages are issued at the Tampa campus. If you

# Chapter 7: Emergency Notification Procedure

encounter issues or do not receive Desktop Alerts on your USF desktop computer, contact IT at [help@usf.edu](mailto:help@usf.edu).

- **Digital Displays** – The Tampa Campus has integrated digital display boards across campus to broadcast emergency language to the displays.
- **Alert Beacons** – Designated rooms on the Tampa campus have installed Alert Beacons which provide tone, strobe, and text.
- **AlertUSF Webpage** – This webpage provides information on active incidents or events that could impact USF. This web page maintains a chronological history of an event by displaying text alerts.
- **USF Safe (App)** – This app is a phone resource that provides safety information, preparedness education, crime prevention tips, and more from University of South Florida UPD.

Our emergency notification system has pre-scripted, pre-approved messages addressing a wide range of possible emergencies. These messages require only minor updates to address specifics of an incident in order to allow emergency notifications to be sent out without delay.

In most cases, the standard pre-scripted messages will be able to address emergencies from initial communication to “all-clear.” For situations that require unique messaging or communication over an extended period of time, the Media/Public Affairs Team or, if activated, the Joint Information Center (JIC), may assume the responsibility for sending out communications using the system. The main website for our institution will be utilized to provide situation updates and should be considered the best place for the campus community and general public to find the most thorough, accurate, and up-to-date information during an emergency.

## Organizational Units Responsible for Emergency Notification Procedures

The chart on the next page also summarizes organizational units with designated individuals responsible for, or authorized to, determine the appropriate segments of the campus community to receive a notification; determine the content of the notification; and initiate the notification. This is indicated via the column headings “Determine Notification Segment,” “Determine Notification Content,” and “Initiate Notification,” respectively. Responsibility is determined based on the type of hazard (emergency or dangerous situation) facing our institution.

While multiple departments are identified on the chart, it is only necessary for one of these organizational units to initiate each identified step in the Emergency Notification process.

## Disseminating Emergency Information to the Larger Community

In the event of an emergency, the USF home page ([usf.edu](http://usf.edu)) will display emergency information. As updates are provided, the appropriate responding public safety authority posts new information. The USF website is the best place to receive the most thorough, accurate, and up-to-date information during an emergency. There may be situations or emergencies,



# Chapter 7: Emergency Notification Procedure

which warrant communication outside our campus community. For example, our institution may use radio and/or TV alerts for the neighboring community.

Typically, when emergency messaging is pushed out by our institution, the local media immediately contacts our Media/Public Affairs team for comment. This team is responsible for developing messaging based on information provided by the incident commander or the Emergency Operations Center (EOC) and communicating with the media. Depending on the nature of the emergency, a press release may be sent out and a press conference may be scheduled. For situations spanning a longer period of time, the Media/Public Affairs team will provide the media with regular updates and be responsible for responding to all media inquiries. The Media/Public Affairs team is part of University Communications and Marketing and may pull resources from other groups within that department to assist during an emergency. Depending on the nature of the emergency, a JIC may be activated to provide the necessary communications resources for the event. If the JIC is activated, the Media/Public Affairs team will become part of it.

Responsible Organizational Unit	Determine Notification Segment	Determine Notification Content	Initiate Notification
University Police	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Emergency Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Environmental Health and Safety	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Information Technology	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Joint Information Center	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Office of the Vice President of Administrative Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
University Communications and Marketing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Human Resources	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Research Integrity and Compliance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Executive Policy Group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Facilities Management Operations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

# Chapter 8: Testing Emergency Notification, Response and Evacuation Procedures

Our institution has procedures in place to test our emergency notification, response, and evacuation procedures on at least an annual basis. Such tests may be announced or unannounced. These tests are regularly scheduled, contain drills, exercises, and follow-through activities. “Drills” are activities that test a single procedural operation, e.g., an evacuation drill. “Exercises” are tests involving coordination of efforts, e.g., a test of the coordination of first responders, including police, firefighters, and emergency medical technicians. “Follow-through activities” are designed to review the test, e.g., a survey or interview to obtain feedback from participants. Our tests are designed to assess and evaluate our emergency plans and capabilities.

More information regarding tests of our emergency evacuation procedures can be found in USF Policy 6-025: Fire and Emergency Evacuation Drills available via the Office of the General Counsel’s website at <https://usf.app.box.com/v/usfpolicy6-025>.

## Emergency Notification System Tests

The university tests its Emergency Notification System at least once per semester on a scheduled basis to ensure all components are operational and that our policies and plans accurately dictate the procedures utilized. Tests of the Emergency Notification System are coordinated with Emergency Management, USFPD, University Communications and Marketing, Information Technology, and appropriate university administration.

During these scheduled tests, USFPD or USF Emergency Management activates all components of the **AlertUSF** system.

All tests of the Emergency Notification System are announced and are communicated to the university community through the MyUSF web portal (available to all students, faculty, and staff).

## Emergency Response Procedures Tests

Our institution tests its emergency response procedures at least annually to ensure that our institution’s plans and procedures are viable and allow our institution and partner public safety officials an opportunity to practice responding to various emergencies and dangerous situations. These tests are coordinated by Emergency Management and key departments on campus responsible for responding to or facilitating response-and-recovery operations after an incident.

Our emergency procedures tests are scheduled and contain drills and exercises. These tests follow the Homeland Security Exercise and Evaluation Program (HSEEP) guidelines.

More information about our emergency response procedures and their testing can be found on the Emergency Management website (<http://usf.edu/em>), within each USF campus’ EOP, and on *Emergency Situation Protective Action* cards within each classroom on our campus. A sample *Emergency Situation Protective Action* card is provided in APPENDIX G.

# Chapter 8: Testing Emergency Notification, Response and Evacuation Procedures

## Emergency Evacuation Procedures Tests

In accordance with USF Policy 6-025: *Fire and Emergency Evacuation Drills*, USF has procedures in place to ensure the safe, timely, and orderly evacuation of building occupants during an actual fire or other building emergency. Per Florida Fire Prevention Code, Florida Statute 633.0215, and the referenced USF policy, our institution is required to test its evacuation procedures on an annual basis. However, in practice, our evacuation procedures are tested on a per semester basis for on-campus residential buildings and annually, at a minimum, for applicable non-residential buildings. Integral components of the USF policy and associated procedures include the following:

- Annual fire and emergency evacuation drills are required to be conducted for all USF high hazard buildings equipped with a required fire alarm system. A "high hazard building" designation is defined as one that: *contains combustible matter or flammable conditions dangerous to the safety of life or property; in which persons receive educational instruction; in which persons reside; excluding private dwellings; or, containing three or more levels.*
- All fire and emergency evacuation drills are unannounced in practice, excluding notification of vested parties required to coordinate drill activities, e.g., Residence Life Coordinators, Resident Assistants, Facility Managers, etc., are typically notified prior to a drill.
- All occupants must evacuate when alarms are sounded or when authorities initiate an evacuation order. Occupants with disabilities, who cannot independently evacuate, must evacuate to the nearest area of rescue/refuge, typically a stairwell landing.
- All occupants of high hazard buildings must participate in the fire drill.

USF Policy 6-025: *Fire and Emergency Evacuation Drills* requires a multi-disciplinary approach for the effective implementation and maintenance of emergency evacuation procedures for USF. The following organizational units are responsible for implementing and maintaining these procedures:

- Environmental Health and Safety;
- USFPD;
- Facilities Management;
- College/Division Heads; and
- Facility Managers.

# Chapter 8: Testing Emergency Notification, Response and Evacuation Procedures

These units work together on the following:

- Policy maintenance, updates, and communication;
- Training (providing or receiving);
- Drill coordination activities;
- Drill evaluation; and
- Process improvement identification and implementation.

For more information about our emergency evacuation procedures, consult the Emergency Evacuation page of the EH&S website: <https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-drillprocedure.pdf>

## Communicating Our Emergency Response and Evacuation Procedures

USF Environmental Health and Safety (EH&S) and USFPD provide training to USF employees and students regarding our emergency response and evacuation procedures as part of orientation. Emergency response and evacuation information is included in the Student Handbook provided to each student at the initiation of each semester. EH&S offers fire safety training, including evacuation procedures training, based on USF Policy 6-025: *Fire and Emergency Evacuation Drills*, to USF staff employees on a biennial basis as well as per request to additional USF organizational units.

Further, EH&S provides emergency response and evacuation policy and procedures training as part of their fire safety training to applicable Department of Housing & Residential Education employees at the beginning of each semester. These individuals are part of the Residence Life & Education Team and, as such, are subsequently responsible for the dissemination of USF Policy 6-025 and associated procedural information to campus residents.

## Documenting Tests of Our Emergency Notification, Response, and Evacuation Procedures

For each test of the emergency notification, response, and evacuation procedures conducted by our institution, the following is documented pursuant to Clery Act requirements:

- A description of the exercise (i.e., the test);
- The date the test was held;
- The time the test started and ended; and
- Whether the test was announced or unannounced.

## Chapter 8: Testing Emergency Notification, Response and Evacuation Procedures

Emergency Management (EM) is responsible for maintaining USF records of Emergency Notification System tests and Emergency Response Procedures tests. In addition to the Clery Act documentation requirements, EM also documents the status of the systems tested and any outstanding after-action items, respectively, for these tests.

Environmental Health and Safety (EH&S) is responsible for maintaining USF records of tests of our Emergency Evacuation Procedures. In addition to the Clery Act documentation requirements, EH&S also maintains documentation of any outstanding after-action items from testing our emergency evacuation procedures. Per USF Policy, a Facility/Safety Liaison for each college or division is required to complete a Fire Exit Drill Evaluation form for test/drills conducted in their respective area(s). The executed form is subsequently filed in the applicable building records and a copy provided to EH&S. A copy of the **Fire Exit Drill Evaluation** form is located on the EH&S Fire Safety website at <https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-firedrillform.pdf>.



# Chapter 9: Emergency Evacuation Procedures

Preparation is essential: Determine in advance the nearest exit from your work location and the route you shall follow to reach that exit in an emergency. Emergency evacuation signage is posted in buildings. Building occupants should become familiar with evacuation routes that do not require elevator access and assembly points outside of the building. Establish an alternate route to be used in the event your route is blocked or unsafe. Never assume that an alarm is a drill – treat all alarm activations as actual emergencies.

## How to Evacuate During an Emergency

- 1) Exit the building as soon as possible via the nearest exit.
- 2) Do not use elevators to exit the building during an evacuation as they may become inoperable.
- 3) Walk, do not run. Do not push or crowd.
- 4) If unable to evacuate due to disability, shelter in the area of rescue/refuge, typically a stairwell landing, and wait for assistance from emergency responders.
- 5) Keep noise to a minimum so you can hear emergency instructions.
- 6) Use handrails in stairwells; stay to the right.
- 7) Follow instructions from emergency personnel.
- 8) Move quickly away from the building to your assembly point\* unless otherwise instructed.
- 9) If possible, go to a grassy area and keep roadway and walkways clear for emergency vehicles.
- 10) Do not return until notified by emergency personnel that it is safe to do so.

*\*Assembly Points: Emergency assembly points are areas of campus that are uphill and upwind from the hazard, away from power lines, falling debris, and other hazards where persons can assemble to be accounted for, to be provided minor first aid, receive further instructions, and obtain information. This is the first place to go until other areas and buildings on campus can be evaluated for safety and possible occupancy.*

For more information on what to do during a building evacuation, visit the Environmental Health and Safety Emergency Evacuation Procedures website:

<https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-drillprocedure.pdf>.

## How to Shelter in Place

During certain emergencies – particularly chemical, biological or radioactive material releases – some weather emergencies, or the threat of imminent danger, you may be directed to “shelter in place” rather than evacuate the building.

Depending on the type of emergency, directions to shelter in place may be sent using a variety of communication tools, including: siren/loudspeaker system, AlertUSF, and/or digital screens.

# Chapter 9: Emergency Evacuation Procedures

- 1) Stay inside the building or find a safe place.
- 2) If you are in a room with a door, make sure the door is closed.
- 3) In various campus buildings, doors may lock manually, remotely, or not at all. If applicable and time permits, lock doors.
- 4) If you are in a room with a window, make sure the window is closed and remain clear of the window.
- 5) Remain where you are until further direction from emergency personnel.

Always follow all directions provided by emergency response personnel.

## Fire Alarm Procedures

The general USF Fire and Emergency procedures are as follows:

- Immediately evacuate the building via the nearest exit when the fire alarm is activated.
- If unable to evacuate due to a disability, shelter in the area of rescue/refuge, typically a stairwell landing, and wait for assistance from drill volunteers or emergency responders.
- Instruct visitors and students to evacuate and assist them in locating the nearest exit.
- Do not use elevators to exit the building during an evacuation as they may become inoperable.
- Carry only those personal belongings that are within the immediate vicinity.
- Close doors to limit the potential spread of smoke and fire.
- Terminate all hazardous operations and power off equipment.
- Close all hazardous materials containers.
- Remain outside of the building until the building is released for re-entry.
- Do not restrict or impede the evacuation.
- Convene in the designated grassy gathering area and await instruction from emergency responders or drill volunteers. Avoid parking lots.
- Report the fire alarm deficiencies (e.g., trouble hearing the alarm) to facilities personnel for repair.
- Notify evacuation drill volunteers or emergency responders of persons sheltering in the areas of rescue/refuge.
- Never assume that an alarm is a “false alarm.” Treat all fire alarm activations as emergencies and evacuate the building or shelter in the area of rescue/refuge, if applicable.

# Chapter 9: Emergency Evacuation Procedures

More information regarding fire and emergency evacuation procedures (e.g., USF High Hazard Buildings and USF Fire Drill Relocation Areas) can be found on these USF websites:

Fire and Emergency Evacuation Procedures:

<https://www.usf.edu/administrative-services/environmental-health-safety/documents/firesafety-drillprocedure.pdf>

Fire and Emergency Evacuation Drills and Procedures:

<https://www.usf.edu/administrative-services/environmental-health-safety/programs-services/fire-safety/residential-info.aspx>







<b>Aggravated Assault</b>	An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
<b>Arson</b>	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. <i>Note: Do not classify fires of suspicious or unknown origin.</i>
<b>Burglary</b>	The unlawful entry of a structure or conveyance to intent to commit a crime therein.
<b>Business Day</b>	Monday through Friday, excluding any day when the institution is closed.
<b>Campus</b>	1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution's educational purposes, including residence halls and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
<b>Campus Security Authority (CSA)</b>	There are four types of individual or organizations that are considered a CSA under the Clery Act: (1) A campus police or security department personnel. (2) Individuals with security-related responsibilities. (3) Individuals or organizations identified in institutional security policies as an individual or organization to which students and employees should report criminal offenses. (4) An official who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.
<b>Clery Geography</b>	Clery crime and incident statistics are reported according to the following <i>Clery Act</i> -defined geographical categories: on campus; on-campus residential; non-campus building or property; and public property. <b>On Campus</b> The <i>on-campus</i> category of Clery Geography encompasses the following: <i>Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's education purposes, including residence halls; and</i> <i>Any building or property that is within or reasonably contiguous to the area identified in the above paragraph that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).</i>

<p><b>Clery Geography, continued</b></p>	<p><b>Non-Campus Property</b></p> <p>The <i>non-campus</i> category of Clery Geography encompasses the following:</p> <p><i>Any building or property owned or controlled by a student organization officially recognized by the institution; or</i></p> <p><i>Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.</i></p> <p><b>Public Property</b></p> <p>The <i>public property</i> category of Clery Geography encompasses the following:</p> <p><i>All public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a streets, sidewalks, and other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes.</i></p>
<p><b>Dating Violence</b></p>	<p>Under the Clery Act, <i>dating violence</i> is defined as follows:</p> <p>Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.</p> <p>(1) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.</p> <p>(2) For the purpose of this definition—</p> <p>(i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.</p> <p>(ii) Dating violence does not include acts covered under the definition of domestic violence.</p> <p>(3) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.</p> <p>Under the State of Florida Statutes, <i>dating violence</i> is defined as follows:</p> <p>Violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:</p> <ol style="list-style-type: none"> <li>1. A dating relationship must have existed within the past six months;</li> <li>2. The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties; and</li> <li>3. The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship.</li> </ol>
<p><b>Destruction or Damage or Vandalism of Property</b></p>	<p>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. Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender's bias.</p>

<p><b>Domestic Violence</b></p>	<p>Under the Clery Act, <i>domestic violence</i> is defined as follows:</p> <ul style="list-style-type: none"> <li>(1) A felony or misdemeanor crime of violence committed— <ul style="list-style-type: none"> <li>(i) By a current or former spouse or intimate partner of the victim;</li> <li>(ii) By a person with whom the victim shares a child in common;</li> <li>(iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;</li> <li>(iv) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or</li> <li>(v) 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.</li> </ul> </li> <li>(2) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.</li> </ul> <p>Under the State of Florida Statutes, <i>domestic violence</i> is defined as follows:</p> <p>Any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. “Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.</p>
<p><b>Federal Bureau of Investigation’s (FBI) Uniform Crime Reporting (UCR) Program</b></p>	<p>A nationwide, cooperative statistical effort in which city, university and college, county, state, tribal, and federal law enforcement agencies voluntarily report data on crimes brought to their attention. The UCR program also serves as the basis for definitions of crimes in Appendix A to this subpart and the requirements for classifying crimes in this subpart.</p>
<p><b>Hate Crime</b></p>	<p>A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of this section, the categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.</p>
<p><b>Hierarchy Rule</b></p>	<p>A requirement in the FBI’s UCR program that, for purposes of reporting crimes in that system, when more than one criminal offense was committed during a single incident, only the most serious offense be counted.</p>
<p><b>Intimidation</b></p>	<p>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. Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender’s bias.</p>

<b>Larceny-Theft</b>	<p>The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.</p> <p><i>Constructive possession</i> is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.</p> <p>Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender’s bias.</p>
<b>Motor Vehicle Theft</b>	<p>The theft or attempted theft of a motor vehicle.</p> <p><i>Note: Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned – including joy riding.</i></p>
<b>Murder and Non-negligent Manslaughter</b>	<p>The willful (non-negligent) killing of one human being by another. This includes any death caused by injuries received in a fight, argument, quarrel, assault, or commission of a crime.</p> <p><i>Note: Murder/Non-negligent Manslaughter does <b>not</b> include deaths caused by negligence, assaults/attempts to murder, suicides, fetal deaths, traffic fatalities, accidental deaths, or justifiable homicides (defined as and limited to the killing of a felon by a peace officer in the line of duty, or the killing of a felon during the commission of a felony, by a private citizen).</i></p>
<b>Negligent Manslaughter</b>	<p>The killing of another person through gross negligence (defined as the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another).</p> <p><i>Note: Negligent Manslaughter does <b>not</b> include deaths of persons due to their own negligence, accidental deaths not resulting from gross negligence, or traffic fatalities.</i></p>
<b>Professional Counselor</b>	<p>A person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.</p>
<b>Programs to Prevent Sexual Assault, Dating Violence, Domestic Violence, and Stalking</b>	<p>(1) Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault, dating violence, domestic violence, and stalking that –</p> <ul style="list-style-type: none"> <li>(i) Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcomes: and</li> <li>(ii) Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.</li> </ul> <p>(2) Programs to prevent sexual assault, dating violence, domestic violence, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees, as defined in paragraph (j)(2).</p>
<b>Public Property</b>	<p>All public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus.</p>
<b>Referred for Campus Disciplinary Action</b>	<p>The referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.</p>
<b>Robbery</b>	<p>The taking or attempting to take anything of value from the care, custody, or control of a person by force or threat of force or violence and/or by putting the victim in fear.</p>

<p><b>Sexual Assault</b></p>	<p>Under the Clery Act, sexual assault is defined in accordance with the FBI’s UCR Program. Sexual Assault is defined as 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.</p> <p><i>Under State of Florida Statutes, sexual battery is defined as follows:</i></p> <p>Oral, anal, or vaginal penetration by, or union with the sexual organ or another or the anal or vaginal penetration of another by any other object, however, sexual battery does not include an act done for bonafide medical purpose.</p> <p>“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure of the alleged victim to offer physical resistance to the offender.</p>
<p><b>Simple Assault</b></p>	<p>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. Crime is only reported if it was motivated, in whole or in part, by the offender’s bias.</p>
<p><b>Stalking</b></p>	<p>For the purposes of complying with the requirements of the VAWA, any incident meeting the below definition is considered a crime for the purposes of Clery Act reporting.</p> <p>(1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—</p> <ul style="list-style-type: none"> <li>(i) Fear for the person’s safety or the safety of others; or</li> <li>(ii) Suffer substantial emotional distress.</li> </ul> <p>(2) For the purpose of this definition—</p> <ul style="list-style-type: none"> <li>(i) <i>Course of conduct</i> means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by an action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.</li> <li>(ii) <i>Substantial emotional distress</i> means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.</li> <li>(iii) <i>Reasonable person</i> means a reasonable person under similar circumstances and with similar identities to the victim.</li> </ul> <p>Under State of Florida Statutes, <i>stalking</i> is defined as follows: A person who willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person commits the offense of stalking.</p> <p><i>Harass</i> means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.</p> <p><i>Cyberstalk</i> means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.</p>
<p><b>Test</b></p>	<p>Regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities.</p>

## Crime and Incident Definition Sources

Under the Clery Act, counting and disclosing statistics for criminal offenses, hate crimes, arrests, and referrals for disciplinary action is done based on definitions provided by the Federal Bureau of Investigation's (FBI's) Uniform Crime reporting (UCR) Program. The definitions for *Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Carrying, Possessing, etc., Law Violations, Drug Abuse Violations, and Liquor Law Violations* are from the *Summary Reporting System (SRS) User Manual* from the FBI's UCR Program. The definitions of *Fondling and Incest and Statutory Rape* are from the FBI's *National Incident-Based Reporting System (NIBRS) Data Collection Guidelines* edition of the UCR. *Hate Crimes* are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. Note that, although the law states that institutions must use the UCR Program definitions, Clery Act crime

reporting does not have to meet all of the other UCR Program standards.

For the categories of *Domestic Violence* and *Stalking*, the Clery Act specifies that our institution must use the definitions provided by the Violence Against Women Act of 1994 and repeated in the Department's Clery Act regulations [34 CFR 6668.46(c)(6)(A)(i)] for statistical report.

For more information regarding how Clery crimes and incidents are classified and reported, consult *The Handbook for Campus Safety and Security Reporting: 2016 Edition*, available at the U.S. Department of Education website: <https://www2.ed.gov/admins/lead/safety/handbook.pdf>. Questions regarding specific statistics presented in this report should be directed to your institution's Clery Coordinator.



# TITLE IX

## PROHIBITS SEXUAL HARASSMENT, SEXUAL VIOLENCE, STALKING, INTIMATE PARTNER VIOLENCE & GENDER-BASED DISCRIMINATION

### ABOUT TITLE IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

### HOW TO REPORT

- ✓ Online Title IX Report Form at [usf.edu/title-ix](https://usf.edu/title-ix)
- ✓ Call Title IX Office at 813-974-4373
- ✓ Email [titleixreports@usf.edu](mailto:titleixreports@usf.edu)
- ✓ Walk in or mail at 4202 E Fowler Ave, ALN 172 Tampa, FL 33620
- ✓ Anonymous reports via independent third-party company EthicsPoint at [secure.ethicspoint.com](https://secure.ethicspoint.com) or 813-974-8411



### EMERGENCY

**USF Police Dial 911**  
UPB 002 • 813-974-2629  
[usf.edu/police](https://usf.edu/police)



### CONFIDENTIAL RESOURCES

**Center for Victim Advocacy**  
SVC 2057 • 813-974-5756  
[usf.edu/student-affairs/victim-advocacy](https://usf.edu/student-affairs/victim-advocacy)



**Counseling Center**  
SVC 2124 • 813-974-2831  
[usf.edu/student-affairs/counseling-center](https://usf.edu/student-affairs/counseling-center)

**Student Ombudsman**  
(For conflict resolution)  
ALN 191 • 813-974-0835  
[usf.edu/student-affairs/ombuds](https://usf.edu/student-affairs/ombuds)



**Student Health Services**  
SHS 100 • 813-974-2331  
[usf.edu/shs](https://usf.edu/shs)

**TITLE IX COORDINATOR**  
Maggie Denney, M.Ed., LMHC  
4202 E Fowler AVE, ALN 172  
Tampa, FL 33620  
813-974-8616  
[denney1@usf.edu](mailto:denney1@usf.edu)



# VAWA

## VIOLENCE AGAINST WOMEN ACT



### VAWA IS FOR EVERYONE

Protecting all students, faculty, staff, administration regardless of orientation and/or identity.

### ABOUT VAWA

This Act was established to address and reduce incidents of relationship violence, stalking, and sexual violence by coordinating community response, providing funding for rape crisis centers and domestic violence shelters, and providing rights to those who experience these crimes.

### HOW TO PRESERVE EVIDENCE

Preserve evidence if you intend to report the incident

- Do not wash bedding, towels, clothing
- Do not erase voicemails, texts, or emails
- Avoid bathing, showering, brushing teeth
- Avoid eating, drinking, using the toilet
- Avoid cleaning the crime scene

### YOUR RIGHTS UNDER VAWA

**You have the right to report the incident, or not, to law enforcement, to the University, or to any confidential campus resources**

**You do not need to report an incident to police to receive protective measures from the University**

**Protective measures may include but are not limited to risk assessment, safety planning, on-campus housing or workplace accommodations, no contact orders, class changes**

**Disciplinary proceedings will be prompt, fair, and impartial. Every case is unique and will vary in length**

**Proceedings conducted by officials who receive annual training on these specific crimes, conducting an investigation, protecting victim safety and promoting accountability**

**The Complainant and Respondent have the same rights, including the right to be accompanied to any proceedings by an advisor of their choice**

### NOTICE OF NONDISCRIMINATION

Pursuant to Title IX, USF does not discriminate on the basis of sex in educational programs or activities. Such protection extends to students and employees. Any inquiries concerning Title IX, policies, procedures or the application of Title IX may be referred to the Title IX Coordinator. The most up to date information is available on the Title IX website at [usf.edu/title-ix](http://usf.edu/title-ix). When appropriate, USF will take steps to prevent the recurrence of harassment, including sexual violence, and to correct any discriminatory effects of harassment.



*Guide for Victims of*

**Sexual Assault & Harassment**

**Domestic, Relationship,  
& Dating Violence**

**Stalking**



**UNIVERSITY OF  
SOUTH FLORIDA**

## TABLE OF CONTENTS

<b>Introduction .....</b>	<b>3</b>
<b>Victim Disclosure, Employee Obligation to Report, and Confidentiality.....</b>	<b>4</b>
Confidential Campus Resources .....	4
Employees Who Must Report Disclosures.....	5
<b>Reactions to Victimization .....</b>	<b>6</b>
<b>Center for Victim Advocacy .....</b>	<b>7</b>
Crimes Served by CVA .....	7
Services Offered by CVA.....	7
<b>In the Immediate Aftermath of a Crime .....</b>	<b>8</b>
Sexual Assault/Rape/Sexual Battery .....	8
Stalking and/or Domestic, Relationship, and Dating Violence.....	9
<b>Reporting Options for Victims .....</b>	<b>10</b>
Reporting a Crime to Law Enforcement.....	10
Injunctions for Protection .....	11
Reporting Sexual Discrimination, Harassment or Assault Under Title IX .....	12
Misconduct by a Student .....	13
Misconduct by an Employee.....	13
Options if you do not wish to report.....	13
<b>Confidential Campus Resources .....</b>	<b>14</b>
<b>Non-Confidential Campus Resources .....</b>	<b>15</b>
<b>Off-Campus Resources.....</b>	<b>16</b>
<b>Notes.....</b>	<b>17</b>

## INTRODUCTION

This guide is for USF-Tampa students and employees who experience rape or other sexual violence,\* sexual harassment, relationship or dating violence, domestic violence, and stalking.

In the immediate aftermath of any of the above interpersonal crimes or situations, victims may feel confused, shocked, and may not know what to do, whom to tell, or where to seek help. Victims are often concerned about their privacy and safety. This guide is intended to assist victims in understanding their options and resources in the event of any interpersonal crime.

**IMPORTANT! If in imminent danger, call 911.**

Due to the potential for increased risk, victims of intimate partner violence (domestic, relationship, or dating violence) and stalking are urged to consult confidentially with a victim advocate at USF's Center for Victim Advocacy (see *Resources*, page 15) for an individualized risk assessment, safety planning, and exploration of options. The advocate will help you pursue any reporting options you choose, as safely as possible.

## LGBTQ+ STATEMENT

USF strives to promote the safety and well-being of all students and employees. The information in this guide is applicable to students and employees regardless of their sexual orientation, gender identity, or gender expression. The Center for Victim Advocacy is aware that anyone who is perceived as not conforming to traditional sex and gender stereotypes may be targeted for sexual harassment, assault, and/or hate crimes. In addition, interpersonal violence does occur in same-sex relationships. All advocates have been trained as LGBTQ+ allies through the USF Safe Zone ally training program.

## DISABILITY STATEMENT

USF strives to promote the safety and well-being of all students and employees. The information in this guide is applicable to students and employees regardless of their disability status. The Center for Victim Advocacy is aware that persons with disabilities may be targets of crime, abuse, or harassment and our advocates are committed to providing accessible and available services. For reasonable accommodations, please contact us at 813-974-5756 (FL Relay 711) and/or va@usf.edu.

*\* There are different terms used by different states to refer to sex crimes, such as sexual assault, rape, sexual violence, or, as in Florida, sexual battery. In this guide, we will refer to these crimes generically as "sexual assault," since that is the term most commonly used.*

## VICTIM DISCLOSURE, EMPLOYEE OBLIGATION TO REPORT, AND CONFIDENTIALITY

USF encourages victims of sexual violence or harassment, relationship or dating violence, domestic violence, and stalking to talk about the incident or situation with someone they trust to receive needed support and to allow the university to respond appropriately.

### **Confidential Campus Resources**

Employees of the following campus resources can provide confidential support and services to you and are **not required** to report disclosures of sexual violence or harassment, relationship or dating violence, domestic violence, and stalking:

- Center for Victim Advocacy
- Counseling Center
- Student Health Services
- Ombuds Office
- Students with Disabilities Services

You can seek assistance from employees of these services without prompting a Title IX Incident Report to be filed. The only exceptions to this confidentiality are the following circumstances which require employees listed as confidential resources to report a situation to authorities:

- When child abuse is involved.
- When there is the potential of imminent harm to self or others.
- When a student victim is under the age of 18.

### **Center for Victim Advocacy Confidentiality Statement**

The USF Center for Victim Advocacy assures confidentiality to all who utilize the department's services. All of the advocates are certified by the State of Florida's Office of the Attorney General as advocates and are considered confidential. Client names, identifying information, and any disclosures of a crime will be kept confidential unless an advocate receives explicit permission from the client to release the information to a specific third party, or the University received a legal directive to release the information, such as a subpoena or an Office of Civil Rights request.

### **Employees Who Must Report Disclosures**

With the exception of those USF employees of the departments indicated above, other employees are obligated to report disclosures of sexual violence or harassment, relationship or dating violence, domestic violence, and stalking by students or employees to the Title IX Office.

Employees who are mandated by official university policy to report include:

- Employees who supervise other employees
- All faculty
- Employees or students who oversee student activities and/or who supervise or oversee students
  - Resident assistants (RAs)
  - Academic advisors
  - Student activity coordinators
  - Graduate assistants (GAs)
- University Police Department

As discussed above, for purposes of campus safety, certain employees of USF are required to report instances of sexual violence or harassment, relationship or dating violence, domestic violence and stalking that come to their attention. In addition, certain USF System employees, known as Campus Security Authorities (CSAs), are mandated under federal law to report such crimes and their location per the Clery Act. The victim's name and identifiers are anonymous. CSAs include, but are not limited to RAs, academic advisors and student activity coordinators. In some instances, well-intentioned friends or family members of a victim may contact law enforcement or other officials to report the incident or situation, even when the victim does not wish for others to know.

For some victims, when a mandated report is filed, the victim may feel disempowered or as though they have lost control of the situation. The Center for Victim Advocacy can provide an advocate who can explain your rights under these circumstances and ensure that your privacy and rights are considered by those responsible for responding to the report. When a mandated report is submitted, it goes directly to the Title IX Coordinator, who will reach out to the victim to provide resources, explain the victim's rights to submit a Title IX complaint, and offer the victim the choice to (1) close the report (2) wait on the report to consider their options (3) file a Title IX complaint. The victim is offered an information session with the Title IX Office. This meeting in no way obligates the victim to move forward with a complaint. Rather, this meeting allows the Title IX Coordinator to answer any questions or concerns the victim may have. Although the Title IX Office is not confidential, steps are taken to protect a victim's privacy.

*USF cannot require you, as a victim, to participate in any investigation or misconduct proceeding against your will. Title IX officials at USF uphold your rights in order to help you make the best decision for yourself given the circumstances.*

For more information about the reporting obligations of USF employees, please refer to *USF System Policy 0-004: Sexual Misconduct/Sexual Harassment (including Battery)* at <http://generalcounsel.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf>

## REACTIONS TO VICTIMIZATION

Initially you may react to victimization with shock, disbelief, or denial. You may do your best to try to forget the incident and just go on with your life. Perhaps you believe that being strong means trying to recover on your own and not asking for help. This approach may work for a while, but most of us are not prepared for the disruption to our daily lives that traumatic events often bring. You may experience one or more of the following involuntary reactions, which are ordinary reactions to trauma:

- Sleep disturbances and/or nightmares
- Changes in eating behavior: loss of appetite, overeating, nausea
- Inability to concentrate or focus
- Constantly thinking about or visualizing the traumatic event
- Hypervigilance and increased startle reaction
- Emotional outbursts of crying or anger
- Irritability
- Feeling numb
- Loss of interest in school, work, or usual activities
- Inability to push yourself to attend class or work, resulting in unexcused absences
- Flashbacks in which you re-experience sensory moments from the incident

As stated above, these can be normal, involuntary reactions over which you do not have initial control. As unpleasant as these reactions are to endure, they are biochemically triggered as your brain attempts to process the trauma.

Also know that any reaction to trauma is normal and everyone responds to trauma differently – there is no one *right* way to respond.

Additionally, the offender may be someone you know. If this is true for you, you may:

- Feel betrayed because you trusted this person
- Have difficulty trusting others
- Blame yourself for trusting the offender
- Be grieving the loss of the friendship or relationship in addition to coping with the violence and betrayal

Remember that trust is a good thing – betrayal of trust is not. Learning to trust again is part of your healing process and it may take time.

Advocates at The Center for Victim Advocacy provide trauma-informed care and can help you to understand your reactions and feelings in relation to what has happened to you (see *Resources*, page 15). USF's Counseling Center is also a resource for helping you understand and cope. If you find your academic success or employment negatively affected, an advocate may be able to offer assistance in remedying problems in academics and employment due to victimization.

# CENTER FOR VICTIM ADVOCACY

## Overview

The Center for Victim Advocacy (CVA) provides free and confidential services to USF students, faculty, and staff who have experienced crime, violence, or abuse, regardless of if it occurred on or off campus. CVA serves people of all gender identities and sexual orientations. The role of an advocate is to provide support, explore options, and assist the client with any advocacy needs they may have.

## Crimes Served by CVA:

- Assault
- Battery
- Sexual Battery
- Child Abuse
- Kidnapping
- Harassment
- Stalking
- Hate Crime
- Domestic Violence/Relationship Violence
- Cybercrime/Identity Theft
- Robbery/Burglary
- Secondary Victimization
- Other crimes as deemed appropriate by CVA staff

## CVA Services:

CVA's services are tailored to meet the individual needs of the client and are delivered at the request of the client. No student, faculty, or staff is required to engage in any services or to access an advocate unless they so choose. CVA services can include:

- Crisis Intervention
- Emotional Support
- Personal and Systems Advocacy
- Court, Campus proceedings, and Medical Accompaniment
- Information, Options, and Referrals
- Safety Planning
- Assistance filing a report, injunction for protection, or crime victim's compensation claim

## To connect with an advocate:

- Call 813-974-5756
- Visit the CVA Office: SVC 2057



## IN THE IMMEDIATE AFTERMATH OF A CRIME

It may be difficult to start thinking about what you need to do next and you may feel overwhelmed trying to sort through all of your available options. Let the following tips guide you in understanding your options.

### Sexual Assault/Rape/Sexual Battery

- **Sexual battery (rape)** – oral, anal or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object.
- Do not go to a hospital emergency room unless you have physical injuries requiring immediate medical attention.
  - Forensic medical exams (“rape kits”) are **not** performed at Student Health Services or at hospitals in Hillsborough County/Tampa, but rather by the Crisis Center of Tampa Bay (See *Resources*, page 17).
  - Exams can be performed up to 120 hours (5 days) after the assault.
  - The Crisis Center can also provide STI preventative medication and emergency contraception.
  - The Crisis Center’s services are all free of charge and you do not have to file a report to access them.
- Preserve evidence as much as possible until it is collected. If you may want to report in the future, it is important to preserve as much evidence as possible.
  - Avoid bathing or showering, urinating, eating, washing clothes worn during the assault, or washing bedding or towels that were part of the incident. Store items in a brown paper bag.
  - Save all communications to or from the offender or witnesses via voicemail, text, social media, or email about the incident.
  - If you are unsure if you want to report the crime, you may still want to preserve the evidence. However, even if you did not preserve evidence, you may still report the crime.
- The forensic exam process can be distressing, although every effort will be made to make you as comfortable as possible.
  - You may want a friend or family member and/or your advocate from CVA to accompany you to the off-campus location for the exam.
  - Even if you choose not to have a USF advocate accompany you, the Crisis Center of Tampa Bay will have an advocate present.
- An advocate (see *Resources*, page 16 for USF Victim Advocate contact information) can provide safety planning, help you determine your immediate needs, and assist you in obtaining assistance in areas such as:
  - Housing and relocation
  - Academics
  - Work
  - Injunction for Protection (“restraining order”) – used to restrict offender’s contact with you (see pg. 10 for more information)
- If you would like to report the sexual assault, please see *Reporting Options*, page 10.

## Stalking and/or Domestic, Relationship, and Dating Violence

Due to the increased risk of danger, victims of these types of crimes are urged to consult confidentially with a victim advocate at CVA for an individualized risk assessment, safety planning, and exploration of options. The advocate will help you pursue any reporting options you choose as safely as possible.

***If you believe  
you are in  
danger, dial  
911  
immediately.***

- **Stalking** – Repetitive or menacing pursuit, following, harassment or interference with the peace or safety of a member of the community; or the safety of any of the immediate family members or friends of that person.
- **Relationship violence** – A pattern of coercive control by one partner over the other that involves psychological abuse tactics, and other forms of abuse, such as physical, sexual, and financial.
- Seek medical care, if needed.
  - Hospital emergency room
  - Student Health Services
  - Other medical provider of your choice
  - A victim advocate can accompany you or meet you at the facility if you are interested
- Preserve evidence as much as possible.
  - Leave damage to property or dwelling as is for law enforcement to document; avoid changing or washing clothing that may be torn or contain blood evidence; make sure that bruises and other injuries are photographed by police, medical caregivers, or, as a last resort, a friend or relative.
  - Save communications to or from the offender or witnesses via voicemail, text, social media, or email about the incident.
  - If you are unsure if you want to report the crime, you may still want to preserve the evidence. However, even if you did not preserve evidence, you may still report the crime.
- An advocate (see *Resources*, page 15 for the USF Center for Victim Advocacy contact information) can provide safety planning, help you determine your immediate needs, and assist you in obtaining changes or accommodations in areas such as:
  - Housing and relocation or safe emergency shelter
  - Academics and work
  - Transportation
  - Legal aid
  - Injunction for Protection
- If you would like to file a report, please see *Reporting Options*, page 10. It is strongly encouraged that you work with a Victim Advocate to engage in individualized risk assessment, safety planning, and exploration of options due to the increased risk of danger associated with these types of crimes.

## REPORTING OPTIONS FOR VICTIMS

Depending on the circumstances of your situation, you have a number of options if you wish to report what has happened to you:

- Report to local law enforcement.
- Disclose to the Title IX Coordinator in the Title IX Office, requesting informal or alternative solutions.
- File a formal complaint with the Title IX Office that may lead to a formal action.
- Report student misconduct through the Office of Student Rights and Responsibilities (see *Resources*, page 16). NOTE: Any Title IX related concerns will be forwarded to the Title IX Office for action.
- Report misconduct anonymously through Ethics Point, USF's third-party resource, by calling 866-974-8411 or online at <https://secure.ethicspoint.com/domain/media/en/gui/14773/index.html>.
- Choose not to report.

If you are hesitant to report sexual misconduct to the university because of underage drinking or illegal substance use, please be aware of USF's *Medical Amnesty (Student Reporting) Policy 30-004*, which encourages the reporting of sexual assault in such circumstances and helps protect the victim from misconduct sanctions (<http://generalcounsel.usf.edu/policies-and-procedures/pdfs/policy-30-004.pdf>).

***If you believe you are in danger, dial 911 immediately.***

### Reporting a Crime to Law Enforcement

For criminal offenses such as sexual assault, stalking, domestic violence, or relationship or dating violence, a report can be made to the law enforcement agency that has jurisdiction over the location of the incident:

- Campus: University Police Department (UPD)
- City of Tampa: Tampa Police Department
- Temple Terrace: Temple Terrace Police Department
- Unincorporated Hillsborough County: Hillsborough County Sheriff Department

You may contact the appropriate law enforcement agency directly or you may contact an advocate in CVA to assist you in making the report. The benefits of using a USF advocate include:

- An advocate is on-call 24/7, including weekends and holidays, to respond in person to victims reporting a violent crime.
- An advocate can help you determine the jurisdiction.
- An advocate can accompany you to make the report, if you choose.
- The advocate can continue to assist you throughout the investigation.
- If the case results in court proceedings, the advocate can continue to support you throughout the legal process.

The University Police Department (UPD) has a well-deserved reputation for providing a sensitive response to victims of crime. When you contact UPD, you will be offered the services of an advocate from CVA. When you contact off-campus law enforcement agencies, you typically will not be offered an advocate. If you are reporting a sexual assault to any local law enforcement agency, the police officer will contact the Sexual Assault Services of the Crisis Center of Tampa Bay to initiate the forensic exam process. You may find it helpful to contact an advocate in CVA for accompaniment and advocacy through the reporting process. *Be aware that once a report has been made to UPD, they must investigate the crime.*

A detective/investigator may interview you at the time you make the report and/or in the days following your initial report. Your advocate can accompany you to the interview(s), if you choose.

The State Attorney's Office in the jurisdiction where the crime occurred has the authority to prosecute crimes when there is enough evidence to pursue the case. The decision to prosecute is made by the prosecutor on behalf of the State of Florida.

### **Injunctions for Protection**

Injunctions for Protection are often referred to as "restraining orders" or "orders for protection" in some states. You do not have to report the crime in order to request an Injunction for Protection. The intention of an Injunction for Protection is to restrict the offender's access to the victim in an effort to prevent future harm. Some offenders will abide by the terms of the injunction, but others will not. For this reason, Injunctions for Protection, when granted, are not guarantees of safety.

The process for requesting an Injunction for Protection is complex:

- Requires you (the "petitioner") to complete the correct form
- Requires very specific, detailed information
- Can be denied based on wrong form or omission of details

To increase the chances of a successful petition, you can ask an advocate from CVA to assist you with the documentation and filing. Attending the petition hearing and having to testify can be confusing and frightening, but you do not have to handle this alone. Your advocate can guide you through the process and accompany you to court hearings for the injunction.

### **Reporting Sexual Discrimination, Harassment or Assault Under Title IX**

Due to the increased risk of danger, victims of intimate partner violence (domestic violence, relationship or dating violence) and stalking are urged to consult confidentially with a victim advocate at CVA for an individualized risk assessment, safety planning, and exploration of options. The advocate will help you pursue any reporting options you choose as safely as possible.

***If you believe  
you are in  
danger, dial  
911  
immediately.***

Title IX protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance (20 U.S.C. § 1681). Title IX applies to USF programs and activities, as related both to education and employment. USF is committed to providing an environment free from sex discrimination, including sexual harassment and sexual assault. See the USF System Policy 0-004 Sexual Misconduct/ Sex Harassment available at <http://generalcounsel.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf>.

USF has a central reporting protocol for violations of Title IX. To file a Title IX report you may:

1. Walk in to the Office of Title IX and VAWA Compliance in ALN 172
2. Turn in a Title IX report via [www.usf.edu/title-ix](http://www.usf.edu/title-ix)
3. Email the Title IX office at [titleixreports@usf.edu](mailto:titleixreports@usf.edu)
4. Mail a report to the Office of Title IX and VAWA Compliance, 4202 E. Fowler Ave, ALN 172, Tampa, FL 33620

It is important to remember that you are the person in control and in charge of what actions will be taken. The Title IX Office works to ensure that your rights are protected by providing education about the process (Information Session) and consultation to you. Your advocate is always welcome to join you in any meeting held with Title IX.

Title IX also prohibits retaliation against anyone who, in good faith, has made allegations of sexual assault or who has testified, assisted, or participated in any investigation, proceeding, or hearing related to Title IX. If you believe that you have experienced retaliation, contact your advocate or the Title IX Coordinator directly, or contact University Police if you are concerned for your safety.

The USF Title IX Coordinator is:  
Maggie Denney  
4202 E. Fowler Ave, ALN 172  
Tampa, FL 33620  
813-974-8616  
[denney1@usf.edu](mailto:denney1@usf.edu)

### **Misconduct by a Student**

If the conduct includes a USF student, the Office of Student Rights and Responsibilities will most likely be involved in the adjudication of a Student Code of Conduct violation. Title IX related issues in the Student Code of Conduct are issues that involve sexual misconduct. Please see the code at:

<http://regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf>

The University works to address policy violations and does not have the authority to legally arrest, charge, or prosecute someone for a policy violation.

NOTE: In cases of crimes, when UPD is involved, actions by UPD fall within their role as law enforcement, thus giving UPD the ability to address the crime.

### **Misconduct by an Employee**

If the conduct involves an employee, the Title IX Office will work with Human Resources to adjudicate the matter. This may involve policies that specifically outline expectations for employee conduct.

### **If you do not want to report or are uncertain about reporting the incident**

Remember, if you do not wish to report the sexual assault, stalking, or other interpersonal crime, USF offers the confidential services of the Center for Victim Advocacy, the Counseling Center, and Student Health Services to you (see Resources, page 15).

You can still access many services including a forensic exam, medical assistance, accommodations, risk assessment, support, injunction for protection, housing, and academic support without filing a report about the crime or incident.

## CONFIDENTIAL CAMPUS RESOURCES

### Center for Victim Advocacy (CVA)

CVA is staffed by professional victim advocates who are designated Victim Services Practitioners. They are able to provide crisis intervention, ongoing support services, advocacy for academic, financial, housing, conduct, criminal justice or civil justice matters occurring due to crime or abuse, risk assessment and safety planning, accompaniment on and off campus to hearings, court, medical appointments, and other appointments related to victimization and recovery, and offer assistance with completion of documents and forms for filing complaints, applying for State Crime Victims Compensation, and requesting Injunctions for Protection.

[sa.usf.edu/advocacy/](http://sa.usf.edu/advocacy/)  
Student Services Building (SVC) 2057  
**Office: 813-974-5756**  
**24-Hour Victim Helpline: 813-974-5757**

### Counseling Center

The Counseling Center provides brief, confidential counseling services to currently enrolled USF students and has licensed mental health clinicians, social workers, and psychologists on staff.

[usf.edu/student-affairs/counseling-center](http://usf.edu/student-affairs/counseling-center)  
Student Services Building (SVC) 2124  
**Office: 813-974-2831**

### Student Health Services

Student Health Services provides general health, sexual health, and gynecology services in a supportive, student-centered environment. The office has medical doctors, physician assistants, board-certified psychiatrists, and advanced registered nurse practitioners on staff.

[usf.edu/student-affairs/student-health-services](http://usf.edu/student-affairs/student-health-services)  
SHS 100 (located east of the USF Bookstore)  
**Office: 813-974-2331**

*All offices listed above adhere to professional, legal, and ethical guidelines established by the State of Florida, professional organizations, and federal laws. Confidentiality does not apply in circumstances of immediate risk of harming yourself or others, child abuse or neglect, abuse of vulnerable adults, or a court order. Additional limits to confidentiality may apply to students under the age of 18.*

## NON-CONFIDENTIAL CAMPUS RESOURCES

### **University Police Department (UPD)**

[usf.edu/administrative-services/university-police](http://usf.edu/administrative-services/university-police)

Emergency: 911

Non-Emergency: 813-974-2628

### **Title IX Office**

<http://usfweb2.usf.edu/EOA/>

ALN 172

**Office:** 813-974-4373

### **Student Conduct & Ethical Development**

[sa.usf.edu/srr/](http://sa.usf.edu/srr/)

ALN 109

**Office:** 813-974-9443



## OFF CAMPUS RESOURCES

### **Crisis Center of Tampa Bay (Sexual Assault Services)**

The Sexual Assault Services unit at the Crisis Center of Tampa Bay provides victim advocacy for the larger Hillsborough County community and is Hillsborough County's authorized location for forensic evaluations and treatment, often referred to as "rape kit exams." The exams are performed by Sexual Assault Nurse Examiners (SANEs) who are Advanced Registered Nurse Practitioners specifically trained to collect evidence from victims of sexual assault. Forensic exams for sexual assault victims from USF-Tampa receive that service free of charge through this program.

[crisiscenter.com/content/19/Sexual-Assault-Services.aspx](http://crisiscenter.com/content/19/Sexual-Assault-Services.aspx)

**24-Hour Crisis Hotline:** 2-1-1

**Contact:** 813-234-1234

### **The Spring**

The Spring is the certified domestic violence shelter in Hillsborough County. They provide safe emergency shelter, a 24-hour crisis hotline, safety planning, advocacy, and transitional housing, among other services.

[thespring.org/](http://thespring.org/)

**24-Hour Crisis Hotline:** 813-247-SAFE (7233)

### **Hillsborough County Sheriff's Office**

[hcsotampa.fl.us/](http://hcsotampa.fl.us/)

Emergency: 911

Non-Emergency: 813-247-8200

### **Tampa Police Department**

[tampagov.net/dept\\_police/](http://tampagov.net/dept_police/)

Emergency: 911

Non-Emergency: 813-231-6130

### **Temple Terrace Police Department**

[templeterrace.com/index.aspx?nid=171](http://templeterrace.com/index.aspx?nid=171)

Emergency: 911

Non-Emergency: 813-989-7110

**NOTES**

This publication was supported by funding from the Rape Prevention Education grant provided by the Centers for Disease Control and Prevention (CDC) through the Florida Department of Health (DOH). The contents are solely the responsibility of the authors and do not necessarily represent the official view of the U.S. Department of Health and Human Services, CDC, or DOH.

**Center for Victim Advocacy**

Office: 813-974-5756

24/7 Victim Helpline: 813-974-5757

4202 E. Fowler Avenue, SVC 2057

Tampa, FL 33620

[usf.edu/advocacy](http://usf.edu/advocacy)

Last Updated: 10/26/2021

# IN CASE OF EMERGENCY...

UNIVERSITY OF SOUTH FLORIDA®  
PROTECTIVE ACTIONS GUIDE

If you are in a classroom with students when an emergency occurs, you are in a position of authority. Students will look to you for direction. We realize that this may be an uncomfortable and uninvited position; however, students who participated in focus groups on emergency preparedness unequivocally stated that they would always look to a faculty member for guidance during an emergency.

Should an emergency occur, please refer to the protective actions on this sheet for guidance. Depending on the complexity and type of emergency, normal class schedules may be suspended.

## Know Your Location

**Provide your location when calling 911.**

## Emergency Door Locks

If the room is equipped with an emergency door lock system:

- The button should be pressed if there is an immediate threat in your vicinity.
- **Doors must be fully closed for locks to engage.**
- Call 911 once the button has been pressed.

## Common Protective Actions

- Always be aware of your surroundings.
- Remain calm and help others do the same.
- Create distance between you and the hazard.
- Follow all verbal instructions, messages, and alerts.
- Report any suspicious activities to **University Police** by calling **974-2628**.

### If Instructed to **Shelter-in-Place**

- Stay where you are.
- Close all doors and windows and create a seal around them with available materials.

## Active Threat

- **Run – Hide – Fight:** If possible, run from the threat. If unable to run, hide out of sight behind adequate cover. If faced with the threat, use your resources to fight back.
- Silence all cell phones and other equipment that may produce sound.
- Continue to evaluate the threat and trust your instincts to keep yourself safe.
- Have **one person** from the room call 911 if you have information to provide or injuries to report.

>> Flip Over for More Information <<

### Fire, Smoke, or Explosion

- Activate the nearest fire alarm and evacuate the area.
- Notify others as you evacuate.
- Do not use elevators, use only stairwells.
- Assist individuals with disabilities to areas of refuge within stairwells and notify public safety officials of their location.
- Close doors behind you as you leave to limit spread of fire and smoke.
- **Call 911 when you are safely out of the building.**
- Remain a safe distance from the building in a grassy area, avoiding parking lots.

### Severe Weather and Tornadoes

- Move to an interior room on the lowest level of the building, away from doors and windows.
- Monitor weather broadcasts.
- Remain in place until severe weather passes.

### Hazardous Materials Release

- Evacuate the area immediately.
- Call Environmental Health and Safety at 974-4036 or University Police at 974-2628 for assistance. If an emergency, call 911.
- If you come in to contact with the material, rinse with copious amounts of water and do not rub skin. Seek medical attention.
- Shelter-in-place if directed.

### Power Outages

- Move cautiously to a lighted area.
- Follow instructions from public safety officials.

### Bomb Threat or Suspicious Item

- Evacuate the area immediately.
- Notify others around you.
- Call 911 and provide as much information as possible.
- Do not touch or disturb any objects.

### Suspicious Person

- Do not physically confront the person or block access to an exit.
- Do not allow anyone to follow you into access controlled areas.
- Call 911 and provide as much information about the person and direction of travel as you can.

### Important Phone Numbers

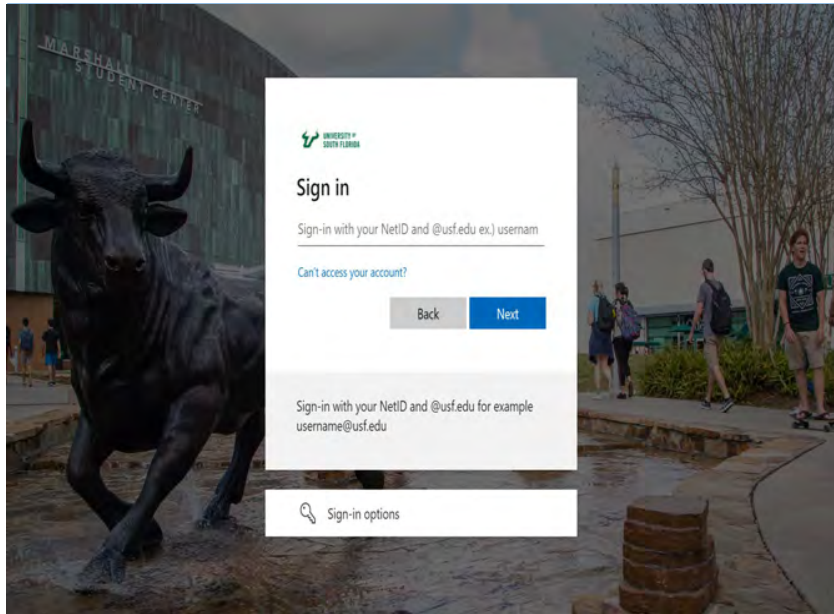
- Emergency: 911
- University Police (non-emergency): (813) 974-2628
- Environmental Health & Safety: (813) 974-4036
- USF Emergency Management: (813) 974-0870

# Be Prepared.



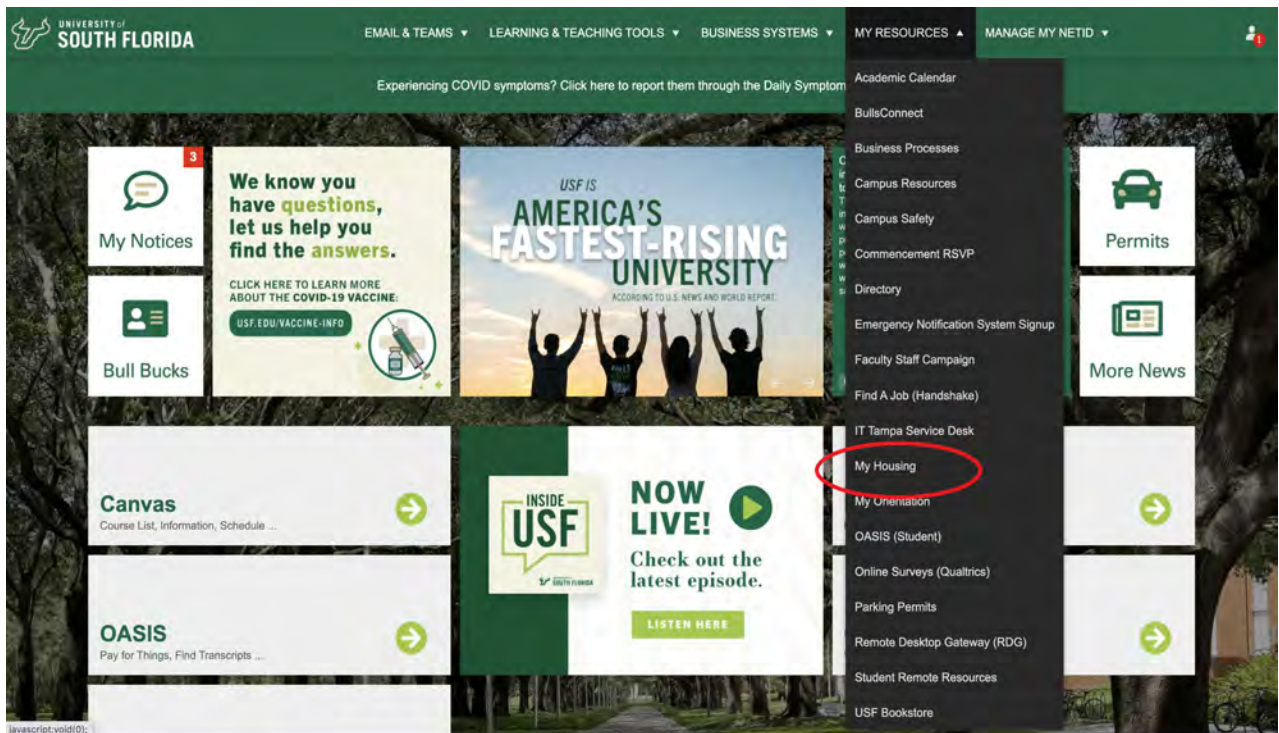
usf.edu/em  
813-974-0870

## STEP #1: Visit my.usf.edu



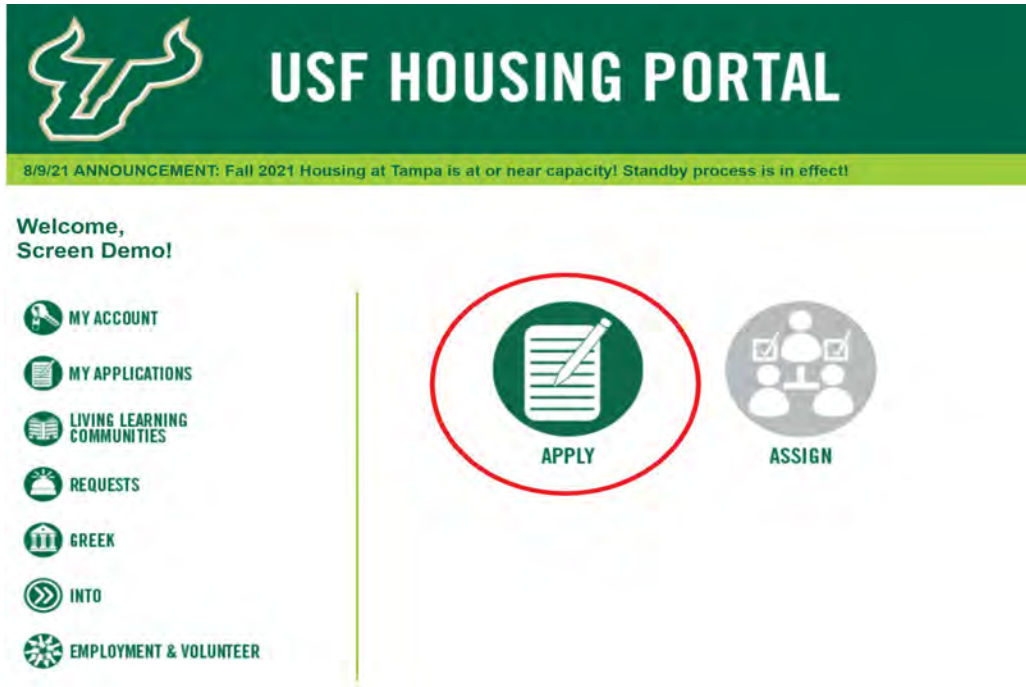
## STEP #2: Log in with your credentials

## STEP #3: Click on *My Resources* & then click on *My Housing*

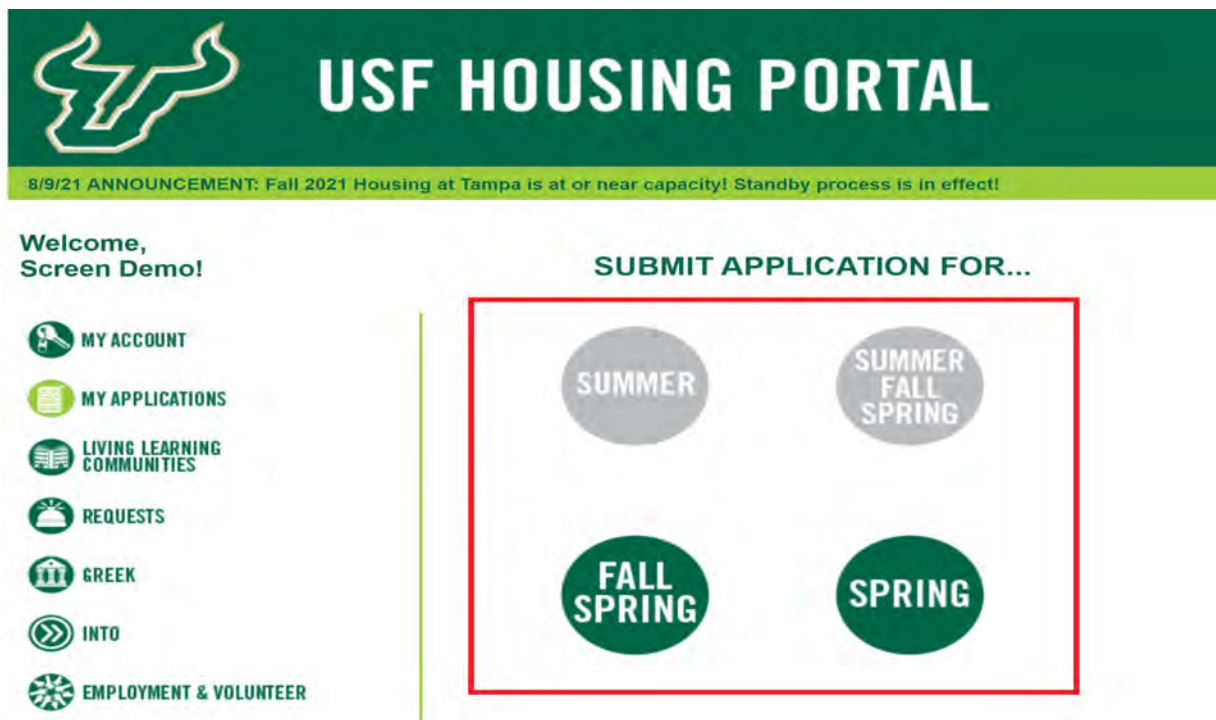


**STEP #4:** You are now in the Housing portal. Click on *Apply*

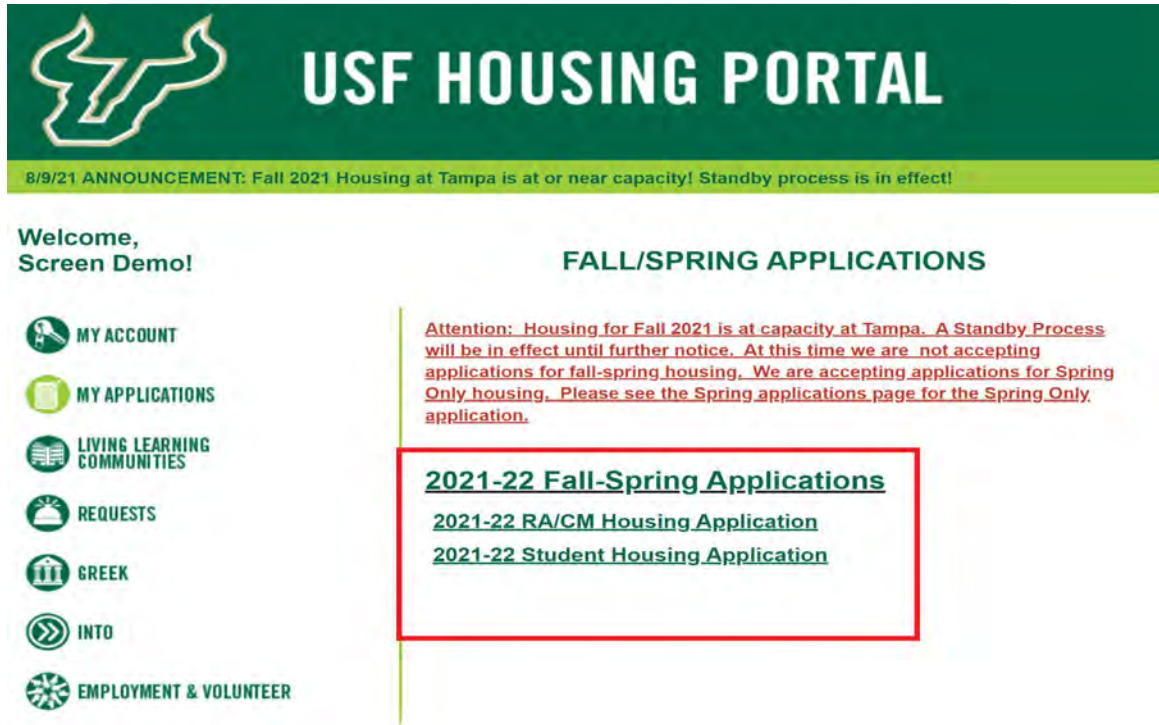
*(Use these steps to apply for housing and add your Missing Student Contact Information via your housing application.)*



**STEP #5:** Click on the desired term you are applying to

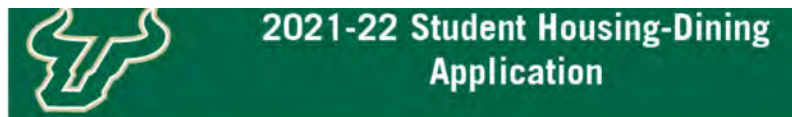


**STEP #6:** Click on the Application you applying for



The screenshot shows the USF Housing Portal interface. At the top, there is a green banner with the USF logo and the text "USF HOUSING PORTAL". Below the banner, a green bar contains the announcement: "8/9/21 ANNOUNCEMENT: Fall 2021 Housing at Tampa is at or near capacity! Standby process is in effect!". The main content area is divided into two columns. The left column is titled "Welcome, Screen Demo!" and contains a vertical menu with icons and labels: "MY ACCOUNT", "MY APPLICATIONS", "LIVING LEARNING COMMUNITIES", "REQUESTS", "GREEK", "INTO", and "EMPLOYMENT & VOLUNTEER". The right column is titled "FALL/SPRING APPLICATIONS" and contains a red-bordered box with the following text: "Attention: Housing for Fall 2021 is at capacity at Tampa. A Standby Process will be in effect until further notice. At this time we are not accepting applications for fall-spring housing. We are accepting applications for Spring Only housing. Please see the Spring applications page for the Spring Only application." Below this, the box lists "2021-22 Fall-Spring Applications" with two sub-links: "2021-22 RA/CM Housing Application" and "2021-22 Student Housing Application".

**STEP #7:** You are now viewing the Housing Application;  
Click *Continue* to move forward



The header for the application page features the USF logo on the left and the text "2021-22 Student Housing-Dining Application" in white on a dark green background.

Welcome, [REDACTED]

Living on campus is an integral part of the overall college experience. Whether you are a new student coming to campus for the first time or a seasoned resident at USF, we want you to know that the residential experience at USF is characterized by support, strong interpersonal connections, and academic engagement.

**Attention: Housing for Fall 2021 is at or near capacity at Tampa. A Standby Process will be in effect until further notice. Submitting a 2021-22 Student Housing Application will not guarantee a housing assignment.**

This application process will provide you the opportunity to indicate some preferences regarding your room assignment. While the choices you make today are important to assisting USF Housing & Residential Education with providing you the best experience possible, please note that you have the ability to update your preferences until you are assigned.

We encourage you to keep up to date with USF Housing & Residential Education by keeping an eye on your University email account, our [website](#), and our [Facebook page](#).

If you have any questions or need assistance with completing a 2021-22 Student Housing Application, please contact us at [housing@usf.edu](mailto:housing@usf.edu) or by phone at 813-974-0001. We are available Monday - Friday from 8:00am to 5:00pm.

Go Bulls!

USF Housing & Residential Education  
4202 E. Fowler Avenue, RAR 229  
Tampa, FL 33620, USA  
Office: 813-974-0001  
Email: [housing@usf.edu](mailto:housing@usf.edu)





**STEP #8:** Fill in all information, including *Missing Student Contact*

2021-22 Student Housing-Dining Application

Please review the following information for accuracy. Any record with a red asterisk (\*) is required and must be completed. If you see a record that you feel is in error and cannot be corrected on this screen, then you must make said change(s) either on your OASIS account and/or with the [Registrar's Office](#).

Student Biographical Information

First Name: <input type="text" value="Amy"/>	Middle Name: <input type="text"/>	Last Name: <input type="text" value="Pounders"/>
University ID: <input type="text" value="U45047757"/>	Gender: <input type="text" value="Female"/>	Gender Identity: <input type="text"/>

Student Contact Information

Home Address	Billing Address
Address1: <input type="text" value="5296 53rd St N"/>	We recognize that some students wish for a parent or guardian to receive information about their billing. In order to facilitate this for those who desire it, we ask that you provide contact information. Please note that providing this information grants USF Housing & Residential Education the ability to contact this individual for billing issues/concerns. <b>Providing this information is optional.</b>
Address1b: <input type="text"/>	
City: <input type="text" value="St Petersburg"/>	
State: <input type="text" value="Florida"/>	
Zip Code: <input type="text" value="33709"/>	
Country: <input type="text"/>	
Phone: <input type="text" value="(727)526-1990"/>	
Phone Cell: <input type="text" value="727-409-4087"/>	
USF Email: <input type="text" value="apounders@usf.edu"/>	
Relation: <input type="text"/>	
First Name: <input type="text"/>	
Last Name: <input type="text"/>	
Phone Home: <input type="text"/>	
Phone Cell: <input type="text"/>	
Email: <input type="text"/>	

Emergency Contact

Emergency Contact Information will assist University officials in contacting the appropriate person in times of emergency. **Providing this information is optional.**

Relation: <input type="text"/>
First Name: <input type="text"/>
Last Name: <input type="text"/>
Phone Home: <input type="text"/>
Phone Work: <input type="text"/>
Phone Cell: <input type="text"/>
Email: <input type="text"/>

Missing Student Contact

Missing Student Contact Information will only be released to law enforcement officials if it is determined that you are missing. **This contact can be different than your emergency contact. Providing this information is optional.**

Relation: <input type="text"/>
First Name: <input type="text"/>
Last Name: <input type="text"/>
Phone Home: <input type="text"/>
Phone Work: <input type="text"/>
Phone Cell: <input type="text"/>
Email: <input type="text"/>

Missing Student Contact

Missing Student Contact Information will only be released to law enforcement officials if it is determined that you are missing. **This contact can be different than your emergency contact. Providing this information is optional.**

Relation: <input type="text"/>
First Name: <input type="text"/>
Last Name: <input type="text"/>
Phone Home: <input type="text"/>
Phone Work: <input type="text"/>
Phone Cell: <input type="text"/>
Email: <input type="text"/>

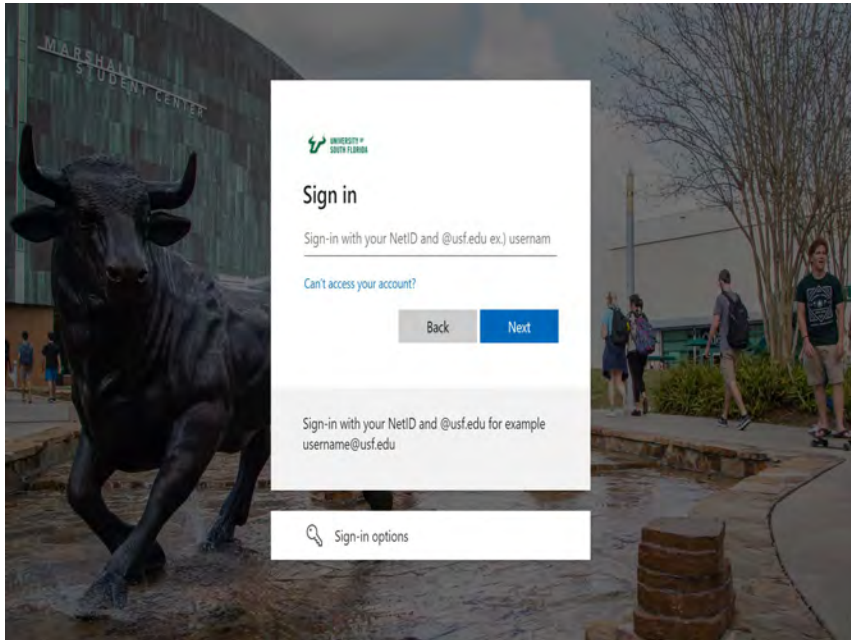


**FINAL STEP:** Click "continue" and complete your application

If you do not add the *Missing Student Contact Information* in your application, you will have to do the following steps to add or update this information in the Housing Portal.

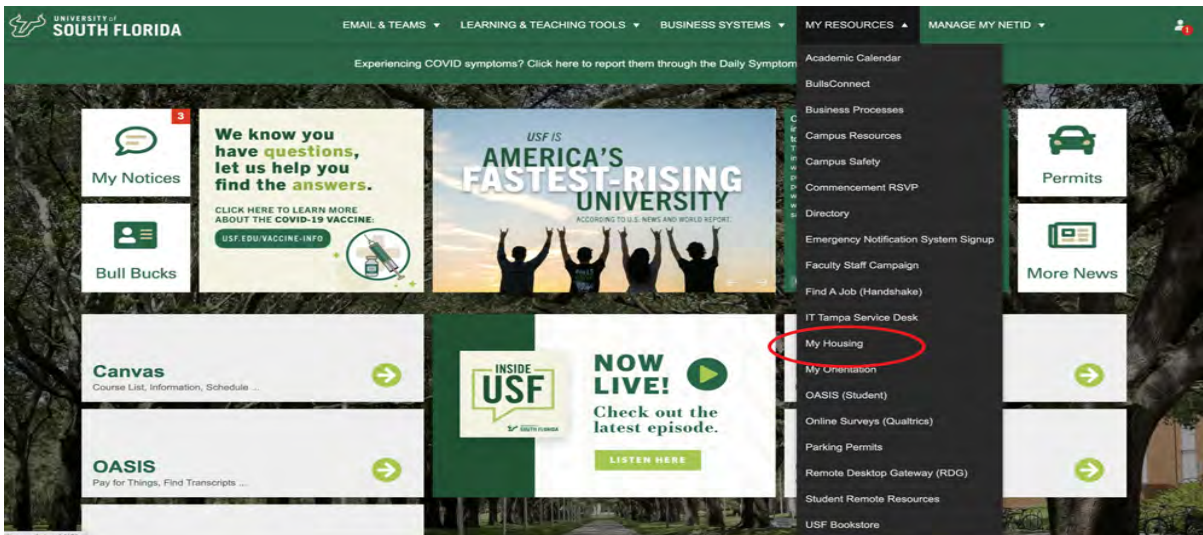
Please scroll down to access these steps.

### STEP #1: Visit my.usf.edu

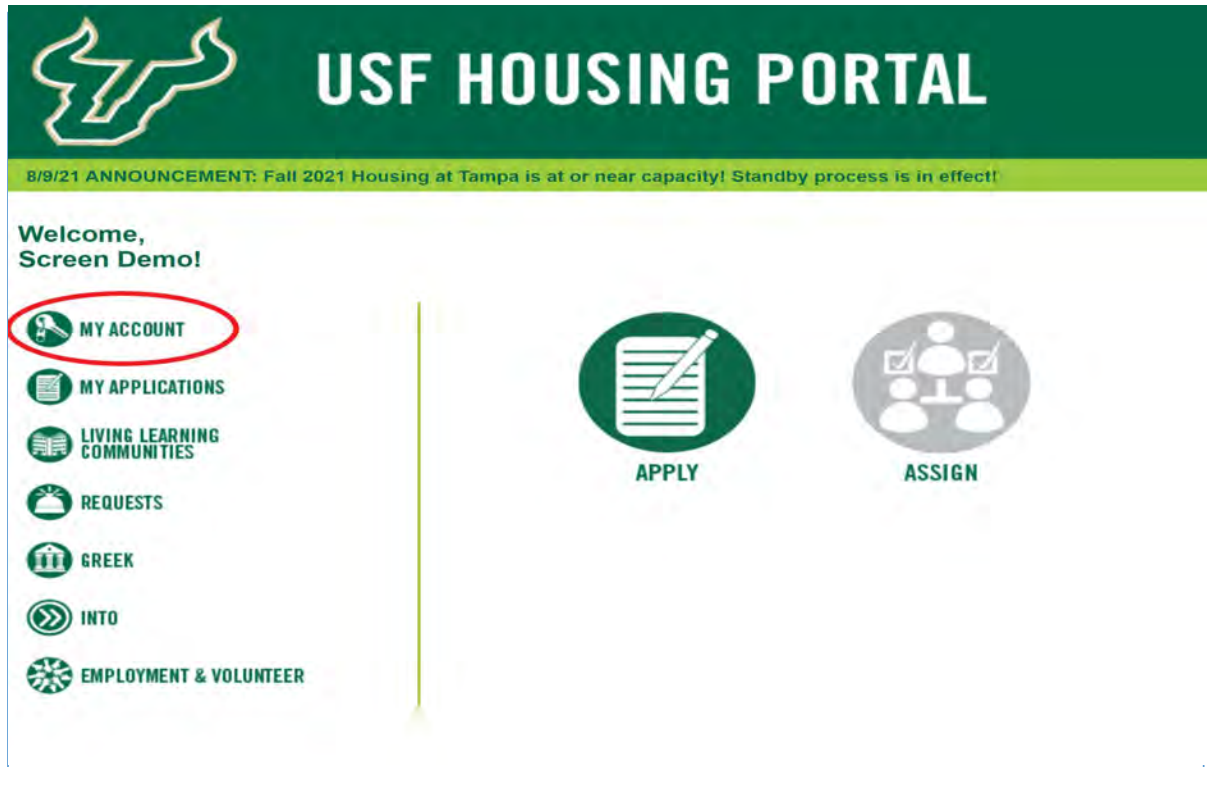


### STEP #2: Log in with your credentials

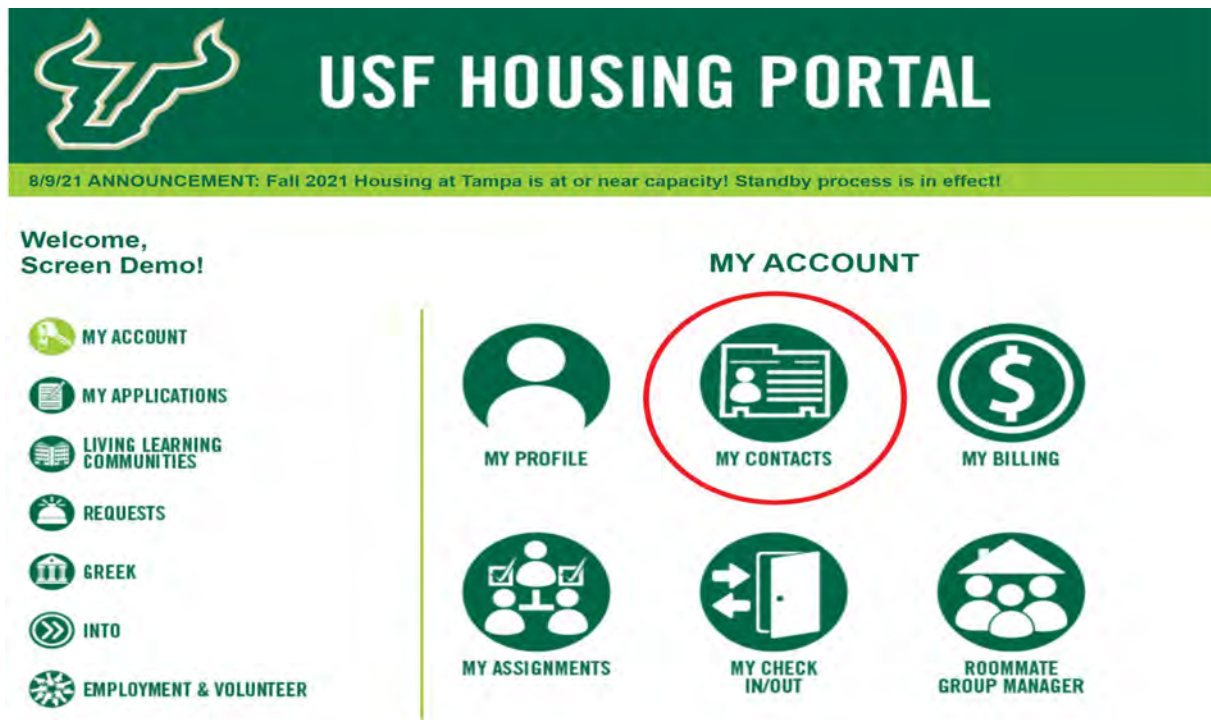
### STEP #3: Click on *My Resources* & then click on *My Housing*



**STEP #4:** You are now in the Housing portal. Click on *My Account*



**STEP #5:** Click on *My Contacts*



## STEP #6: Select *Missing Student Contact Information*



**USF HOUSING PORTAL**

8/9/21 ANNOUNCEMENT: Fall 2021 Housing at Tampa is at or near capacity! Standby process is in effect!

Welcome, Screen Demol

**MY CONTACTS**

- MY ACCOUNT
- MY APPLICATIONS
- LIVING LEARNING COMMUNITIES
- REQUESTS
- GREEK
- INTO
- EMPLOYMENT & VOLUNTEER

[Billing Contact Information](#)

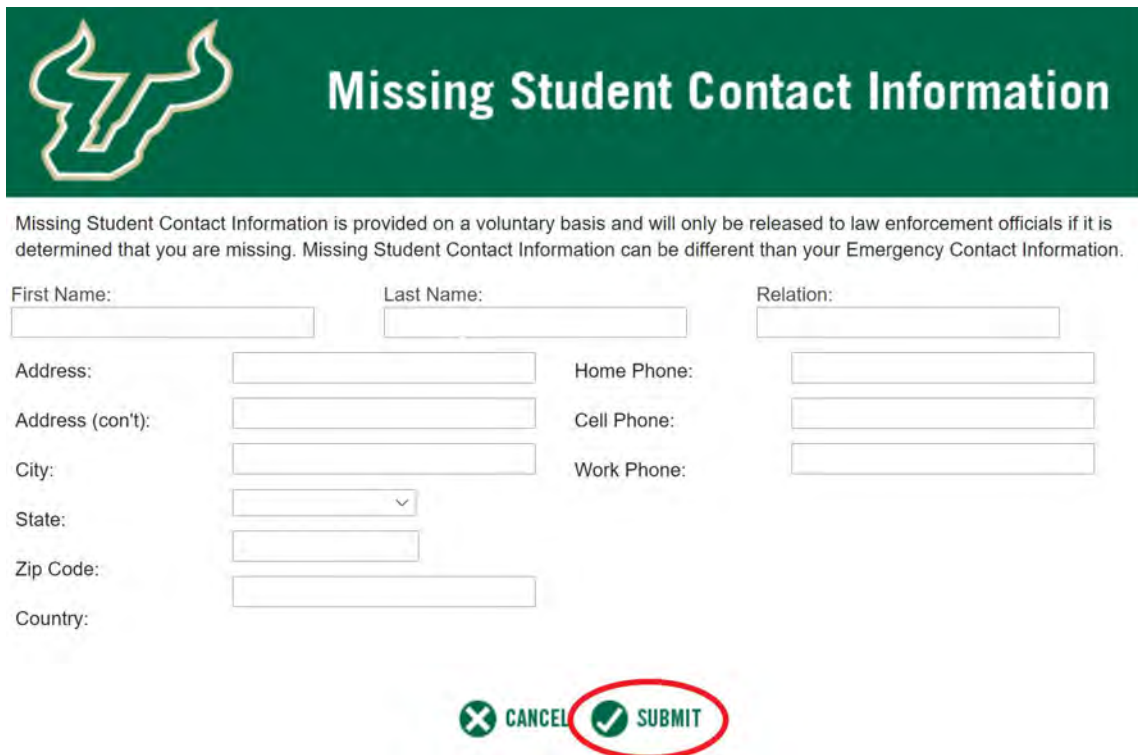
[Emergency Contact Information](#)

[Home Contact Information](#)

[Missing Student Contact Information](#)

[Hurricane Evacuation Information](#)

## STEP #7: Fill in all information



**Missing Student Contact Information**

Missing Student Contact Information is provided on a voluntary basis and will only be released to law enforcement officials if it is determined that you are missing. Missing Student Contact Information can be different than your Emergency Contact Information.

First Name:  Last Name:  Relation:

Address:  Home Phone:

Address (con't):  Cell Phone:

City:  Work Phone:

State:

Zip Code:

Country:

**FINAL STEP:** Click on *Submit* to save your information

# USF Health Downtown Contact Page

## USF Health Downtown Campus Contacts

### **Tampa Police Department**

Location: 411 N. Franklin Street, Tampa, FL 33602

Phone: (813) 231-6130

### **USF Health Downtown Clery Coordinator**

Donald Mullins, Deputy Chief of Staff, USF Health

Phone: (813) 974-2196

Email: [mullinsd@usf.edu](mailto:mullinsd@usf.edu)

### **USF Tampa Emergency Management**

Grant S. Gundle, Director of Emergency Management Phone: (813) 974-4336

Email: [ggundle@usf.edu](mailto:ggundle@usf.edu)

Website: <https://www.usf.edu/administrative-services/emergency-management/>

### **USF Tampa Environmental Health & Safety**

Thomas W. Bradley, Interim Director of Environmental Health & Safety Phone: (813) 974-7986

Email: [tbradley@usf.edu](mailto:tbradley@usf.edu)

Website: <https://www.usf.edu/administrative-services/environment-health-safety/>

### **USF Tampa Facilities Management**

Antonio Morales, Operations Manager Phone: (813) 974-4037

Email: [morales1@usf.edu](mailto:morales1@usf.edu)

Website: <https://www.usf.edu/administrative-services/facilities/index.aspx> 24-Hour Service Desk: (813) 974-2845

Email: [FM-ServiceCenter@usf.edu](mailto:FM-ServiceCenter@usf.edu) USF Tampa Housing Office Phone: (813) 974-0001

Email: [housing@usf.edu](mailto:housing@usf.edu)

### **USF Information Technology**

Help Desk Phone: (813) 974-1222 Email: [help@usf.edu](mailto:help@usf.edu)

Website: <https://www.usf.edu/it/index.aspx>

### **USF Tampa Campus Student Conduct & Ethical Development**

Location: 4202 E. Fowler Ave., ALN 109, Tampa, FL 33620 Phone: (813) 974-9443

Fax: (813) 974-7383

Email: [studentconduct@usf.edu](mailto:studentconduct@usf.edu)

Website: <https://www.usf.edu/student-affairs/student-conduct-ethical-development/>

# USF Health Downtown Contact Page

## **USF Tampa Title IX Office**

Maggie Denney, USF Title IX Coordinator

Location: 4202 E. Fowler Ave., ALN 172, Tampa, FL 33620 Phone: (813) 974-8616

TDD: (813) 974-5651

Fax: (813) 974-4375

Email: [denney1@usf.edu](mailto:denney1@usf.edu)

Website: <https://www.usf.edu/title-ix/>

## **USF Tampa Center for Victim Advocacy and Violence Prevention**

Location: 4202 E. Fowler Ave., SVC 2057, Tampa, FL 33620 Phone: (813) 974-5756

Fax: (813) 974-8589

24 Hour Victim Helpline: (813) 974-5757 Email: [va@usf.edu](mailto:va@usf.edu)

Website: <https://www.usf.edu/student-affairs/victim-advocacy/>

## **USF Tampa Dean of Students**

Location: 4202 E. Fowler Ave., MSC 4301, Tampa, FL 33620 Phone: (813) 975-6677

## Other Resources

Florida Department of Law Enforcement Sexual Offenders and Predators Website:

<https://offender.fdle.state.fl.us/offender/sops/home.jsf>

Toll Free Phone: 1-888-357-7332 Local Phone: 1-850-410-8572 Email: [sexpred@fdle.state.fl.us](mailto:sexpred@fdle.state.fl.us)

TTY/TDD users dial 711 to connect with the telecommunications relay service (TRS)