



**ANNUAL SECURITY REPORT
2019**



TABLE OF CONTENTS

Introduction	4
Campus Law Enforcement	5
Crime Statistics Preparation and Annual Reporting	5-6, 8
Total Clery-VAWA Crimes Reported by USF Tampa Police Department, Campus Security Authorities, and Other Law Enforcement Agencies	7
How to Report Crimes or Other Emergencies on Campus.....	8-10
Timely Warnings	10
Security of and Access to Campus Facilities	11
Programs About Campus Security Procedures	11
Crime Prevention Programs for Students and Employees	12
Alcohol and Illegal Drugs	12-15
Information About Registered Sex Offenders.....	16
Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking	16-20
Institutional Disciplinary Action for Sexual Assault, Dating Violence, Domestic Violence, and Stalking	21-28
Emergency Notification Procedures.....	29-32
Testing Emergency Notification, Response, and Evacuation Procedures	33-34
Emergency Evacuation Procedures	35
APPENDICES A – E.....	36-74

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 and 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 1st each year.



Campus Law Enforcement

USF Health in South Tampa does not have its own police department. Our campus is within policing jurisdiction of the City of Tampa and, as such, is within the policing jurisdiction of the Tampa Police Department (TPD). TPD is comprised of declared law enforcement officers who have the right to arrest, in accordance with the laws of this state, within its policing jurisdiction. Our downtown campus including USF Health contracts for Security Officers through a private corporation to conduct basic credential checks upon arrival on our campus. Security

Officers do not have any sworn law enforcement authority. TPD also has mutual aid agreements or memorandums of understanding with surrounding law enforcement agencies within Hillsborough County:

- Hillsborough County Sheriff's Office,
- USF Tampa Police Department, and
- Temple Terrace 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

Crime Statistics Preparation and Annual Reporting

Total Clery-VAWA Crimes Reported by USF Health in South Tampa 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 USF Health in South Tampa Campus		Non-Campus Buildings and Properties		On Public Property		Total Clery Crimes Reported		Unfounded* Crimes	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Murder	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0
Sex Offense-Rape	0	0	0	0	0	0	0	0	0	0
Sex Offense-Fondling	0	0	0	0	0	0	0	0	0	0
Sex Offense-Statutory Rape	0	0	0	0	0	0	0	0	0	0
Sex Offense-Incest	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0

Hate Crimes	2018: No Hate Crimes reported.
Number of Arrests for Weapons, Drug, and Liquor Law Violations	
Arrests and Referrals (Listed by reporting category)	Total Arrests Reported
2018	2018
Weapons Law Violations	
Arrests	0
Drug Law Violations	
Arrests	0
Liquor Law Violation	
Arrests	4

How to Report Crimes or Other Emergencies on Campus

All members of the USF System community are encouraged to promptly report known or suspected crimes to TPD. 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 callers should stay on the line until the dispatcher terminates the call. Do not hang up.

In response to reports of criminal activity, potential emergencies, or dangerous situations on campus, TPD will take 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 a report. The TPD investigators will investigate a report when it is deemed appropriate. Reporting incidents to TPD is important to facilitate timely determination of the existence of a significant emergency or dangerous situation and assess 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 the USF System are strongly encouraged to report crimes to the police. Certain USF System employees are required to report Clery-VAWA crimes and incidents to the USF Health in South Tampa Clery Coordinator because, under the Clery Act and VAWA, they are Campus Security Authorities (CSAs). Employees who are not sure whether or not they are a CSA should contact their institution's Clery Coordinator whose contact information is provided above.

In an emergency situation, 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. During this inaugural reporting period for USF Health in South Tampa, the Tampa Campus form will continue to be used. Reports involving USF Health in South Tampa Clery Geography will be forwarded to the USF Health in South Tampa Clery Coordinator by the USF Tampa Clery Coordinator.

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 a campus Clery Coordinator as soon as possible.

AlertUSF

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

Protecting the Confidentiality of Victims

The USF System will protect the confidentiality of victims and other necessary parties, including how our institution will complete publicly available record keeping 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.

The USF System will maintain as confidential any accommodation¹ 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

The USF System 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 System community, the USF System 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 System Policy 0-020: Retaliation, Retribution or Reprisals Prohibited, available online at regulations.policies.usf.edu/policies-and-procedures/pdfs/policy-0-020.pdf.

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

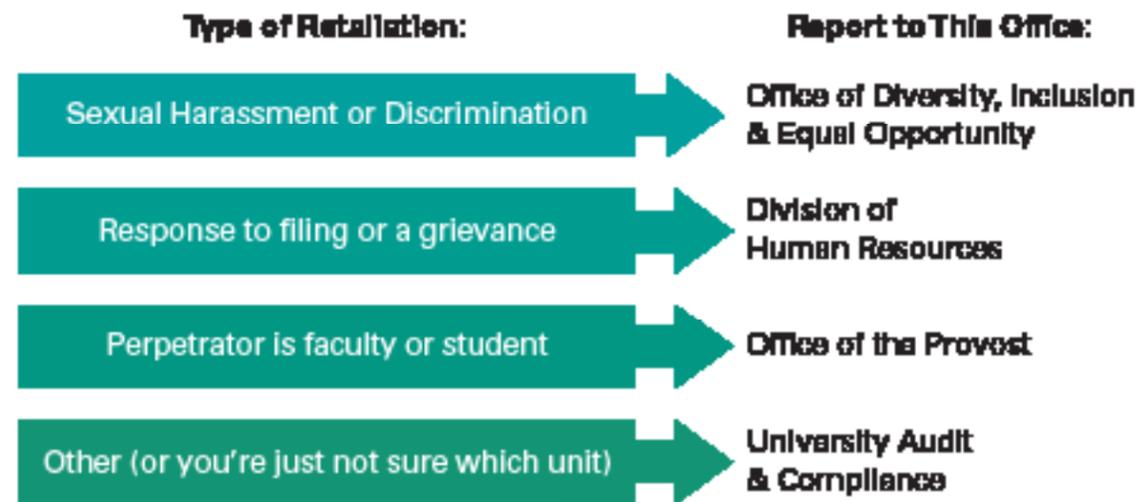
Employees who engage in retaliation in violation of USF System Policy 0-020 will be subject to disciplinary action up to dismissal from employment. Students who engage in retaliation in violation of USF System Policy 0-020 will be referred to the Office of Student Rights and Responsibilities for potential 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 System policy, rules, and regulations.

Report Retaliation Based on the Type of Retaliation Being Experienced



¹The 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 Disability Services. More information concerning Clery/VAWA-related accommodations is provided in this report.

Timely Warnings

Our institution 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 System campus community to protect themselves. Timely warnings essentially are crime awareness and prevention bulletins to the USF System community.

USF Health decides to issue timely warnings on a case-by-case basis in light of 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.

USF Health 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.

USF Health issues timely warnings to our institution-issued email accounts. All enrolled USF System students and employees are provided an active email account. USF Health will also use these email accounts to issue updates to timely warnings.

Since our timely warnings are sent to institution-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
 Phone: (813) 974-1222
 Web: 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: regulations.policies.usf.edu/policies-and-procedures/pdfs/policy-6-010.pdf.

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

The Clery Act does not require confidential reporting of crimes. Although personally identifiable information is general precluded from disclosure, such information may

be released in an emergency situation.

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: https://www.ifap.ed.gov/dpccletters/doc0092_bodyoftext.htm.



Security of and Access to Campus Facilities

During the day and during evening hours when classes are in session, facilities within the USF System (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. TPD provides regular patrol of university buildings as well as parking lots. During periods of extended closing, only those with appropriate authority will be admitted into our buildings.

Our buildings and grounds are monitored with a concern for the safety and security of all persons and property. Inspections are routinely conducted and repairs are promptly made to ensure that appropriate safety and security standards are maintained. USF Health Safety & Preparedness assists 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 contact Facilities Management to report any safety or security hazards:

USF Health in South Tampa Facilities
wilsonCompGroup@health.usf.edu

A representative of USF Health Safety & Preparedness 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. USF Health Safety & Preparedness also conducts physical security surveys of campus facilities that may be vulnerable to

Programs About Campus Security Procedures

USF Health provides programming and presentations regarding campus safety procedures. This training introduces members of the USF System 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

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.

Visit usf.edu/em for more information.

Alert Cab

Alert Cab is a free taxi ride from an alcohol-serving establishment to a residence in Hillsborough County. Students must attend the University of South Florida and be 21+ to use the service. Taxi cabs only hold four people. Service is paid for by Pepin Distributing Company and the cab service used is United Cab. Information needed: name, number of riders (one or two), your location, and destination.

Phone: (813) 974-SAFE (7233)

Hours of Operation: 6:30 pm – 2:30 am

Website: usf.edu/student-affairs/student-government/services/safe-team.aspx

Crime Prevention Programs for Students and Employees

Our institution offers a number of 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.

The USF System 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 USF PD provides crime prevention program each semester on the following topics:

- Date/Acquaintance Rape (for both men and women)
- Rape Aggression Defense (RAD) [Self-Defense for Women]
- Personal Safety – Reducing Your Risks
- Drinking and Driving – DUI Information
- Drugs – Health Risks, Liabilities
- Burglary and Theft Prevention
- Operation ID – Engraving
- USF Police Department – Who We Are and What We Do
- Bike Engraving and Theft Prevention
- Cash Handling and Robbery Precautions
- Child Safety
- Violence in the Workplace
- Alcohol Awareness

For more information on these education, prevention, and awareness programs, visit the USF PD website at usf.edu/police/your-safety/educational-programs.aspx.

The Center for Victim Advocacy offers training on a variety of

topics, including:

- Sexual violence (including rape)
- Relationship violence, including domestic/dating violence
- Stalking/Harassment
- Victimology
- Incapacitated/Capacitated Consent
- Bystander Intervention trainings and campaigns

The Title IX Office provides mandatory VAWA training to all new employees during Orientation, and offers monthly Responsible Employee Training for mandated reporters. The Title IX Office is also available to provide trainings to individual departments by request. For more information on these education, prevention, and awareness programs, visit the Center for Victim Advocacy and Violence Prevention website at sa.usf.edu/advocacy/page.asp?id=72.

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 these education, prevention, and awareness programs, visit the Center for Student Well-Being website at: usf.edu/sa/wellness-education.

Alcohol and Illegal Drugs

Alcohol and Drug-Free Workplace Policy Statements

USF System 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 the USF System. Such prohibitions are at all times subject to the applicable alcoholic beverages laws and ordinances of the State of Florida as well as those by the city of Tampa and Hillsborough County.

USF System 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 the USF System. 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 System Drug-Free Workplace Policy as well as federal and state law.

Alcohol Standards of Conduct

The specific standards of conduct for the possession, use, and sale of alcoholic beverages by USF System 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 System 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 cost. All criminal prosecutions and sanctions are addressed by the Hillsborough County Clerk of the Circuit Court.

Any employee or student determined to have violated USF System policy or regulation with regard to 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.

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 cost. All criminal prosecutions and sanctions are addressed by the Hillsborough County Clerk of the Circuit Court.

Any employee or student determined to have violated USF System policy or regulation with regard to 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 the USF System 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 System 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 System will discipline any employee who is so 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 System policies and regulations:

- USF System 30-023 – Alcohol Policy: regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-30-023.pdf
- USF System 0-610 – Drug-Free Workplace Policy: regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-610.pdf
- USF System Regulation 6.0021 – Student Code of Conduct: regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf

Illegal Drug or Alcohol Abuse Prevention Programs

The USF System is committed to the safety and well-being of the campus community. All institutions in the USF System 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 System students and employees:

Prevention and Education Programs for Students

As part of the university's alcohol education program, all incoming students are required to complete an online course called Alcohol Edu for College. This course uses science-based research to 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 Tampa Counseling Center offers free assessment and treatment to currently registered students whom may have alcohol

or substance abuse problems. Students may be self-referred or referred by the Office of Student Rights and Responsibilities or other campus departments. Students who need more intensive assistance will be referred to community providers. For more information about drug and alcohol counseling services for students, visit the Counseling Center in person or visit their website at usf.edu/sa/counseling-center.

Counseling for Employees

The Division of Human Resources (DHR) has partnered with Magellan Health Services to provide all USF System employees with an Employee Assistance Program (EAP). Magellan's EAP program offers confidential alcohol and substance abuse screening, assessment, and referral to all USF System employees, in addition to other solution-focused help and resources for all types of life issues. The Magellan program is available for all USF system employees free-of-charge, 24 hours a day, seven days a week online at 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 System 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 System employees through the EAP, visit the Division of Human Resources EAP webpage at 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 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, bloodshot 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 membrane in the nose. Injecting cocaine with sterile

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 abused 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 or 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.

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 nitrate causes 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 vapor 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

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 the 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 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/homepage.do>

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

For TTY Accessibility: 1-877-414-7234

In compliance with this law, USF PD provides this information to all new students and employees during orientation. Likewise, USF PD maintains this information on their website: usf.edu/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. USF PD 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 USF PD at (813) 974-2628.

Policies, Programs, and Procedures for Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Policy Prohibitions and Definitions

The crimes of sexual assault, dating violence, domestic violence, and stalking are prohibited under USF System Policy 0-004: regulations.policies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf. These crimes are prohibited in all academic, educational, extracurricular, athletic, and other programs of the USF System, 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's sexual battery statutes, visit leg.state.fl.us/statutes (Chapter 794).

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

The USF System provides programs to prevent sexual assault, dating violence, domestic violence, and stalking ("VAWA Training") to all incoming USF System students and employees in accordance with the VAWA amendments to the Clery Act. Likewise, the USF System provides ongoing prevention and awareness campaigns ("VAWA Campaigns") for these same crimes to current USF System

students and employees.

For more information on VAWA trainings and campaigns for USF System students and employees, including how to schedule these trainings and campaigns for your area or group, contact the Center for Victim Advocacy and Violence Prevention (CVAVP) at va@usf.edu. Below is a brief overview of the VAWA trainings and campaigns provided during the 2017 calendar year.

Sexual Assault Prevention for Undergraduates

Sexual Assault Prevention for Undergraduates 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 and spring semester.

Bystander Intervention Training

The Center for Victim Advocacy and Violence Prevention 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 of bystander intervention training 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.

Spitting Game: The College Hook Up Culture Screening

On October 29, 2018 the Title IX Office hosted a screening of the film *Spitting Game: The College Hook Up Culture*. Following the screening, a discussion panel comprised of USF students and alumni, and moderated by the Assistant Director of Title IX, addressed the impact of substance use and college culture on the sexual experiences of students, including occurrences of sexual violence.

'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.

National Observances

The Center for Victim Advocacy compiles a calendar of events for both Domestic Violence and Sexual Assault Awareness Month. Through a call for programs, departments and organizations across campus have the opportunity to highlight programs and events that align with the missions of both months. Also hosted during Sexual Assault Awareness Month is Denim Day. USF's goal of promoting Denim Day is to engage faculty and staff using an incentivized medium to further educate the students they encounter on the prevalence of sexual assault and the importance of debunking rape myths. Students also have the opportunity to engage with

their peers across campus on Denim Day to demonstrate why they support survivors of assault.

Take Back the Night

Our institution 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.

USF Annual Title IX Conference

The USF System Office of Title IX hosted their annual Title IX conference. Staff from the Center for Victim Advocacy presented on topics of gender-based violence. USF students and employees are encouraged to attend this annual conference and are provided free or significantly discounted registration. The conference is open to members of the USF community as well as national attendees. For information on the annual Title IX conference and other diversity, inclusion, and equal opportunity (DIEO) events, visit usf.edu/diversity/events.

Orientation

Violence Prevention, awareness, and resources are facilitated at every first year, transfer, and international student orientation in differing formats with direct support from CVAVP. Orientation expo participation is also requested each semester.

Violence Prevention Trainer Program

The Center for Victim Advocacy and Violence Prevention 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.

Red Flag Campaign

The Red Flag Campaign is a national campaign. CVAVP hosts bi-weekly pop-up Red Flag displays at different target areas around campus with 500 red flags, resources, and education. We also utilize social media as a platform for red flag information, and facilitate red flag/healthy relationship adapted workshops by request.

Additional Trainings Provided

The Center for Victim Advocacy and Violence Prevention delivers ongoing training sessions and educational programs to USF Tampa (including USF Health) students and employees. These sessions and programs include topics such as bystander intervention, consent, sexual violence, domestic violence, 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 website: usf.edu/advocacy.

Key Topics Covered in Prevention and Awareness Trainings and Campaigns

The USF System's 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 System's 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 that the USF System may impose following a final determination of an institutional disciplinary procedure regarding rape, acquaintance rape, sexual assault, dating violence, domestic violence, or stalking.
6. Procedures victims should follow 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 USF PD or local law enforcement.

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

One Love Student Organization

Escalation Workshop: a powerful, film-based workshop that opens people's eyes to the warning signs of relationship abuse. The workshop consists of a film, Escalation, followed by a guided discussion led by a trained facilitator. The advisor of this student organization is the Violence Prevention Specialist.

Hungry for Consent

The overall goal of Hungry for Consent is to equip USF

incoming students to demonstrate healthy, mutual consent in sexual and romantic relationships. This was hosted as a large scale event at the beginning of the fall semester, and by request throughout the year.

Coffee and Consent

The overall goal of Coffee and Consent 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.

Consent Concoctions

The overall goal of Consent Concoctions is to equip students to demonstrate healthy, mutual consent in sexual and romantic relationships, specifically involving alcohol. These are offered throughout the year as pop-up events by request.

Survivor Love Letters

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

For more information on our violence prevention education, workshops, and trainings please visit usf.edu/advocacy or email va@usf.edu.

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.

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
- Women: Invite the female to go to the restroom with you; once there, ask if she needs help
- 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 (think about how you would directly stop someone from driving drunk)
 - "I don't like how you treat your girlfriend [or wife] – it's abusive and needs to stop." Offer to help find an intervention program.
 - "I'm getting her friends to take her home now."

Risk Reduction

The following warning signs are given in the form of a flyer to all students in Freshman English classes and all new faculty and staff participating in Violence Against Women Act (VAWA) training. In addition, classroom presentations and special workshops are held throughout the year in which risk reduction is discussed and the warning signs flyer is distributed. An additional risk reduction flyer is also widely distributed; key concepts are provided below.

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
 - "Sweep 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
 - 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 don't 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 don't 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.
 - b. In situations involving the use of alcohol or drugs: **S u b s t a n c e s c a n** interfere with your ability to assess situations, to communicate effectively, and to protect yourself.
8. Get involved and take action you believe someone

is at risk. If you see someone in trouble at a party, or a person forcing or pressuring another person, intervene. You may save someone from being prosecuted for a crime.

Procedures Victims Should Follow

The Center for Victim Advocacy and the Title IX Coordinator have 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. How and to who the alleged offense be reported.
3. Options about the involvement of law enforcement and campus authorities, including victim 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.
4. 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.
5. 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.
6. Options for, and available assistance in, changing academic, living, transportation, and work situations ("protective measures").
7. 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 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 C. In addition, the Center for Victim Advocacy 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 D.

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

The USF System 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 assault, 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 C)
- Victim's Guide (see APPENDIX D)
- Employee Assistance Program

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 the Center for Victim Advocacy by calling (813) 974-5756; for immediate after-hours support call the Victim Helpline at (813) 974-5757; or visit their website at usf.edu/advocacy.



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

Our university has policies 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 System community and providing support to victims of these acts.

The Title IX Office is responsible for investigating allegations of sexual assault, domestic violence, dating violence, or stalking reported to them as having occurred within our Clery Geography. The results of Title IX investigations are provided to the USF System Office responsible for performing an institutional disciplinary proceeding and/or taking appropriate institutional action depending on the identity of the accused individual (the "Respondent") as follows:

- When the Respondent is a USF System student, Title IX investigatory results are forwarded to Student Rights and Responsibilities (SRR). This unit applies processes detailed in the Student Code of Conduct and determines whether to formally charge the student. 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 SRR section below.
- When the Respondent is a USF System employee, vendor, visitor, or third party, the Title IX Final Investigative Report is forwarded to the Respondent, Complainant, and Human Resources (or, if faculty, the Office of the Provost). If the Respondent is found responsible, appropriate university offices can impose institutional disciplinary actions via processes detailed in USF System policies and procedures. More details about such institutional disciplinary

actions are provided below.

- Title IX forwards a are forwarded to Human Resources (HR), the Office of the General Counsel, and, if the Respondent is a faculty member, the Office of the Provost for institutional disciplinary action.
- When the Respondent is both a USF System employee and a student, or their status as such is not clear, the Title IX Office, SRR, and HR work together to ensure the Title IX investigatory results are forwarded to the appropriate office.

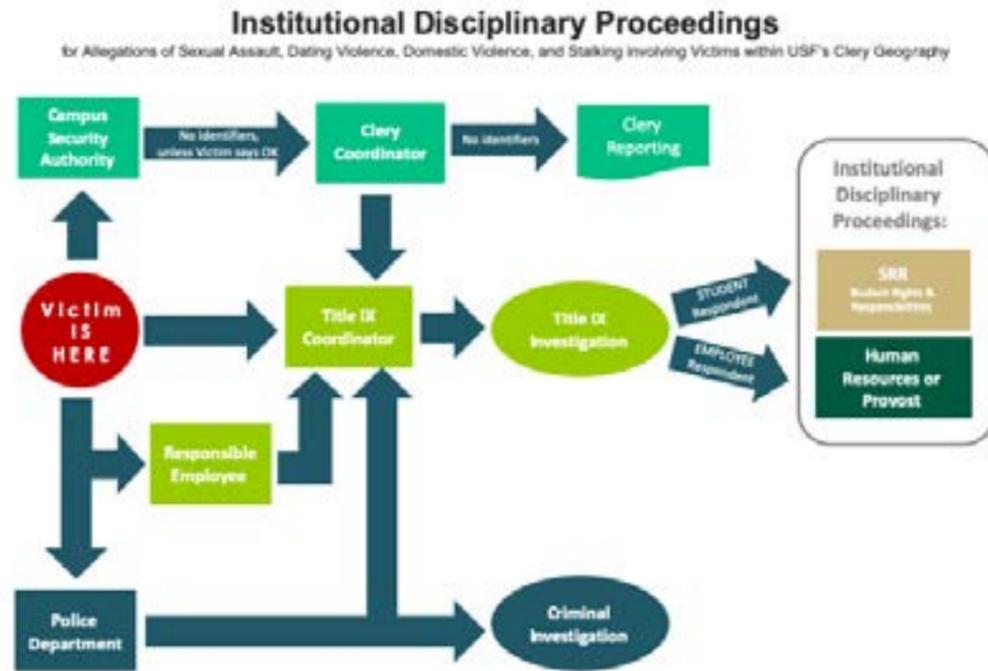
How the Title IX Office receives such reports, investigates them, and forwards their investigatory results to the appropriate office for institutional disciplinary proceedings is summarized in the below chart.

Title IX Investigations

The following information summarizes the general procedures used to investigate allegations of sexual assault, domestic violence, dating violence, and stalking. More information on Title IX investigation are found in the University of South Florida's Policy 0-004, located on the USF's Title IX website.

The Title IX Office is responsible for administrative investigations into allegations of sexual assault, domestic violence, dating violence and stalking when the Respondent is a USF affiliate-student, employee, vendor, visitor or third parties in certain circumstances.

Both the Complainant(s) and the Respondent(s) 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.



Important: Our DCEO and SRR institutional disciplinary proceedings and any resultant institutional disciplinary actions, do NOT preclude criminal investigation by the USF Police Department or the law enforcement agency having jurisdiction. Likewise, our Title IX processes neither preclude nor supersede any criminal investigation. Criminal investigations proceed in accordance with state and federal law; occur independently of our institutional proceedings and processes; and are solely the purview of the criminal justice system. Our Title IX process occurs in accordance with state and federal law, and involves a partnership between Title IX, DCEO, and SRR for the shared goal of stopping, remedying, and preventing instances of discrimination.

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

Investigations are conducted by individuals who have received specialized training in these types of investigations on an annual basis. All investigations are conducted in a thorough, fair, neutral and impartial manner. The University strives to conclude each Title IX investigation within 60 days. For various reasons, this may not be feasible. The University reserves the right to extend investigations beyond this timeframe based on various circumstances (i.e., breaks between academic semesters, holidays, emergency University closings, compliance of involved parties, etc.).

Title IX Initial Assessment

The Title IX Office performs an initial assessment of the report via the following steps:

- The Title IX Office will review any report made to its office to determine whether it has jurisdiction to investigate. If not, Title IX will advise the reporting person and will refer to the appropriate office (if applicable).
- The Title IX Office will contact the Complainant (victim), to discuss interim remedial and protective measures, support resources, and reporting options.
- The Title IX Office will contact the Complainant to invite them in for an informational meeting “info session” to discuss their rights and options. Options may include informal resolution or formal resolution through alternative resolution or investigation.
- 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 Office staff will consult with the Title IX Coordinator regarding whether Title IX requires the University to continue with the investigation despite the Complainant’s decision to not participate in the process or request that an investigation not be conducted.

Title IX Investigation Process

If the Complainant requests a formal disciplinary resolution through investigation the Complainant will write a statement outlining the allegations. The Title IX Office will conduct an assessment of the merits of the allegation(s) to determine whether the conduct at issue, if it occurred as alleged, would constitute a violation of University policies or regulations. This determination is guided by state and federal law. If after an initial assessment, the Title IX Office determines that the conduct would not violate University policies and procedures even if all the allegations are credited, the Title IX Office will advise the Complainant of its determination to not proceed.

The Title IX Office may notify other individuals (including the Respondent) or offices within the University of the reported allegations in order to mitigate the impacts of any potentially discriminatory conduct (such as implementing interim measures). If, based on the allegations, the Title IX Office determines that the alleged conduct may violate University policies or regulations, the investigation will proceed as follows.

- The Title IX Office will notify the Respondent of the investigation and allegations including any interim or protective measures that have been put in place. An invitation will be extended to the Respondent to meet with a member of the Title IX team for an information session to review the University’s investigative process, interim remedial and protective measures, support resources available to them, and their rights throughout the process.
- The Title IX Investigators and/or the Title IX Coordinator (or Deputy) will conduct individual interviews with the Complainant, Respondent, and witness(es) (if applicable), and collect all relevant evidence. The Complainant or the

Respondent will not be permitted to participate in each other’s interview process.

- All interviews will be recorded in written form and each party will be provided with the opportunity to review their respective interview summaries to ensure accuracy and provide any additional information.

Notification of Title IX Investigative Report

At the conclusion of a Title IX Investigation, the Title IX Coordinator will review the Final Investigative Report to ensure compliance with Federal Law and associated guidance; and institutional policies and procedures.

Student Respondents

When the Title IX Office completes an investigation involving a student Respondent, the Title IX Office makes a conduct referral to Student Rights and Responsibilities (SRR). This office applies the processes detailed in the Student Code of Conduct and will determine whether to formally charge a student. If a formal charge is made the case will be heard before a trained hearing panel or an administrative conduct officer. More information is provided in the Student Code of Conduct Regulation 6.0021, available online at the following link and summarized in the below SRR section: <http://regulationspolicies.usf.edu/regulations/pdfs/regulationusf6.0021.pdf>

Employee Respondents

When the Title IX Office completes an investigation involving an employee Respondent, the Title IX Office prepares a Final Investigative Report with outcomes which is sent to the Respondent, Complainant, and appropriate office(s), most commonly to the Human Resource Office (for employees) or the Provost Office (for faculty) or other supervisor. In cases where there is a finding of responsibility, the appropriate offices will review and impose disciplinary action. Both the Respondent and the Complainant may appeal the finding in the Final Investigative Report. 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.

Right to Appeal Title IX Investigative Report

Both the Respondent and the Complainant may appeal the finding in the Final Investigative Report. 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 following resources and offices.

- USF System Policy 0-004: Sexual Misconduct/Sexual Harassment (including Sexual Violence): regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf

- USF System Policy 1-022: Consensual Relationships: regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-1-022.pdf

- How to Report a Title IX Incident: usf.edu/diversity/title-ix/reporting.aspx

- USF System Title IX Coordinator:

Araña Muñiz

arainamuniz@usf.edu

4202 E. Fowler Ave., ALN 172, Tampa, FL 33620-6150

Phone: (813) 974-8651

Fax: (813) 974-4375

TDD: (813) 974-5651

Website: usf.edu/diversity/title-ix

SRR Proceedings and Actions

Incidents involving students accused of violating institutional policies and regulations.

Student Rights & Responsibilities (SRR) supports the mission, goals, values, and vision of the USF System by promoting a community that values individual responsibility and the adherence to community standards as embodied in the Student Code of Conduct. SRR 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 www.regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf.

Students or student organizations commissioning, aiding, abetting, attempting, or inciting any offense outlined in the Student Code of Conduct may be subject to SRR institutional disciplinary proceedings and actions via the Student Code of Conduct process. The steps, anticipated timelines, and the decision-making process for when a student is accused of sexual assault, dating violence, domestic violence, or stalking are the same as for any other offense which constitutes a violation of the Student Code of Conduct.

Initial Intake and Review

Upon receipt of referral of an alleged violation of the Student Code of Conduct, SRR commences an Initial Review. The purpose of an Initial Review is to determine whether relevant evidence exists and if there is a reasonable basis for believing the Student Code of Conduct was violated. This review involves the accused student (the "Respondent"), the individual bringing forth the allegation (the "Complainant"), and any applicable witnesses. The time to complete the Initial Review depends on the specific circumstances and the availability of parties involved in the matter.

Notification of Initial Review Results and Outcomes

At the conclusion of the Initial Review Process, the Initial Review Officer will either dismiss the referral or will issue a Charge Letter (for the purposes of the Student Code of Conduct, the Referred Student now becomes the Charged Student) and, in cases involving sexual assault, dating violence, domestic violence, or stalking, simultaneously sends

a notice to the Complainant. Outcomes of the Charge Letter will include the recommended charges and sanctions and the choices available to the Charged Student which are:

- Accept Responsibility – The Charged Student accepts responsibility for the formal charges of the Student Code of Conduct and agrees to complete the recommended sanction(s).
- Request a Formal Hearing – The Charged Student does not accept responsibility for the formal charges of the Student Code of Conduct and elects to have a formal hearing.

If the Charged Student fails to respond to the Charge Letter within the allotted time, the charges and sanctions will become final and the Charged Student will be found responsible and may have a limited right to appeal.

Formal Hearing

The purpose of a formal hearing under the Student Code of Conduct is to determine whether or not a violation of the Student Code of Conduct occurred based on the preponderance of evidence standard. The Charged Student may elect to have one of the following formal hearing types:

1. Administrative Officer Hearing – a hearing conducted by a full-time USF System Employee who is also a trained University Conduct Board (UCB) member.
2. University Conduct Board Hearing - a hearing conducted by USF System student, faculty, or staff who are trained members of the UCB, where 50% of the hearing panel is comprised of students.

In cases involving sexual assault, dating violence, domestic violence, stalking, the Complainant can request an Administrative Officer Hearing and that request will be honored over the Charged Student's request for a University Conduct Board Hearing. Hearings may result in charges being upheld or dismissed and sanctions that are more or less severe than the sanctions recommended by the

Initial Review Officer.

Notification of Formal Hearing Results and Outcomes

The Charged Student and Complainant are simultaneously notified in writing of the outcome of the formal hearing in writing within 10 days of the hearing; that is, unless there are extraordinary circumstances that delay such notice. The Hearing Outcome Letter indicates the finding rendered at the conclusion of the formal hearing, as well as the procedures for the Charged Student and Complainant to appeal the outcome of the formal hearing. The Hearing Outcome Letter includes the following information:

- The results of the hearing;
- The procedures for the Complainant and the Charged Student to appeal the hearing results;
- Any change to the results of the hearing; and
- The date the results of the proceedings become final.

Right to Appeal

The Charged Student or Complainant may appeal in writing the outcome of a formal hearing within 5 days of the date of the Hearing Outcome Letter. The appeal must be written to the Dean of Students, or appropriate designee, at the member institution or separately accredited institution. The burden of proof rests with the Charged Student or the Complainant to show, by a preponderance of the evidence presented, that the grounds for an appeal have been met. The Dean of Students, or designee, may adopt, modify, or reject charges and/or sanctions from the Hearing Outcome Letter. The record of the formal hearing may be considered on appeal as well as any new information from the Charged Student and/or Complainant that comes to the attention of the Dean of Students or designee. The Dean of Students, or designee, is authorized to contact any participants in the formal hearing for clarification or request additional information as necessary to render a decision.

Except as required to explain the basis of new information, the Dean of Students, or designee, shall limit the review

to the verbatim record of the formal hearing and supporting documents for one or more of the following purposes:

1. To determine if there were due process errors involving the University's failure to provide the Charged Student or Student Organization with notice or an opportunity be heard.
2. To determine whether the sanction(s) imposed was extraordinarily disproportionate for the violation of the Student Code of Conduct, which the Charged Student or Student Organization was found to be responsible.
3. To consider new information, sufficient to alter a decision or other relevant facts not brought out in the formal hearing, because such information and/or facts were not known to the person appealing at the time of the formal hearing. Outcomes of criminal or civil cases have no bearing in any aspect of the process, including the appeal.

When the appeal is submitted, the Charged Student or Complainant must state the reason(s) for the appeal and must supply the supporting facts and the recommended solution. This is not a re-hearing of the conduct case. An appeal will not be accepted simply because a Student is dissatisfied with the decision from the formal hearing. Failure to describe the nature of the information in full detail and/or failure to list and explain at least one of the above-listed three bases of acceptable appeals will result in the denial of the appeal.

The Dean's Decision on Appeal Letter will be rendered within 10 days of receipt of the appeal, except in extraordinary cases as determined by the Dean of Students, or designee. The decision made by the Dean of Students, or designee, is to be rendered in the Dean's Decision on Appeal Letter and the decision of the Dean of Students, or designee, is considered the final University decision. If an appeal is not upheld, the initial decision will stand, and the matter shall be considered final and binding upon all involved.

SRR 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: www.regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf
- Student Rights and Responsibilities (SRR):
 - Address: 4202 E. Fowler Ave., ALN 109, Tampa, FL 33620
 - Phone: (813) 974-9443
 - Fax: (813) 974-7383
 - Website: www.usf.edu/student-affairs/student-rights-responsibilities/

Potential Student Sanctions

The Student Code of Conduct lists sanctions which may be imposed

by our institution on a student or a student organization found to have violated USF System regulations and policies. For a complete list of these sanctions, consult the Student Code of Conduct regulation (www.regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf). Not all of the sanctions provided in the Student Code of Conduct are appropriate for all cases. For example, possible sanctions for students found responsible for sexual assault, dating violence, domestic violence, or stalking are not limited to, but more than likely include, the following:

- Restriction—Conditions imposed that would specifically dictate and limit future presence on campus and participation in University activities. The restrictions involved will be clearly identified and may include but are not limited to a University order forbidding the Charged Student from all contact with the Complainant. Restrictions may also apply to denial of operating a motorized vehicle (including golf carts) on campus, access and use of University services, and presence in certain buildings or locations on campus. These restrictions can include the inability to hold leadership positions whether or not as a part of a University Organization.

- Conduct Probation - An official sanction that places

the Student's enrollment or Student Organization recognition dependent upon the maintenance of satisfactory citizenship during the period of probation. When conduct probation is imposed as a sanction, the Student or Student Organization should be advised of the consequences of violation of probation. Under conduct probation, a Student may continue to attend classes and a Student Organization may or may not be able to operate or remain active and with an opportunity to demonstrate a capability and a willingness to live in accordance with University rules. Any Student or Student Organization placed on conduct probation may be restricted from participating in certain University activities as specified by the Director of SRR, or designee, or as regulated by other University departments. For the duration of the conduct probation, the Student or Student Organization is not considered in "good disciplinary standing" with the University.

- Deferred Suspension - Suspension that will be imposed at a defined future date or time unless sanctions are completed as described by the hearing officer and there are no further policy violations.
- Suspension - Termination of a Student's privilege to attend the University for a specified period of time. This may include a restrictive order that would exclude the Student or Student Organization from campus. In cases where the Student or Student Organization resides on campus, the Student will be given reasonable time to vacate the residence halls (i.e. 24 to 48 hours). A transcript overlay will be placed on the academic transcript during the period of suspension. Further, while on suspension, a hold will be placed on a Student's registration ability until all sanctions are complete. The record of suspension will be maintained in a permanent file in SRR.
- Expulsion - Permanent termination of a Student's privilege to attend the University, without the possibility of re-admission. This may include a restrictive or no trespass order that would exclude the person from campus. In cases where the Student resides on campus, the Student will be given reasonable time to vacate the residence halls (i.e. 24 to 48 hours). A transcript overlay will be placed on a Student's academic transcript. Further, a hold will be

permanently placed on the Student's ability to register for classes. The record of expulsion will be maintained in a permanent conduct file in SRR. In cases of Student Organizations, a sanction may be permanent and prevent the Student Organization from returning to campus.

- Other Appropriate Sanctions - such as mandated community service, educational program (payment of associated fees), and written assignments.

The above sanctioning guide is to give the range of sanctions that would "most likely be given" if a person was to be found responsible for a single instance of the violation. It is not a maximum and minimum guide. It is a guide based on recent cases from the past two years. It does not take into account multiple violations during a single incident.

Potential Employee Sanctions

Sanctions may be imposed on employees found to have violated USF System policies and regulations via Title IX processes. The results of Title IX processes are provided to Human Resources and the Office of the General Counsel, who implement employee sanctions as warranted. This is done in accordance with the following provisions of USF System Policy 0-004 which states, "The designated office will review such complaints and provide appropriate response including counseling, mediation (in limited circumstances), and/or referral for disciplinary action, up to and including termination from employment and/or expulsion from the USF System."

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

- USF System Regulation 10.212: Discipline, Misconduct, and Incompetence (Staff) – available on the Office of the General Counsel's website at regulationspolicies.usf.edu/regulations/pdfs/regulation-usf10.212.pdf.
- USF System Regulation 10.112: Discipline, Misconduct, and Incompetence (Faculty) – available on the Office of the General Counsel's website at regulationspolicies.usf.edu/regulations/pdfs/regulation-usf10.112.pdf.

Employee disciplinary actions are governed by Human Resources pursuant to HR Procedure – USF Progressive Steps for Disciplinary Action, available on the HR website at usf.edu/hr/pdfs/employee-relations/progressive-steps-disciplinary-action.pdf.

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 USF System will protect 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, with the inclusion of identifying information about the victim. All criminal reports are redacted per Florida State Statute 119 and are reviewed by USF 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, the USF System 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 USF System will maintain as confidential any such accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures; and to the extent permissible under local, state, and federal law. It is important to understand that our institution makes such accommodations if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to TPD.

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 sexual harassment may include, but is not limited to, the following:

- Class changes;
- On-campus housing moves;
- Academic accommodation;
- No contact, non-retaliatory order or directive; and/or
- The Guardian “precautionary timer” for when traveling from one area of campus to another. The timer is set as you leave a location and canceled through the app within a specified amount of time when you arrive at your destination. If the timer does not get canceled and expires, the USFPD will be alerted and provided with a physical location via GPS so that they may assist you. More more information about Guardian, read the Emergency Response section of this report.

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 the shift hours of the Respondent so they do not overlap with the Complainant's;
- 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 work
- Placing the Respondent on administrative leave with pay pending the conclusion of the investigation; and/or
- Providing the Guardian “precautionary timer” for use when traveling from one area of campus to another. The timer is set as you leave a location and canceled through the app within a specified amount of time when you arrive at your destination. If the timer does not get canceled and expires, USFPD will be alerted and provided with a physical location via GPS so that they may assist you. For more information about Guardian, read the Emergency Response section of this report.

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.

Protective Measures for the USF System Community

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

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 System Policy 0-004: Sexual Misconduct/Sexual Harassment.

FERPA and Institutional Disciplinary Action

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

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 doesn't 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 which 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

Our institution issues Emergency Notifications in accordance with the emergency response and evacuation procedures outlined in our Emergency Operations Plan (EOP). Each institution within the USF System has an EOP. Each EOP is written in accordance with the framework outlined in USF System Policy 6-010: Emergency

Management. This policy is available on the Office of the General Counsel's website at regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-6-010.pdf.

Each institutions' 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
- 4) Initiate our emergency notification system.

More information regarding the Emergency Notification System (ENS) can be found in USF System Policy 6-010: Emergency Management. This policy is available on the Office of the General Counsel's website at regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-6-010.pdf.

Confirming Significant Emergencies or Dangerous Situations

There are multiple methods for members of the community to report an incident to university public safety officials; however, confirming whether or not a significant or dangerous situation exists is the responsibility of trained professionals in either Tampa Police Department, Emergency Management, and Environmental Health and Safety.

For law enforcement issues, the Tampa Police Department is responsible for confirming whether a significant emergency or dangerous situation on campus exists through information received by anonymous report; threat; or victim, witness, or officer observation.

For non-law enforcement situations, other departments may also confirm that a significant emergency exists. These departments include USF Health Facilities and Operations Management, the Office of Educational Affairs, the USF Health Office of Research, or the Office of the Senior Vice President. 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, 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 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 as a whole. 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.

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, a site administrator will initiate an emergency notification. In the event a site administrator is not able to initiate an AlertUSF message, authorized users in Information Technology, or the Office of the Vice President for USF Health or USF Emergency Management 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. The following tools are used to facilitate incident communications:

- USF Health Homepage – Emergency messages will be broadcast to the USF Health Homepage. 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-System campuses. For more information visit the USF Emergency Management homepage.
- Desktop Alert – Desktop Alerts will appear on desktop computers that are maintained by USF IT and activate when the messages are issued at USF Health. If you encounter issues or do not receive Desktop Alerts on your USF desktop computer, contact IT at help@usf.edu.
- AlertUSF Website – This website provides information on active incidents or events that could impact the USF system. This webpage maintains a chronological history of an event by displaying text alerts. 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 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 HHealth home page (health.usf.edu) will display emergency information. As updates are provided, new information is posted by the appropriate responding public safety authority. The USF Health 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 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 contact 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, 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
Environmental Health and Safety	■	■	
Information Technology			■
Joint Information Center	■	■	■
Office of the Senior Vice President of Health	■	■	■
University Communications and Marketing	■	■	■
USF Health Office of Communications	■	■	■
USF Health, Office of Safety & Preparedness	■	■	■

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 Notification System (ENS), emergency response, and emergency evacuation procedures can be found in USF System Policy 6-025: Fire and Emergency Evacuation Drills available via the Office of the General Counsel’s website at regulations.policies.usf.edu/policies-and-procedures/pdfs/policy-6-025.pdf.

Emergency Notification System Tests

The university tests its Emergency Notification System 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, University Communications and Marketing, Information Technology, and appropriate university administration.

During these scheduled tests, all components of the AlertUSF system are activated by USF Health or USF Emergency Management:

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); the Inside USF faculty and staff newsletter; and the USF calendar (publicly available).

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 procedure 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 (usf.edu/em), within each USF System institutions’ EOP, and on Emergency Situation Protective Action Posters within each classroom on our campus.

Emergency Evacuation Procedures Tests

In accordance with USF System Policy 6-025: Fire and Emergency Evacuation Drills, the USF System 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 System 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 System policy and associated procedures include the following:

- Annual fire and emergency evacuation drills are required to be conducted for all USF System 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 announced in practice, excluding notification of vested parties required to coordinated 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 System Policy 6-025: Fire and Emergency Evacuation Drills requires a multi-disciplinary approach for the effective implementation and maintenance of emergency

evacuation procedures for the USF System. 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.

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: usf.edu/ehs/documents/firesafety-drillprocedure.pdf.

Communicating Our Emergency Response and Evacuation Procedures

USF System Environmental Health and Safety (EH&S) and USF Health provide training to USF System 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 System Policy 6-025: Fire and Emergency Evacuation Drills, to USF staff employees on a biennial basis as well as per request to additional USF System 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 System 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 your 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.

Emergency Management (EM) is responsible for maintaining USF System 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 System 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 of our emergency evacuation procedures. Per USF System 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 usf.edu/ehs/documents/firesafety-firedrillform.pdf.



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 the 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. Don't 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 roadways 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 website: usf.edu/ehs/documents/firesafety-drillprocedure.pdf.

How to Shelter in Place

During certain emergency situations – 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 situation, directions to shelter in place may be sent using a variety of communication tools, including: siren/loudspeakers system, MoBull Messenger, and/or

digital screens.

- 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 System 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.
- Closed 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.

Aggravated Assault	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.
Arson	Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc. <i>Note: Do not classify fires of suspicious or unknown origin.</i>
Burglary	The unlawful entry of a structure or conveyance to intent to commit a crime therein.
Business Day	Monday through Friday, excluding any day when the institution is closed.
Campus	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 education 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).
Campus Security Authority (CSA)	There are four types of individual or organizations that are considered a CSA under the Clery Act: (1) A campus police department or a campus security department of an institution. (2) Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under paragraph (1) of this definition, such as an individual who is responsible for monitoring entrance into institutional property. (3) Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses. (4) An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.
Clery Geography	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. On Campus 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>

Clery Geography, continued	Non-Campus Property The <i>non-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 educational purposes, including residence halls; and</i> <i>Any building or property that is within or reasonably contiguous to 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).</i> Public Property The <i>public property</i> category of Clery Geography encompasses the following: <i>All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.</i>
Dating Violence	Under the Clery Act, <i>dating violence</i> is defined as follows: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (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. (2) For the purpose of this definition— (i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (ii) Dating violence does not include acts covered under the definition of domestic violence. (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. Under the State of Florida Statutes, <i>dating violence</i> is defined as follows: 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: <ol style="list-style-type: none">1. A dating relationship must have existed within the past six months;2. The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties; and3. 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.
Destruction or Damage or Vandalism of Property	To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it. Crime is <i>only</i> reported if it was motivated, in whole or in part, by the offender's bias.

<p>Domestic Violence</p>	<p>Under the Clery Act, <i>domestic violence</i> is defined as follows:</p> <ol style="list-style-type: none"> (1) A felony or misdemeanor crime of violence committed— <ol style="list-style-type: none"> (i) By a current or former spouse or intimate partner of the victim; (ii) By a person with whom the victim shares a child in common; (iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (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 (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. (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. <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>Federal Bureau of Investigation's (FBI) Uniform Crime Reporting (UCR) Program</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>Hate Crime</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>Hierarchy Rule</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>Intimidation</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>

<p>Larceny-Theft</p>	<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>
<p>Motor Vehicle Theft</p>	<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>
<p>Murder and Non-negligent Manslaughter</p>	<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 not include deaths caused by negligence, assaults/attempted 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>
<p>Negligent Manslaughter</p>	<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 not include deaths of persons due to their own negligence, accidental deaths not resulting from gross negligence, or traffic fatalities.</i></p>
<p>Professional Counselor</p>	<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>
<p>Programs to Prevent Sexual Assault, Dating Violence, Domestic Violence, and Stalking</p>	<ol style="list-style-type: none"> (1) Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault, dating violence, domestic violence, and stalking that – <ol style="list-style-type: none"> (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 (ii) Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels. (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>Public Property</p>	<p>All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.</p>
<p>Referred for Campus Disciplinary Action</p>	<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>
<p>Robbery</p>	<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>Sexual Assault</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 bona fide 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>Simple Assault</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>Stalking</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"> (i) Fear for the person’s safety or the safety of others; or (ii) Suffer substantial emotional distress. <p>(2) For the purpose of this definition—</p> <ul style="list-style-type: none"> (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. (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. (iii) <i>Reasonable person</i> means a reasonable person under similar circumstances and with similar identities to the victim. <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>Test</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.





Confidential and non-confidential on-campus and off-campus resources for victims of sexual assault, dating violence, domestic violence, and stalking for the USF Tampa and USF Health in South Tampa.

VAWA

VIOLENCE AGAINST WOMEN ACT

VAWA IS FOR EVERYONE. THE VIOLENCE AGAINST WOMEN ACT PROTECTS ALL STUDENTS/FACULTY/STAFF/ADMINISTRATION REGARDLESS OF ORIENTATION/IDENTITY.

IF YOU HAVE EXPERIENCED SEXUAL ASSAULT, RELATIONSHIP VIOLENCE OR STALKING:

WHERE CAN I GO FOR HELP?

<div style="background-color: #006633; color: white; padding: 5px; text-align: center; font-weight: bold;">NON-CONFIDENTIAL</div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 10px;"> </div> <div style="background-color: #f0f0f0; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF POLICE DEPARTMENT</p> <p style="margin: 0; font-size: small;">UPD 002 813-974-2628 HTTP://WWW.USF.EDU/ADMINISTRATIVE-SERVICES/UNIVERSITY-POLICE</p> </div> <div style="background-color: #f0f0f0; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF TITLE IX</p> <p style="margin: 0; font-size: small;">ALN 172 813-974-4373 HTTP://WWW.USF.EDU/DIVERSITY/TITLE-IX</p> </div>	<div style="background-color: #006633; color: white; padding: 5px; text-align: center; font-weight: bold;">CONFIDENTIAL</div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 10px;"> </div> <div style="background-color: #006633; color: white; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF CENTER FOR VICTIM ADVOCACY</p> <p style="margin: 0; font-size: small;">SVC 2057 • 813-974-5756 HTTP://WWW.USF.EDU/STUDENT-AFFAIRS/VICTIM-ADVOCACY</p> </div> <div style="background-color: #006633; color: white; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF COUNSELING CENTER</p> <p style="margin: 0; font-size: small;">SVC 2124 • 813-974-2831 HTTP://WWW.USF.EDU/STUDENT-AFFAIRS/COUNSELING-CENTER</p> </div> <div style="background-color: #006633; color: white; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF STUDENT OMBUDS OFFICE</p> <p style="margin: 0; font-size: small;">ALN 191 • 813-974-0835 HTTP://WWW.USF.EDU/STUDENT-AFFAIRS/OMBUDS</p> </div> <div style="background-color: #006633; color: white; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF STUDENT HEALTH SERVICES</p> <p style="margin: 0; font-size: small;">SHS 100 • 813-974-2331 HTTP://WWW.USF.EDU/STUDENT-AFFAIRS/STUDENT-HEALTH-SERVICES</p> </div> <div style="background-color: #006633; color: white; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">USF STUDENT WITH DISABILITY SERVICES</p> <p style="margin: 0; font-size: small;">SVC 1133 • 813-974-4309 HTTP://WWW.USF.EDU/STUDENT-AFFAIRS/VICTIM-DISABILITIES-SERVICES</p> </div> <div style="background-color: #006633; color: white; padding: 10px; margin-top: 10px;"> <p style="text-align: center; font-weight: bold; margin: 0;">CRISIS CENTER OF TAMPA BAY</p> <p style="margin: 0; font-size: small;">1 CRISIS CENTER PLAZA, TAMPA, FL 33613 813-964-1964 OR DIAL 211</p> </div>
--	--

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.

VAWA

VIOLENCE AGAINST WOMEN ACT

VAWA IS FOR EVERYONE. THE VIOLENCE AGAINST WOMEN ACT PROTECTS ALL STUDENTS/FACULTY/STAFF/ADMINISTRATION REGARDLESS OF ORIENTATION/IDENTITY.

IF YOU HAVE EXPERIENCED SEXUAL ASSAULT, RELATIONSHIP VIOLENCE OR STALKING:

YOUR RIGHTS UNDER VAWA

- YOU HAVE THE RIGHT TO REPORT THE INCIDENT (OR NOT) TO LAW ENFORCEMENT, TO THE UNIVERSITY, OR TO ANY OF THE CONFIDENTIAL RESOURCES ON CAMPUS.
- YOU DO NOT NEED TO REPORT AN INCIDENT TO THE POLICE TO RECEIVE PROTECTIVE MEASURES FROM THE UNIVERSITY.
- PROTECTIVE MEASURES MAY INCLUDE, BUT ARE NOT LIMITED TO, RISK ASSESSMENT, SAFETY PLANNING, ON-CAMPUS HOUSING/EMPLOYMENT CHANGES, TRANSPORTATION, NO CONTACT ORDER, CLASS CHANGES.
- USF WILL KEEP YOUR ACCOMMODATIONS CONFIDENTIAL, AS LONG AS DOING SO DOESN'T HINDER THE ABILITY TO PROVIDE THOSE ACCOMMODATIONS.
- DISCIPLINARY PROCEEDINGS WILL BE PROMPT, FAIR AND IMPARTIAL. EVERY CASE IS UNIQUE AND MAY 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 THE ADVISOR OF THEIR CHOICE.
- POSSIBLE SANCTIONS FOR AN ALLEGATION OF SEXUAL ASSAULT, RELATIONSHIP VIOLENCE, OR STALKING ARE NOT LIMITED TO BUT MORE THAN LIKELY INCLUDE RESTRICTION, SUSPENSION, DEFERRED SUSPENSION, EXPULSION.

PRESERVE ANY EVIDENCE IF YOU INTEND TO REPORT. DEPENDING ON THE TYPE OF INCIDENT:

- **DO NOT WASH BEDDING, TOWELS, CLOTHING**
- **DO NOT ERASE VOICEMAILS, TEXTS, OR EMAILS**
- **AVOID BATHING/SHOWERING, BRUSHING TEETH, EATING, DRINKING, USING THE TOILET, OR CLEANING THE CRIME SCENE**

GET HELP NOW:



VICTIM HELPLINE:
813-974-5757

Notice of Nondiscrimination: Pursuant to Title IX, the University does not discriminate on the basis of sex in educational programs or activities that it operates. Such protection extends to both employees and students. Any questions or inquiries concerning Title IX, policies, procedures, or the application of Title IX at the University may be referred to the Title IX Coordinator, Senior Deputy Title IX Coordinator, or to any of the University's Deputy Title IX Coordinators. The most up-to-date information regarding Title IX and other University resources are available on the Office of Diversity, Inclusion, and Equal Opportunity's website at www.usf.edu/Diversity. When appropriate, the University will take steps to prevent the recurrence of harassment, including sexual violence, and to correct any discriminatory effects of harassment on the complainant and others.



TITLE IX

The USF System process to address reports of alleged Title IX violations is centralized through one office on the Tampa Main Campus. The following provides an overview of the process. To obtain more detailed information, contact 813-974-8616 or refer to USF Policy 0-004 Sexual Harassment/Sexual Misconduct at <http://regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf>

USF POLICE DEPARTMENT

EMERGENCY: 911 • NON-EMERGENCY: 813-974-2628

REPORTING PROCESS

DISCLOSURE TO
"RESPONSIBLE EMPLOYEE"
mandated reporters



DIRECT REPORT
813-974-8616



ETHICSPPOINT
EthicsPoint.com



DEPUTY TITLE IX COORDINATOR
makes initial contact via USF email (if safe to do so)

YOU CAN:

TAKE NO ACTION

HOLD

MOVE FORWARD



COMPLAINT PROCESS

The Complaint Process begins only after a FORMAL TITLE IX COMPLAINT is received. This may be a written document, or may be a verbal complaint (followed by a written complaint). In certain instances involving student/employee/campus safety, interim actions may be taken in the absence of a complaint.

APPEAL PROCESS

After a Title IX investigation, if there is a finding, both the Complainant or the Respondent can appeal the finding under a limited set of circumstances.

NOT SURE WHAT YOU WANT TO DO?

CONTACT: MAGGIE DENNEY, DEPUTY TITLE IX COORDINATOR
813-974-8616 • denney1@usf.edu



TITLE IX

CAN I TELL SOMEONE?

CAN I TALK TO SOMEONE?

CAN I FILE A TITLE IX COMPLAINT?

You can disclose a situation to any "responsible employee," also called a "mandated reporter," who will complete a Title IX Incident Report. You can also disclose directly.

Students, faculty, and staff can call the Director of Title IX Compliance or make an appointment for an Information Session. During this appointment, you can obtain information and ask questions.

Students, faculty and staff disclosing sexual harassment, including sexual violence, may file a complaint with the Title IX Coordinator for the University System. Alternatively, you may file an anonymous complaint.

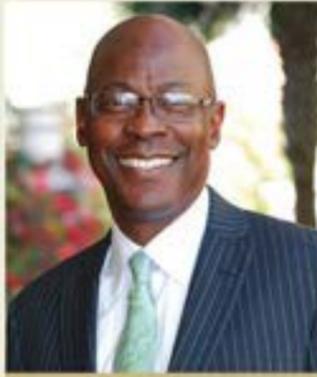
Title IX Reporting:
813-974-8616

Anonymous Reporting:
<http://EthicsPoint.com>
813-974-8411
*Responsible employees must submit a Title IX Report
<http://usf.edu/diversity/title-ix>

For more information visit:
<http://bit.ly/titleixusf>



The Title IX Coordinator and Deputy Coordinator monitor overall implementation of Title IX compliance for the USF System, including coordination of training, education, communications, and the complaint processes for faculty, staff, students and other members of the University System community.



CECIL HOWARD
 Interim Title IX Coordinator
howardc@usf.edu
 813-974-8615

Notice of Nondiscrimination: Pursuant to Title IX, the University does not discriminate on the basis of sex in educational programs or activities that it operates. Such protection extends to both employees and students. Any questions or inquiries concerning Title IX, policies, procedures, or the application of Title IX at the University may be referred to the Title IX Coordinator, Senior Deputy Title IX Coordinator, or to any of the University's Deputy Title IX Coordinators. The most up-to-date information regarding Title IX and other University resources are available on the Office of Diversity, Inclusion, and Equal Opportunity's website at www.usf.edu/Diversity. When appropriate, the University will take steps to prevent the recurrence of harassment, including sexual violence, and to correct any discriminatory effects of harassment on the complainant and others.





Guide for Victims of

Sexual Assault & Harassment

Domestic, Relationship, & Dating Violence

Stalking



Introduction

Victim Disclosure, Employee Obligation to Report, and Confidentiality.....
 Confidential Campus Resources

Employees Who Must Report Disclosures.....

Reactions to Victimization

Center for Victim Advocacy

Crimes Served by CVA.....

Services Offered by CVA

In the Immediate Aftermath of a Crime.....

Sexual Assault/Rape/Sexual Battery

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

Reporting Options for Victims

Reporting a Crime to Law Enforcement

Injunctions for Protection.....

Reporting Sexual Discrimination, Harassment or Assault Under Title IX

Misconduct by a Student

Misconduct by an Employee

Options if you do not wish to report

Confidential Campus Resources.....

Non-Confidential Campus Resources

Off-Campus Resources.....

Notes.....

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 Office of Diversity, Inclusion & Equal Opportunity (**DIEO**).

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 wishes are considered by those responsible for responding to the report. When a mandated report is submitted, it goes directly to the Deputy 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 Deputy 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 and wishes 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.

Overview

The Center for Victim Advocacy (CVA) provides free and confidential services to USF student, 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 additional 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. You can 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 wish
- 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 official at DIEO, requesting informal or alternative solutions.
- File a formal Title IX complaint with DIEO 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 DIEO 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 wish.
- 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, which is housed in the DIEO office. To file a Title IX report you may:

1. Walk in to the DIEO office for an Information Session, learn your options, and then work with Title IX to take the level of action you wish
2. Turn in a Title IX report (found at <http://www.usf.edu/diversity/title-ix/reporting.aspx>) to TitleIXReports@usf.edu
3. Turn in a Title IX complaint to DIEO (via email, USPS mail, or by dropping it off at DIEO)

It is important to remember that you are the person in control and in charge of what actions will be taken. DIEO Title IX 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:
Mr. Cecil Howard, J.D.
4202 E. Fowler Ave, ALN 172
Tampa, FL 33624
813-974-8615
howardc@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, DIEO will work with Human Resources to adjudicate the matter. This may involve policies that specifically outline expectations for employee conduct.

If you do not wish 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/
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, psychologists, and board-certified psychiatrists on staff.

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, and has medical doctors, physician assistants, and advanced registered nurse practitioners on staff.

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

NON-CONFIDENTIAL CAMPUS RESOURCES

University Police Department (UPD)

usf.edu/administrative-services/university-police
Emergency: 911
Non-Emergency: 813-974-2628

Office of Student Rights & Responsibilities (OSSR)

sa.usf.edu/srr/
ALN 109
Office: 813-974-9443

Title IX

Office of Diversity, Inclusion & Equal Opportunity (DIEO)

<http://usfweb2.usf.edu/EOA/>
ALN 172
Office: 813-974-4373

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

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/

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

Hillsborough County Sheriff's Office

hcsotampa.fl.us/

Emergency: 911

Non-Emergency: 813-247-8200

Tampa Police Department

tampagov.net/dept_police/

Emergency: 911

Non-Emergency: 813-231-6130

Temple Terrace Police Department

templeterrace.com/index.aspx?nid=171

Emergency: 911

Non-Emergency: 813-989-7110

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

Victim Helpline: 813-974-5757

4202 E. Fowler Avenue, SVC 2057

Tampa, FL 33620

usf.edu/advocacy



TITLE IX

2015-2016 USF Guide Regarding Sexual Harassment Under Title IX

TITLE IX/OFFICE OF DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY (DIEO)

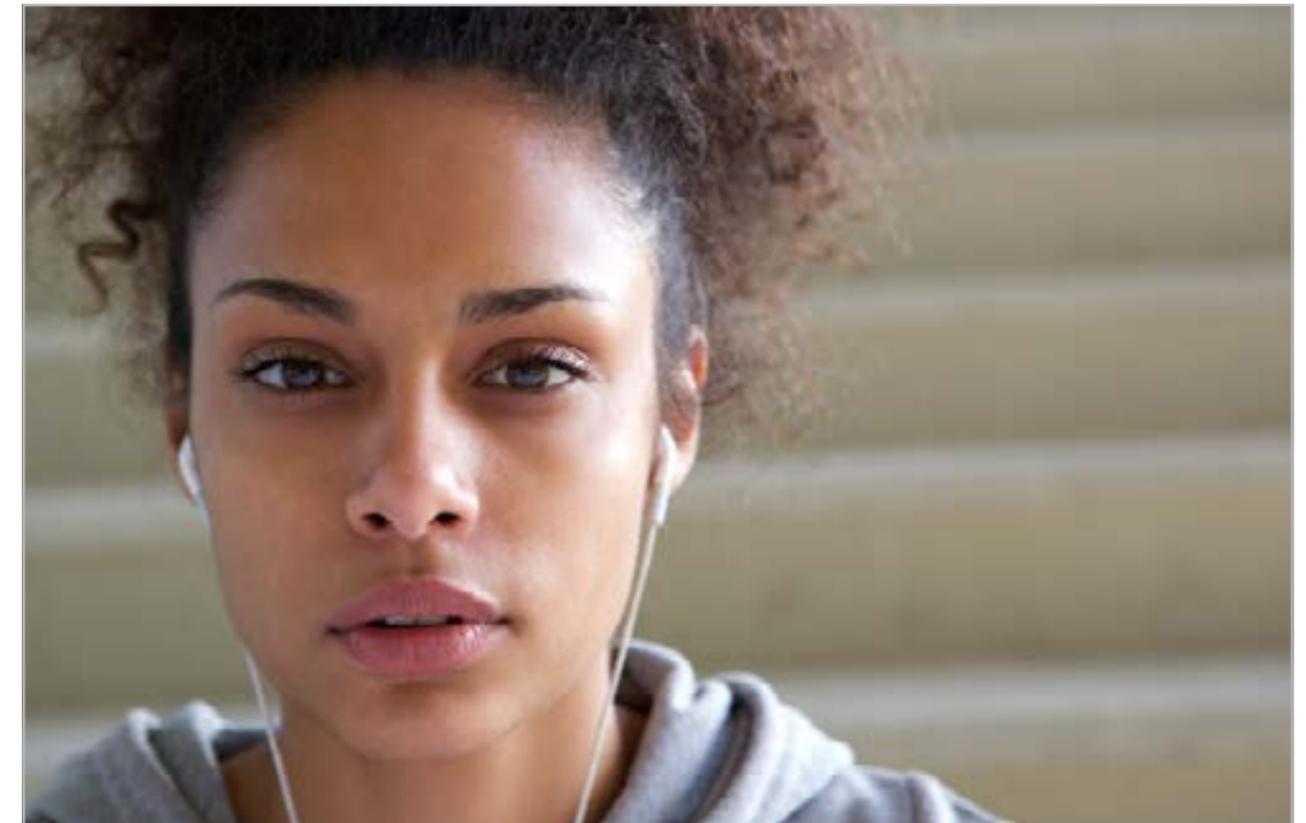
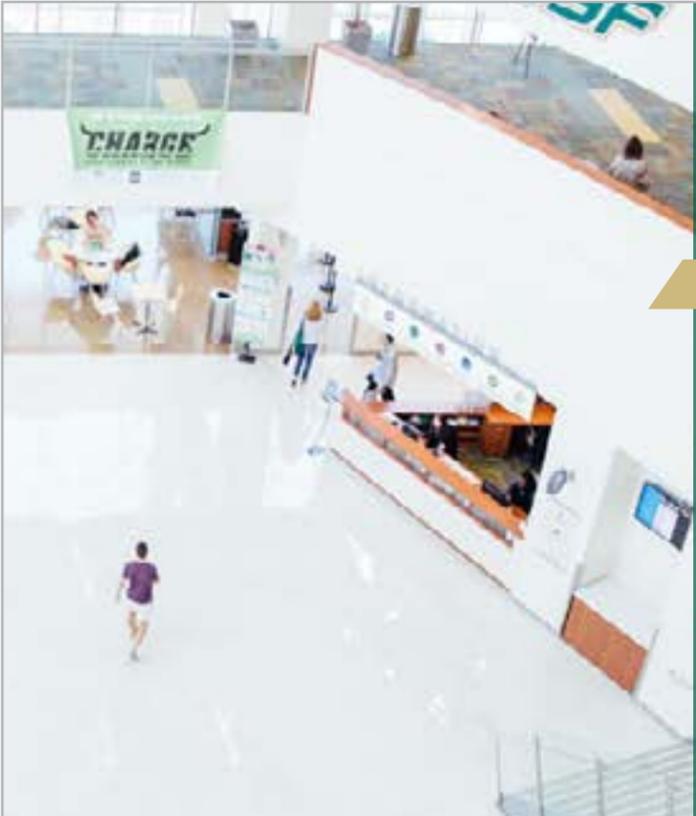




TABLE OF CONTENTS

- 05 Introduction
- 06 Notice of Nondiscrimination
- 07 What is Sexual Harassment
- 08 Who Can Be Involved
- 09 Filing a Complaint or Report
- 12 The Review Process
- 17 Equal Support for Involved Parties
- 18 Glossary
- 21 Contacts & Resources

INTRODUCTION

The University of South Florida System (USF) community strives to provide work and study environments for faculty, staff, students, and visitors that are free of discrimination and sexual misconduct, including sexual harassment. As part of the effort to maintain an environment that is comfortable for all people, the USF System established **The Sexual Misconduct/ Sexual Harassment (Including Battery) Policy Number 0-004** (<http://regulationspolicies.usf.edu/regulations-and-policies/regulations-policies-procedures.asp>).

USF is committed to maintaining a positive working, learning, and living environment and will not tolerate acts of sexual harassment, sexual violence, or related retaliation against or by any employee, student, or visitor. When sexual harassment or sexual violence has occurred, and is brought to the attention of USF, the University will take steps to end the harassment or violence, prevent its reoccurrence, and address its effects.

The **USF Guide Regarding Sexual Harassment Under Title IX** provides an overview of USF's policy, the complaint, reporting and review process, and resources available for the involved parties.

USF regulations directly provide process and guidance for the University community and are the controlling documents with regard to the issues regarding Sexual Harassment and Violence. USF regulations may be found online for Sexual Misconduct/ Sexual Harassment at www.regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf and for the Student Conduct Code at www.regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf.

This guide is meant to be more user friendly and illustrative, however, it is not meant to establish policy.

TITLE IX/OFFICE OF DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY

5



NOTICE OF NONDISCRIMINATION

Pursuant to Title IX, the University does not discriminate on the basis of sex in educational programs or activities that it operates. Such protection extends to both employees and students. Any questions or inquiries concerning the application of Title IX may be referred to the Title IX Coordinator, Senior Deputy Title IX Coordinator, or to any of the University's Deputy Title IX Coordinators. The Title IX Officers and resources can be found on the webpage for the Office of Diversity, Inclusion and Equal Opportunity, located at www.usf.edu/diversity. When appropriate, the University will take steps to prevent the recurrence of harassment, including sexual violence, and to correct any discriminatory effects of harassment on the Complainant and others.

USF Title IX Coordinator

Dr. Jose Hernandez, Associate Vice President and Chief Diversity Officer

4202 E. Fowler Avenue, ALN 172,
Tampa, Florida 33620

(813) 974-4373; jehernan@usf.edu

Discrimination and harassment on the basis of race, color, marital status, sex, religion, national origin, disability, age, genetic information, gender identity and expression, sexual orientation, or veteran status are also prohibited (please see [USF System Policy Number 0-007, Diversity & Equal Opportunity: Discrimination & Harassment](#)).

WHAT IS SEXUAL HARASSMENT

Sexual harassment is any verbal or physical conduct that unreasonably interferes with an individual's work or academic performance or creates an intimidating or hostile work or educational environment AND is determined to be gender-based or sexual in nature. Harassment can include "sexual harassment" (unwelcome sexual advances), requests for sexual favors, or other verbal or physical harassment of a sexual nature. The complainant (or the person commonly known as the "victim") or the Respondent (or the person deemed to be the alleged harasser) can be either a woman or a man; they may be of the same or different sex (www.eeoc.gov/laws/types/sexual_harassment.cfm).

Here are some examples of sexual harassment:

- An instructor suggests that a higher grade be given to a student if the student submits to sexual advances
- A supervisor implicitly or explicitly threatens termination or a poor performance review if a subordinate refuses the supervisor's sexual advances
- A student repeatedly follows an instructor around campus and sends sexually explicit messages to the instructor's voicemail, email, or cell phone

- A student, employee, or authorized visitor or campus vendor touches in an unwelcome, sexual manner without consent
- A student, employee, or authorized visitor or campus vendor repeatedly makes unwelcome comments that may be of or have an implicit sexual nature in person, on the phone, or in any other way
- A student or employee or authorized visitor or campus vendor records a person or others engaged in sexual activity without their consent
- Students in a residence hall repeatedly draw sexually explicit graffiti on the whiteboard on another student's door
- A student or employee exposes their sexual organs without consent and in an unwelcomed manner
- A vendor serving the campus committee heckles and cat-calls a specific student or students or employee or employees in a persistent and severe manner
- An authorized visitor gropes or touches a student or employee while on campus in an unwelcomed manner without consent

WHAT ARE CONSENSUAL RELATIONSHIPS AND DOES USF HAVE A POLICY?

The USF System recognizes that consensual relationships between two people of unequal position or power (e.g., between a supervisor and an employee, faculty and student, or staff member and student) may occur. Such relationships may become exploitative, or lead to charges of sexual harassment, or accusations of a conflict of interest. To address this, the USF System has adopted a policy governing consensual relationships. [USF System Policy 1-002-Consensual Relationships, Intercourse, and Sexual Harassment](#) (effective 1-1-2017). The most up-to-date version of that policy should be consulted should this issue arise.

Simply put, it is a violation of USF System policy for faculty, an academic administrator or employee to engage in an intimate, dating or sexual relationship with an employee or student whom he/she instructs, evaluates, supervises, or advises, or over whom he/she is in a position to exercise authority in any way. The USF System prohibits the exercise of supervisory power by one partner in a consensual relationship when that partner has direct

authority over the individual circumstances of the other partner. If such a relationship exists prior to establishing a direct authority relationship, the two people involved are obligated under policy to disclose their relationship. This provides the University the ability to assess the work dynamic and structure and to make the changes as needed to limit or eliminate the supervisor/supervisee reporting chain and/or the power dynamic that may lead to conflict of interest.

WHO CAN BE INVOLVED?

Sexual harassment can involve anyone interacting with the USF campus community, whether on campus or off campus (to include sites of Education Abroad) including a USF-sponsored event, including but not limited to:

Faculty / Faculty	Administrator / Faculty
Faculty / Student	Administrator / Staff
Faculty / Staff	Administrator / Student
Teaching Assistant / Student	Supervisor / Employee
Student / Student	System Guest / Employee
Staff / Staff	System Guest / Student
Staff / Student	

LGBTQ STATEMENT

USF strives to promote the safety and well-being of employees and students. The information in this guide is applicable to all students and employees regardless of their sexual orientation, gender identity, or gender expression.

FILING A COMPLAINT OR REPORT

A "complaint" is the method used to give notice to the University in a formal manner that an alleged violation of its Sexual Harassment policies has occurred. A "report" is the method used by an employee or non-victim to notify the University of a possible incident of sexual harassment. The next paragraphs detail each process.

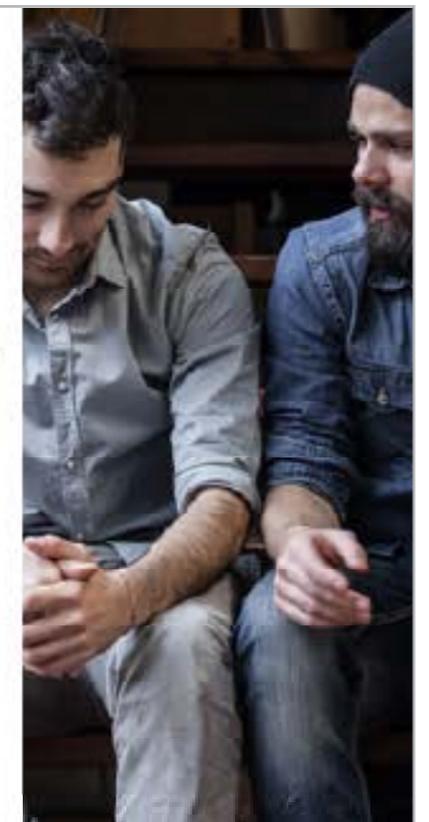
Note: USF has designated certain individuals to report to employees on Reporting to Employees and/or Campus Security

Authentication: Those individuals who are not confidential resources and must report all they know.

Filing A Complaint

If you believe that you are the victim of sexual harassment, USF strongly encourages you to file a complaint. Depending on the circumstances, filing a complaint alleging sexual harassment may be completed with one of two designated offices within the USF System:

- For complaints in which someone other than a student (faculty, staff, vendor, visitor, internship site or clinical site) is the Respondent, the complaining employee or student may file a complaint with the Office of Diversity, Inclusion, and Equal Opportunity (ODIEI)
- For complaints in which a student is the Respondent (accused), the complaining student or employee





may file the complaint with the Office of Student Rights and Responsibilities (OSRR)

Complaints are addressed promptly and relevant USF policy and processes are initiated by either DIEO or OSRR.

You may also file a complaint with the appropriate campus law enforcement agency or other local police department. This type of complaint will initiate a criminal investigation that is outside the purview of the University. USF will not end its action regarding a complaint because the local police department is also investigating. The University will complete its process in addition to what actions are taken by local police in the matter. The Complainant has a right to make a complaint or not make a complaint with either the University and/or the police, or neither. Depending on the details of

the complaint, that is, who is the determined Respondent, the case will be referred to one of the offices above for action.

Any person may file an external complaint without fear of retaliation from the University with the following agencies:

- U.S. Equal Employment Opportunity Commission, Tampa, FL (813) 228-2310, TTY (813) 228-2003
- U.S. Department of Education, Office for Civil Rights, Atlanta, GA (404) 562-6358, TDY (404) 562-6454
- U.S. Department of Labor, Office of Federal Contract Compliance Programs, Orlando, FL (407) 648-6181, TTY (877) 889-5627
- Florida Commission on Human Relations, Tallahassee, FL 1-800-342-8170, TDD ASCII 1-800-955-1339; TDD BAUDOT 1-800-955-8771

CONFIDENTIAL RESOURCES

The only exception to the obligation to report described above applies to those employees or service offices who have been deemed to be “confidential resources.” For an up-to-date list of those positions considered confidential resources, please see **Section IV of Policy 0-004, Sexual Misconduct/Sexual Harassment (Filing Complaint or Reports)**, located at <http://regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf>. Confidential Resources include the Center for Victim Advocacy and Violence Prevention, the Counseling Center, Student Health Services, the Ombuds Office, and the Employee Assistance Program. Should an employee or student seek assistance with one of the confidential resources, the information shared will remain confidential.

However, when there is an identified risk to the student, employee, or University community at large, a confidential resource may be obligated under law to act to ensure the safety of others and/or the University community.

THE REVIEW PROCESS

If you are a USF employee, student, vendor, or visitor and have been the victim of sexual harassment, sexual violence, or other gender-based harassment, it is important that you read the following information. Although not intended to be a comprehensive explanation of your options and rights, this information may be useful to you. USF suggests you also read the current **Guide for Victims of Sexual Assault & Harassment, Domestic, Relationship & Dating Violence, and Stalking** available in hardcopy at DIEO, OSRR, the Center for Victim Advocacy and Violence Prevention, as well as the Ombuds Office and online at www.sa.usf.edu/advocacy/docs/VAVP_Victim_Guide_FINAL_web.pdf.

Sexual harassment, sexual violence, and other gender-based harassment occurring in the college setting implicate a federal law called “Title IX” found within the Higher Education Amendments of 1972. Title IX prohibits discrimination on the basis of sex (gender) in education programs or activities and triggers certain responsibilities on the part of USF. The USF System has a team of Title IX officials who can help explain USF’s responsibilities in these cases (see the list of officials and their

USF also provides a means for a complaint to be filed anonymously. To file a complaint in this manner you may call **EthicsPoint**, the USF third party hosted hotline, at (866) 974-8411 or access EthicsPoint online at www.ethicspoint.com. The anonymous report will be forwarded to the appropriate USF office (DIEO or OSRR) and once received, the University will act in as much as is possible to address the complaint given the information that has been provided in the complaint.

If you have questions, please visit the websites of these agencies or contact the USF System Title IX Coordinator, Senior Deputy Coordinator, or the Deputy Coordinator nearest you (see Resources).

THIRD PARTY REPORTING

USF is committed to ensuring that its campus is safe. As a result, certain employees have been designated as “Responsible Employees” and are required to report sexual harassment. Any USF employee with supervisory authority on campus must refer reports of sexual harassment, sexual violence, or other gender-based harassment to DIEO or OSRR. For an up-to-date list of positions which USF considers “responsible employees” under Title IX, please refer to **The Sexual Misconduct/**

Sexual Harassment Policy Number 0-004, located at <http://regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf>.

Additionally, USF supports the reporting of sexual harassment by any of its community members.

To make a report, the reporting person should download and complete the **Title IX Incident Report Form** found on the **DIEO webpage at www.usf.edu/diversity** under Title IX: Making a Report. The receipt of the Title IX Incident Report will trigger action by USF for any Title IX related incidents.

USF’s third-party hosted hotline may be used for anonymous reporting by any student or employee (**NOTE: Campus Security Authorities and Responsible Employees must formally report through use of the Title IX Incident Report unless they are the Complainant and wish to not file a formal complaint**). A report can be made via **EthicsPoint** by calling (866) 974-8411 or via access online at www.ethicspoint.com.

contact information in Resources). USF has a structure of officials, with the highest authority called the “Title IX Coordinator.” A Senior Deputy and several Deputy Coordinators work throughout the University to provide guidance and access to consultation and links to services.

DIEO and OSRR have authority to address complaints of sexual harassment, sexual misconduct, and sexual violence in a non-criminal context. This USF System process is completely separate from the police and courts process and is administrative in nature. That is, the USF process addresses alleged violations of USF policy. Within the USF System, the identity of the Respondent/alleged perpetrator determines which of the two offices handles a complaint.

When the Respondent is an employee, complaints are handled by DIEO. When the Respondent is both an employee and a student, the two offices may work together to resolve the complaint.

When the Respondent is a student at the time of the incident, OSRR provides a student conduct process used for investigating cases, whether they occur on or off campus.

When the Respondent is neither an employee nor student, USF provides guidance to you and can still assist you with counseling and other support services.

If you are uncertain about which office to contact, you may call either office and they will ensure your report is addressed in a timely manner and reviewed by the appropriate office. In fact, an employee of the assigned office will contact you to notify you which office has your complaint and to provide guidance in the USF process.





When a complaint is filed with a USF System designated office, the office will review the complaint and provide an appropriate response, which may include consultation, mediation, and/or referral for disciplinary action (up to and including termination from employment and/or expulsion from the USF System).

USF will identify appropriate **“interim measures”** and ensure such measures are in place to protect a Complainant and/or Respondent while a case is pending. Depending on the circumstances, examples of these steps include class changes, on-campus housing moves, ordering a Complainant and Respondent to not have contact with each other, excluding a Respondent from parts of campus, or providing an escort to accompany a Complainant on campus. Any adjustments made will be designed to minimize the burden on the Complainant’s educational program while also ensuring

a fair and reasonable response that considers the rights of the Respondent. Some of these actions may also be deemed to be permanent **“remedies”** in those cases resulting in a finding of a policy violation. The goal of interim measures is to stop the harassment, prevent its recurrence, and to identify remedies to limit the effects of such harassment in the future.

DIEO or OSRR will review the allegations and determine an appropriate course of action based on USF policy and defined processes. Some cases can be handled informally and outside of the formal investigative process. Others may result in an investigation. **At no time will a case involving sexual violence be sent to mediation. Such cases are referred for investigation.**

USF Investigators are individuals who have received specialized training in Title IX types of investigations and who are supervised by the Title IX Office. USF investigations are conducted in a thorough and neutral manner

with continued oversight to ensure a timely resolution.

The Equal Opportunity process used by DIEO is outlined on the DIEO website and may be found online at www.usf.edu/diversity/documents/dieo_complaint_process.pdf - 2014-12-18.

The Student Conduct process used by OSRR is outlined in the **Student Conduct of Code**, which can be found online at <http://regulationspolicies.usf.edu/regulations/pdfs/regulation-usf6.0021.pdf>.

Each process provides for a fair and timely review of the complaint that results in a finding and provides both the Complainant and the Respondent a right of appeal. In most cases, information including your name may be shared with the Respondent, witnesses, and with University officials who have a legitimate need to know.

When made aware of sexual violence, USF may have an obligation to proceed with an investigation, regardless of a Complainant’s wishes, in order to ensure campus safety. Complainants are not required to participate if they choose not to; however, this may limit the University’s ability to respond to the incident. If you request that your name or other identifying

information not be used in an investigation, USF will consider your request in light of the context of its responsibility to provide a safe and nondiscriminatory environment. Beyond that, USF will take steps to protect your identity and the identity of all individuals involved.

During the process, the Complainant and Respondent may be accompanied by an advisor at any complaint related meeting. The advisor might be an attorney (not acting in the capacity of counsel) or any support person (including a parent or an advocate from the USF Center for Victim Advocacy and Violence Prevention). In USF’s process, the Complainant and Respondent are not permitted to directly question each other and are not required to be present together at any point. Both a Complainant and a Respondent have the right to identify witnesses and provide other information relevant to the investigation. USF will decide the case based on a **“preponderance of the information standard”** (whether or not it is more likely than not that the conduct occurred). The preponderance of the evidence standard is that which is recommended by the Office for Civil Rights (OCR), the guiding authority for Title IX. The USF process is an administrative process and not a criminal procedure; therefore, the standard of evidence is different.

In most cases, USF will not wait until a criminal case is resolved before proceeding with its administrative case. In addition, if a University official has a reasonable belief that a crime has been committed, she or he may be obligated to report it to law enforcement, if police have not already been notified (such as in cases involving a minor). In cases where a police investigation has been conducted or is being conducted for sexual assaults, law enforcement may be able to provide information to USF, with the victim’s consent. USF’s fact-finding investigation may be delayed for a short period of time upon a request from law enforcement so as not to interfere with a criminal investigation; however, USF will resume its own investigation as soon as possible. Be aware that a Complainant has the right to report or not to report the incident to the police.

The University will use best efforts to resolve complaints involving sexual violence or sexual harassment following the 60 day guideline provided for by OCR, but depending on the complexity of the case and the availability of the Complainant, the Respondent, and all witnesses, an investigation may be extended. The University will keep the Complainant and the Respondent advised as to the status of the case on an ongoing and reasonable basis.

The Complainant and Respondent will be simultaneously informed of the outcome of the case in writing.

Because the University’s primary concern is student safety, complaints involving minor alcohol and drug violations by a Complainant will be handled informally whenever possible. USF notes that the use of alcohol or other drugs never makes an individual at fault for sexual violence.

RETALIATION

USF has a policy which prohibits retaliation against any employee or student who reports an incident of alleged sexual harassment or sexual violence, or any employee or student who testifies, assists or participates in a proceeding, investigation or hearing relating to these allegations (**see Policy 0-020, Retaliation, Retribution, or Reprisal Prohibited, <http://regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-020.pdf>**). The Complainant and Respondent are informed of this provision. Any retaliation should be reported immediately to the Senior Deputy Title IX Coordinator.

EQUAL SUPPORT FOR INVOLVED PARTIES

If both individuals involved are USF employees and/or students, USF has a duty to work with/support both individuals through the process. With a few exceptions, USF offers support, guidance, and assistance. Some services, such as those offered by the Center for Victim Advocacy and Violence Prevention are specialized while other services clearly can be utilized by either the Complainant and Respondent. Often services are also offered to others who may have been impacted by the incident or circumstances.

If an incident reaches the level of interfering with the orderly functions of the University or affecting the safety and wellbeing of the community or its individuals, USF may deem it necessary to temporarily restrict either the Respondent and/or the Complainant from campus until the case can be resolved. This type of measure will be taken only as needed and as warranted.



GLOSSARY

Complainant (Victim)

A person who is subject to alleged Protected Category discrimination, harassment or related retaliation.

Confidentiality

The act of maintaining an individual's information in a private or discrete manner as related to a complaint and or an investigation.

Harassment

Verbal or physical conduct based on a Protected Category that unreasonably interferes with an individual's work or academic performance or creates an intimidating or hostile work or educational environment (see Hostile Environment as defined below).

Hostile Environment

Unwelcome conduct by an individual(s) against another individual based upon her/his Protected Category that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, hostile or offensive.

Investigator

Individual(s) who are employees (and in some circumstances, equally trained contracted professionals) and who have received specialized training to complete comprehensive investigations of violations of policies related to sexual harassment, sexual misconduct, and sexual violence as defined by Title IX and the Violence Against Women Act (VAWA) Reaffirmed 2013.

Office of Diversity, Inclusion, and Equal Opportunity (DIEO)

The office that investigates allegations of discrimination, harassment and related retaliation based upon an individual's Protected Category when the Respondent is an employee, vendor, visitor, or partner.

Office of Student Rights and Responsibilities (OSRR)

The office that investigates allegations of discrimination, harassment, and related retaliation when the Respondent is a student. This office is also the disciplinary authority for student Respondents.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Supervisor

A supervisor is anyone who has the authority to hire, promote, discipline, evaluate, grade or direct faculty, staff or students. This includes anyone who manages or supervises others, including, but not limited to faculty, teaching assistants, resident advisors, coaches and anyone who leads, administers, advises or directs University programs.

Title IX Official

Individual(s) identified within the University system who are authorized to address incoming complaints from students, employees, vendors, or visitors which fall within the University's policies for sexual harassment, sexual misconduct, and sexual violence as defined by Title IX and the Violence Against Women Act (VAWA) Reaffirmed 2013.

Unlawful Discrimination

Occurs when an individual suffers an adverse consequence, such as failure to be hired or promoted, denial of admission to an academic program, or other consequence on the basis of her/his Protected Category.

Preponderance of the Evidence Standard

The standard used in administrative actions involving complaints under Title IX. This evidentiary standard means that the alleged action is "more likely than not" to have occurred and thus is a violation of policy. In lay terms, it is the difference of one feather on the scale tipping the scale.

Policy

Any and all identified and structured rules and regulations administered by the University and/or developed by the University for the purpose of adherence to federal, state, and local statutes, codes, and regulations.

Protected Category

The USF System strives to provide a work and study environment for faculty, staff, students, and veterans that is free from discrimination and harassment on the basis of race, color, marital status, sex, religion, national origin, disability, age, or genetic information, as provided by law. The USF System protects its faculty, staff, students, and veterans from discrimination and harassment based on sexual orientation, as well as gender identity and expression.

Support Services

Any and all identified, structured, and relevant services provided by the University for the purpose of assisting, supporting, or otherwise helping a student and/or employee.

Respondent (Accused)

A person who is accused of Protected Category discrimination, harassment, or related retaliation.

Responsible Employee

An employee who has been deemed to be a non-confidential, mandated reporter of any reported or observed act that falls under Title IX. For the most up-to-date list of positions considered "responsible employees" please refer to Policy 0-004, located at <http://regulationspolicies.usf.edu/policies-and-procedures/pdfs/policy-0-004.pdf>.

Retaliation

Retaliation is an individual(s) taking an adverse action against someone because that person has filed a complaint or participated in a protected class investigation. Retaliation is prohibited by [policy 0-004 Sexual Misconduct/Sexual Harassment](#).

CONTACTS & RESOURCES

USF has a team of professionals trained in handling cases of sexual harassment. If you find yourself involved in a potential case (or a witness to one), please contact any of these officers to discuss your questions and for guidance on filing a complaint or making a report.

Title IX Officials

Title IX Coordinator

Jose Hernandez, Associate Vice President and Chief Diversity Officer, DIEO
813-974-4373, jehernan@usf.edu

Senior Deputy Title IX Coordinator

Crystal Coombes,
813-974-5392, cccoombes@usf.edu

Deputy Coordinators

For Employees

Camille Blake, Director of Equal Opportunity, DIEO
813-974-3906, camille20@usf.edu

For Students

Tampa Campus

Winston G. Jones, Director, OSSR
813-974-9443, winstonjones@usf.edu

Sarasota-Manatee Campus

Allison Dinsmore, SDS
941-359-4714,

Saint Petersburg Campus

Jacob Diaz, Dean of Students and Director of Residence Life & Housing,
727-873-4823

USF Health

Constance Visovsky, Associate Dean College of Nursing
813-974-3831

Title IX Liaisons

Athletics
Jocelyn Fisher, Associate Athletic Director
813-974-3007

USF World
Ben Chamberlain, International Risk and Security Officer
813-974-4314

Complainant Services

Victim Advocates
If you feel you have been victimized, please contact the victim advocate on your campus. Victim Advocates offer confidential counseling resources and advocacy in a supportive setting. This service is free.

Tampa
Center for Victim Advocacy and Violence Prevention,
813-974-5757, www.sa.usf.edu/advocacy

Saint Petersburg
Victim Advocate, 727-612-2861, www.usfsp.edu/wellness/self-help/sexual-violence-prevention

Sarasota-Manatee
Victim Advocate, 941-252-515613, www.ncf.edu/crisis-services

Other Helpful Complainant Resources

Tampa

- Emergency, 911
- Employee Assistance Program (employees only), 1-800-327-8705
- Student Health Center, 813-974-2331
- USF Police Department Non-Emergency, 813-974-2628
- Local Rape Crisis Center, 813-964-1964

22 USF GUIDE REGARDING SEXUAL HARASSMENT UNDER TITLE IX

Saint Petersburg

- Emergency, 911
- Counseling Center, 727-873-4422
- Police, Non-Emergency, 727-873-4140
- Local Rape Crisis Center, 727-531-0482

Sarasota-Manatee

- Emergency, 911
- Counseling Center, 941-487-4254
- Police, Non-Emergency, 941-487-4210
- Local Rape Crisis Center - Manatee County, 941-755-6805
- Local Rape Crisis Center - Sarasota County, 941-365-1976

Respondent Services

Ombuds Office
4202 E. Fowler Avenue
Tampa, FL 33620
MSC 4301
Website to bav@admin.usf.edu
813-974-0835

USF Counseling Center
4202 E. Fowler Avenue,
Tampa, FL 33620, USA
SVC 2124,
813-974-2831

TITLE IX/OFFICE OF DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY 23



USF HEALTH
12901 Bruce B. Downs Blvd., MDC002
Tampa, FL 33612

health.usf.edu