



HARVEY MUDD COLLEGE
ANNUAL FIRE SAFETY AND SECURITY REPORT
2021

January 1, 2020 – December 31, 2020

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I. INTRODUCTION

From President Klawe

It is up to each one of us to help foster a secure and supportive environment at Harvey Mudd College—an environment where individuals can feel safe to visit, learn, work and live. Primary to this goal are the principles of responsibility and respect. These values are essential to any community and serve as the foundation for the success and productivity of our students, faculty and staff. Safety on campus is one of the highest concerns. A truly safe campus can only be achieved through everyone's cooperation. This publication contains information about campus safety measures and reports statistics about crime in our College community. It also describes our efforts to combat alcohol and drug abuse. Please take the time to read it and to help foster a more caring and safer environment.

Maria Klawe
President, Harvey Mudd College

From The Assistant Vice President For Campus Safety

On behalf of the members of the Campus Safety Department, I want to personally thank you for your interest in our Annual Fire Safety and Security Report. The men and women of The Claremont Colleges Services (TCCS) Campus Safety Department are dedicated security professionals who are committed to making the Harvey Mudd College and all of The Claremont Colleges safe places in which to live, work and study.

Harvey Mudd College and TCCS Campus Safety Department publish this report because it contains valuable information for our campus community. This report also complies with important provisions of the Jeanne Clery Act. Campus safety and security, and compliance with the Clery Act, continues to be a part of everyone's responsibility at The Claremont Colleges. We encourage you to review the information made available to you in this report, where you will find information about our organization, including descriptions of services that we provide.

As you read this report, you will also become more familiar with our strong commitment to victims of crimes and the specific extensive services we make available to crime victims. Lastly, very important information about security policies and procedures on our campus, crime data, and crime prevention information is included.

As a significant part of our campus-oriented public safety programming, we join Harvey Mudd College in the commitment to foster a secure and supportive environment at The Claremont Colleges. Campus safety and security indeed requires a collaborative effort at The Claremont Colleges, and so we proudly partner with the many departments at Harvey Mudd College that have a critical role in fostering campus safety, including: the Dean of Students Office, the senior administrators, Campus and Residential Life, Facilities and Maintenance, and other departments.

It will always remain our goal to provide the highest quality of public safety services to The Claremont Colleges community, and we are honored to collaborate with each of our campuses.

Stan Skipworth



Assistant Vice President, TCCS Campus Safety

Accessibility to Information and Non-Discrimination Statement

Harvey Mudd College seeks to maintain an environment of mutual respect among all members of its community. All forms of harassment and discrimination on the basis of sex, gender identity and expression, pregnancy, religion, creed, color, race, national or ethnic origin, ancestry, sexual orientation, medical condition, physical or mental disability, age, marital status, veteran status, family care leave status or any other basis described in Harvey Mudd College's Nondiscrimination Policy or otherwise prohibited by state or federal law destroy the foundation for such respect and violate the sense of community vital to the College's educational enterprise. Sexual misconduct offenses are a form of sexual harassment and are strictly prohibited by the College. Retaliation against a person who reports, complains about, or participates in the investigation of a complaint of discrimination, harassment, and/or sexual misconduct is likewise prohibited.

This policy strictly prohibits discrimination against, or the harassment of, any individual at the College or at College activities occurring away from campus, including but not limited to all individuals regularly or temporarily employed, studying or with an official capacity at Harvey Mudd College (such as trustees, guest lecturers, volunteers and contractors). Persons violating this policy will be subject to disciplinary action up to and including discharge from employment or expulsion from the College. It is the responsibility of all faculty, staff and students at the College to ensure compliance with this policy. Accordingly, faculty, staff or students who believe they are being harassed or discriminated against, have observed harassment of, or discrimination against, another person at the College in violation of this policy, or who believe such conduct has occurred, should immediately report the incident following the complaint reporting procedures below.

Because harassment and discrimination can also constitute violations of federal and state law (Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and/or Section 12940 of the State of California Government Code), individuals who feel that they have been subjected to harassment or discrimination may, in addition to notifying the College by using the complaint reporting procedures below, file a complaint with the appropriate state or federal agencies. Such complaints may be filed with the California Department of Fair Employment and Housing (DFEH) or the comparable federal agency, the Equal Employment Opportunity Commission (EEOC). Complaints may also be filed with the federal government's Office of Civil Rights (OCR).

As an educational institution, Harvey Mudd College is committed to the principle of free expression and the exploration of ideas in an atmosphere of civility and mutual respect. Thus, in keeping with the principles of academic freedom, there can be no forbidden ideas. Harvey Mudd College also recognizes that the educational process can often be disturbing and unsettling, particularly when one's current ideas or values are being challenged. This means that the learning, working, and living environments might not always be comfortable for all members of the College community. The College does not proscribe speech simply because it is offensive, even gravely so. In determining whether an act constitutes discrimination or harassment, the context must be carefully reviewed, and full consideration must be given to protection of individual rights, freedom of speech and academic freedom. In addition, consistent with California Education Code Section 94367, the definition of harassment contained in this policy and its application to student speech shall be subject to the limitations of the First Amendment to the United States Constitution and Article 1, Section 2 of the California Constitution.

Preparation of the Annual Security Report and Disclosure of Crime Statistics

Campus Safety and Dr. Jennifer Alanis, Associate Dean of Students & Title IX Coordinator at Harvey Mudd College, prepare this report to comply with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act using information maintained by Campus Safety, information provided by other offices such as the Harvey Mudd Division of Student Affairs, the Title IX Coordinator, other campus security authorities, online reporting, as well as information provided by local law enforcement agencies surrounding the main campus. Each of these offices provides updated policy information and crime data.

This report provides statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned, leased or controlled by Harvey Mudd College. This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol and other drugs.

The College distributes a notice of the availability of this Annual Security and Fire Safety Report by October 1 of each year to every member of the College community. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting Dr. Jennifer Alanis at jalanis@g.hmc.edu or download a copy by visiting the Campus Safety website: <https://services.claremont.edu/campus-safety/>. From the webpage, scroll down to Clery Reporting and expand the section to view the reports.

II. ANNUAL SECURITY REPORT

Reporting Crimes and Other Emergencies

Harvey Mudd College has a number of ways for campus community members and visitors to report crimes, serious incidents and other emergencies to appropriate Harvey Mudd College and Campus Safety officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire Harvey Mudd College community that you immediately report all crimes/emergencies to Campus Safety at 909.607.2000 or by calling 911. When crimes, serious incidents and other emergencies are reported, Campus Safety and Harvey Mudd College will conduct investigations and initiate appropriate follow-up actions, including issuing a Crime Alert, Timely Warning Notification or Emergency Notification.

Voluntary, Confidential Reporting

If crimes are never reported, little can be done to help other members of the community from also being victims. We encourage College community members to report crimes promptly and to participate in and support crime prevention efforts. The College community will be much safer when all community members participate in safety and security initiatives.

If you are the victim of a crime or want to report a crime you are aware of, but do not want to pursue action within the College or criminal justice system, we ask that you consider filing a voluntary, confidential report. We also highly recommend this method for the accurate and prompt reporting of crimes when the victim of crime elects or is unable to make such a report to the TCCS Campus Safety and appropriate police agencies when the victim of a crime elects to or is unable to make such a report. Depending upon the circumstances of the crime you are reporting, you may be able to file a report while maintaining your confidentiality. The purpose of a confidential report is to comply with your wish to keep your personally identifying information confidential, while taking steps to ensure your safety and the

safety of others. The confidential reports allow the College to compile accurate records on the number and types of incidents occurring on campus. Reports filed in this manner are counted and disclosed in the Harvey Mudd College Annual Security and Fire Safety Report. In limited circumstances, the College may not be able to assure confidentiality, and you will be informed in those cases.

Anyone may call Campus Safety at 909.621.8170 or 909.607.2000 to report concerning information. A caller's information may remain confidential.

Another step the College has made toward making reporting crimes easy and accessible is the "LiveSafe" app for smartphones. The LiveSafe app allows Harvey Mudd students to submit tips and reports quickly and discreetly, access essential safety resources and information, and to use the "SafeWalk" feature that includes a location sharing option so friends can track your travel between points to ensure your safe arrival. LiveSafe is available for download on Android and iPhone for free at the app store.

Reporting to Campus Safety

We encourage all members of the College community to report all crimes and other emergencies to Campus Safety in a timely manner. Campus Safety has a dispatch center that is available by phone at 909.621.8170 or 909.607.2000 or in person twenty-four hours a day at the Pendleton Business Building, 150 East 8th St., Claremont, CA 91711. Though there are many resources available, Campus Safety should be notified of any crime, whether or not an investigation continues, to assure the College can assess any and all security concerns and inform the community if there is a significant threat to the College community.

All crimes can be called in to the Claremont Colleges Services Office of Campus Safety at 909.607.2000 or 909.621.8170. Callers who wish to remain confidential should share with the Dispatcher who answered the call that they wish to keep their name private. Campus Safety Dispatch will honor that request and not press the caller for their information. However, please note that the Cisco IP Phones often times still records a phone number that Dispatch may call back if additional information is necessary. Should a Campus Safety Incident Report result from the phone call, the caller information will be written as "Jane Doe" or "John Doe".

The College has installed emergency phones throughout the campus. Phones are located in numerous outdoor locations. Emergency phones provide direct voice communications to the Campus Safety Dispatch Center.

Anonymous Reporting

Anyone may share information anonymously through Campus Safety's Silent Witness Form available on the Campus Safety website at https://cuc.formstack.com/forms/silent_witness_incident_report. The form provides a user the opportunity to communicate directly with the Assistant Vice President of Campus Safety. It is not intended for reporting emergencies or crimes-in-progress. The user will submit a description of the event, date, time and location of the event. Contact information is optional. Once all pertinent information has been disclosed, the user will click the 'submit' button which in turn sends it directly to the Assistant Vice President of Campus Safety. By policy, we do not attempt to trace the origin of the person who submits this form, unless such is deemed necessary for public safety.

Students, faculty and staff can download the LiveSafe app from their mobile device for free. The app is available in the Apple app store <https://itunes.apple.com/us/app/livesafe/id653666211> and in Google Play <https://play.google.com/store/apps/details?id=com.livesafe.activities>. Once downloaded, the user will find their institution by clicking on ‘Manage Organizations’ in Settings. LiveSafe provides users the opportunity to do something when they see something. Users can send an email, make a phone call, and send pictures to Campus Safety in real time from the convenience of their mobile device. It also provides the user with updated information regarding: Emergency Procedures, Sexual Assault Assistance, Health and Wellness Assistance, Student Life Resources, and Local Resources. All messages sent to Campus Safety through the LiveSafe app give the user the option to send the transmission anonymously by simply clicking the box that asks the user if they wish to remain anonymous.

Reporting to Other Campus Security Authorities

Harvey Mudd College is very concerned about the safety and welfare of all students, employees and guests, and is committed to providing a safe and secure environment. Harvey Mudd College works with Campus Safety, the Claremont Police Department, an Emergency Preparedness Consultant and private security groups to maintain the safety of the College community. All members of the Harvey Mudd College community are encouraged to report crime to one or more of the following offices: The Division of Student Affairs, Human Resources, Campus Safety and the Claremont Police Department.

While Harvey Mudd College prefers that community members promptly report all crimes and other emergencies directly to Campus Safety at 909.607.2000 or 911, we also recognize that some may prefer to report to other individuals or College offices. The Clery Act recognizes certain College officials and offices as “Campus Security Authorities (CSA).” The Act defines these individuals as 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. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.”

While the College has identified over 100 CSAs (including all staff in the Division of Student Affairs, all faculty, some academic affairs staff, coaches and proctors), we officially designate the following offices as places where campus community members should report crimes:

Official	Campus	Phone Number
Campus Safety	150 E. 8 th St.	909.607.2000
Vice President of Student Affairs	301 Platt Blvd.	909.621.8125
Assistant VP for Human Resources	301 Platt Blvd.	909.607.9700
Title IX Coordinator	301 Platt Blvd.	909.607.3470

Pastoral and Professional Counselors

According to the Clery Act, pastoral and professional counselors who are appropriately credentialed and hired by The Claremont Colleges Services (TCCS) to serve in a counseling role are not considered Campus Security Authorities when they are acting in the counseling role. As a matter of policy, Harvey Mudd College and TCCS encourages pastoral and professional counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them. The Claremont Colleges Chaplains work out of McAlister Center. McAlister Center is located at 919 N. Columbia Ave., and the Chaplains can be reached at 909.621.8685. As a matter of policy, the College encourages pastoral and

professional counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them. Monsour Counseling and Psychological Services counselors work out of Tranquada Center at 757 College Way and can be reached by calling 909.621.8000.

It's Up to Each of Us

Harvey Mudd College takes great pride in its community and offers students, faculty and staff many advantages. This community is a great place to live, learn, work and study; however, this does not mean that the campus community is immune from all of the other unfortunate circumstances that arise in other communities. With that in mind, Harvey Mudd College has taken progressive measures to create and maintain a reasonably safe environment on campus. In addition to the services provided by Campus Safety, Harvey Mudd College has precautionary measures in place that are intended to enhance the quality of life and to assure the safety and security of the students, staff and faculty (for more information, see below in the section on Security of and Access to College Facilities).

Harvey Mudd College is a residential college; nearly all students live on campus. The Vice President for Student Affairs/Dean of Students is the college officer responsible for residential and campus life issues.

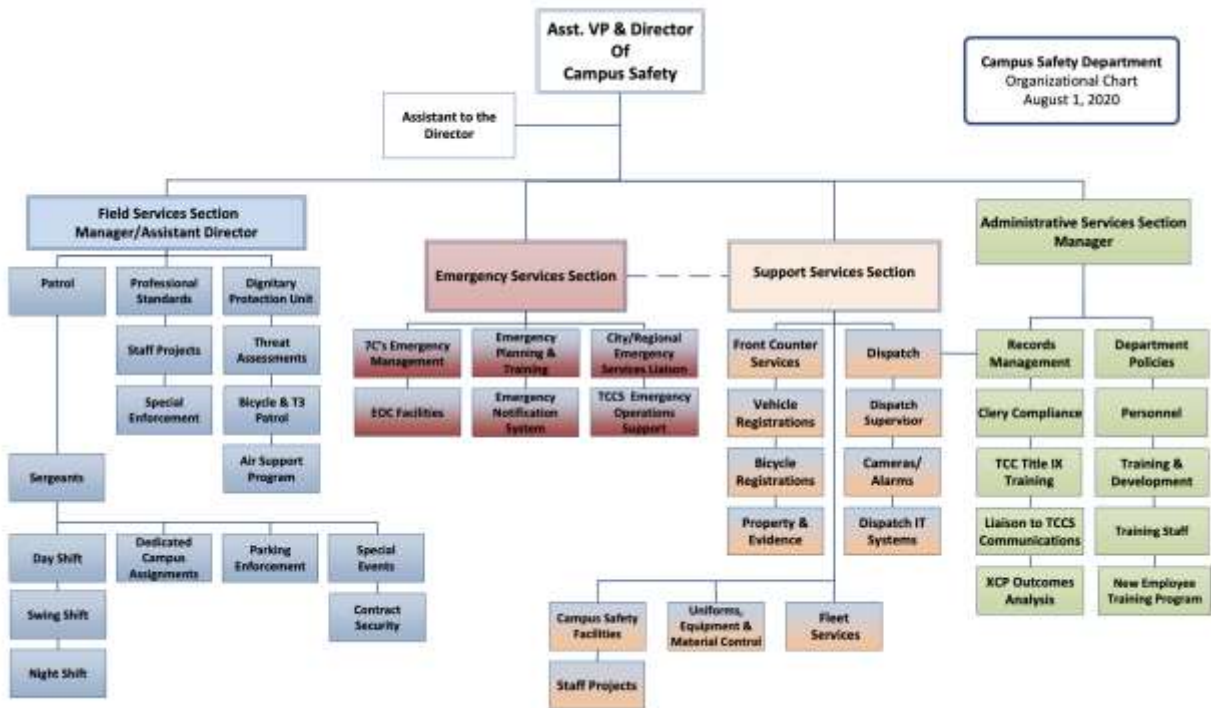
About The Claremont Colleges Services Department Of Campus Safety

Role, Authority, Training and Jurisdiction

TCCS Campus Safety protects and serves The Claremont Colleges community 24 hours a day, 365 days a year. The department is responsible for a number of campus safety and security programs that includes Emergency Management, Community Safety and Security Education, Physical Security, including security technology, Behavioral Threat Assessment and Special Event Management. Other specific tasks include but are not limited to the following:

- First responders to emergencies of any kind.
- Protect the persons and property of students, faculty, staff and visitors to The Claremont Colleges.
- Patrol by vehicle, electric carts and on foot all campus streets, byways and interior areas.
- Apprehend criminals.
- Provide first aid until the arrival of paramedics.
- Provide security and traffic control at parties, special events and performances.
- Monitor fire alarms, intrusion alarms, theft alarms, panic alarm systems and a variety of temperature alarms campus-wide.
- Enforce traffic and parking regulations.
- Take reports of crimes and incidents and forward them to the Claremont Police Dept. for investigation.
- Provide incident reports to student deans and maintain records of crimes, incidents and reported activities for analysis purposes.
- Assist law enforcement and other emergency service providers as needed.
- Offer security survey/audit services to campus administrators.
- Provide security/crime prevention presentations to students and staff.

The Campus Safety Department is led by the Assistant Vice President, and staffed by a Captain, Sergeants, a Dispatch Supervisor, Dispatchers, full-time uniformed Campus Safety Officers, an Assistant to the Director/Assistant Vice President, and Clery Compliance Coordinator.



Campus Safety officers are unarmed and have no police powers. Their arrest powers are identical to those of a private person, as provided in the California Penal Code section 837. Current certification requirements for the officers include: Guard Registration, Basic Life Support for Health Care Providers, which includes CPR, First-Aid and AED. Officers are also trained in Blood Borne Pathogens, Baton usage, the administration of Oleoresin Capsicum (Pepper Spray), Auto Epinephrine Pen, Narcan (Naloxone), and receive various FEMA training. Select officers and supervisors receive Rape Aggression Defense (RAD) training and Dignity Protection. Employees undergo continuous education and training to upgrade their skills. Campus Safety is not a police department but is responsible for law enforcement, security and emergency response protocols at The Claremont Colleges. Campus Safety also provides support services tailored to meet the needs of the Colleges including, high visibility patrols to prevent and detect crime, responding to suspicious activity and crime reports, as well as respond to: medical emergencies, fire and intrusion alarms, traffic accidents, parking enforcement, and enforcement of college rules and regulations as outlined by each of the seven Claremont Colleges.

There are seven separate and distinct colleges, with six of the colleges sharing contiguous space. The streets that establish the perimeter of Campus Safety's patrol jurisdiction for the following colleges: Claremont Graduate University, Claremont McKenna College, Harvey Mudd College, Pitzer College, Pomona College and Scripps College are Foothill Boulevard to the north, Claremont Boulevard to the east, First Street to the south and Harvard Avenue to the west. Additional details of the patrol jurisdiction for each campus are described below.

The exception to this is Keck Graduate Institute, which does not reside on the same parcel of land. KGI's borders and Campus Safety's patrol jurisdiction include: First Street to the north, Indian Hill Boulevard to the east, Arrow Highway to the south, and South Cambridge Avenue to the west.

The Claremont Colleges Services (TCCS), Claremont McKenna College (CMC) and Pitzer College own The Pit, also known as the East Campus property, which is currently undeveloped land. This parcel of

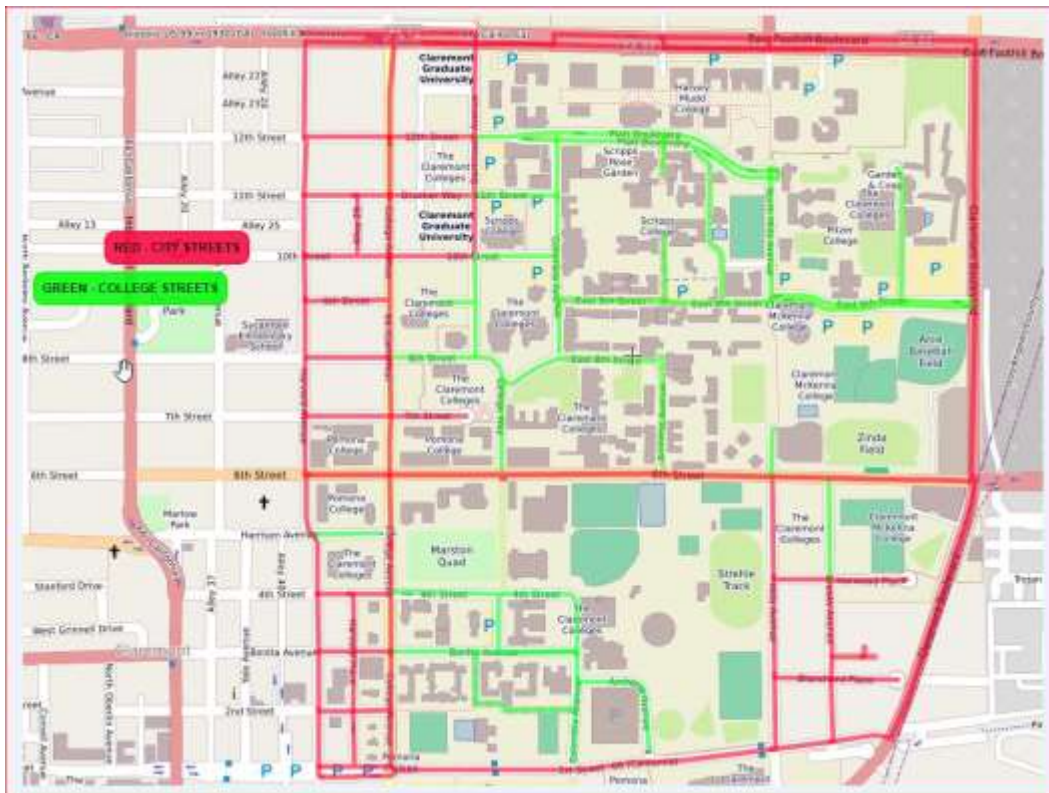
land borders Foothill Boulevard to the north, Monte Vista Avenue to the east, Arrow Route to the south and Claremont Boulevard to the west.

Set back off of Foothill Boulevard: Claremont Graduate University, Harvey Mudd College, Pomona College, Scripps College and TCCS own parcels of undeveloped land known as the North Campus Property. One specific parcel of North Campus Property is Pitzer College's Robert Redford Conservancy. All this land is bordered by the backyards of residential housing not affiliated with the Colleges to the north, Mills Avenue to the east, Foothill Boulevard to the south, and the Rancho Santa Ana Botanical Gardens to the west.

Set back off the main street and north of Foothill Boulevard resides the Claremont Collegiate Apartments (CCA), which is Claremont Graduate University housing. CCA is bordered by TCCS undeveloped land that was formerly a golf course to the north, the Rancho Santa Ana Botanical Gardens to the east, the School of Theology, which is affiliated with The Claremont Colleges, but not owned or controlled by TCCS, to the southeast, Via Los Altos to the southwest, and Via Zurita Street to the west.

Further west on Foothill Boulevard in an office building controlled by Claremont Graduate University is the School of Community and Global Health. This building is bordered by Colby Circle which curves, so this is the north and west border, to the east is bordered by a parking lot with restaurants and retail shopping and Foothill Boulevard to the south.

The Claremont Colleges contain both city streets and streets owned by the colleges. However, all streets are considered public access. The map below reflects the streets that are owned by the City of Claremont and those owned and controlled by The Claremont Colleges.



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

The Claremont Colleges' Campus Safety enjoys a highly effective and close working relationship with the City of Claremont Police Department, as well as the Upland Police Department. Set by our formal Memorandums of Understanding (MOUs) with both agencies, our local law enforcement partners ensure effective operational roles and responsibilities that directly support the mission of the Campus Safety Department and the safety and security of The Claremont Colleges. The police are notified immediately and respond to: crimes against persons, including violent crimes, major felonies, crimes involving a known or identified suspect, all private persons arrests on campus, and are called when police presence and/or assistance is deemed appropriate for the situation. As appropriate, and in accordance with Uniform Crime Reporting (UCR) standards, crime reports initiated by Campus Safety may be forwarded to the police agencies for investigation and mandated reporting. An MOU with these law enforcement agencies is maintained and available at all times, pursuant to the Kristen Smart Act of 1988 (State of California). More expansively, Campus Safety and the Claremont Police Department, with colleagues across The Claremont Colleges as is appropriate, convene regularly through in-person meetings, phone and electronic communication to discuss safety issues and work collaboratively and proactively.

In addition, Campus Safety staff assists local fire/paramedic personnel as well as other local and county, state and federal law enforcement agencies when they respond to campus. The Campus Safety Department typically plays a supportive role in these instances.

Timely Warning Notification

Purpose: The purpose of this policy is to outline procedures The Claremont Colleges will use to issue Timely Warning Notices in compliance with the Clery Act. TCCS are comprised of Claremont Graduate University, Claremont McKenna College, Harvey Mudd College, Keck Graduate Institute, Pitzer College, Pomona College, Scripps College and The Claremont Colleges Services (TCCS).

Procedures: A Timely Warning Notice will be issued in the event any of TCCS receives notice of an alleged Clery Act reportable crime (identified below) occurring on campus, on public property within or immediately adjacent to one of the campuses of TCCS, or in or on non-campus buildings or property controlled by any of TCCSs, where the College determines, in its judgment, that the allegations present a serious or continuing threat to the TCCS community. For purposes of this policy, "timely" means as soon as reasonably practicable after an incident has been reported to: Campus Safety, one of the Campus Security Authorities (CSAs) identified by each college, or a local police agency. Determining which designated official from Campus Safety makes the decision is based on availability during a 24-hour cycle. Campus Safety maintains designated individuals throughout each 24-hour cycle who are trained in determining the need for issuing a Timely Warning Notification. These designated officials are: Assistant Vice President of Campus Safety, and the on-duty Captain or Watch Commanders.

Whether to issue a Timely Warning Notice is determined on a case-by-case basis for Clery Act reportable crimes: arson, criminal homicide, burglary, robbery, sex offenses, aggravated assault, motor vehicle theft, domestic violence, dating violence, stalking and hate crimes, as defined by the Clery Act.¹ Timely Warning Notices also may be issued for other crimes as determined necessary by the Assistant Vice President of Campus Safety, dean on-call or senior administrator.

Timely Warning Notices aid in the prevention of similar occurrences and will be issued even if insufficient information is available if it is likely that there is an ongoing threat to the community.

The above individuals determine if an alert should be sent and are the senders of the notices. In determining whether to issue a Timely Warning Notice, the responsible individuals described above will consider any factors reflecting on whether the reported crime represents a serious or continuing threat to the TCC community, including, but not limited to, (a) the nature of the incident; (b) when and where the incident occurred; (c) when it was reported; (d) the continuing danger to the TCC community; and (f) the amount of information known by TCC and Campus Safety.

TCCS Campus Safety will follow its Emergency Notification procedures upon the confirmation of a significant emergency or dangerous situation (including a Clery reportable crime), involving an immediate threat to the health or safety of students or employees occurring on TCCS. Emergency Notification procedures are detailed later in this report.

A Timely Warning Notice Decision Matrix/Timely Warning Notice Determination Form will be used in the decision-making process to document the decision to alert or not to alert the community. Once completed, the form and any and all information related to the decision will be maintained by TCCS Campus Safety for a seven-year period. Timely Warning Notices will be distributed via email to all TCC students and employees.

The Timely Warning Notice will typically include, to the extent known, the date, time and nature of the offense, a brief overview of its particular circumstances, a physical description of the actor(s), law enforcement's immediate actions, a request and method for witnesses to contact local law enforcement and where applicable and appropriate, cautionary advice that would promote safety. In no instance will a Timely Warning Notice include the name of the victim or other identifying information about the victim. In developing the content of the Timely Warning Notice, Campus Safety will take all reasonable efforts not to compromise on-going law enforcement efforts. Campus Safety will document and retain the justification for determining whether to issue a Timely Warning Notice for a seven-year period.

Anyone with information about a serious crime or incident is encouraged to report the circumstances to Campus Safety by phone at 909.607.2000 or from campus phones at ext. 72000 and in person at the Campus Safety Office, Pendleton Business Building, 150 East 8th St., Claremont, CA 91711. If a report is made to other TCC official, those officials will immediately notify TCCS Campus Safety.

¹ A hate crime is a criminal offense of murder and non-negligent murder, forcible sex offenses, non-forcible sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property, domestic violence, dating violence, or stalking incidents, where the criminal offense was committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation or ethnicity/national origin.

Emergency Response and Evacuation Procedures

The Harvey Mudd College—Campus Emergency Response Team, HMC-CERT, was developed out of a need to have a well-trained volunteer emergency work force to assist the college during a disaster or other emergency on campus. HMC-CERT is modeled after the Federal Emergency Management Agency (FEMA) Community Emergency Response Team (CERT).

When emergencies happen, HMC-CERT members may be counted on to provide critical support to the HMC community and first responders such as the Incident Management Team and Campus Safety. In the immediate aftermath of a disaster, needs may be greater than professional emergency services personnel can provide. In these instances, HMC-CERT become a vital link in the emergency service chain.

After completing training, team members may assist with HMC Damage Assessment, Light Search and Rescue, First Aid, Communications, including functioning as the HMC Incident Management Team. Members meet regularly to practice their skills and refresh their knowledge.

Emergency Management

Incident Management Team

The Incident Management Team is the lead emergency response team for Harvey Mudd College. This team uses the Incident Command System and assigns Command and Section Leaders to lead the campus emergency response effort. These members work to gather incident information, create emergency actions plans and respond to events. HMC-CERT groups and members work under the direction of the IMT. Training for these members may include: Incident Command System (ICS) and the California Standardized Emergency Management System and National Incident Management System (SEMS/NIMS) courses, periodic drills and other training as appropriate. Duties during an emergency may include:

- Activation of the Emergency Operations Center
- Notification and activation of response team members
- Deployment of response efforts on campus
- Verification and release of incident information
- Update HMC community regarding emergency or incident
- Activation of Emergency Plans (e.g. Shelter-in-Place, Evacuate)
- Coordination of additional resources needed for incident

Damage Assessment

Members assigned to damage assessment may be comprised of facilities and maintenance staff. Routine training for members may include damage assessment, HAZMAT spill response, advanced PPE, safety and other training specific to the needs of the campus. Members meet regularly to discuss emergency procedures and review action plans with additional training conducted throughout the year. Duties during an emergency may include:

- Damage assessment of facilities and buildings
- Turning on/off utilities
- Repair and recovery of building heating and cooling systems
- Spill response
- Moving, lifting of heavy objects
- Debris clean up

Light Search and Rescue

Members assigned to the Light Search and Rescue may be activated after an emergency when there is a possibility that someone is trapped or stuck in a building or under debris. Members would include trained volunteers and where appropriate based on their skill level search buildings and assist victims who are unable to evacuate on their own.

Additional training for the members may include First Aid, CPR and use of an AED Members meet regularly to practice their skills. Duties during an emergency may include:

- Damage assessment
- Building search
- Victim assistance
- First aid treatment

First Aid Team

First Aid Team members may assist those in need of minor medical treatment during an emergency in the event local emergency personnel are delayed. Members would include volunteers trained in First Aid, CPR and the use of an AED. Duties of First Aid Team members during an emergency may include:

- Conduct and record initial medical assessments
- Administer first aid
- Conduct rapid assessment (triage)
- Set up and manage First aid treatment area(s)
- Maintain records of treatment

Emergency Response Plans, Drills, Exercises and Training

Each member of TCC is responsible for the overall direction and planning for emergency situations on their campus or those that occur in the local or regional area affecting TCC. Coordinating with Campus Safety, each of TCC develop comprehensive, all-hazards Emergency Response Plans which outline the steps the institution will take to prevent and mitigate, prepare for, respond to, and recover from a full range of likely hazards TCC community may face.

Information pertaining to HMC Emergency Response Information can be found at the following link:
<https://www.hmc.edu/emergency-preparedness/>

Included on the Harvey Mudd College emergency web page is detailed information regarding Harvey Mudd College's Emergency Notification Policy, including how to enroll in Harvey Mudd College's mass notification system, to ensure you receive emergency notices pertaining to TCC's via your personal mobile or electronic devices. Registering your mobile or electronic device to receive a text or voice message is optional and highly recommended. Every Harvey Mudd College community member is encouraged to add her/his cell phone to the system and to participate in regular Harvey Mudd emergency preparedness exercises.

To ensure these plans remain current and actionable, each of TCC conducts emergency management exercises. These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. After-action reviews of all emergency management exercises can be used to document the exercise.

In conjunction with emergency management exercises, each of TCC will notify their community of the exercise(s) and remind the community of the information included in each colleges' publicly available information regarding Emergency Response Procedures.

Preparedness and emergency response exercises help reinforce skills and knowledge needed during an actual emergency. Harvey Mudd College conducts the following exercises:

- Fire, Life Safety Evacuation Exercise
 - Residence halls – twice annually
 - Academic and administrative buildings – annually
- Mass Notification System Test and Exercise – campus wide, twice annually
- Tabletop Emergency Response Exercises – In addition to their routine training the HMC Incident Management Team and HMC-CERT routinely conduct and participate in the campus exercises.
- Earthquake Exercise – campus wide annually

Emergency Notification

This policy statement summarizes Harvey Mudd College's emergency response and evacuation procedures, including protocols for sending Emergency Notifications.

An Emergency Notification will be issued in the event that Harvey Mudd College or Campus Safety receives notice of a situation that presents a significant emergency or dangerous situation at Harvey Mudd College or in the local area affecting the health and/or safety of Harvey Mudd College community, in whole or in part. Harvey Mudd College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system after an incident has been reported to: Campus Safety, one of the *Campus Security Authorities* (CSAs) identified, or a local police agency. Determining which designated official from Campus Safety makes the decision is based on availability during a 24-hour cycle. Campus Safety maintains designated individuals throughout each 24-hour cycle who are trained in determining the need for issuing an Emergency Notification. These designated officials are: Assistant Vice President of Campus Safety, Captain, or the on-duty Watch Commanders.

The Claremont Colleges are committed to ensuring TCC community receives timely, accurate, and useful information in the event of an Emergency. To support this commitment, TCC has invested in several multi-modal forms of communications that allow administrators to distribute notices in the event of a critical incident or dangerous situation. The system used by TCC to integrate the mass notification process consisting of email, and text messaging is Everbridge.

Evacuation Procedures

Evacuate a Building When:

1. A building alarm is activated.
2. An emergency email text message, or voice message is dispatched requiring a building evacuation.
3. An emergency order to evacuate is given by the police, fire department, or campus administration.

General Procedures:

1. Become familiar with the various exits in your building, residence hall and work area.
2. **Do not ignore a fire alarm.** However, during a shelter-in-place event, verify the alarm (by email, text message or phone) before evacuating.
3. When the fire alarm sounds, prepare to evacuate immediately.
4. Stay calm and walk quickly to the closest exit (or alternative, if nearest exit is blocked).
Do not use elevators.
5. Walk in a single-file line, and stay to the right through corridors and stairwells.
6. If smoke is encountered, drop to the floor and crawl along the wall to nearest exit.
7. When approaching a closed door, feel the door with the back of your hand. If the door is cool, carefully open the door and (if you determine it is safe) proceed with the evacuation.
8. Once outside, move to the nearest evacuation assembly site or other area away from the affected building. Keep streets and walkways clear to provide access for emergency vehicles and personnel.
9. Report persons needing evacuation assistance, those who are unaccounted for, and those you know have left campus to the staff members (Proctors or On-Call ADs) taking attendance.

Emergency Evacuation for Persons with Disabilities:

In the event of a building evacuation, some individuals with disabilities may require special assistance.

Mobility-Impaired/Wheelchair:

Ask the person what assistance is needed and, if unable to use the stairs, follow directions for persons using wheelchairs. Seek the assistance of emergency personnel for wheelchair users on upper floors. Immediate evacuation should only be attempted if a life-threatening situation is imminent. **Do not use elevators.** If a person must be removed from a wheelchair, seek assistance to avoid injury and ask person about preferences with regard to:

- Ways of being removed from the wheelchair.
- Movement of extremities when lifting (may be limited due to pain, catheter, spasticity, braces, etc.).
- What to do once removed from the wheelchair.

Visually Impaired:

Act as a “sighted guide” to those who are visually impaired. Offer your elbow to the individual, tell the person where you are and advise them of obstacles along the evacuation route until you have reached the designated HMC evacuation site.

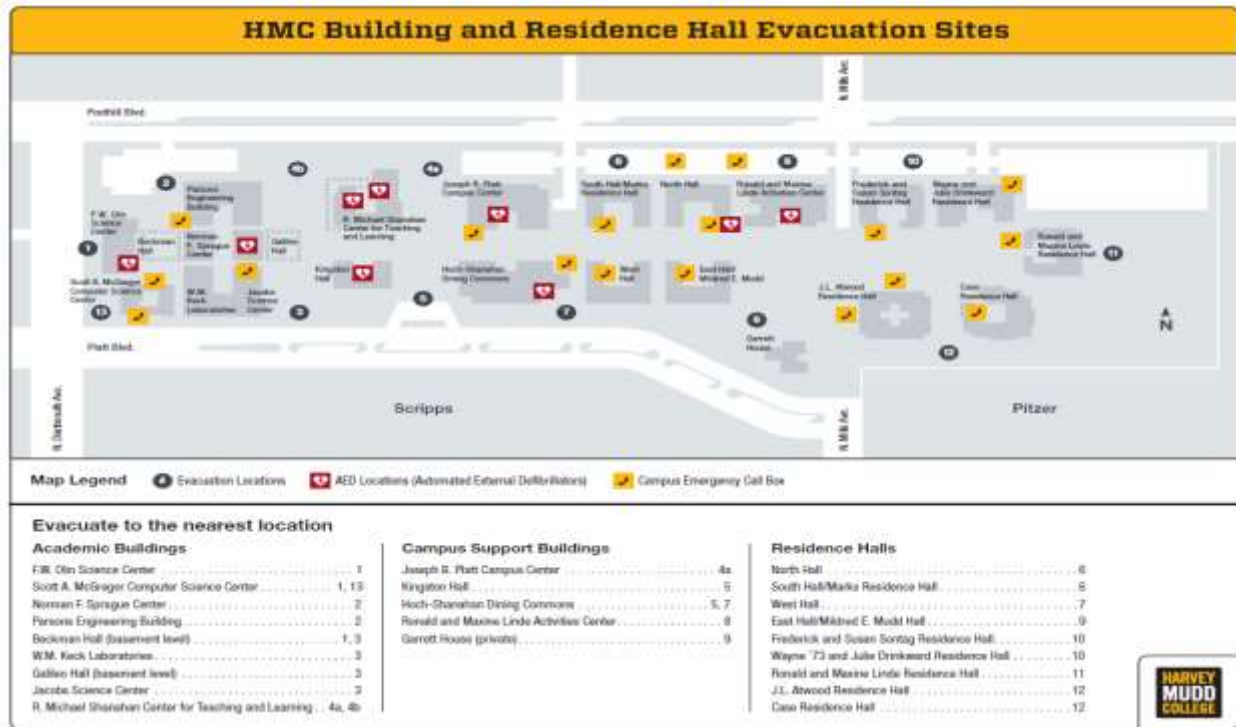
Hearing Impaired:

Persons with impaired hearing may not notice audio emergency alarms and will need to be notified by an alternative method.

- Write a note stating what the emergency is and the required action.
- Turn the room lights on and off to gain attention, then indicate through hand gestures or writing what is happening, what to do, and where to go.

No one should return to the building until an “ALL CLEAR” is given by authorities, Campus Safety, building evacuation coordinators or by a Mudd Alert message.

Evacuation Site Map:



Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

TCCS Campus Safety protocol for disseminating Emergency Notifications specific to COVID-19 is in alignment with the Clery Act legislation and Department of Education (ED) Guidance. A highly contagious virus *does* meet the criteria for being immediately threatening to the health and safety of our community members. Per ED Guidance, a COVID-19 specific ribbon can be found at the top of the home page on the TCCS web page at <https://services.claremont.edu/> and on campus at <https://www.hmc.edu/coronavirus-information/>. The links include information regarding COVID-19 specific to the Colleges as well as a link to the Center for Disease Control’s COVID-19 website <https://www.cdc.gov/coronavirus/2019-ncov/index.html>.

Recognizing that we are in year two of the COVID-19 pandemic, our protocol of not sending Emergency Notifications for each confirmed COVID-19 case will continue. However, in addition to the banner on the website designed to share pertinent information, each of the Claremont Colleges has procedures in place to assist with mitigating the spread of COVID-19 and its variants. This information can be found on the institution's website. Therefore, an Emergency Notification may be sent out if the status of the COVID-19 emergency changes, necessitating community notification.

Campus Safety and/or other Harvey Mudd College staff may become aware of a critical incident or other emergency situation that potentially affects the health and/or safety of TCCS campus community. Generally, TCC become aware of these situations when they are reported to Campus Safety Dispatch or upon discovery during patrol or other assignments.

The Department of Campus Safety is responsible for responding to all significant incidents that may involve an immediate or ongoing threat to the health and/or safety of the greater college community. It is also tasked with promptly summoning the appropriate resources to mitigate and investigate such incidents. The TCCS process to initiate the Emergency Notification system is as follows. Once an incident is reported, either on its own or with the input from these external agencies, (Claremont Police Department, Los Angeles County Fire Department, Los Angeles County Emergency Management) the Department of Campus Safety Assistant Vice President, Captain, on-duty Watch Commander (or designee) will determine if the situation does in fact pose a threat to the community. Should that be the case, federal law requires that the College will, without delay, and taking into account the safety of the community, immediately notify the campus community that may be affected by the situation. The College communicates and works closely with local police, regularly requesting their cooperation in informing the College about reported situations that may warrant an emergency response. Based on nature of information and facts available, the Assistant Vice President of Campus Safety, Captain, on-duty Watch Commander (or designee) will work with Campus Safety Dispatch to generate the notifications and whenever possible, in collaboration with the Dean on-call from the affected community (if applicable), take the initial lead in implementing the appropriate response plan, assessing the severity of the crisis, reviewing all available information, delegating responsibility where appropriate, and ensuring that the information needs of various constituencies are met.

In determining whether to issue an Emergency Notification, individuals may use a variety of notification methods to alert Campus Safety to an emergency, such as personal/office phones, emergency ring down phones, email, or in person. The Department of Campus Safety will consider all known factors reflecting on whether the situation represents an immediate threat to the health or safety of the College community, including, but not limited to, (a) the nature of the significant emergency or dangerous situation; (b) when and where the incident occurred; (c) when it was reported; (d) the continuing danger to the campus community; and (e) the amount of information known by the Department of Campus Safety.

Determining the Appropriate Segment or Segments of TCC Community to Receive an Emergency Notification

The Claremont Colleges are a consortium of seven separate and distinct colleges that share a multitude of social, residential, dining, and academic programs, to name a few. Due to the nature of our configuration, once a significant emergency or dangerous situation occurring on one of the campuses has been established, and an emergency notification is deemed necessary, it is disseminated via text message to all seven-college students and employees enrolled in the Everbridge emergency management system. Depending on the nature of the emergency situation, Campus Safety may work with TCCS Communications and the Claremont Police Department to issue subsequent notifications to a wider group

of local community members. Harvey Mudd College will also post applicable messages about the dangerous condition on the College website to ensure the campus is aware of the situation and the steps they should take to maintain personal and campus safety.

Determining the Contents of the Emergency Notification

The Department of Campus Safety's Dispatch will choose the appropriate template in Everbridge, populate the template with the pertinent information necessary for the current emergency situation and send it out to students, faculty and staff at Harvey Mudd College and the other Claremont Colleges. Additional Emergency Notification messages will follow as information regarding the unfolding situation is known. Campus Safety is also tasked with promptly summoning the appropriate resources to mitigate and investigate such incidents, which may include the input of the Claremont Police Department and or Los Angeles County Fire Department. Those issuing the notification will use the following guidelines when determining the contents of the emergency message.

1. The first message is intended to **Alert** the appropriate segment of TCC community of the emergency and the actions they should take to safeguard their and their neighbor's safety.
2. The second message is intended to **Inform** the appropriate segment of TCC community about additional details of the situation. This message is generally distributed once first responders and the Emergency Operations Center has additional information about the dangerous situation.
3. Finally, the third message is the **Reassure** notice that is generally distributed once the situation is nearly or completely resolved. The purpose of this message is to reassure TCC community that TCC or the College is working diligently to resolve or has resolved the dangerous situation. It can also be used to provide additional information about the situation and where resources will be available.

Procedures Used to Notify TCC Community and Larger Community

In the event of an emergency, TCC have various systems in place for communicating information quickly. Some or all of these communication methods may be activated in the event an Emergency Notification needs to be sent to all or a segment of TCC community. These methods of communication at Harvey Mudd College include the mass notification system, Everbridge (Mudd Alert), Harvey Mudd College email system, campus PA system and/or emergency messages that scroll across computer screens. Harvey Mudd College will post updates during a critical incident on our emergency page: <http://www.hmc.edu/emergency/>.

HMC is also committed to providing a safe environment for everyone in the larger campus community. In the event of an emergency or significant safety concern that would impact members of the larger community outside the college campuses, updated and ongoing emergency information is provided to the Claremont Police Department for dissemination as they feel appropriate. The Claremont Police Department is included on the Everbridge distribution list and receives all emergency notifications and alerts issued by Campus Safety. The TCCS Communication Office would liaison with local media to further distribute the details of an incident as appropriate.

Individuals may also call the TCCS Campus Safety emergency line 909.607.2000 for information about the emergency situation. If the situation warrants, TCC may establish a telephone call-in center to communicate with the campus community during the emergency.

Security of and Access to Harvey Mudd College Facilities

At HMC administrative buildings are open from 8 a.m. until 5 p.m., Monday through Friday. Some academic and administrative spaces are open longer for student, faculty and staff use. Access to individual classrooms and laboratories is limited to those who have an educational purpose to use those spaces after normal business hours. Similarly, access to most programs is limited to those enrolled in the program or otherwise authorized access. Only those who have a demonstrated need and approved by the Vice President for Student Affairs and Dean of Students or Dean of Faculty are issued keys or door access cards to a building.

Many events held in HMC facilities are open to the public. Other facilities such as Huntley Bookstore and Honnold-Mudd Library are also open to the public.

Special Considerations for Residence Hall Access

Facilities & Maintenance (F&M) issues each resident a key to their room at the beginning of the year. Residents of rooms that open directly to the exterior of the residence halls and are not equipped with card swipes are required to return keys to F&M at the beginning of winter break. Campus offices and academic areas are completely closed to students living on campus during winter break (except authorized intercollegiate athletes, approved off-campus winter housing petitioners and students approved to return early). Since these rooms have direct access to the outdoors, the return of keys is necessary to ensure the security of everyone's possessions during break. All residents are required to return keys to F&M at the end of the academic year. For the safety of each resident, no exceptions will be made. Students should carry their keys with them at all times and report lost or stolen keys immediately to F&M. These keys may not be copied or transferred. Proctors have master keys to all residence hall rooms in case of accidental lockouts or for emergencies. Summer residents are subject to the same regulations as during the regular academic year.

Card readers have been installed on all doors in East; suite entrances in Linde, Sontag, Drinkward and South; and the interior entries in Case. These provide greater security for student living areas, along with 24-hour access to residence hall common areas, the Linde Activities Center computer room, the Platt Campus Center and the academic complex (via Parsons and Keck doors). Swipe and proximity authorization are coded on student ID cards, along with dining plan and library access. Only assigned residents of rooms/suites will be coded to have access.

Students are expected to carry their ID cards at all times. If a student loses her or his ID card, she or he must notify F&M as soon as possible. The lost ID card will be deactivated. The student will need to get a new ID card from the Claremont Card Center as soon as possible. If an ID card is broken or damaged, a student may take the damaged card to the Card Center to replace the ID card at no cost.

Campus Security Policies, Crime Prevention & Safety Awareness Programs

In addition to the information and programs offered by Campus Safety and other College offices during new student and employee orientation, HMC has established a number of policies and programs related to ensuring a reasonably safe campus. These policies and programs include:

Behavioral Intervention by the On-Call Deans

In order to extend our efforts on emergency preparedness and prevention, HMC evaluates behavioral threats through the on-call deans, which consists of staff members who have been trained in emergency response. The objective of the on-call deans is to evaluate and mitigate potentially threatening situations that may occur at HMC. Depending on the nature of the concern, the on-call deans may include other stakeholders from different offices at the Colleges who have more direct knowledge of a situation. For more information about the on-call deans and behavioral interventions, please contact the Assistant Dean for Campus Life for Student Affairs at egonzalez@hmc.edu.

Live Safe App

Live Safe is a free personal safety mobile application for students, staff, and faculty to engage in a two-way conversation with Campus Safety. It allows users to directly access Campus Safety and 911 emergency services. This service can create greater situational awareness and safety preparedness by educating the user

Teal Dot Bystander Intervention Program

In 2013 The Claremont Colleges partnered to implement a bystander intervention training program that demonstrates a way for all campus constituents to contribute to a safer environment, regardless of campus, affiliation, commitments, interests. Teal Dot was created specifically for the Claremont College community and adapted from Green Dot, a national model out of the University of Kentucky. The mission of Teal Dot is to engage a critical mass of community members and empower them to take action when they see potentially dangerous behavior. Teal Dot is about culture change – harnessing the power of individual choices to shift our current norms. Teal Dot is offered to faculty, staff, and students every semester, including summers, on every campus. Trainees also have the opportunity to learn how to lead future sessions for peers.

Weapons and All Forms of Explosives Policy

Harvey Mudd College is committed to providing a living and learning environment as free from violence or threats of violence as it possibly can, and to taking reasonable and appropriate steps to provide for the safety of the College's students, faculty, staff, and visitors. Toward this end, this policy prohibits all forms of violence or threats of violence and also generally prohibits the possession, use, or storage of any weapons or other dangerous items on the HMC campus.

- A. Weapons Possessing, using, or storing weapons on campus or at off-campus, College-sponsored activities, including storing or transporting weapons or dangerous items in private cars or storage containers located on College property, is prohibited. Weapons include, but are not limited to: all firearms, BB guns, pellet guns, projectile weapons, tasers and stun devices, slingshots, illegal knives (those with blades longer than 2.5 inches), switchblades, and display or collectable weapons. It is also a violation of this policy to use an item with a lawful purpose (i.e. scissors, kitchen knives, baseball bat) in a manner which could or does result in an act of violence or a threat of violence against another person.

This policy does not apply to the ROTC or P.E. departments, which may use otherwise-prohibited items as part of their courses. A student using a weapon or replica weapon will not be in violation of this policy so long as the student is doing so as instructed by and under the supervision of their instructor. Use of a prohibited item not in compliance with an instructor's directives violates this policy. Moreover, no prohibited item may be stored inside a Residence Hall regardless of whether the item is used for ROTC or P.E.

- B. Artificial Weapons Artificial, toy, or handmade play items resembling weapons must be decorated with bright colors so they can be identified from a distance as safe. Use of these items is limited to recreation in the residences and dorm courtyards. They are not permitted in academic or administrative areas of campus without advance approval from DSA. If one of these items is perceived as dangerous or intimidating by a member of the community, the vice president for student affairs/dean of students will ask the owner to remove it from public areas on campus.

- C. Explosives Fireworks and all forms of explosives shall not be used or possessed anywhere on campus, except for the approved use of potentially explosive materials in campus laboratories. These prohibited materials include combustibles in containers, such as gasoline in cans and dry ice bombs. Students are reminded that California laws, Sections 12303.2 and 12312 of the Penal Code, establish stringent restrictions on these items.

Personal Safety

Theft, disorderly conduct, and alcohol related offenses are very common on College campuses. It is important to report any suspicious incidents to police and always remain alert and vigilant. One of the more serious crimes that is too often unreported is sexual assault. It is important to know what these crimes are, because in many cases, victims do not realize that have been victimized. Additionally, crimes of this nature are very difficult for victims to report for a number of very complex reasons. We provide the following information to assist those who may have been survivors of sexual assault or who have a friend who has been sexually assaulted.

These policies may be found at the Emergency Preparedness web page (<https://www.hmc.edu/emergency-preparedness/>), the Policies, Procedures and Guidelines page (<https://www.hmc.edu/human-resources/policies-procedures-and-guidelines/>), and the Student Handbook (<https://www.hmc.edu/student-life/student-handbook/>).

Crime Prevention and Safety Awareness Programs

In addition to the services provided by Campus Safety, Harvey Mudd College has precautionary measures in place that are intended to enhance the quality of life and to assure the safety and security of the students, staff and faculty. Harvey Mudd College is a residential college; nearly

all students live on campus. The Vice President for Student Affairs/Dean of Students is the College officer responsible for residential and campus life issues.

The following are precautionary measures in place for the safety of students, staff and faculty:

- A dean or professional staff member of the Division of Student Affairs is on-call at all times, 24 hours a day, seven days a week, throughout the academic year and summer.
- All residence halls are served by live-in proctors who are available and on-call throughout the school year to supervise and help govern residential life.
- Security alerts are distributed campus-wide in a timely manner to inform the campus community of crimes or suspected crimes that may threaten the safety of Harvey Mudd students and employees.
- Safety escort services are available through Campus Safety.
- Exterior emergency telephones linked directly to Campus Safety are located throughout the campus.
- An electronic alarm system connected directly to Campus Safety monitors a comprehensive network of intrusion and fire alarms campus wide.
- Campus Safety and campus maintenance and facilities staff conduct regular inspections of exterior lighting, doors, windows, hardware and grounds.
- Fire extinguishers are located in every building. Fire sprinklers are in many buildings and smoke detectors are in each residence hall.
- The entire campus is secured with high security keyways not reproducible outside of the College's system. Lost keys may result in a lock re-keying and new key issue. Dorm keys are collected at the end of each semester or academic year to identify unreported lost keys. A lost building master key may result in the entire building being re-keyed.
- Administrative and academic buildings are locked and unlocked electronically and where appropriate by custodial staff on a daily schedule.
- The Office of Facilities and Maintenance controls key access. Sign-in and sign-out procedures are closely monitored and stored in a database system. Access to key lock boxes is restricted.
- All students, faculty and staff are enrolled in at least one means of instant notification through the Everbridge (Mudd Alert) emergency notification system. Emergency messages can be sent from Campus Safety and/or other College officials utilizing email, cell phones, landline phones and text messaging.
- All residential exterior doors are equipped with automatic lock mechanisms. A swipe card lock system has been installed where feasible—in campus residences. The system administrator in the Office of Facilities and Maintenance can customize access and update the system. The swipe card system prohibits residential access when students are not in residence.
- Exterior public address speakers are installed in areas of heaviest pedestrian traffic.

- A preventative maintenance program including scheduled checks for battery back-up systems, generator operations and other devices needed to preserve security is in place.
- Laundry room doors, windows and dorm room doors have peepholes.
- Campus-wide Emergency Evacuation Drills are held each semester.
- The Campus Emergency Response Plan is continually updated. Student, staff and faculty volunteers are continuously being trained for their emergency roles.
- Maps of below-grade utilities are kept updated.
- Exterior-mounted key safes (Knox Boxes) are installed for Campus Safety and Fire Department use.
- Student mailroom and music practice rooms are locked and secured facilities.
- Key staff members are trained to use AED devices, which are located in the Linde Activity Center, Galileo Auditorium Foyer, Platt Campus Center, Shanahan Center for Teaching and Learning, Olin Science Building, Kingston Hall, Hoch Shanahan Dining Commons and North Residence Hall.
- Facilities and maintenance staff members utilize hand-held radios to enhance rapid response to campus needs.
- The College uses LiveSafe, a personal safety mobile application that can be used to engage in two-way conversation with Campus Safety. It allows students, staff, and faculty direct access to Campus Safety and 911 emergency services and creates greater situational awareness and safety preparedness by educating the user on daily safety-related updates and statistics.

Parental Notification Policy

The College reserves the right to report student discipline information to the parents or legal guardians of students. Federal legislation authorizes Harvey Mudd College to disclose disciplinary records concerning violations of the College's rules and regulations governing the use or possession of alcohol or controlled substances that involve students who are under the age of 21 regardless of whether the student is a dependent. The College may also notify parents when there is grave concern for a student's health, welfare or wellbeing.

Student Conduct

The Division of Student Affairs (DSA) serves as co-educators in support of the mission of Harvey Mudd College while cultivating student's life skills. Through collaboration and partnerships, DSA fosters an inclusive community while creating innovative programs that provide leadership and developmental opportunities. DSA prepares students for their futures beyond HMC as scholars and global citizens who impact their communities in significant ways.

DSA provides resources and opportunities for students to foster resilience, exercise accountability, and engage in community. DSA fosters a welcoming environment by educating across identities and celebrating communities through awareness, allyship and action. DSA provides opportunities that support and increase awareness of diverse leadership styles through involvement, collaboration, and cultivation of strengths for transformational change. Finally, DSA engages students to learn, understand, and practice the 9 dimensions of wellness to strive for a balanced sense of self.

DSA is responsible for administering the Student Handbook that articulates the College's Honor Code and Standards of Conduct, and for overseeing the Student Conduct Process in collaboration with the student conduct chairs. The HMC Honor Code and Standards of Conduct state:

All members of ASHMC are responsible for maintaining their integrity and the integrity of the College community in all academic matters and in all affairs concerning the community. Harvey Mudd College is an inclusive community of faculty, staff and students. Students entering the community are assumed to have an earnest purpose. Diligent pursuit of this purpose is enhanced by standards of conduct agreed upon by the community. These standards are:

1. Thoughtful respect for the rights of others;
2. Honesty and integrity in both academic and personal matters;
3. Responsible behavior both on and off campus;
4. Appropriate use of campus buildings and equipment, and;
5. Compliance with College regulations and policies.

Any student with visiting guests accepts responsibility for those guests' behavior, and the guests are responsible for observing the regulations of HMC and other colleges in the Claremont community. Any person who has been invited, either explicitly or implicitly, to one of the colleges in the Claremont community by a member of ASHMC is defined to be a guest of that member.

When students visit another Claremont college, they are responsible for observing the regulations of both that college and HMC. Students are reminded that they are at all times subject to federal, state and local laws. Students believed to violate these standards of conduct shall be reported to the Judiciary Board or Disciplinary Board Chair, who will initiate the procedures stated in the Student Conduct Process. A list of sanctions can be found in the Honor Code Section of the Student Handbook.

HMC uses an anonymous reporting system called Mudders Care for Mudders those who wish to report concerns or misconduct anonymously. This is an option for our community to report issues or ask questions in a confidential, safe way.

Faculty and Staff Conduct

Harvey Mudd College is committed to promoting and maintaining a working, learning and living environment that is free from discrimination, harassment and sexual misconduct. The College's Discrimination, Harassment and Sexual Misconduct Policy states that all faculty, staff, students and other members of the Harvey Mudd College community are responsible for ensuring that their conduct does not violate the policy. The Appropriate Behavior policies address the College's stance regarding intimate relationships between faculty/staff and students and are included in the the Staff Handbook and Faculty Notebook.

Employees of HMC who are not students (generally "Faculty and Staff") are expected to abide by the rules of conduct presented in the Staff Handbook and Faculty Notebook.

Harvey Mudd College Sexual Misconduct and Complaint Resolution Policy

Institutional Values and Community Expectations

Harvey Mudd College ("College" or "HMC") is committed to providing a non-discriminatory and harassment-free educational, living, and working environment for all members of the HMC community,

including students, faculty, administrators, staff, and visitors. The College will not tolerate sexual harassment or other forms of prohibited conduct. This Title IX Grievance Process (“Policy”) prohibits all forms of sexual or gender-based harassment, discrimination, and other misconduct, including non-consensual sexual contact, non-consensual sexual penetration, sexual exploitation, intimate partner violence, and stalking. Misconduct of this nature is contrary to HMC’s institutional values and is prohibited by state and federal law.

HMC encourages the prompt reporting of any incident of sexual or gender-based misconduct to the College and to local law enforcement or civil rights enforcement agencies. Upon receipt of a report, the College will take prompt and effective action by: supporting the individual who makes a report or seeks assistance under this Policy (“Reporting Party”); conducting a review of the reported conduct under Title IX of the Education Amendments of 1972 (“Title IX”); addressing the safety of individuals and the campus community; and as warranted, taking disciplinary action against the accused individual (“Responding Party”). The College’s process for investigating and responding to reported Prohibited Conduct by students are contained in the Appendix A (Procedures for Resolving Complaints Against Students).

Retaliation (defined in Section VII.F. of this Policy) should be reported promptly to the Title IX Coordinator for investigation, which may result in disciplinary action independent of any sanction or interim measures imposed in response to the underlying allegations of discrimination and/or harassment.

The College encourages all members of our community to participate in the process of creating a safe, welcoming, and respectful environment on campus. In particular, the College expects that all HMC community members will take reasonable and prudent actions to prevent or stop an act of sexual misconduct. Taking action may include directly intervening when safe to do so, enlisting the assistance of friends, contacting law enforcement, or seeking assistance from a person in authority. Community members who chose to exercise this positive moral obligation will be supported by the College and protected from retaliation.

I. Introduction

The Claremont Colleges believe all members of our community – including students, faculty, and staff – should pursue their work and education in a safe environment, free from discrimination, harassment, and retaliation. The purpose of this Policy is to prevent and respond to Sexual Harassment, as defined within this Policy.

Sexual Harassment, as defined by this Title IX Sexual Harassment Policy (Policy), is prohibited within all of The Claremont Colleges.¹ The Claremont Colleges will respond promptly and effectively to reports of Sexual Harassment. Other forms of sexual discrimination, sexual harassment, and sexual exploitation that do not meet the definition of Sexual Harassment under this Policy, remain prohibited by each Institution in its individual policies.

¹ Title IX Sexual Harassment now refers to specific forms of sexual misconduct (see Section IV). Conduct that does not meet the definition of Sexual Harassment, as defined by this Policy, may still be addressed through other policies and processes, such as those under the Institution’s student codes of conduct, civil rights policies, discrimination and harassment policies, and/or any other applicable policy adopted by an individual Institution. Interrelated conduct that includes allegations of conduct prohibited by this Policy, as well as conduct outside of this policy, may be joined in one investigation and hearing, as outlined in Section IX.A.11.

This Policy addresses the member Institutions’ (see below) responsibilities and procedures related to Sexual Harassment, as defined in this Policy, to ensure an equitable and inclusive education and employment environment. The Policy defines Sexual Harassment and Retaliation, and explains the administrative procedures member Institutions use to resolve reports of such conduct.

Which Institutions have adopted this Policy? This Policy applies to member Institutions (except Keck Graduate Institute) that compose The Claremont Colleges.

The Claremont Colleges is composed of seven (7) individual Institutions²:

- Pomona College
- Claremont Graduate University
- Scripps College
- Claremont McKenna College
- Harvey Mudd College
- Pitzer College
- Keck Graduate Institute (this Policy does not apply to Keck Graduate Institute)

Collectively, the member Institutions (except for Keck Graduate Institute) are referred to as TCC throughout this Policy.

The Policy, while identical across TCC, is adopted and overseen by each individual Institution. This Policy does not alter any institutional obligations under federal disability laws, including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties and witnesses may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator or Human Resources professional at any point before or during the Title IX Grievance Process. The Title IX Coordinator and/or Human Resources professional will submit any request for reasonable accommodation to the appropriate department for review and response. The Title IX Coordinator and/or Human Resources professional will not affirmatively provide disability accommodations that have not been specifically requested by an individual, even where the individual may be receiving accommodations in other institutional programs and activities.

Who does this Policy apply to? This Policy applies to any allegation of Sexual Harassment and/or Retaliation, brought against a student within TCC. Some Institutions also apply this Policy to matters involving staff and faculty. This Policy is applicable as follows:

TCC Institution	Allegations Against Students	Allegations Against Faculty	Allegations Against Staff
Claremont Graduate University	X	X	X
Claremont McKenna College	X		
Harvey Mudd College	X		
Pitzer College	X	X	X
Pomona College	X		

² Each Institution has its own formal governance structure and independent board. As a consortium, the Institutions work together to resolve concerns that cross the boundaries of individual Institutions.

What is the purpose of this Policy? This Policy is enacted to comply with Title IX of the Educational Amendments of 1972 and its subsequent accompanying regulations. Title IX states: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student, staff, or faculty member's participation in our educational programs and opportunities.

On May 6, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 (the Final Rule). The Final Rule did a number of things, including:

- Specifically redefined "Sexual Harassment," (including forms of sex-based violence), for purposes of Title IX.
- Addressed how an educational institution must respond to reports of Sexual Harassment, as defined by the Final Rule.
- Mandated the grievance process an educational institution must follow before issuing disciplinary sanctions against a person accused of Sexual Harassment, as defined by the Final Rule.

Based on the requirements of the Final Rule, TCC implemented this TCC Title IX Sexual Harassment Policy effective August 14, 2020, and revised effective August 17, 2020, January 28, 2021, and February 15, 2021.³

This Policy outlines the procedures TCC will follow to ensure a prompt and equitable resolution of student and employee complaints alleging Sexual Harassment. The Institutions are not precluded from investigating other conduct that, if proven, would not constitute Sexual Harassment under this Policy but may constitute a violation of other Institution policies.

How does this Policy impact other campus disciplinary policies? Only incidents that would qualify as Sexual Harassment, as defined by this Policy, will be investigated and, if appropriate, brought to a live hearing through the process defined below.

Each Institution covered by this Policy remains committed to addressing any violations of its policies, even those that do not meet the narrow standards defined under the Final Rule.

If alleged misconduct falls outside this Policy (including alleged misconduct discovered in the course of investigating conduct falling within this Policy), each Institution retains authority to investigate and adjudicate the allegations under their individual policies and procedures.

³ Non-substantive, clarifying revisions were made on April 12, 2021.

The elements and process established in this Policy, and as required under the Final Rule, have no effect on any other Institution policy or Code of Conduct. This Policy does not set a precedent for other policies or processes of the Institutions and may not be cited for or against any right or aspect of any other policy or process.

How does this Policy impact the handling of complaints? Institutions' existing Title IX Offices and reporting structures remain in place. This Policy changes the way the Title IX Offices handle reports alleging Sexual Harassment, as defined by this Policy.

Further, as outlined in Section XV., this Policy applies only to Sexual Harassment (as defined by this Policy) alleged to have occurred on or after August 14, 2020. Incidents of Sexual Harassment alleged to have occurred before August 14, 2020 will be investigated and adjudicated according to the process and definitions in place at the time of the alleged incident.

What is the difference between reporting and disclosing Sexual Harassment? Some individuals within TCC are required to report alleged misconduct, including Sexual Harassment, when they learn of the alleged behavior. Other individuals, including Confidential Resources, are not required to report Sexual Harassment. The information below provides additional clarification:

- **Reporting Sexual Harassment.** Any person may report misconduct, including Sexual Harassment. The reporting party need not be the purported victim of the Sexual Harassment.

Any person wishing to report Sexual Harassment may do so utilizing the contact information of the Title IX Coordinator for their individual Institution (Home Institution). These reports shall be accepted when received in-person, via mail, electronic mail, telephone, and/or by any other means clearly defined by TCC. Any person can report alleged Sexual Harassment verbally or in writing.

If an individual communicates with a Responsible Employee (defined in Section III) that they experienced or are aware of specific incidence(s) of alleged Sexual Harassment, that communication is considered a report of Sexual Harassment and the Responsible Employee is required to inform their Title IX Coordinator. The Responsible Employee is expected to keep information about any report in confidence, meaning they are not to share with anyone other than the Title IX Coordinator.

If an individual communicates with their Title IX Coordinator that they experienced or are aware of specific incidence(s) of alleged sexual misconduct, harassment and/or discrimination, that communication is also considered a report of a possible Policy violation. The Title IX Coordinator is also obligated to keep information about a report in confidence to every extent possible by law.

Upon receipt of a report of Sexual Harassment, the Institution is required to respond. This response **may** include the initiation of the Title IX Grievance Process.⁴ Reports of Sexual Harassment do not automatically initiate the Title IX Grievance Process. The Title IX Grievance Process is only initiated upon receipt of a signed Formal Complaint, as defined in Section III.

⁴ "The Title IX Grievance Process" refers to the process initiated upon receipt of a Formal Complaint. The Title IX Grievance Process is explored in detail in Section IX.

- **Disclosing Sexual Harassment.** A disclosure is made when an individual communicates with a Confidential Resource (defined below) or someone who is not a Responsible Employee (defined below) about misconduct, including Sexual Harassment, that they either experienced or became aware of. A disclosure to a Confidential Resource will be kept confidential unless otherwise requested by the disclosing individual. A disclosure does not result in any formal report or initiation of the Title IX Grievance Process unless requested by the disclosing individual. Each Institution’s Title IX Coordinator maintains a list of all Confidential Resources available to students, staff, and faculty.

Accordingly, if an individual wishes to discuss alleged Sexual Harassment without initiating the Title IX Grievance Process, they may disclose the conduct to a Confidential Resource.

Publication. This Policy shall be distributed and made available to all members of the TCC community. The Policy, and contact information for each Title IX Coordinator, shall be present on each Institution’s website. Every handbook and/or catalog made available to the members of each Institution’s community shall contain a link to this Policy and the contact information for the Institution’s Title IX Coordinator.

II. Title IX Coordinator and TCC Title IX Process Administrator

Title IX Coordinator. Each Institution within TCC shall designate a Title IX Coordinator to oversee and ensure compliance with this Policy. Each Title IX Coordinator is responsible for ensuring compliance with Title IX and this Policy within their Institution.

The name and contact information (phone number, email address, and office address) for each Institution’s Title IX Coordinator is as follows:

Institution	Title IX Coordinator	Email	Address
Claremont Graduate University	Jami Hinshaw	jami.hinshaw@cgu.edu (909) 607-1887	160 E. 10th Street Harper Hall East Claremont, CA 91711
	Title IX and Clery Coordinator	alejandra.gaytan@cgu.edu (909) 607-4404	
	Alejandra Gaytan, Director of Human Resources	patricia.easton@cgu.edu (909) 607-3318	
Claremont McKenna College	Dr. Patricia Easton		385 E. 8 th Street Marian Miner Cook Athenaeum, Second Floor Claremont, CA 91711
	Executive Vice President and Provost		
Claremont McKenna College	Lynzie DeVeres, Assistant VP for Diversity and Inclusion	ldeveres@cmc.edu (909) 607-8131 and (909) 607-2000	385 E. 8 th Street Marian Miner Cook Athenaeum, Second Floor Claremont, CA 91711
	Title IX Administrator		
Harvey Mudd College	Dr. Jennifer Alanis	jalanis@hmc.edu (909) 607-3470	301 Platt Boulevard Platt Campus Center

Institution	Title IX Coordinator	Email	Address
	Title IX Coordinator		Claremont, CA 91711
Keck Graduate Institute	Cynthia Martinez Title IX and Clery Coordinator	cynthia_martinez@kgi.edu (909) 607-7150	535 Watson Drive Building 535, Room 30 Claremont, CA 91711
Pitzer College	Corinne Vorenkamp Title IX Coordinator	titleix@pitzer.edu (909) 607-2958	1050 N. Mills Avenue Broad Center, Room 212 Claremont, CA 91711
Pomona College	Dr. Mike Manalo-Pedro Title IX /Coordinator/Clery Officer	mike.manalo-pedro@pomona.edu (909) 621-8017	333 N. College Way Alexander Hall: Suite 113 Claremont, CA 91711
Scripps College	Sara Miller Title IX Coordinator	titleix@scrippscollege.edu (909) 607-7142	919 North Columbia Avenue McAlister Center, Lower Level Claremont, CA 91711

Each Institution’s Title IX Coordinator, or their designee, serves as the primary point of contact for individuals from their campus involved in the Title IX Grievance Process.

TCC Title IX Process Administrator. The TCC Title IX Process Administrator (referred to as the “TCC Title IX Administrator”) oversees the Title IX Grievance Process for TCC. As outlined throughout this Policy, the TCC Title IX Administrator is responsible for a variety of tasks, including, but not limited to, the following:

- Managing the Title IX Grievance Process across the six above-listed Institutions.
- In consultation with the Title IX Coordinators, evaluating and assigning Investigators, Hearing Officers, and Appeal Authorities in the Title IX Grievance Process.
- Confirming and documenting the training of all individuals involved in the Title IX Grievance Process.

The TCC Title IX Administrator can be reached at: TitleIXAdmin@claremont.edu

III. Relevant Terms

Advisor: An Advisor is an individual who provides guidance to the Complainant or Respondent throughout the Grievance and Alternative Resolution process, as set forth in this Policy. Each party is entitled to one Advisor through every stage of the Grievance process (including the Alternative Resolution process, when applicable). A party can select an Advisor of their choice at any time in the process. An Advisor can be any person, including an attorney, who is not otherwise a party or a witness.

A party does not have to have an Advisor during the investigation and Alternative Resolution process. TCC will not provide any party with an Advisor during the investigation process. However, as outlined below, each party is required to have an Advisor during the hearing. If a party has not already obtained an Advisor prior to the start of the hearing, the party's Home Institution's Title IX Coordinator will be responsible for ensuring their respective Respondent and/or Complainant is appointed an Advisor at no fee or charge to the party. TCC will not pay for, nor will TCC reimburse any party for the cost of, an Advisor selected by the party.

The Advisor is responsible for questioning witnesses and other parties during the hearing. Other than this responsibility, the Advisor's role is limited. See Section IX.D.7 for a full overview of the Advisor's role. Outside the role of questioning during a hearing, an Advisor may never speak on behalf of a party or otherwise disrupt any meetings or hearings in any manner. TCC reserves the right to exclude an Advisor who does not abide by these procedures.

Support Person: A Support Person is an individual who provides emotional support to a Complainant or Respondent throughout the Grievance and Alternative Resolution process, as set forth in this Policy. Parties are entitled to one Support Person through every stage of the Grievance and Alternative Resolution process.

The Support Person may never speak on behalf of a party or otherwise disrupt any meetings or hearings in any manner. See Section IX.A.7 for a full description of the Support Person's role. TCC reserves the right to exclude a Support Person who does not abide by these procedures.

Complainant: A Complainant is an individual alleged to be the victim of conduct that could constitute Sexual Harassment, as defined by this Policy. For purposes of this Policy, a Complainant must be participating in, or attempting to participate in, an education program or activity of TCC. An individual who is on leave from their TCC employment or TCC student status is considered to be a person attempting to participate in an education program or activity for purposes of this Policy.

Confidential Resource: A Confidential Resource is a campus- or community-based resource that has the duty of confidentiality. The duty of confidentiality is an obligation on the part of the resource provider to keep a person's information private and confidential unless consent to release or share the information is provided by the disclosing person. Each Institution's Title IX Coordinator maintains a list of Confidential Resources.

There are two types of Confidential Resources at TCC:

- ***Confidential Resources with the legal privilege of confidentiality.***

Communications with these resources have legal protections from disclosure in court. These resources also possess professional obligations (the duty of confidentiality) to hold such communications in confidence and they cannot divulge information about an individual seeking their services to a third party without that individual's consent. There are established limits to confidentiality and these must be communicated to the individual seeking services.

Examples include, but are not limited to: Chaplains, Monsour and Project Sister Counselor at EmPOWER. **Some** campus Advocates are Confidential Resources with legal privilege – please check with your individual Institution for a definitive list of confidential resources with legal privileges.

- ***Institution-designated Confidential Resources.***

Communications with these resources do not have legal privilege and as such are not provided legal protections from disclosure in court. These individuals and/or offices do possess professional obligations (the duty of confidentiality) to hold communications in confidence and they cannot divulge information about an individual seeking their services to a third party without that individual's consent.

In addition to established limits to confidentiality that must be communicated to the individual seeking services, Institution-designated Confidential Resources also have limited reporting responsibilities federally mandated by the Clery Act. Under the Clery Act, their reporting obligation arises when they become aware of information or allegations of criminal behavior and must report the information regarding an incident to the Institution's Clery Coordinator. They do not have to report identifying information about the individuals involved in an incident. Institution-designated Confidential Resources are not obligated to inform the Title IX Coordinator of a report/disclosure unless requested by the individual seeking their services.

Examples include, but are not limited to: the EmPOWER Center and the Director at the Queer Resource Center (QRC).

Consent: Consent is affirmative, clear, knowing, voluntary, conscious, and revocable permission. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in sexual activity, and the physical conditions of sexual activity (e.g., use of a condom).⁵

Affirmative Consent must be ongoing and can be revoked at any time during sexual activity. It is the responsibility of each person to ensure they have the Affirmative Consent of the other to engage in the sexual activity. The existence of a dating relationship between the persons involved, or the fact of past or subsequent sexual relations between them, should never by itself be presumed to be an indicator of consent.

- Consent to any one form of sexual activity does not automatically imply consent to any other forms of sexual activity.
- Consent can be withdrawn at any time.
- Previous relationships or prior consent does not imply consent to future sexual acts; this includes "blanket" consent (i.e., permission in advance for any/all actions at a later time/place).
- It is the obligation of the person initiating the sexual activity to obtain consent.
- An individual cannot consent who has been coerced, including being compelled by force, threat of force, or deception; who is unaware that the act is being committed; or, who is coerced by a supervisory or disciplinary authority.
 - Force: violence, compulsion, or constraint physically exerted by any means upon or against a person.

⁵ "Condom stealthing" refers to a person's knowing or intentional removal of, or failure to use, a condom during sexual activity without the consent of the other person(s), when consent to the sexual activity was conditioned on the use of a condom.

- Coercion: the application of pressure by the Respondent that unreasonably interferes with the Complainant's ability to exercise free will. Factors to be considered include, but are not limited to, the intensity and duration of the conduct.
- A person who does not want to engage in sexual activity is not required to resist or to verbally object.
- Withdrawal of consent can be manifested through conduct and need not be a verbal withdrawal of consent (e.g., crying, pulling away, not actively participating, uncomfortable or upset facial expressions).
- Consent may not be given by an individual who has not reached the legal age of consent under applicable law.

Affirmative Consent cannot be given by a person who is asleep, unconscious, or incapacitated. A person with a medical or mental disability may also lack the capacity to give consent. The definition of incapacitation follows.

Incapacitation. A person is unable to consent when incapacitated due to the influence of drugs, alcohol, or medication so that the person could not understand the fact, nature, or extent of the sexual activity.

Incapacitation is a state where an individual cannot make an informed and rational decision to engage in sexual activity because the individual lacks conscious knowledge of the nature of the act (e.g., to understand the who, what, when, where, why or how of the sexual interaction) or is physically unable to consent (e.g., asleep or unconscious).

Incapacitation may result from the use of alcohol or drugs. However, consumption of alcohol or other drugs alone is insufficient to establish incapacitation. Whether an intoxicated person (as a result of using alcohol or other drugs) is incapacitated depends on the extent to which the alcohol or other drugs impact the person's decision-making ability, awareness of consequences, and ability to make informed judgments. A person's own intoxication or incapacitation from drugs or alcohol does not diminish that person's responsibility to obtain Affirmative Consent before engaging in sexual activity.

In general, sexual contact while under the influence of alcohol or other drugs poses a risk to all parties. Alcohol and drugs impair a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.

Being intoxicated or impaired by drugs or alcohol is never an excuse for Sexual Harassment, sexual violence, stalking, or intimate partner violence, and does not diminish one's responsibility to obtain consent.

The impact of alcohol and drugs varies from person to person, and evaluating incapacitation requires an assessment of how the consumption of alcohol or drugs impacts an individual's:

- Decision-making ability;
- Awareness of consequences;
- Ability to make informed judgments; and/or,
- Capacity to appreciate the nature and the quality of the act.

A Respondent must either have known, or reasonably should have known, that a Complainant was unable to consent to sexual activity under any of the following circumstances:

- The person was asleep or unconscious;
- The person was incapacitated due to the influence of drugs, alcohol or medication, so that the person could not understand the fact, nature or extent of the sexual activity; or,
- The person was unable to communicate due to a mental or physical condition.

It shall not be a valid excuse that the Respondent believed the Complainant consented to sexual activity under either of the following circumstances:

- The Respondent's belief in Affirmative Consent arose from the intoxication or recklessness of the Respondent; and/or,
- The Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the Complainant affirmatively consented.

Education Program or Activity: Alleged Sexual Harassment is only covered under this Policy if the alleged conduct occurred within TCC's "Education Program or Activity."

For purposes of this Policy, "Education Program or Activity" refers to all the operations of TCC, including, but not limited to: in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, performances, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by TCC. It also includes off-campus locations, events, or circumstances over which TCC exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs, including Sexual Harassment occurring in any building owned or controlled by a student organization that is officially recognized by TCC.

Conduct that does not occur within TCC's Education Programs or Activities, as defined by this Policy, including conduct that takes place off-campus or within a TCC study abroad program, may still be addressed through other policies and processes, such as those under the Institution's student codes of conduct, civil rights policies, discrimination and harassment policies, and/or any other applicable policy adopted by an individual Institution.

Formal Complaint: A document – including an electronic submission – filed and signed by a Complainant (or with other indication that the Complainant is the person filing the Formal Complaint) or signed by the Title IX Coordinator, alleging Sexual Harassment against a Respondent that occurred within TCC's Education Programs or Activities, and requesting initiation of the procedures consistent with this Policy to investigate the allegations.

Any individual may make a report of Sexual Harassment. This individual is known as a Reporting Party. If the Reporting Party is not the Complainant, the Title IX Coordinator may initiate and sign the complaint. If the Formal Complaint is signed by the Title IX Coordinator, the Title IX Coordinator is not treated as a Complainant, nor is the Title IX Coordinator treated as a party to the complaint. At the time of filing the Formal Complaint, the Complainant must be participating in, or attempting to participate in, an education program or activity of TCC.⁶

⁶ The Complainant need not initiate nor sign the Formal Complaint (see definition of "Complainant" in Section III., above) to be designated a Complainant.

Individuals can report alleged Sexual Harassment verbally or in writing.

Reporting Party: An individual who makes a report of alleged Sexual Harassment, as defined by this Policy. This can be any person, including an individual unassociated with TCC. A Reporting Party is not considered a Complainant for purposes of this process.

Respondent: A Respondent is an individual who has been reported to have engaged in conduct that could constitute Sexual Harassment, as defined by this Policy. An individual does not have to be enrolled or employed by TCC to qualify as a Respondent under this Policy. TCC may dismiss a Formal Complaint if the Respondent is no longer enrolled or employed by TCC; however, the decision to dismiss will be made on an individual basis, with consultation between each involved Institution's Title IX Coordinators.

Responsible Employee: Responsible Employees are TCC employees who, upon receipt of a disclosure or report of Sexual Harassment, are required to report the alleged conduct to the Institution's Title IX Coordinator. Responsible Employees will maintain confidentiality to the greatest extent possible and will only relay the disclosed or reported information to the Title IX Coordinator or designee.

A Responsible Employee is defined by each Institution. Please refer to your Home Institution for their definition of this term.

Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge, to the Complainant and/or the Respondent. The range of Supportive Measures available is listed in Section VI. of this Policy.

Violence: For purposes of this Policy, violence can be physical violence or patterns of abusive behavior.

- *Physical violence:* Physical conduct that intentionally or recklessly threatens the health and safety of the recipient of the behavior.
- *Patterns of Abusive Behavior:* This may consist of, or include, non-physical tactics such as threats, isolation, property destruction, abuse of pets, economic control, displaying weapons, degradation, or exploitation of a power imbalance.

Conduct by an individual in defense of self or another is not violence under this Policy. If either party asserts that they acted in defense of self or another, the Adjudicator (see Section IX.D.) will use all available, relevant evidence to evaluate the assertion, including reasonableness of the defensive actions and which party is the predominant aggressor.

IV. Sexual Harassment and Retaliation

Only allegations of Sexual Harassment, alleged to have occurred within TCC's Education Programs or Activities, and Retaliation (as defined by this Policy) are addressed under this Policy. Sexual Harassment and Retaliation, as defined by this Policy, are prohibited within all of TCC. TCC will respond promptly and effectively to reports of Sexual Harassment and/or Retaliation, as outlined in this policy. *Other forms of sex discrimination, sexual harassment, and sexual misconduct remain prohibited by each Institution in its individual policies.*⁷

⁷ Behavior which does not fall under this Policy's definition of Sexual Harassment may be addressed through other policies and processes, such as those under the Institution's student codes of conduct, civil rights policies, discrimination and harassment policies, and/or any other applicable policy adopted by an individual Institution.

This section provides the definitions of Sexual Harassment and Retaliation, for purposes of this Policy.

Sexual Harassment is conduct on the basis of sex that satisfies one or more of the following:

- a) An employee of TCC conditioning the provision of an aid, benefit, or service of the Institution on an individual's participation in unwelcome sexual conduct (also known as *quid pro quo Sexual Harassment*).
 - o Complainant's statement that they found the conduct to be unwelcome is sufficient to constitute "unwelcome conduct."
- b) Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to TCC's Education Programs or Activities.
 - o "Unwelcome conduct" depends on a variety of factors and must be evaluated in light of the known circumstances.
 - o "Severe, pervasive, and objectively offensive" must be evaluated in light of the known circumstances, and is dependent on the facts in each situation. However, this element must be determined from the perspective of a reasonable person standing in the shoes of the Complainant.
- c) Sexual assault (as defined in the Clery Act), or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).
 - o A single instance of any conduct as defined below is sufficient to constitute Sexual Harassment. Any instance of any of the conduct defined below does not need to demonstrate severity, pervasiveness, objective offensiveness, or denial of equal access to education or employment, because denial of equal access is assumed.

Sexual Assault. As defined in the Clery Act (20 USC 1092(f)(6)(A)(v)), Sexual Assault is: an offense that meets the definition of rape, fondling, incest, or statutory rape, as used in the FBI's Uniform Crime Reporting (UCR) Program. The relevant FBI UCR definitions are as follows:

Rape. The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.

Fondling. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of age or permanent mental incapacity.

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

Statutory Rape. Sexual intercourse with a person who is under the statutory age of consent. In California, the statutory age of consent is 18.

Dating Violence. As defined in VAWA (34 USC 12291(a)(10)), Dating Violence is: violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and,
- Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship;
 - The type of relationship; and,
 - The frequency of interactions between the persons involved in the relationship.

Domestic Violence. As defined in VAWA (34 USC 12291(a)(8)), Domestic Violence is: acts that include felony or misdemeanor crimes of violence committed by one of the following:

- A current or former spouse or intimate partner of the Complainant;
- A person with whom the Complainant shares a child in common;
- A person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner;
- A person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the state of California; or,
- Any other person whose acts an adult or youth Complainant is protected from under the domestic or family violence laws of the state of California.

Stalking. As defined in VAWA (34 USC 12291(a)(30)), Stalking is: engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for their safety or the safety of others; or,
- Suffer substantial emotional distress.

Retaliation. No recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX or this Policy, constitutes Retaliation.

V. Behavior That Does Not Constitute “Sexual Harassment” Under This Policy

Behavior which does not fall under this Policy’s definition of Sexual Harassment may be addressed through other policies and processes, such as those under the Institution’s student codes of conduct, civil

rights policies, discrimination and harassment policies, and/or any other applicable policy adopted by an individual Institution.

Each Institution maintains individual policies addressing sexual misconduct, harassment, and discrimination. These policies might address conduct constituting sexual misconduct, sexual harassment, and/or sex discrimination, as defined by those individual policies. Any conduct that constitutes Sexual Harassment, as defined by this Policy, is addressed using the process established in this Policy. Other conduct, as defined under other Institution policies, may be addressed using the processes established in those individual policies.⁸

VI. Supportive Measures

Supportive Measures are designed to restore or preserve equal access to a Complainant's and Respondent's educational program or activity without unreasonably burdening the other party.

The Complainant's Home Institution Title IX Coordinator shall, upon becoming aware of alleged Sexual Harassment, promptly contact the Complainant if their identity is known to discuss the availability of Supportive Measures as well as other rights and options in accordance with the Institution's policies. Supportive Measures shall be offered to the Complainant regardless of whether they wish to file a Formal Complaint. In implementing any Supportive Measures, the Title IX Coordinator shall consider the Complainant's wishes.

The Respondent's Home Institution Title IX Coordinator shall offer Supportive Measures to a Respondent upon notification to the Respondent that there has been a Formal Complaint, or earlier as appropriate if a Respondent is aware of a potential complaint against them.

Supportive Measures provided to a Complainant or Respondent shall remain confidential to the extent that maintaining such confidentiality will not impair the Institution's ability to provide the Supportive Measures. For complaints involving parties from more than one Institution, each party's Home Institution Title IX Coordinator shall promptly notify the other party's Home Institution Title IX Coordinator of any Supportive Measures implemented on behalf of a party or witness. This information will not be shared with the other party unless it specifically impacts that party. If there is disagreement about whether information about a specific supportive measure for one party will be shared with the other party, the parties' Home Institution Title IX Coordinators shall confer with the TCC Title IX Administrator.

Supportive Measures may include, but are not limited to, the following:

- Counseling;
- Extensions of deadlines or other course-related adjustments, in coordination with the relevant Faculty member;
- Modifications of work or class schedules, in coordination with the relevant Faculty member and/or supervisor;
- Campus escort services;

⁸ Where allegations made in a Formal Complaint include both conduct that falls under this Policy and conduct that is outside of this Policy but is interrelated to Policy-covered conduct, the allegations may be joined. If the allegations under this Policy and under an Institution's other policies are joined, during the hearing direct cross-examination by a Party's Advisor will be limited to questions relating to the allegation of conduct falling under this Policy. Determinations as to when a question is appropriate to be posed by a party's Advisor or through the Hearing Officer shall be made at the sole discretion of the Hearing Officer.

- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence;
- Increased security and monitoring of certain areas of campus; and,
- Other similar measures determined by the parties' Home Institution Title IX Coordinator(s) based on the specific facts of each case.

VII. Emergency Removal

In certain circumstances, a Respondent's Home Institution may remove a Respondent from an education program or activity before the completion of the Title IX Grievance Process. Such removal will only occur on an emergency basis. The Complainant's Home Institution Title IX Coordinator or designee shall be consulted and given the opportunity to participate in every step of the emergency removal process, including participating in all communications, meetings, and correspondence regarding the individualized safety and risk assessment. An emergency removal is not equivalent to a determination of responsibility, nor is it a sanction for alleged behavior. The Respondent's Home Institution can pursue an emergency removal of a student and/or employee Respondent before or after the filing of a Formal Complaint. Emergency removals will occur only after the Respondent's Home Institution determines there is an emergency situation. This determination occurs only after the Respondent's Home Institution has completed the following steps:

- **Completion of an individualized safety and risk analysis.** This analysis will focus on the specific Respondent and the specific circumstances arising from the allegations of Sexual Harassment.⁹
- **Determination that the following three components are present:**
 - *An "immediate threat" justifying emergency removal.* This analysis should focus on the Respondent's propensity, opportunity, and/or ability to effectuate a stated or potential threat. This determination will be fact-specific.
 - *The threat is "to the physical health or safety of any student or other individual."* This may be the Complainant, the Respondent, or any other individual.
 - *And the threat "arises from the allegations of Sexual Harassment."* The emergency situation must specifically arise from the allegations of Sexual Harassment.
- **Consideration of the appropriateness of Supportive Measures in lieu of an emergency removal.** Emergency removals should only occur when there are genuine and demonstrated emergency situations.
- **Providing the Respondent with notice and an immediate opportunity to challenge the emergency removal.** The Respondent's Home Institution will provide the Respondent with a sufficiently detailed notice, notifying the Respondent of the identified emergency threat of

⁹ If a Respondent's behavior does not arise from the allegations of Sexual Harassment, the Institution may still address the behavior under other policies and processes, such as the Institution's student codes of conduct, civil rights policies, discrimination and harassment policies, and/or any other applicable policy adopted by an individual Institution.

physical safety or harm. The Respondent is not entitled to a full evidentiary hearing (as set forth in Section IX.D.) to challenge an emergency removal.

VIII. Title IX Grievance Process

The Title IX Grievance Process is initiated upon the receipt of a Formal Complaint. Complainants are only able to file a Formal Complaint under this Policy if they are currently participating in, or attempting to participate in, the Education Programs or Activities of TCC within the United States, including as an employee.¹⁰

If a Complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. In these circumstances, the Title IX Coordinator will inform the Complainant of this decision in writing. The correspondence will include notice that the Complainant need not participate in the process further, but will receive all notices issued under this Policy and Title IX Grievance Process.

Nothing in the Title IX Policy prevents a Complainant from seeking the assistance of state or local law enforcement alongside the appropriate on-campus process.

Throughout the Title IX Grievance Process, the Complainant's and Respondent's Home Institution Title IX Coordinators, as well as the TCC Title IX Administrator, will work closely and cooperatively together. They will maintain open communication during all phases of the Title IX Grievance Process, including the investigation, hearing, and appeal stages.

TCC does not make determinations of responsibility prior to the completion of the Title IX Grievance Process. All evidence gathered will be objectively evaluated. This includes both inculpatory and exculpatory evidence. Credibility determinations will not be made based solely on a person's status as a Complainant, Respondent, or witness. Respondents are presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Title IX Grievance Process. TCC, not the parties, has the burden of proof and the burden of gathering evidence, i.e. the responsibility of showing whether a violation of this Policy has occurred.

A. General Information

1. Standard of Evidence

TCC will utilize a "Preponderance of the Evidence" standard in evaluating all allegations of Sexual Harassment (as defined by this Policy). "Preponderance of the Evidence" means the evidence on one side outweighs, or is more than, the evidence on the other side. This is a qualitative, not a quantitative, standard.

2. Initial Meetings and the Intake Process

Initial Meetings. A Complainant may meet with their Home Institution's Title IX Coordinator for the purposes of discussing their reporting options, Supportive Measures, etc. Below is a summary of the topics the Complainant's Home Institution's Title IX Coordinator will address during initial meetings with the Complainant:

- Assistance with care and support resources, medical providers, and law enforcement;

¹⁰ For Complainants who do not meet these criteria, the Institution will review the allegations under other existing policies.

- Supportive Measures;
- Procedures for determining next steps and appropriate resolution process; and,
- Options for participating in an Alternative Resolution or Title IX Grievance Process.

The Title IX Grievance Process is initiated upon receipt of a Formal Complaint

Intake Process. Upon receipt of such a Formal Complaint, the Complainant’s Home Institution’s Title IX Coordinator will engage in the Intake Process, in which they meet with the Complainant, gather preliminary information about the allegation(s), and write the information gathered in an Intake Report. The Intake Process might take place during the Title IX Coordinator’s initial meeting with the Complainant, or it might take place during a subsequent meeting. The Intake Process commences when a Complainant has decided to make a Formal Complaint, and/or when the Institution has been provided sufficient information to proceed with a complaint signed by the Title IX Coordinator.

The Intake Process is not intended to serve as an exhaustive interview, but rather to provide TCC with sufficient contextual information to determine the appropriate next steps to support the Complainant and to guide TCC’s response.

The Complainant’s Home Institution’s Title IX Coordinator will send a copy of the Formal Complaint and Intake Report to the Respondent’s Home Institution’s Title IX Coordinator and the TCC Title IX Administrator.

The Complainant’s and Respondent’s Home Institution Title IX Coordinators will jointly make an initial determination of whether the Title IX Grievance Process is applicable to the Formal Complaint, as outlined in Section IX.B., below.

3. Timing

Absent extensions for good cause, the entire Title IX Grievance Process should be completed within 90 to 100 business days from the issuance of the Notice of Allegations to the Respondent(s), which shall occur upon initiation of the Title IX Grievance Process. This includes the investigation, hearing, and any appeal process. A thorough investigation and/or procedurally proper hearing and appeal may necessitate one or more extensions for good cause. Extension requests will be evaluated and denied or granted by the TCC Title IX Administrator. The TCC Title IX Administrator will provide notice to both parties of any timeline extensions.

Failure to complete the Title IX Grievance Process within this time period does not, in and of itself, constitute a procedural error. Any such argument of procedural error (as set forth in Section IX.F.) must also include an explanation as to how the delays materially impacted the outcome of the Title IX Grievance Process.

4. Concurrent Criminal Investigations

On occasion, a criminal investigation may be initiated by a law enforcement agency over the same allegations that are reported in a Formal Complaint submitted to TCC. A pending police investigation is a separate investigation and it does not relieve TCC of its responsibility to timely investigate complaints under this Policy. A temporary delay for the length of the fact-finding portion of a criminal investigation may constitute good cause for extending the timeline of TCC’s investigation.

5. Confidentiality

Parties may share confidential information received through the process with their Support Person and Advisor. TCC shall not restrict the ability of the parties to discuss the allegations under investigation for the purpose of gathering and presenting relevant evidence.

TCC is permitted to share confidential information amongst other Institution representatives who have a reasonable need to know. TCC will endeavor to respect any requests for confidentiality, but will also weigh those requests against TCC's responsibility to maintain a safe environment for its community. Complete confidentiality cannot be guaranteed.

6. Right to an Advisor

Parties may elect to be accompanied by an Advisor during meetings and proceedings related to the investigation and hearing process outlined in this Policy. Parties are limited to one Advisor. Parties may be accompanied by a Support Person (see below) in addition to an Advisor. An Advisor can be anyone, including an attorney. The Advisor may not speak on behalf of the party or otherwise disrupt any interviews or proceedings.

Specific guidelines regarding the Advisor role at the hearing are outlined in Section IX.D.7. TCC reserves the right to exclude or remove an Advisor who does not comply with this Policy.

A party does not have to have an Advisor during the investigation process. TCC will not provide any party with an Advisor during the investigation process. However, as outlined below, the party's Home Institution will provide the party with an Advisor during the hearing, if the party has not already obtained an Advisor.

7. Support Persons

Parties may elect to be accompanied by a Support Person during the hearing process, in addition to an Advisor. Parties are limited to one Support Person. A Support Person may not be a party or a witness in the case. The Support Person's role is to provide emotional support throughout the process. The Support Person may not speak on behalf of the party or otherwise disrupt any interviews or proceedings. TCC reserves the right to exclude or remove a Support Person who does not comply with this Policy.

8. Accepting Responsibility

At any time prior to the commencement of a hearing, a Respondent may waive the right to a hearing and instead accept responsibility for the alleged Policy violation. A Respondent may do so by providing the TCC Title IX Administrator with a signed, written notice, stating the Respondent accepts responsibility for the alleged violation and waives the right to a fact finding hearing on this issue. If a Respondent accepts responsibility in writing in advance of a hearing, the Complainant and Adjudicator shall be provided a copy of the waiver and a hearing will be conducted only on the question of sanctions. Each party retains all rights with regard to sanctioning.

The parties will be given an opportunity to be heard at the sanctions hearing, including but not limited to the submission of impact statements. The parties may be accompanied by their Advisors, but questioning of parties or witnesses by Advisors will not be permitted. The parties will receive simultaneous written notification of the decision regarding sanctions and remedies, which may be appealed according to the process described in Section IX.F.

9. Closure

Not all reports of alleged Sexual Harassment constitute a report of prohibited conduct that may be resolved through this Policy.

TCC must dismiss a Formal Complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

- The conduct alleged in the Formal Complaint would not constitute Sexual Harassment as defined above, even if proved; and/or,
- The conduct did not occur in an educational program or activity controlled by TCC (including buildings or properties controlled by officially recognized student organizations); and/or,
- The alleged conduct did not occur against a person in the United States; and/or,
- At the time of filing a Formal Complaint, a Complainant was not participating in or attempting to participate in an education program or activity of TCC.

Additionally, TCC may close and dismiss a Formal Complaint or any allegations therein if, at any time during the investigation or hearing:

- A Complainant notifies their Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or,
- It is determined that the Respondent is no longer enrolled in or employed by TCC; or,
- Specific circumstances prevent TCC from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

A decision to close a matter based on any of the above-listed factors is made at the discretion of the TCC Title IX Administrator.

Upon termination of the process, the TCC Title IX Administrator will provide written notice to the parties describing the reason for the dismissal. The Respondent's Home Institution may continue to investigate the allegations as a potential violation of another policy. If the Respondent's Home Institution elects to continue the investigation outside of this Policy, the TCC Title IX Administrator shall provide written notice to the parties describing the determination.

The dismissal determination is appealable by any party under the procedures for appeal outlined in Section IX.F. The decision not to dismiss is also appealable by any party claiming a dismissal is required or appropriate.

A Complainant who decides to withdraw a complaint may later request to reinstate or refile the complaint.

10. Amnesty

Any individual (including a witness or a third party) who shares information in the interest of any individual's health and safety will not be subject to disciplinary action by TCC for student conduct policy violations that occur around the time of the alleged prohibited conduct, including their own personal consumption of alcohol or other drugs at or near the time of any incident, provided they did not harm

another or place the health or safety of any other person, or the community, at risk. TCC may suggest an educational conference where support, resources, and educational counseling options may be discussed and potentially required with a learning action plan for an individual who has engaged in the illegal or prohibited use of alcohol or drugs.

11. Consolidation of Formal Complaints and Allegations

TCC may consolidate Formal Complaints under two circumstances:

- Where there is a complaint involving more than one Complainant and/or Respondent, stemming from the same facts or circumstances; or,
- Where a cross-complaint has been filed by a Respondent against a Complainant.

A decision to consolidate matters based on any of the above-listed factors is made at the discretion of the TCC Title IX Administrator in consultation with the parties' Home Campus Title IX Coordinator(s). If the TCC Title IX Administrator determines consolidation is appropriate, they must send notice to all involved parties.

Where allegations made in a Formal Complaint include both conduct that falls under this Policy and conduct that is outside of this Policy but is interrelated to Policy-covered conduct, the allegations may be joined. If the allegations under this Policy and under an Institution's other policies are joined, during the hearing direct cross-examination by a Party's Advisor will be limited to questions relating to the allegation of conduct falling under this Policy.

Determinations as to when a question is appropriate to be posed by a party's Advisor or through the Hearing Officer shall be made at the sole discretion of the Hearing Officer.

12. Interpretation

This Policy is intended to be self-explanatory. The Adjudicator (defined in Section IX.D.2) is responsible for interpretation of policy definitions of prohibited conduct. Should a disagreement arise over interpretation of another area of this Policy, exclusive authority to interpret the Policy lies with the TCC Title IX Administrator. Any such interpretation shall be final. In reaching a final interpretation, the TCC Title IX Administrator shall consult with the Title IX Coordinators, unless not feasible or practicable.

B. Step One: Initiation of the Title IX Grievance Process

The Complainant's and Respondent's Home Institution Title IX Coordinators will jointly make an initial determination of whether the Title IX Grievance Process is applicable to the Formal Complaint. The Title IX Coordinators will make a reasonable determination as to whether or not the following elements are met:

1. The conduct is alleged to have occurred on or after August 14, 2020;
2. The conduct is alleged to have occurred in the United States;
3. The conduct is alleged to have occurred in TCC's Education Programs or Activities; and,
4. The alleged conduct, if true, would constitute Sexual Harassment, as defined in this Policy.

If the Title IX Coordinators disagree whether these elements are met, the Title IX Coordinators agree to confer with the TCC Title IX Administrator, who will make the final determination.

If it is determined all of the elements are met (either through consensus by the Title IX Coordinators or review by the TCC Title IX Administrator), TCC will initiate the Title IX Grievance Process.

Initiation of the Title IX Grievance Process. If it is determined (through the process above) that the Formal Complaint will proceed under this Policy, the TCC Title IX Administrator will initiate the Title IX Grievance Process.¹¹

When a Formal Complaint is filed, the TCC Title IX Administrator will notify the parties of their option to participate in the Alternative Resolution Process (see Section IX.H). If either party declines to participate in the Alternative Resolution Process, the Title IX Grievance Process will proceed, as set forth in this Section.

In instances where a Formal Complaint is signed by the Title IX Coordinator, the person alleged to be harmed (the Complainant) will still retain all rights of a Complainant in this process, if they should choose to exercise them, including the choice to participate or not participate at any step of the process and in receiving notification of the outcome.

Finally, in instances where it is determined a Formal Complaint will not proceed under this Policy, the parties may appeal the determination using the procedures outlined in Section IX.F.

1. Notice of Allegations

Once an investigation has been initiated, the TCC Title IX Administrator will send a written notice to both parties, which will include:

- The identities of the parties (if known);
- A summary of the alleged conduct, including the date(s), time(s), and location(s) of incident(s) (if known);
- Policy sections alleged to be violated by the conduct;
- An outline of the Title IX Grievance Process, including any available Alternative Resolution Processes;
- A statement that Respondent is presumed not responsible until a determination of responsibility is made following the investigation and hearing;
- A statement that TCC will not make a determination of responsibility until the conclusion of the Title IX Grievance Process;

¹¹ If the conduct alleged would not meet the definition of Sexual Harassment, even if sustained, the Title IX process will be terminated. However, the conduct may continue to be investigated under other policies and processes, such as those under the Institution's student codes of conduct, civil rights policies, discrimination and harassment policies, and/or any other applicable policy adopted by an individual Institution.

- A notice regarding whether interviews will be recorded, and that only the Investigator is permitted to record interviews;
- A description of the parties' opportunities to present, inspect, and review evidence;
- A statement that the parties may have an Advisor of their choice, who is permitted to be an attorney;
- A statement that the parties may have a Support Person of their choice;
- A statement urging the parties to maintain discretion as to the details of the matter, both in recognition of the sensitive nature of the matter, and to ensure they do not influence other individuals' statements;
- A summary of the hearing process and a statement that the Hearing Decision will make factual and policy findings regarding the allegations;
- A statement that findings will be based on a Preponderance of the Evidence Standard;
- A notice admonishing the parties against Retaliation; and,
- A notice informing the parties they are prohibited from making false statements or knowingly submitting false information based on the Institution's conduct codes.

The Notice of Allegations shall be amended any time during the investigation to include additional allegations of Policy violations identified during the investigation. An amended Notice of Allegations should include all required information described above.

C. Step Two: Investigation Process

1. Designation of the Investigator

The TCC Title IX Administrator, in consultation with the parties' Home Institution's Title IX Coordinators, will designate an Investigator to conduct a fair, thorough, and impartial investigation. After the Notice identifying the assigned Investigator has been sent to the parties, the parties will have five (5) business days to object to the selection of the Investigator for an actual conflict of interest or bias. The TCC Title IX Administrator will consider and resolve any objections to the selection of an Investigator.

The Investigator will have had appropriate training in the definitions of Sexual Harassment, bias, the scope of TCC's education programs and activities, the investigation and hearing processes, the Alternative Resolution Process, and investigative report writing.

2. Investigation

Both parties will be provided equal opportunity to meet with the Investigator, submit evidence, and identify relevant witnesses. The Investigator will meet separately with the Complainant, Respondent, and witnesses. The Investigator has discretion regarding which witnesses to interview and when to conduct follow-up interviews with parties and witnesses.

The Investigator will prepare a written summary of each interview and send the same to the witness or party for a review of accuracy. Unless the individual requests additional time, the written summary will be deemed accurate if the individual does not provide feedback on the written summary within two (2) business days of the Investigator emailing it to the individual.

The Investigator will take reasonable steps to gather relevant available evidence. The Investigator may exclude evidence they determine to be irrelevant or immaterial. Parties may provide the Investigator with any evidence they believe to be relevant, including expert and polygraph evidence. It is ultimately the role of the Adjudicator (Section IX.D.) to determine what weight, if any, to give to the evidence gathered. The Investigator will not consider evidence which requires seeking information protected by a legally recognized privilege, unless the person holding the privilege has waived the privilege.

TCC shall not restrict the ability of the parties to discuss the allegations under investigation for the purpose of gathering and presenting relevant evidence.

The Investigator may gather information related to prior or subsequent conduct of the Respondent in determining pattern, knowledge, intent, motive, or absence of mistake.

The Investigator will not gather evidence or ask questions related to the parties' sexual predisposition or prior sexual behavior unless:

- The evidence and/or questions are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant;
- They concern specific incidents of the Complainant's or Respondent's prior sexual behavior with respect to one another and are offered to prove or disprove consent (with the understanding that consent to any one form of sexual activity does not automatically imply consent to any other forms of sexual activity and that previous relationships or prior consent does not imply consent to future sexual acts);
- The sexual history is relevant to explain an injury; and/or,
- The sexual history is relevant to show a pattern of behavior.

The Investigator will not gather sexual history as it pertains to a party's reputation or character.

Prior to any meeting, including an investigative interview meeting with a party, the Investigator shall provide the party with written notice of the date, time, location, participants, and purpose of the meeting.

The Investigator shall provide the written notice with sufficient time for the party to prepare for the meeting. An Advisor and a Support Person may accompany a party to every meeting.

3. Recording

TCC may elect to electronically record investigative interviews. The Investigator may only record investigative interviews with the consent of each individual being recorded. TCC will retain any recordings it has made as the only authorized recording of the interviews. A recorded party may request to review the transcript or audio of their interview in-person and under supervision by a TCC representative. A party may request to review the transcript of the other party's interview in-person and under supervision by a TCC representative.

Investigation recordings will be maintained for seven (7) years after the conclusion of the Title IX Grievance Process, the Respondent's graduation, separation from TCC, or separation from Institutional employment, whichever is latest.¹²

¹² Interviews that take place via videoconference, and are recorded, may include both an audio and visual recording. Both recordings shall be retained in the same manner as other grievance materials, in accordance with Section X.

4. Evidence Review

Before issuing the final Investigation Report, the TCC Title IX Administrator will provide a preliminary Investigation Report to the parties, and provide the parties with an equal opportunity to respond to the relevant evidence, including allowing parties to present additional relevant evidence or information. This is known as the Evidence Review Process. This opportunity should be provided to each party regardless of whether the party participated in the investigation. Absent good cause, parties are provided with ten (10) business days to review and respond to the evidence.

The TCC Title IX Administrator will have discretion to determine how to provide access to the preliminary Investigation Report to the parties based on the particular circumstances of the case and any party or witness privacy concerns. Neither Complainant, Respondent, nor anyone on either party's behalf may copy, remove, photograph, print, record, or in any other manner duplicate the information contained in the preliminary Investigation Report (unless a party is describing the material in a written response to the evidence).

As part of this Evidence Review Process, the parties may submit proposed questions for the Investigator to ask of the other party or any witness, request additional interviews and information-gathering, and/or suggest additional witnesses. The Investigator has discretion to determine if the responses warrant additional information-gathering. If the Investigator determines it is unnecessary to ask individuals additional questions, interview new witnesses, and/or gather additional evidence, the Investigator will explain their decision in the final Investigation Report.

If additional evidence is provided, the parties submit a written response to the evidence, or new evidence is gathered, it will be included in either a revised preliminary Investigation Report or a separate addendum, as deemed appropriate by the Investigator. Both parties will be provided a reasonable opportunity to review and respond to any new evidence. The Investigator will determine when it is appropriate to conclude the Evidence Review Process. The TCC Title IX Administrator will notify the parties when the Evidence Review Process is complete and the Investigation Report is finalized.

5. Final Investigation Report

At the conclusion of the Evidence Review Process, the Investigator will prepare a final written Investigation Report that includes:

- The identities of the parties;
- The identities of the witnesses;
- The dates of conducted interviews;
- A summary of the allegations;
- The policy alleged to be violated by the conduct;
- A summary of the investigation process;
- The relevant statements of the parties and witnesses;
- A summary of the relevant evidence gathered by the Investigator;
- A description of the relevant, material undisputed facts;

- A description of the relevant, material disputed facts;
- A statement describing how and when the parties were given the opportunity to review the evidence; and,
- Explanations for why evidence or witnesses submitted by the parties were not considered.

The Investigation Report will not include findings of fact, findings of policy, or credibility determinations for parties or witnesses (other than to note when credibility is not disputed).

The TCC Title IX Administrator will provide the parties with a final copy of the Investigation Report, including all attachments, at least ten (10) days prior to a hearing. The parties may submit a written response to the final Investigation Report. Written responses are incorporated into the materials that can be reviewed and considered by the Adjudicator. Each party will receive a copy of the other party's written response to the Investigation Report.

D. Step Three: Hearing

Upon receipt of the final Investigation Report, the TCC Title IX Administrator will evaluate the evidence gathered and determine if the Title IX Grievance Process is still applicable to the Formal Complaint. The TCC Title IX Administrator will consider if the following elements are met:

1. The conduct is alleged to have occurred on or after August 14, 2020;
2. The conduct is alleged to have occurred in the United States;
3. The conduct is alleged to have occurred in TCC's education program or activity; and,
4. The alleged conduct, if true, would constitute Sexual Harassment, as defined in this Policy.

If the TCC Title IX Administrator determines that the required elements are met, the matter shall proceed to a hearing. A hearing will be held in which an Adjudicator will make credibility determinations, findings of fact on disputed facts, and findings of policy on the relevant Policy the Respondent is alleged to have violated. In reaching findings, the Adjudicator may consider the final Investigation Report, all evidence gathered by the Investigator, and testimony provided at the hearing.

Individuals may choose not to participate in the hearing. If any individual – Complainant, Respondent, and/or witnesses – chooses not to participate in the hearing, the Adjudicator may not consider any statement made by the individual to the Investigator. Parties (Complainants and Respondents) may also choose to attend the hearing and not answer questions. The Adjudicator will not draw any adverse inference solely from an individual's decision to not participate in the hearing, although this decision may impact the information available to the Adjudicator in reaching their decision. However, the Adjudicator may draw adverse inferences if an individual selectively participates in the hearing (for example, answering some questions but declining to answer others).

The hearing is a closed proceeding and will not be open to the public. The witnesses will only be present in the hearing for the duration of their testimony.

The Adjudicator will permit breaks, as needed, throughout the hearing. All participants in the hearing will behave in a respectful manner, as outlined in TCC's Rules of Decorum. The Rules of Decorum will be shared with the parties, their Advisors, and Support Persons prior to the hearing. The Adjudicator has the discretion to remove any participant or observer who is not conducting themselves according to the Rules of Decorum.

TCC expects the parties will wish TCC to share documentation related to the allegations with their Support Person and/or Advisor. TCC provides a FERPA release form that authorizes such sharing and participation. The parties must complete this form before TCC is able to share records with a Support Person and/or Advisor. Parties must also complete this form before the commencement of the hearing. The parties are not otherwise restricted from discussing and sharing information relating to allegations with others who may support them or assist them in preparing and presenting. Support Persons and/or Advisors are expected to maintain the privacy of the records shared with them by TCC. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by TCC. TCC may seek to restrict the role of any Support Person and/or Advisor who does not respect the sensitive nature of the process or who fails to abide by TCC's privacy expectations.

1. Hearing Coordinator

The TCC Title IX Administrator will be responsible for designating a Hearing Coordinator who will coordinate the hearing process. The Hearing Coordinator will ensure the Adjudicator is provided with all necessary materials, including the Investigation Report and attachments, as well as any party's written responses to the final Investigation Report. The Hearing Coordinator will also arrange a location for the hearing and coordinate a date and time for the hearing.

The Hearing Coordinator will act as a liaison between the parties and the Adjudicator on all procedural matters.

2. Designation of Adjudicator

The TCC Title IX Administrator, in consultation with the parties' Home Institution's Title IX Coordinators, will designate an Adjudicator, distinct from the Hearing Coordinator and any Title IX Coordinator, who will preside over the hearing and draft the Hearing Decision. The Adjudicator is a single individual, either internal or external to TCC. The Adjudicator is responsible for overseeing the hearing, making procedural determinations, managing the questioning process, and issuing the Hearing Decision.

The Adjudicator will have had appropriate training in the definitions of Sexual Harassment, the scope of TCC's education programs and activities, the investigation and hearing processes, bias, the Alternative Resolution Process, and hearing decision writing.

Additionally, the Adjudicator will be trained on the following:

- Any technology to be used at the hearing; and,
- Issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

The Hearing Coordinator will provide the parties with written notice of the Adjudicator's identity.

After the Hearing Notice has been sent, parties will have five (5) business days to object to the selection of the Adjudicator for an actual conflict of interest or bias. The TCC Title IX Administrator will consider and resolve any objections to the selection of an Adjudicator.

3. Witnesses

The Adjudicator has ultimate discretion to call witnesses and may determine not to call witnesses submitted by the parties, and/or to call witnesses who were not submitted by the parties. The Adjudicator will communicate to the Hearing Coordinator the witnesses they have determined should be called for the

hearing, what their expected relevant testimony will be, and their explanations for determining not to call witnesses submitted by the parties if they make such determinations.

The Hearing Coordinator will request the attendance of all the witnesses whose testimony the Adjudicator determined was within the hearing scope. The Hearing Coordinator will coordinate to have the Investigator present at the hearing for questions regarding the Investigation and the Investigation Report.

TCC cannot compel parties or witnesses (with the exception of the Investigator) to testify in the hearing. Any witness' decision not to participate will not be a reason to cancel or postpone a hearing. Investigators who are current employees of TCC are expected to participate in the hearing, if requested. Non-employee Investigators, including Investigators who have left employment with TCC, can be requested, but cannot be compelled, to participate in the hearing. The Complainant's and Respondent's Home Institution's Title IX Coordinators can be present in a silent role during the entirety of the hearing.

4. Hearing Notice

At least five (5) business days prior to the scheduled hearing, the Hearing Coordinator shall send the parties written notice of the hearing. The written notice will include the following information:

- The identity of the Adjudicator;
- The time, date, and location of the hearing, including if the hearing will be conducted entirely via videoconference;
- The identity of all parties participating in the hearing, including witnesses approved by the Adjudicator;
- A list of all documents the Adjudicator may consider in reaching their determination;
- TCC's Live Hearing Expectations; and,
- A general overview of the hearing process.

5. Recording

The Hearing Coordinator is responsible for ensuring the hearing is audio recorded.¹³ TCC shall retain the recording as the only authorized recording of the hearing. A recorded party may request to review the transcript or audio of the hearing in-person and under supervision by a TCC representative.

Hearing recordings will be maintained for seven (7) years after the conclusion of the Title IX Grievance Process, the Respondent's graduation, separation from TCC, or separation from Institutional employment, whichever is latest.

¹³ Hearings that take place via videoconference may include both an audio and visual recording. Both recordings shall be retained in the same manner as other grievance materials, in accordance with Section X.

6. Separation of Parties

Hearings may be conducted with any or all parties, witnesses, and other participants appearing virtually, with technology enabling participants to simultaneously see and hear one another, or with parties physically present in the same geographic location.

As standard practice, the parties will be physically separated during the hearing and participate virtually unless both parties request otherwise. The Adjudicator is responsible for making a final decision about the location of the parties during the hearing.

7. Hearing Questioning and Role of the Advisor

The Adjudicator will determine the order of questioning at the hearing. The Adjudicator may change the order of questioning, with appropriate verbal notice to the parties, if the Adjudicator determines a change is necessary to accommodate a witness' schedule, or for other procedural reasons. The Adjudicator may ask questions at any time of any party providing testimony during the hearing.

The Adjudicator will permit each party's Advisor to ask the other party or parties and any witnesses relevant questions, including questions challenging credibility. This questioning will be conducted directly, orally, and in real-time by the party's Advisor and never by a party personally. The questions must be relevant to the hearing scope, not be repetitive of information already gathered, and/or not be harassing of any individual providing testimony.¹⁴ The Adjudicator will evaluate each question asked. If the Adjudicator determines the question should not be asked, the Adjudicator will direct the party/witness not to answer the question and state their reasoning for this determination on the record. The Adjudicator also has the authority to pause questioning by an Advisor at any time to ask follow-up questions, or as otherwise deemed necessary. All determinations made by the Adjudicator are final, including determinations on questioning.

Should a party choose not to question a party or witness, the party shall affirmatively waive their right to question through a written or oral statement to the Adjudicator either before or during the hearing. A party's waiver of their right to question an individual providing testimony does not eliminate the ability of the Adjudicator to consider the testifying individual's statements made during the hearing and/or to the Investigator.

Parties are expected to notify the Hearing Coordinator of the identity of their Advisor and Support Person in advance of the Hearing. The Hearing Coordinator will share this information with the other party.

Parties are required to have an Advisor present during the hearing, even if the party does not wish to ask questions of any individual testifying. If a party does not have an Advisor at the commencement of the hearing, that party's Home Institution will provide the party with an Advisor trained in the hearing process and in the development and posing of relevant questions. The party must utilize the Advisor provided by their Home Institution for purposes of questioning during the hearing.

If parties know they will not have their own Advisor at the hearing, they are encouraged to notify the Hearing Coordinator of this fact as soon as possible.

¹⁴ If the Hearing involves allegations of conduct falling outside this Policy, the party's Advisor may only directly ask questions of the other party or parties or witnesses that relate to the conduct falling under this Policy. The party's Advisor may propose questions related to other, non-covered Policy conduct, by submitting them in writing to the Hearing Officer. The Hearing Officer will evaluate the questions and ask the questions they deem relevant, non-repetitive, and non-harassing.

If a party does not participate in, or attend, the hearing, their Advisor may still appear at the hearing and ask questions of the other party(ies) and witnesses.

Absent their role in questioning, Advisors will remain silent during the hearing. They may not answer questions on behalf of any party, nor may they make closing statements on behalf of any party.

All participants at the hearing will behave in a respectful manner. The Adjudicator has discretion to remove any participant or observer who is not conducting themselves in a manner conducive to a fair, safe, and orderly hearing.

8. Party Mitigation and Impact Statements

Within five (5) business days after the last day of the hearing, the parties may provide to the TCC Title IX Administrator written statements related to potential sanctions. Specifically, parties may submit a written impact and/or mitigation statement.

If the Adjudicator determines there was a violation of Policy, the Adjudicator will notify the TCC Title IX Administrator before issuing their Hearing Decision. The TCC Title IX Administrator will provide the Adjudicator with copies of the party statements, in accordance with Section IX.E. The TCC Title IX Administrator will also provide copies of the statements to the parties' Home Institution Title IX Coordinators. If the Adjudicator determines there was not a violation of Policy, the TCC Title IX Administrator will not release the party statements to the Adjudicator.

9. Hearing Decision

The Adjudicator will consider the investigation record, including the Investigation Report and attachments, and the evidence accepted at the hearing in drafting their Hearing Decision. The Adjudicator will use a preponderance of the evidence standard to determine whether a Policy violation occurred. The Adjudicator will make their own findings and credibility determinations based on a preponderance of the evidence.

In reaching their determination, the Adjudicator may not rely on any statement of a party who does not submit to questioning from the Adjudicator and/or the other party's Advisor; nor may the Adjudicator rely on the statement of a witness who does not submit to questioning from the Adjudicator and/or either party's Advisor. The Adjudicator will not draw an inference regarding a person's decision not to participate in the hearing, nor will they draw an inference regarding a person's decision not to answer questions posed during the hearing. However, the Adjudicator may consider a person's selective participation during the hearing in assessing credibility. Selective participation, for purposes of this Policy, means a party chooses to answer some questions and declines to answer others.

If the Adjudicator finds a violation of Policy, the Adjudicator and TCC shall follow the procedures set forth in Section IX.E. – Sanctioning.

If the Adjudicator does not find a violation of Policy (and the Appeal process, as outlined in Section IX.F has concluded), the Adjudicator will finalize the Hearing Decision and submit the Hearing Decision to the TCC Title IX Administrator.¹⁵

¹⁵ If there is no finding of a Policy violation, no sanctions will be issued.

The final Hearing Decision will include the following:

- The allegations allegedly constituting Sexual Harassment, as defined by this Policy;
- A description of the procedural steps taken from receipt of the Formal Complaint through the determination;
- Findings of fact;
- Policy findings;
- Rationale for each finding;
- Sanctioning determination (if applicable); and,
- Rationale for the sanctioning determination (if applicable).

Within fifteen (15) business days of the hearing, the TCC Title IX Administrator will send written notice to both parties of the Adjudicator's policy and sanctioning determinations. The TCC Title IX Administrator will include a copy of the Adjudicator's decision.

The TCC Title IX Administrator will explain the Appeal Process, including the permissible bases for appeal, in their written notice to the parties. The Adjudicator's determination becomes final on the date on which an appeal would no longer be considered timely (see Section IX.F.). For potential enhancements to sanctions, occurring when a Respondent has instances of prior conduct, please see Section IX.G.

E. Step Four: Sanctioning

This section sets forth the procedures to be followed should the Adjudicator find that a Policy violation(s) occurred. This section applies to instances involving both student and employee Respondents. In cases involving employee Respondents, the TCC Title IX Administrator will refer the matter to the Title IX Coordinator of Respondent's Institution for sanctions and appeals. In cases involving student Respondents, if the Adjudicator determines there was a Policy violation, the Adjudicator will notify the TCC Title IX Administrator. The TCC Title IX Administrator will take two steps:

- They will notify the Title IX Coordinator and the appropriate Administrator of each parties' Home Institution. The parties' Home Institutions may submit written recommendations related to sanctions. The parties' Home Institutions will provide those recommendations to the TCC Title IX Administrator, who will transmit them to the Adjudicator; and,
- They will provide the Adjudicator with any written party statements, as set forth in Section IX.D.8. If the parties did not provide written statements in accordance with Section IX.D.8., above, they will not be provided an additional opportunity to submit a written statement to the Adjudicator.

The Adjudicator will decide if remedies are appropriate in order to restore or preserve equal access to the party's education and/or employment. Such remedies may include the same individualized services described as "Supportive Measures." However, unlike Supportive Measures, remedies need not be non-disciplinary or non-punitive, and need not avoid burdening the Respondent.

The Adjudicator will make a sanctioning determination based on the factual and Policy findings, written party statements, written Institution recommendations, and other factors relevant to sanctioning. The Adjudicator shall give significant weight to the written Institution recommendations in issuing a sanction. The factors an Adjudicator may consider include, but are not limited to:

Severity of the violation: The duration of the conduct; whether the conduct was repeated; the number of Policy violations; abuse of power; use of intimidation; use of force; level of endangerment to the Complainant; level of injury to the Complainant; presence of a weapon; deliberate embarrassment; exploitation of level of intoxication

Aggravation: Whether the Respondent used force, threat, violence, duress, or intentionally caused intoxication to engage in conduct without Complainant's consent.

Intent: Whether Respondent intended to cause harm; whether Respondent premeditated the conduct; whether Respondent pressured others to engage in the conduct or similar conduct; whether Respondent was pressured by others to engage in the conduct.

Retaliation: Whether Respondent complied with No Contact Orders and other interim measures in place during the investigation and hearing process; whether Respondent engaged in conduct meant to intimidate or harass participants for their participation in the investigation or hearing process; whether Respondent was forthcoming during the investigation and hearing process; whether Respondent engaged in any other conduct which would obstruct the investigation or hearing process, or impacted the fairness of the processes.

Impact: The impact of Respondent's conduct and presence on the Complainant's safety and participation in TCC's programs; the impact of Respondent's conduct on TCC's community; the impact of sanctions on Respondent's access to participation in TCC's programs.

Possible sanctions are as follows:

Warning: Written notice that the Respondent's behavior was in violation of TCC Policy and that future violations will result in more severe sanctions.

Restitution: Reimbursement by the Respondent(s) to the Institution, another Claremont College, TCC, the Complainant(s), or a member of TCC's community to cover the cost of property damage or other loss.

Service Hours: A set number of work hours the Respondent must complete. The Title IX Coordinator will determine the nature of the work to be performed. Generally, service hours are conducted within TCC.

Educational Program/Project: Programs and activities designed to help the Respondent become more aware of Institution policies and help the Respondent understand the inappropriateness of their behavior, including, but not limited to, participation in an educational program or completion of an online program.

Referral for Assessment: A referral for an assessment with an appropriately trained therapist who will recommend a process for treatment. Reinstatement is conditioned upon receiving proof of completion of the recommended treatment.

Loss of Privileges: Denial of specific privilege(s) for a defined period of time. Privileges include, but are not limited to, participation in extracurricular activities and events such as social events, intercollegiate athletics, intramural programs, student organizations, and student government, as well as the privilege of living on campus, living in a specific residence hall, participation in commencement ceremonies, or having a vehicle on campus.

Restricted Access: Conditions which specifically dictate and limit the Respondent's presence on campus and/or participation in Institution-sponsored activities. The restrictions will be clearly defined and may include, but are not limited to, presence in certain buildings or locations on campus or a No Contact Order. In cases involving parties from different Claremont Colleges, restricted access may extend to exclusion from another Institution's campus.

Removal of Offending Cause: Requirement to remove the item which was the subject of the complaint.

Relocation or Removal from Residence Halls: Requirement that the Respondent relocate to another residence hall, or off-campus residence, by a specified date.

Probation: Formal, written notice that the Respondent's behavior is in violation of Institution Policies and an expectation that the Respondent exhibit good behavior for a defined period of time. Any violation during the probationary period will be referred back to the Respondent's Home Institution for appropriate review and response. Notice of Conduct Probation is sent to the Respondent's academic advisor as well as to the Respondent's parent(s)/guardian if the Respondent is a minor.

Employment Probation: Formal, written notice that the employee's conduct is in violation of Institution Policies and an expectation that the employee exhibit good behavior for a defined period of time. Any further violations during the probationary period will result in increased sanctioning and may result in employment suspension without pay or termination of employment.

Suspension of One, Two, Three, Four, Five, Six, Seven, or Eight Semesters: Separation from the Institution for one, two, three, four, five, six, seven, or eight semesters. During the suspension period, the Respondent is not permitted on campus, is not permitted to participate in any Institution-sponsored or affiliated program or activity, and is not permitted to earn any credits towards the Respondent's degree. The terms of the suspension may include the designation of special conditions affecting eligibility for re-enrollment or special conditions to be in effect upon re-enrollment, including a term of Conduct Probation.

Suspension without Pay (staff and faculty): Separation of employment for a defined period of time without pay for the time of separation.

Employment Termination: Permanent separation of the employee from their position. If the Respondent is a student, they may be permanently separated from their student position. A staff or faculty member who is terminated from their employment is not permitted to participate in any Institution-sponsored or affiliated program or activity.

Expulsion: Permanent separation from the Institution. A Respondent who has been expelled is not permitted on campus and is not permitted to participate in any Institution-sponsored or affiliated program or activity.

For student Respondents, the Respondent's Home Institution's Title IX Coordinator is responsible for ensuring completion of the sanction. For employee Respondents, the Respondent's Home Institution's designated official is responsible for ensuring completion of the sanction.

F. Step Five: Appeal Rights

A Complainant or Respondent who is not satisfied with the determinations made as to proceeding with a Formal Complaint under this Policy, closure of a Formal Complaint under this Policy, and/or the Policy findings or sanctions imposed at the completion of the hearing process may submit an appeal to the TCC Title IX Administrator. The TCC Title IX Administrator, in consultation with the parties' Home Institution's Title IX Coordinators, will identify an appropriately trained Appeal Authority to review and make a determination of the appeal(s).

When the TCC Title IX Administrator identifies an Appeal Authority, they will provide written notice of the individual's identity to the parties. After the Notice identifying the assigned Appeal Authority has been sent to the parties, the parties will have two (2) business days to object to the selection of the Appeal Authority for an actual conflict of interest or bias. The TCC Title IX Administrator will consider and resolve any objections to the selection of an Appeal Authority.

Appeals must be submitted within five (5) business days of the Notice of the Hearing Decision to the TCC Title IX Administrator. The appeal must specify which grounds the appeal is based upon and include any arguments the party wishes to make in support of their appeal.

1. Appeal Grounds

Each party has a right to appeal:

- The dismissal of a formal complaint or any included allegations;
- A determination regarding responsibility; and/or,
- Any sanctions.

To appeal, a party must electronically submit their written appeal to the TCC Title IX Administrator within five (5) business days of the notice of the decision being appealed. The appeal must state the grounds for the appeal.

A party may appeal based on one or more of the following grounds:

Procedural Error: There was a procedural error(s) which materially affected the outcome of the matter (i.e., failure to follow the process outlined in this Policy). The appealing party must describe in their appeal how the procedural error impacted the outcome.

Conflict of Interest: The Title IX Coordinator, TCC Title IX Administrator, Investigator(s), and/or Adjudicator(s) had a conflict of interest or bias for or against an individual party, or for or against Complainants or Respondents in general, that affected the outcome of the matter. The appealing party must describe in their appeal the alleged conflict of interest or bias held by the individual and how this altered or impacted the outcome.

New Evidence: There is new evidence which was not available or known (and could not have reasonably been known) at the time of the final determination which materially affected the outcome of the process. The appealing party must describe in their appeal how the new evidence would have altered the outcome of the process and why the new evidence was not available or reasonably known prior to the appeal.

Disproportionate Sanctions: The sanctions are disproportionate to the Adjudicator’s findings. The submission of an appeal pauses the implementation of any sanctions during the pendency of the appeal(s). Supportive Measures remain available during the appeal process.

2. Appeal Authority

As noted above, the TCC Title IX Administrator will designate an appropriate Appeal Authority to conduct a prompt, thorough, and impartial review of the appeal. The Appeal Authority will not be the same person as the Adjudicator, Investigator, TCC Title IX Administrator, or the Title IX Coordinator from either parties’ Home Institution.

The Appeal Authority will have had appropriate training in the definitions of Sexual Harassment and sexual misconduct, bias, the scope of TCC’s education programs and activities, the investigation and hearing processes, the Alternative Resolution Process, and appeal decision writing.

3. Appeal Response

The TCC Title IX Administrator will send a written notice of the appeal to the non-appealing party and provide them with a copy of the appeal. The non-appealing party may issue a response to the appeal. The appeal response is limited to ten (10) pages, including attachments, and may address only the issues raised in the appeal. The non-appealing party will have five (5) business days to submit their appeal response after receiving the notice of the appeal.

4. Appeal Clarification

If the Appeal Authority needs clarification on any point raised in the appeal, they may make a written request for clarification from the appealing party, through the TCC Title IX Administrator. The appealing party may respond in writing. The TCC Title IX Administrator will transmit the written communications to the Appeal Authority. The Appeal Authority may not communicate directly with either party. The TCC Title IX Administrator will provide copies of the written communications to the non-appealing party and to the parties’ Home Institution Title IX Coordinators.

5. Appeal Record

The review of an appeal will not involve any additional investigation by the Appeal Authority. The review will be based upon evidence introduced during the investigation process and presented at the hearing, as well as the arguments made during the appeal process. The Appeal Authority will not consider new evidence for the purposes of upholding, overturning, or modifying the findings. Appeals submitted under the ground of new evidence will be considered only to determine whether the new evidence could likely change the determination of responsibility.

6. Appeal Decision

The Appeal Authority will draft a written report which summarizes their decision regarding the appeal. The Appeal Decision will include a description of the ground(s) for the appeal, a summary of the issues raised on appeal, a statement regarding the evidence considered, a statement describing the decision was made based on the preponderance of the evidence standard, and the determination regarding the appeal.

The Appeal Authority may decide to do the following:

- Uphold the findings and sanctions;
- Overturn the findings and/or sanctions;
- Modify the findings and/or sanctions; or,
- Remand the case for a second hearing based on new evidence which could likely affect the outcome of the matter.

7. Notice of the Appeal Decision

The TCC Title IX Administrator will send written notice of the Appeal Decision to both parties within ten (10) business days of the submission of an appeal response from the non-appealing party (or the deadline for the non-appealing party to submit a response). The Notice of the Appeal Decision will include a copy of the written Appeal Decision. The notice will inform the parties there is no further review of the matter, no further right to appeal, and that the matter is closed.

The determination regarding responsibility and sanctioning becomes final on the date of the Appeal Decision, unless the Appeal Decision determines further investigation and an additional hearing is necessary based on new evidence discovered.

G. Final Sanctioning Determination

After the issuance of the final decision (the Hearing Decision if there is no appeal, or the Appeal Decision), the TCC Title IX Administrator will send matters involving findings of Policy violation(s) to the Dean of Students or designated official within the Respondent's Home Institution. The Dean of Students or designated official will review the issued sanctions and determine if any enhancements are warranted based on a Respondent's disciplinary history. Enhancements based on a prior disciplinary history are not shared with the other party.

For student Respondents, the Respondent's Home Institution's Title IX Coordinator is responsible for ensuring completion of the sanction(s). For employee Respondents, the Respondent's Home Institution's designated official is responsible for ensuring completion of the sanction(s).

H. Alternative Resolution Process

TCC recognizes some parties may want resolution of their matter through an Alternative Resolution Process, instead of through the Title IX Grievance Process. Accordingly, parties can mutually agree to resolve a complaint through an Alternative Resolution Process, instead of undergoing the Title IX Grievance Process. Generally speaking, these resolution options are less time intensive than an investigation and live hearing, while still affording parties an opportunity to actively participate in a process led by their Home Institution for resolution of their complaints.

Alternative Resolution is not available in situations involving a student Complainant and an employee Respondent(s). Any allegation of Sexual Harassment made by a student against an employee must proceed under the Title IX Grievance Process. Alternative Resolution is available when there is a student Respondent and/or when both involved parties are employees.

The parties may, in writing, elect to enter TCC's Alternative Resolution Process. This will include a statement that any agreement reached through the process is binding on the parties. This will also include

a statement that the parties understand the Alternative Resolution Process will not result in a notation on either party's disciplinary record.

No party may be required to participate in Alternative Resolution, and it may never be a condition of enrollment, employment, or enjoyment of any other right or privilege. Participation in Alternative Resolution is voluntary, meaning both the Complainant and the Respondent must agree to participate. If Alternative Resolution is selected, the Title IX Coordinator will provide timely written notice to both parties that includes:

- The allegations;
- A statement that the Title IX Coordinator has begun the process;
- The process is voluntary and will end upon either party's request;
- Termination of the Alternative Resolution Process may result in initiation of the Title IX Grievance Process;
- Each party may be accompanied throughout the process by an Advisor (who may be an attorney);
- The Title IX Coordinator will notify both parties of the process' outcome; and,
- The process is confidential; however, the Title IX Coordinator will maintain a record of the process and may share information with others if needed to carry out the resolution of the Alternative Resolution Process. Should the parties withdraw from the Alternative Resolution Process, information disclosed or obtained for purposes of the Alternative Resolution Process remains confidential.

The parties may elect to leave the Alternative Resolution Process at any point until the Alternative Resolution Process is concluded. The process is considered concluded when all parties have signed the agreement. If a party elects to leave the Alternative Resolution Process, the TCC Title IX Administrator will determine the next steps under the Title IX Grievance Process, and will notify the parties of such. In participating in the Alternative Resolution Process, the parties understand that the timeframes governing the formal process temporarily cease, and only recommence upon reentry into the formal process.

Determination to Approve Entry into Alternative Resolution Process

Even where the Parties agree to submit a matter to Alternative Resolution, the Home Institution Title IX Coordinator and/or Human Resources Professional must approve the decision to move the matter to the Alternative Resolution Process and may determine that Alternative Resolution is not appropriate under the circumstances.

Factors that the Home Institution Title IX Coordinator and/or Human Resources Professional may weigh in considering the appropriateness of the Alternative Resolution Process include, but are not limited to, the gravity of the allegations, whether there is an ongoing threat of harm or safety to the campus, whether the Respondent is a repeat offender, and whether the parties are participating in good faith. This determination is not subject to appeal.

Alternative Resolution is permitted to address allegations of student-on-student and employee-on-employee sexual harassment, as well as allegations that a student sexually harassed an employee. Alternative Resolution is never allowed as an option to resolve allegations that an employee sexually harassed a student. See, 85 Fed. Reg. 30026, 30054 (May 19, 2020).

At any time after the commencement of the Alternative Resolution Process, the Home Institution Title IX Coordinator and/or Human Resources Professional may determine that the Alternative Resolution Process

is not an appropriate method for resolving the matter, and may require that the matter be resolved through the Title IX Grievance Process. This determination is not subject to appeal.

Role of the Facilitator

Alternative Resolution Processes are managed by Facilitators, who may not have a conflict of interest or bias in favor of or against Complainants or Respondents generally or regarding the specific parties in the matter. A Title IX Coordinator may serve as the Facilitator.

All Facilitators must have training in the definition of Sexual Harassment under this Policy, the scope of the Institution's education program or activity, how to conduct an Alternative Resolution Process, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, or bias.

Confidentiality

In entering the Alternative Resolution Process, the parties agree the process is confidential, related to any testimony and evidence (including admissions of responsibility) they share or receive during the Alternative Resolution Process concerning the allegations of the Formal Complaint. No evidence concerning the allegations obtained within the Alternative Resolution Process may be disseminated to any person, provided that any party to the Alternative Resolution Process may generally discuss the allegations under investigation with a parent, friend, advisor, or other source of emotional support, or with an advocacy organization. Should the parties withdraw from the Alternative Resolution Process, information disclosed or obtained for purposes of the Alternative Resolution Process remains confidential.

Alternative Resolution Options

TCC offers Alternative Resolution options for addressing Formal Complaints of Sexual Harassment covered under this Policy. These options include, but are not limited to:

- **Mediation.** The purpose of mediation is for the parties who are in conflict to identify the implications of a student's actions and, with the assistance of a trained Facilitator, identify points of agreement and appropriate remedies to address them. Either party can request mediation to seek resolution. Mediation will be used only with the consent of both parties, who will be asked not to contact one another during the process. The Parties' Home Institutions' Title IX Coordinators and/or Human Resources Professionals will also review any request for mediation, and may decline to mediate based on the facts and circumstances of the particular case. Either party has the right to terminate the mediation process and choose or resume another option for resolution at any time.

The mediation process will typically commence within thirty (30) business days after the initial report is received and both parties have consented to mediation, and will continue until concluded or terminated by either party or the Parties' Home Institutions' Title IX Coordinators and/or Human Resources Professionals. During mediation, any potential investigation will halt, and calculations for time frames will be paused. If the mediation results in a resolution, the disciplinary process will be concluded and the matter will be closed. If a resolution cannot be reached, the matter will be referred to the Parties' Home Institutions' Title IX Coordinators and/or Human Resources Professionals to re-evaluate other options for resolution, including initiation of the Investigation and/or Hearing process.

During mediation, a Facilitator will guide a discussion between the parties. In circumstances where the parties do not wish to meet face to face, either party can request “caucus” mediation, and the Facilitator will conduct separate meetings. Whether or not the parties agree to meet face to face, each party will be permitted to bring to any meetings an Advisor and a Support Person of their choice, who may be, but is not required to be, an attorney.

At the conclusion of the mediation, the Facilitator will memorialize in writing the agreement that was reached between the parties. The Respondent’s Home Institution Title IX Coordinator and/or Human Resources Professional will monitor adherence to the proposed solution and close the matter when compliance is satisfactory.

The Parties’ Home Institutions’ Title IX Coordinators and/or Human Resources Professionals will keep records of all reports and conduct addressed through Alternative Resolution.

- ***Restorative Justice.*** A Restorative Justice (“RJ”) Conference is a dialogue, facilitated by an employee or contractor with appropriate training, intended to restore relationships and repair harm after a conflict has occurred. Both the responsible party and the individual(s) affected by the conflict come together to identify what harm was caused and, collaboratively, determine how conflict and trust might be, respectively, resolved and repaired.

A party may request to engage in RJ at any stage of the disciplinary process; however, RJ may not be an appropriate mechanism for all conflicts. To qualify for RJ, the student accused of wrongdoing must accept responsibility and express remorse for the harm that was caused. Additionally, all involved parties must agree to and abide by measurable and timely actions within the scope of this Policy and directives. The Parties’ Home Institutions’ Title IX Coordinators and/or Human Resources Professionals will review any request for RJ, and may decline to initiate RJ based on the facts and circumstances of the particular case.

The RJ conference proceeds only if all parties agree to participate willingly. The RJ process typically commences within thirty (30) business days after the initial report and receipt of written agreements from all involved parties. The conference will continue until the conference is successfully concluded or until the Parties’ Home Institutions’ Title IX Coordinators and/or Human Resources Professionals determines that the conference will not be successful. If successful, an agreeable resolution is reached by all involved parties, at which time the process is concluded, and the matter is resolved. If a resolution cannot be reached, the matter will be referred to the Parties’ Home Institutions’ Title IX Coordinators and/or Human Resources Professionals to re-evaluate other options for resolution.

The Parties’ Home Institutions’ Title IX Coordinators and/or Human Resources Professionals will monitor the parties’ adherence to their proposed solution and reserves the right to close the matter when compliance is satisfactory.

The Parties’ Home Institutions’ Title IX Coordinators and/or Human Resources Professionals will keep records of all reports and conduct addressed through Alternative Resolution.

IX. Recordkeeping

TCC and the relevant Institutions (as defined in Section I., above) will retain documents related to this process for a period of seven (7) years. Documents related to this process include: Formal Complaints, remedies provided to the Complainant, the Investigation Report and attachments, the hearing record,

including accepted documents and the Hearing Decision, any sanctioning determination, and all appeal-related documents, as well as any audio recording or transcript of the hearing.

TCC and the relevant Institutions will also retain, for a period of seven (7) years, all materials used to train the Title IX Administration, Title IX Coordinators, Deputy Title IX Coordinators, Hearing Coordinators, Investigators, decision-makers, and any person(s) facilitating the Alternative Resolution or appeal process. TCC shall make this training material publicly available on its website.

X. Clery Act Reporting

Pursuant to the Clery Act, the Institution includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the Institution to issue timely warnings to the Institution's community about certain crimes that have been reported and which may continue to pose a serious or continuing threat to campus safety. Consistent with the Clery Act, the Institution withholds the names and other personally identifying information of Complainant(s) when issuing timely warnings to the Institution's community.

XI. Periodic Review

This Policy and its procedures supersede previous policies addressing Title IX Sexual Harassment and Retaliation, and is maintained by The Claremont Colleges Services. Upon direction by the member Institutions' Presidents, there will be periodic reviews conducted of this Policy.

XII. Revocation by Operation of Law

Should any portion of the Final Rule, 85 Fed. Reg. 30026 (May 19, 2020), be stayed or held invalid by a court of law, or should the Final Rule be withdrawn or modified to not require the elements of this Policy, then this Policy, or the invalidated elements of this Policy, will be deemed revoked as of the publication date of the opinion or order and for all reports after that date, as well as any elements of the process that occur after that date if a case is not complete by that date of opinion or order publication. Should the Title IX Sexual Harassment Policy be revoked in this manner, any conduct covered under the Title IX Sexual Harassment Policy shall be investigated and adjudicated under the Institution's existing policies.

XIII. Non-Discrimination in Application

The requirements and protections of this Policy apply equally regardless of sex, sexual orientation, gender identity, gender expression, or other protected classes covered by federal or state law. All requirements and protections are equitably provided to individuals regardless of such status or status as a Complainant, Respondent, or witness. Individuals who wish to file a complaint about the Institution's policy or process may contact the Department of Education's Office for Civil Rights using contact information available at <https://ocrcas.ed.gov/contact-ocr>.

XIV. Effective Date

This Policy is effective as of August 14, 2020, and only applies to Sexual Harassment alleged to have occurred on or after August 14, 2020. Incidents of Sexual Harassment alleged to have occurred before August 14, 2020 will be investigated and adjudicated according to the process in place at the time the incident allegedly occurred.

Appendix A: External Complaint Resolution Options Discrimination, harassment, sexual misconduct, and retaliation are violations of federal and state law. This Policy and the HMC Prohibited Discrimination and Harassment Policy are intended to supplement and not replace such laws. Whether or not the Internal Complaint Resolution processes described in both policies are utilized, an HMC employee who believes that he or she has experienced discrimination, harassment, sexual misconduct or retaliation may file a complaint with the California Department of Fair Employment and Housing, or the United States Equal Employment Opportunity Commission. In addition, students and/or employees may file a complaint with the Office of Civil Rights, United States Department of Education.

A person who believes he or she has experienced discrimination, harassment, sexual misconduct, or retaliation should be aware that both state and federal law impose time deadlines for the filing of complaints, and that the use of the Internal Complaint Resolution processes described in this Policy and the Prohibited Discrimination and Harassment Policy will not change such filing deadlines.

In addition to HMC's internal Complaint Resolution processes, an individual who is subjected to sexual misconduct may have recourse through the criminal justice system and/or civil litigation (including the right to seek a temporary restraining order and injunction prohibiting harassment pursuant to California Civil Code, section 527.6). HMC will provide full and prompt cooperation and assistance in notifying the proper law enforcement personnel if the individual chooses to pursue such legal action.

A criminal investigation into an allegation of sexual misconduct does not relieve or substitute for HMC's duty and authority to conduct its own prompt review of a complaint. Accordingly, HMC will typically not wait for the conclusion of a criminal investigation or proceeding to begin its own concurrent investigation and resolution of an alleged violation. The standards for criminal proceedings differ from those used in campus proceedings. As a result, conduct that may not be subject to criminal action may still be addressed through HMC's processes and procedures. A finding of "not guilty" in a criminal matter does not necessarily preclude a finding of an HMC policy violation in a campus proceeding.

Appendix B: What to do if you experience Sexual/Gender Violence

The first priority for a person who is sexually assaulted or subjected to another form of sexual/gender based violence is to seek safety. If there is an immediate danger or need for an emergency police or medical response, persons on campus should call Campus Safety at **909.607.2000** and/or dial 911. For persons off campus, dial 911.

Persons who experience any form of sexual misconduct are encouraged to seek support, as soon as possible, from someone trusted, such as a friend, family member, HMC faculty or staff member, or from one of the campus or community resources listed below.

On-Call Student Affairs Staff Students can reach an on-call staff member (commonly referred to as the "AD") 24 hours a day, seven days a week, by calling Campus Safety **909.607.2000** and asking to be put in touch with the AD. Campus Safety will notify the AD who, in turn, will promptly contact the student directly.

Persons who experience sexual assault (particularly rape, forcible oral copulation or sodomy) are urged to seek medical treatment as soon as possible by going to the nearest hospital emergency room, specialized sexual assault treatment and trauma center, Student Health Services, or private physician.

The emergency room nearest HMC, which is also a County designated Sexual Assault Response Team (SART) Center, is located at Pomona Valley Hospital Medical Center, 1798 N. Garey Avenue, Pomona,

CA 91767, **909.865.9500**. SART is a trauma informed/ survivor sensitive program designed to provide a team approach to responding to sexual assaults. Survivors may take a Support Person with them to the hospital. If assistance is needed in arranging for transportation or if a student would like a member of the HMC staff to accompany the student to the hospital, contact Campus Safety at 909.607.2000 and ask that the AD staff member be contacted. An AD is available whenever the College offices are closed to assist students in emergency situations.

Individuals who promptly seek medical attention benefit from being examined for physical injury, receiving preventative treatment for sexually transmitted diseases, a toxicology examination for date rape drugs, and emergency contraception. In addition, prompt reporting allows for the preservation of evidence, which will only be used if an individual decides (then or later) to press criminal charges or file civil suit. The preservation of evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.

To preserve evidence, an individual should not bathe, douche, smoke, brush your teeth or change clothes (a change of clothes should be brought along). If clothes have been changed, the original clothes should be put in a paper bag (plastic bags damage evidence) and brought to the hospital. Do not disturb the scene of the assault. If it is not possible to leave the scene undisturbed, evidence (e.g. bedding, towels, loose fabrics, prophylactics, and clothing) should be placed in separate paper bags to be preserved.

Time is a critical factor in collecting and preserving evidence. The physical evidence of an assault is most effectively collected within the first 24-48 hours of the assault, but some evidence may be collected for up to 72 hours. If, however, a report of an incident is made days, weeks, or even months after the assault, important support systems are still available and can be arranged, but the delay may make it more difficult to collect physical evidence of the sexual assault that could impact a criminal prosecution or civil lawsuit.

Hospitals that treat any physical injury sustained during a sexual assault are required to report it to law enforcement. An individual can choose whether or not to speak to police at the hospital and does not need to make an immediate decision to press criminal charges. That decision can be made at a later time.

If an individual does not wish to go to the hospital, Planned Parenthood, 1550 N Garey Avenue, Pomona, CA 91767, **800.576.5544** may be contacted, which has healthcare providers who can test and provide preservative treatment for sexually transmitted diseases or an individual can see a personal health care provider for tests and treatment.

Confidential On-Campus Resources

Monsour Counseling and Psychological Services

Phone: 909.621.8202

Office: Tranquada Student Services Center, 1st Floor

Hours: Monday–Friday, 8 a.m.–5 p.m. (after-hours emergencies, call Campus Safety)

Website: Monsour Counseling and Psychological Services

EmPOWER Center Sexual Assault & Intimate Partner Violence Resource Center

Phone: 909.607.2689

Office: 1030 Dartmouth Ave.

Hours: Monday–Friday, 8 a.m.–5 p.m.

Contact: Rima Shah at RShahEmPOWER@cuc.claremont.edu or Phone: 909.607.0690

McAlister Center Office of the Chaplains

Phone: 909.621.8685

Office: McAlister Center for Religious Activities

Hours: Monday–Friday, 8 a.m.–5 p.m.
Website: Chaplains

Off Campus Resources

House of Ruth
877.988.5559 (toll free)
Website: House of Ruth.
[Provides emergency shelter, transitional housing and other services to women who are the survivors of domestic violence]

Project Sister
909.623.1619 (24/7 Crisis Hotline)
Website: Project Sister
[Provides crisis services to women and men who have been sexually assaulted or abused. Volunteer Advocates are also available to provide support and follow up services to sexual assault or abused survivors at the hospital, police station and court appearances.]

National Sexual Assault 24/7 Crisis Hotline
800.656.4673
Website: About the National Sexual Assault Telephone Hotline.
[Trained volunteers available to help survivors at affiliated crisis centers across the country.]

HMC Employee Assistance Program

800.234.5465
Live and Work Well (access code claremontcolleges)
[Available to benefit eligible faculty and staff] If you have been a survivor of sexual misconduct the sooner you seek help the more options you have available to you. The following steps are important to take as soon as possible.]

Other Resources

Student Health Services, The Claremont Colleges Services
Phone: 909.621.8222
Office: Tranquada Student Services Center, 1st Floor
Hours: Monday, Tuesday, Friday, 8 a.m.–5 p.m.
Wednesday, 8 a.m.–7 p.m.
Thursday, 9 a.m.–5 p.m.
(for after-hours emergencies, call Campus Safety)
Special services: STI testing, confidential HIV testing, contraception and counseling, emergency contraception/Plan B, pregnancy testing and counseling
Website: Student Health Services

Harvey Mudd Advocates for Survivors of Sexual Assault
Peer Advocates
Email: advocates@g.hmc.edu
(See “Meet the Advocates“ for individual advocates contact info)

Appendix C: Frequently Asked Questions

Below are some questions regarding sexual misconduct that are often asked by students:

1. Does information about a complaint remain confidential?

The confidentiality of all parties to a complaint of sexual misconduct must be respected, insofar as it does not interfere with the College's obligation to fully investigate allegations of sexual misconduct. Where confidentiality is not strictly kept, it will still be tightly controlled on a need-to-know basis. Dissemination of information and/or written materials to persons not involved in the complaint procedure is not permitted.

Violations of the privacy of the complainant or the Respondent may lead to disciplinary action by the College. In all complaints of sexual misconduct, both parties will be informed of the outcome. In some instances, the College may choose to make a brief public announcement of the nature of the violation and the action taken, without using the name or identifiable information of the alleged survivor. Certain College administrators are informed of the outcome within the bounds of student privacy (e.g., the President, Dean of Students, Director of Campus Safety, Title IX Coordinator). If there is a report of alleged sexual misconduct to the College and there is evidence that a felony has occurred, local police will be notified if the complainant consents. This does not mean charges will be automatically filed or that a complainant must speak with the police. The College also must statistically report the occurrence on campus of major violent crimes, including certain sex offenses, in an annual report of campus crime statistics. This statistical report does not include personally identifiable information.

2. Will I (as a survivor) have to pay for counseling/or medical care?

Students can access the Student Health and Counseling Services, and the Counseling Services also hosts a support group for survivors of sexual assault. If you are accessing community and non-institutional services, payment for these services may be covered by your health insurance plan; please check your coverage. If you have elected coverage under the Claremont College's Student Health Insurance Plan ("SHIP"), payment for these services may also be covered under this insurance plan. SHIP documentation is available at: Student Health Services.

3. What, if anything, will my parents be told?

The College's primary relationship is to you, the student, and not to your parent/guardian. College officials will only speak with your parents/guardians at your request or when there is a significant threat to your health or safety.

4. Do I have to name the alleged perpetrator?

Yes, if you want the College to pursue its Investigation and Resolution Processes as outlined in the College's Policy on Discrimination, Harassment, Sexual Misconduct and Retaliation. No, if you choose to respond informally and do not file a formal complaint. You should consult the confidentiality provisions set forth in the policy in Section 12 of the Policy. Reporting Parties should be aware that not identifying the alleged perpetrator may limit the College's ability to respond comprehensively.

5. Will the alleged perpetrator know my identity?

Yes, if you file a formal complaint. Sexual misconduct is a serious offense and the Respondent has the right to know the identity of the complainant/survivor.

6. What do I do if I am accused of sexual misconduct?

DO NOT contact the Respondent. You may want to speak with someone in the campus community who can act as your Support Person/advisor. The Title IX Coordinator can explain the College's resolution processes for addressing sexual misconduct complaints. You may also want to seek confidential counseling through the Student Health and Counseling Services or seek support through off-campus services in the community.

7. What about legal advice?

Reporting Parties do not need private legal counsel to pursue criminal prosecution because representation will be handled by the District Attorney's office. However, you may want to retain an attorney if you are considering filing a civil action. Responding Parties may want to retain legal counsel given the potential for criminal and/or civil action.

8. What about changing residence hall rooms or other accommodations?

Either party may request a room change through the Title IX Coordinator who will work with the Dean of Students Office. Other accommodations available to the parties may include:

- Assistance with or rescheduling an academic assignment (paper, exams, etc.);
- Assistance in requesting an incomplete in a class;
- Assistance with transferring class sections, if available;
- Temporary withdrawal;
- Assistance with alternative course completion options; and
- Other accommodations for safety as necessary.

9. What should I do about obtaining medical treatment and preserving evidence of a sexual assault?

Survivors of a sexual assault (particularly rape, forcible oral copulation or sodomy) are urged to seek medical treatment as soon as possible by going to the nearest hospital emergency room, specialized sexual assault treatment and trauma center, Student Health Services, or private physician.

The emergency room nearest HMC, which is also a County designated SART Center, is located at Pomona Valley Hospital Medical Center, 1798 N. Garey Avenue, Pomona, CA 91767, (909) 865-9500. SART is a trauma informed/ survivor sensitive program designed to provide a team approach to responding to sexual assaults. Survivors may take a Support Person with them to the hospital. If you need assistance arranging for transportation or would like a member of the HMC staff to accompany, you to the hospital. Contact Campus Safety at (909) 607-2000 and ask that the On-Call Student Affairs staff member be contacted. An On-Call Student Affairs Staff member (aka AD) is available whenever the College offices are closed to assist students in emergency situations.

Survivors who promptly seek medical attention benefit from being examined for physical injury, receiving preventative treatment for sexually transmitted diseases, a toxicology examination for date rape drugs, and emergency contraception. In addition, prompt reporting allows for the preservation of evidence, which will only be used if you decide (then or later) to press criminal charges or file civil suit.

To preserve evidence, you should NOT bathe, douche, smoke, brush your teeth or change clothes (a change of clothes should be brought along). If clothes have been changed, the original clothes should be put in a paper bag (plastic bags damage

evidence) and brought to the hospital. Do not disturb the scene of the assault. If it is not possible to leave the scene undisturbed, evidence (e.g. bedding, towels, loose fabrics, prophylactics, and clothing) should be placed in separate paper bags to be preserved.

Time is a critical factor in collecting and preserving evidence. The physical evidence of an assault is most effectively collected within the first 24-48 hours of the assault, but some evidence may be collected for up to 72 hours. If, however, you choose to report the incident days, weeks, or even months after the assault, important support systems are still available and can be arranged, but you need to know that delay may make it more difficult to collect physical evidence of the sexual assault that could impact a criminal prosecution or civil lawsuit.

Hospitals that treat any physical injury sustained during a sexual assault are required to report it to law enforcement. You may choose whether or not to speak to police at the hospital and do not need to make an immediate decision to press criminal charges. That decision can be made at a later time.

If you do not wish to go to the hospital you may choose to contact Planned Parenthood, 1550 N Garey Avenue, Pomona, CA 91767, (800) 576-5544, which has healthcare providers who can test and provide preservative treatment for sexually transmitted diseases or see a personal health care provider for tests and treatment.

- 10. Will the complainant be sanctioned when reporting a sexual misconduct if they have illegally used drugs or alcohol?**

No. The severity of the infraction will determine the nature of the College's response, but whenever possible the College will respond educationally rather than punitively to the illegal use of drugs and/or alcohol. The seriousness of sexual misconduct is a major concern and the College does not want any of the circumstances (e.g., drug or alcohol use) to inhibit the reporting of sexual misconduct.

- 11. Will the use of drugs or alcohol affect the outcome of a sexual misconduct complaint?**

The use of alcohol and/or drugs by either party will not diminish the Respondent's responsibility. On the other hand, alcohol and/or drug use is likely to affect the Complainant's memory and, therefore, may affect the outcome of the complaint. A person bringing a complaint of sexual misconduct must either remember the alleged incident or have sufficient circumstantial evidence, physical evidence and/or witnesses to support their complaint. If the complainant does not remember the circumstances of the alleged incident, it may not be possible to impose sanctions on the Respondent without further corroborating information. Use of alcohol and/or other drugs will never excuse a violation by a Respondent.

- 12. Will either party's prior use of drugs and/or alcohol be a factor when reporting sexual misconduct?**

Not unless there is a compelling reason to believe that prior use or abuse is relevant to the present complaint.

- 13. What should I do if I am uncertain about what happened?**

If you believe that you have experienced sexual misconduct but are unsure of whether it was a violation of the College Policy, you should contact the College's Title IX Coordinator who can explain the Policy and resolution options. If you would like to speak with someone in strict confidence to explore the incident, you may want to first

Speak with a counselor at Monsour Counseling and Psychological Services, a chaplain from the McAlister Center, the EmPOWER center or a rape crisis hotline.

Appendix D: Sexual Misconduct Prevention and Risk Reduction

Prevention: If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner and yourself. These suggestions may help you avoid committing a nonconsensual sexual act and reduce your risk of being accused of sexual misconduct:

- Clearly communicate your intentions to your sexual partner and give your partner a chance to clearly communicate intentions to you.
- Understand and respect personal boundaries. Do not pressure a potential partner.
- **DON'T MAKE ASSUMPTIONS** about consent; about someone's sexual availability; about whether the individual is attracted to you; about how far you can go or about whether the individual is physically and/or mentally able to consent. If there are any questions or if there is any ambiguity then you **DO NOT** have consent and you should stop.
- If you think you are receiving unclear or conflicting messages from your partner, this is a clear indication that you should stop, defuse any sexual tension and communicate better.
- Don't take advantage of someone's drunkenness, drugged, or otherwise incapacitated state, even if the individual personally caused this.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.
- Understand that consent to some form of sexual behavior does not automatically equal consent to any other form of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language. If you are not sure, stop.

Risk Reduction: Risk reduction tips can, unintentionally, take a victim-blaming tone. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for such conduct, these suggestions may nevertheless help you to reduce your risk of experiencing a non-consensual sexual act.

- If you have sexual limits, make them known as early as possible.
- If you do not want to engage in a particular activity, tell the other person "NO" clearly and firmly.
- Try to remove yourself from the physical presence of a sexual aggressor, if you can do so safely.
- If someone is nearby, ask for help or if it is safe to do so, text or call someone.
- Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.
- Take care of your friends and ask that they take care of you. A real friend will challenge you if you are about to make a mistake. Respect them when they do.

Appendix E: Harvey Mudd College's External Reporting, Timely Warning, and FERPA Disclosure Obligations

I. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act")

A. Statistical Reporting

Under the Clery Act, certain College officials have a duty to report certain misconduct for federal statistical reporting purposes. All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given) for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Mandated federal reporters include: student/conduct affairs staff, campus law enforcement, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the survivors and may be done anonymously.

The Clery Act permits the College to publicly release the name, the nature of the violation and the sanction(s) for any student who is found in violation of a College policy that is a “crime of violence,” including: arson, burglary, robbery, criminal homicide, sex offenses, assault, intimidation (which may encompass stalking and/or bullying), hazing, destruction/ damage/vandalism of property and kidnapping/abduction. The College will release this information to the Reporting Party in any of these offenses regardless of the outcome. FERPA allows for the release of student records beyond the Clery exceptions discussed above. Harvey Mudd College reserves the right to exercise discretion in making specific outcome information available to the community at large.

B. Timely Warning

Reporting Parties should also be aware that College administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. For purposes of the Timely Warning requirement, the College will not disclose a Reporting Party’s name. However, the College will provide enough information for community members to make safety decisions in light of the danger. The reporters for timely warning purposes are exactly the same as detailed in the paragraph above.

II. Family Educational Rights and Privacy Act (“FERPA”)

A finding that a violation of HMC’s sexual misconduct policy has occurred will become a part of the educational record of the Responding Party, if the Responding Party is a student. The educational records of students are protected from release under a federal law, FERPA. The College complies with FERPA regulations regarding the privacy of student records and observes the following exceptions to FERPA as mandated by the Clery Act:

1. The Responding Party(ies) in a non-consensual sexual contact/intercourse incident have the right to be informed of the finding, and sanction(s) of the investigation, in writing, without condition or limitation.

2. The Responding Party(ies) in sexual exploitation, sexual harassment, stalking, relationship violence and any other gender-based offense have the right to be informed of the finding, in writing, and to be informed of any sanction(s) that directly relate to them, and to essential facts supporting the outcome when the outcome is “responsible” (and the underlying offense is a crime of violence as defined below and in 34 C.F.R. 99.39) and/or it is equitable to share the essential findings with all parties.

Complaints of discrimination or harassment that are not governed by the TCC Title IX Grievance Process are subject to investigation and resolution under policies and procedures of the Respondent’s college. Accordingly, complaints of discrimination and harassment in which a Harvey Mudd College student is named as a Respondent are governed by the policies and procedures set forth in the Harvey Mudd College Sexual Misconduct and Complaint Resolution Policy or the HMC **Prohibited Discrimination, Harassment, and Retaliation Policy**.

III. Confidentiality & Privacy

The College and TCC is committed to protecting the privacy of all individuals who are involved in a report of Prohibited Conduct. All College and TCC employees who are involved in the Title IX response, including the Title IX Coordinator, investigators, and hearing panel members, receive specific instruction about respecting and safeguarding private information. Throughout the process, every effort will be made to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review of the report.

Privacy and confidentiality have distinct meanings under this Policy.

A. Privacy

Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those College employees who “need to know” to assist in the active review, investigation, or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

B. Confidentiality

Reports concerning conduct prohibited under this Policy will be addressed confidentially to the extent possible. Such reports will be disclosed only to individuals who, in the interests of fairness and resolution, have a need to know, and as otherwise required by law. Persons involved in the administration of this Policy are required to maintain confidentiality.

In certain circumstances identified in California Education Code section 67383, the College is required to forward information concerning reports of violent crimes, including reports of sexual assaults, to a local law enforcement agency. Such information is forwarded without identifying the Complainant and Respondent, unless explicit consent is provided by the Complainant allowing for the sharing of personally identifying information. If the Complainant is under the age of 18, the College is required to comply with child abuse reporting laws.

Members of the HMC community who wish to seek advice or assistance concerning, or to discuss options for dealing with, sexual misconduct on a strictly confidential basis may speak with licensed counselors, clergy, medical providers in the context of seeking medical treatment, and rape crisis counselors, who, except in very narrow circumstances specified by law, will not disclose confidential communications. Students who wish to

speak to a licensed counselor on a confidential basis may contact the Claremont Colleges Services Monsour Counseling Center or EmPOWER Center. The Employee Assistance Program is a resource for faculty and staff. The Chaplains of The Claremont Colleges are also available to counsel students, faculty, and staff on a confidential basis.

All participants in a grievance process involving an alleged violation of this Policy will be informed that confidentiality helps enhance the integrity of the process, protect the privacy interests of the parties, and protect the participants from statements that might be interpreted to be retaliatory or defamatory. At the beginning of the process, the Complainant and Respondent will be asked to keep information related to the process private during the pendency of the process. This does not preclude the Complainant or Respondent Party from sharing information with family, legal counsel, advisors/support persons, or others as necessary in connection with the marshalling and presentation of evidence in connection with the process. Witnesses and support persons will, similarly, be asked to respect the privacy of the process.

C. Responsible Employees

Under Title IX, HMC is required to take immediate and corrective action if a “responsible employee” knew or, in the exercise of reasonable care, should have known about Prohibited Conduct. A “responsible employee” includes any employee who:

- Has the authority to take action to redress the harassment;
- Has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees; or
- A student could reasonably believe has the authority or responsibility to take action.

Using this lens, employees with supervisory and leadership responsibilities on campus are considered “responsible employees.” This may include, for example, faculty, coaches, administrators, proctors, mentors, and student leaders with a responsibility for student welfare.

The College requires that all “responsible employees” share a report of Prohibited Conduct or suspected Prohibited Conduct with the Title IX Coordinator or a member of the Title IX team.

The College also encourages all employees, even those who are not obligated to do so by this Policy, to report information regarding any incident of Prohibited Conduct directly to the Title IX Coordinator, a member of the Title IX team, a “responsible employee,” or Campus Safety. The College cannot take appropriate action unless an incident is reported to the College.

The Title IX team, under the guidance of the Title IX Coordinator, will conduct an initial assessment of the conduct, the Complainant expressed preferences, if any, as to course of action, and the necessity of any interim measures to protect the safety of the complainant or the community.

D. Request for Confidentiality

Where a Complainant requests that their name or other identifiable information not be shared with the Respondent or that no formal action be taken, the College will balance the request with HMC’s obligation to provide a safe and non-discriminatory environment for all College community members and to remain true to principles of

fundamental fairness which require notice and an opportunity to respond before action is taken against a Respondent. In making this determination, the College may consider the seriousness of the conduct, the respective ages and roles of the Complainant and Respondent, whether there have been other complaints or reports of harassment or misconduct against the Respondent, and the rights of the Respondent to receive notice and relevant information before disciplinary action is sought. In some cases, the Title IX Coordinator, in consultation with appropriate administrators and TCC, may determine that the College needs to proceed with an investigation based on concern for the safety or well-being of the broader HMC community (e.g., concern about the risk of future acts of sexual violence or a pattern of sexual misconduct). HMC reserves the right to take appropriate action in such circumstances, including in cases where the individual reporting the Prohibited Conduct is reluctant to proceed.

The College will take all reasonable steps to investigate and respond to a report consistent with a Complainant's request for confidentiality or request not to take any action in response to the report, but HMC's ability to do so may be limited based on the nature of the Complainant's request. Where the College is unable to act in a manner consistent with a Complainant's request, the Title IX Coordinator or a member of the Title IX team will inform the Complainant about the chosen course of action, which may include the College's seeking disciplinary action against a respondent. The chosen course of action may, alternatively, include steps to limit the effects of the alleged misconduct and prevent its recurrence without taking formal disciplinary action against or revealing the identity of the Respondent.

E. Timely Warnings

If a report of misconduct discloses a serious or continuing threat to the HMC community, the College may issue a campus-wide timely warning (which may take the form of an email to campus) to protect the health or safety of the community. The timely warning will not include any identifying information about the complainant. Even where there is no imminent threat, the College may send campus-wide email notifications on all reported sexual misconduct.

At no time will the College release the name of the Complainant to the general public without the express consent of the Complainant. The release of the Respondent name to the general public is guided by the Family Educational Rights and Privacy Act (FERPA) and the Clery Act.

All College proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title IX, and state and federal law. No information shall be released from such proceedings except as required or permitted by law and College Policy. For more information on timely warnings and FERPA, please see "Appendix F: Harvey Mudd College's External Reporting, Timely Warning, and FERPA Disclosure Obligations."

The College is committed to treating all members of the community with dignity, care, and respect. Any individual who experiences or is affected by Prohibited Conduct, whether as a Reporting Party, a Responding Party, or a third party, will have equal access to support and counseling services through the College. Interim measures (supportive and protective) are also available to all parties (see Section VIII of this Policy).

The College recognizes that deciding whether and how to make a report to the College or law enforcement can be difficult decisions. Making a report means telling someone in

authority what happened, whether in person, by telephone, in writing, or by email. All individuals are encouraged to seek the support of campus and community resources. These trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to either party in the event that a report and/or resolution under this Policy is pursued. Individuals are encouraged to use all available resources on and off campus, regardless of when or where the incident occurred.

There are many resources available on campus and in the surrounding community. As detailed below, there are Confidential Resources that by law cannot share information without the consent of the individual seeking assistance. There are also a variety of College resources that will be discreet and private but are not considered confidential. These resources will maintain the privacy of an individual's information within the limited circle of those involved in the resolution of a complaint under this Policy. For more information about the difference between privacy and confidentiality, see Section IV of this Policy.

F. Confidential Resources

HMC encourages all community members to make a prompt report of any incident of Prohibited Conduct to the College and, in the case of incidents involving sexual violence, to law enforcement as well. For individuals who are not prepared to make a report, or who may be unsure what happened but are still seeking information and support, there are several legally protected, confidential resources available as designated below. These confidential resources will not share information with the College or anyone else without the individual's permission.

On Campus Confidential Resources:

Monsour Counseling and Psychological Services

Phone: 909.621.8202

Office: Tranquada Student Services Center, 1st Floor

Hours: Monday–Friday, 8 a.m.–5 p.m. (for after-hours emergencies, call Campus Safety)

Website: Monsour Counseling and Psychological Services

EmPOWER Center Sexual Assault & Intimate Partner Violence Resource Center

Phone: 909.607.2689

Office: 1030 Dartmouth Ave.

Hours: Monday–Friday, 8 a.m.–5 p.m.

Contact: Rima Shah at RShahEmPOWER@cuc.claremont.edu or 909.607.0690

McAlister Center Office of the Chaplains

Phone: 909.621.8685

Office: McAlister Center for Religious Activities

Hours: Monday–Friday, 8 a.m.–5 p.m.

Website: Chaplains

Off Campus Confidential Resources:

Project Sister Family Services Crisis Hotline*

Hotline: 909.626.HELP (4357)

Hours: 24/7

Website: Project Sister

Project Sister Family Services Walk-in Counseling*
Phone: 909.966.4155
Email: info@projectsister.org
Office: 363 S. Park Ave. #303
Hours: Monday–Thursday, 5–7 p.m.
Website: Project Sister walk-in clinic

House of Ruth Hotline* (Dating violence)

Hotline: 877.988.5559
Hours: 24/7
Website: House of Ruth
Love is Respect National Dating Abuse Hotline*
Hotline: 866.331.9497
Text: “loveis” to 22522
Online: Love is Respect: Chat With Us
Website: Love is Respect

National Domestic Violence Hotline*

Hotline: 800.799.7233
Hours: 24/7
Website: National Domestic Violence Hotline

RAINN National Sexual Assault Crisis Hotline*

Hotline: 800.656.4673
Hours: 24/7
(This hotline will transfer you to a local crisis hotline based on your phone’s area code.)
Website: RAINN
RAINN National Sexual Assault Crisis Online Chat*
Website: RAINN Online Chat
Hours: 24/7

Love is Respect National Dating Abuse Hotline*

Hotline: 866.331.9497
Text: “loveis” to 22522
Online: Love is Respect: Chat With Us
Website: Love is Respect

G. Medical Resources

A medical provider can provide emergency and/or follow-up medical services. A medical exam has two goals: first, to diagnose and treat the full extent of any injury or physical effect (including prevention of sexually transmitted illnesses and pregnancy) and second, to properly collect and preserve evidence. There is a limited window of time following an incident of sexual assault to preserve physical and other forms of evidence. See Appendix C (What to Do If You Experience a Sexual/Gender Violence), to this Policy for additional information.

Taking the step to gather evidence immediately does not commit an individual to any particular course of action. The decision to seek timely medical attention and gather any evidence will, however, preserve the full range of options to seek resolution under this Policy or through the pursuit of criminal prosecution.

On campus, the Student Health Service can provide medical care but is not equipped for forensic examinations.

The medical facility closest to HMC which is equipped to provide emergency care and provide sexual assault sexual exams is:

Pomona Valley Hospital Medical Center (“PVHMC”)

1798 North Garey Avenue

Pomona, CA 91767

Phone: 909.865.9500

Emergency Room: 909.865.9600

PVHMC is also a Los Angeles County designated Sexual Assault Team Center (“SART”). A SART is a trauma informed/survivor sensitive program designed to provide a team approach to responding to sexual assaults.

H. Additional Campus Resources

In addition to the Title IX team and the resources listed above, HMC community members have access to a variety of other resources provided by the College. The staff members listed below are trained to support individuals affected by sexual violence and to coordinate with the Title IX Coordinator consistent with the College’s commitment to a safe and healthy educational environment.

HMC On-Call Dean

An on-call dean is available for assistance outside of normal business hours by contacting Campus Safety and asking to be connected to the HMC on-call dean at 909.607.2000.

Campus Safety

Phone 909.621.8170

Office: Pendleton Business Building

Hours: 24/7

Website: Campus Safety

Student Health Services

Phone: 909.621.8222

Office: Tranquada Student Services Center, 1st Floor

Hours: Monday, Tuesday, Friday, 8 a.m.–5 p.m.

Wednesday, 8 a.m.–7 p.m.

Thursday, 9 a.m.–5 p.m.

(for after-hours emergencies, call Campus Safety)

Special services: STI testing, confidential HIV testing, contraception and counseling, emergency contraception/Plan B, pregnancy testing and counseling

Website: Student Health Services

HMC Employee Assistance Program, Optum (for eligible faculty and staff)

800.234.5465

Live and Work Well (access code claremontcolleges)

If you are a victim or survivor of sexual harassment or misconduct, the sooner you seek help, the more options you have available to you. The following steps are important to take as soon as possible.

The College encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response.

The College also encourages all individuals to make a report to the College and law enforcement. The College will provide assistance in notifying law enforcement if the individual so chooses. An individual who experiences sexual violence also has the right to decline to notify law enforcement.

Making a report to the College and law enforcement are not mutually exclusive. Both internal and criminal reports may be pursued simultaneously. The College has a strong interest in supporting individuals who have been subjected to sexual violence and other forms of Prohibited Conduct.

Making a report means telling someone in authority what happened, whether in person, by telephone, in writing, or by email. At the time a report is made, a Reporting Party does not have to decide whether or not to request any particular course of action, nor does a Reporting Party need to know how to label what happened. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time.

The College provides support that can assist each individual in making these important decisions and, to the extent legally possible, will respect an individual's autonomy in deciding how to proceed. In this process, the College will balance the individual's interest with its obligation to provide a safe and non-discriminatory environment for all members of the College community.

Any individual who reports Prohibited Conduct can be assured that all reports will be investigated and resolved in a fair and impartial manner. A Reporting Party, a Responding Party, and all individuals involved can expect to be treated with dignity and respect. Upon any report under this Policy, the College will make an immediate assessment of any risk of harm to the Reporting Party or to the broader campus community and will take reasonable steps necessary to address those risks. Such steps will include interim measures to provide for the safety of the individual and the campus community.

IV. Emergency and External Reporting Options

HMC strongly encourages all individuals who experience any form of sexual or intimate partner violence to contact the Claremont Police Department immediately. The Claremont Police Department can be reached by calling Campus Safety if one is on campus (909-607-2000) or by dialing 911 if one is off campus.

An on-call dean is also available to respond to calls for assistance outside of normal business hours and can be reached by calling Campus Safety (909.607.2000) and requesting to be connected to the HMC on-call dean.

As indicated above, the medical facility nearest to HMC which is equipped to provide emergency care is Pomona Valley Hospital Medical Center.

Reporting Parties may also pursue civil remedies (including a temporary restraining order or injunctive relief) from a court of law or file an administrative complaint with a government agency. For more information concerning external complaint resolution options, see Appendix B to this Policy for more information concerning External Complaint Resolution Options.

A. Campus Reporting Options

Reports concerning conduct prohibited under this Policy should be submitted to the Title IX Coordinator, a Deputy Title IX Coordinator, or a “responsible employee” by telephone, by e-mail, or in person as soon as possible after an incident. Reports may be submitted to the Title IX Team online

at: https://cm.maxient.com/reportingform.php?HarveyMuddCollege&layout_id=2.

Reports may also be submitted to:

Campus Safety

Phone 909.621.8170

Office: Pendleton Business Building

Hours: 24/7

Website: Campus Safety <https://services.claremont.edu/campus-safety/>

B. Anonymous Reporting

Any individual may make an anonymous report concerning an act of Prohibited Conduct. An individual may report the incident without disclosing their name, identifying the complainant or requesting any action. The College’s ability to respond to an anonymous report may, however, be limited depending on the extent of information available about the incident or the individuals involved.

All reports go to the Title IX Coordinator or Campus Safety. The links to these reporting pages are respectively (1) Title IX Incident Report Form – Sexual Harassment and/or Sexual Misconduct and (2) Silent Witness Incident Reporting. . Opens in new tab.

Opens in new tab

Upon receiving an anonymous report, the Title IX Coordinator will determine any appropriate steps, including individual or community remedies as appropriate, in consultation with the Assistant Vice President of Campus Safety and in compliance with all Clery Act obligations.

C. Reporting Considerations: Timeliness and Location of Incident

Complainant’s and third parties are encouraged to report Prohibited Conduct as soon as possible to maximize the College’s ability to respond promptly and effectively.

There is no time limit for making a report involving Prohibited Conduct, but HMC’s ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondent may no longer be affiliated with HMC.

An incident need not occur on campus to be reported to the College. Off-campus conduct that is likely to have a substantial effect on the Complainant’s on-campus life and activities, or which poses a threat or danger to members of the HMC community, may also be addressed under other policies set in place by HMC.

If the Respondent is not a member of the HMC community, the College will still seek to take steps to end the harassment, prevent its recurrence, and address its effects, though HMC’s ability to take disciplinary action against the Respondent may be limited.

D. Amnesty for Alcohol or Other Drug Use

HMC encourages the reporting of prohibited conduct under this Policy. It is in the best interest of the College community that as many complainant's as possible choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, an individual who reports Prohibited Conduct, either as a complainant or a third-party, will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and will not place the health or safety of any other person at risk. The College may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or other drugs.

E. Coordination with Law Enforcement

As explained above, the College will assist a person who experiences sexual or intimate partner violence, or other forms of Prohibited Conduct which may constitute a crime, in making a criminal report and will cooperate with law enforcement agencies if an individual decides to make a criminal complaint.

The burden of proof to establish a violation of this Policy differs from California criminal law. An individual may seek recourse under this Policy and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Responding Party, nor the outcome of any criminal prosecution, are determinative of whether a violation of this Policy has occurred. Proceedings under this Policy may be carried out prior to, simultaneously with, or following off-campus civil or criminal proceedings.

At the request of law enforcement, the College may agree to defer its complaint resolution process until after the initial stages of a criminal investigation. The College will, nevertheless, communicate with the complainant regarding Title IX rights, procedural options, and the implementation of interim measures to assure the safety and well-being of the complainant. The College will promptly resume its complaint resolution process as soon as it is informed that law enforcement has completed its initial investigation.

F. False Reports

The College will not tolerate intentional false reporting of incidents. The College takes the accuracy of information very seriously, as a charge of Prohibited Conduct may have severe consequences. A good-faith complaint that results in a finding of not responsible is not considered a false or fabricated accusation of sexual misconduct. When, however, a Reporting Party or third-party witness is found to have fabricated allegations or given false information with malicious intent or in bad faith, the individual may be subject to disciplinary action. Intentionally making a false report of any policy violation constitutes a violation of the Code of Conduct and may also constitute a violation of state criminal statutes and civil defamation laws.

G. Reports Involving Minors or Suspected Child Abuse

Under California law, all College employees are required to promptly report suspected child abuse and/or neglect, including sexual assault, when they know or reasonably suspect that a minor under the age of 18 has been the victim of child abuse or neglect. This duty exists regardless of whether the abuse or neglect is observed at work or in our private lives.

All College employees are required to immediately report any suspected child abuse and neglect to one of the numbers set forth below. If the abuse or neglect involves a member of the College community, the employee should also promptly report the incident to the Title IX Coordinator or a member of the Title IX team. The source of abuse does not need to be known in order to file a report.

It is not the responsibility of any employee, student, or volunteer to investigate suspected child abuse. This is the role of Child Protective Services and law enforcement authorities.

In addition to notifying the Title IX Coordinator or member of the Title IX team, any individual is required to make a direct report if a child is in immediate danger, call 911.

If there is no immediate danger, contact the Los Angeles County Department of Children and Family Services' Child Protection Hotline, 800.540.4000, or website, <https://dcfs.lacounty.gov/contact/report-child-abuse>
*Title IX Grievance Process August 2020

For all Title IX cases occurring prior to August 2020, they will be adjudicated through the following policy. The Title IX Coordinator after receiving a report will determine which policy will be used.

SEXUAL MISCONDUCT AND COMPLAINT RESOLUTION POLICY

I. Introduction: Institutional Values and Community Expectations

Harvey Mudd College (“College” or “HMC”) is committed to providing a non-discriminatory and harassment-free educational, living and working environment for all members of the HMC community, including students, faculty, administrators, staff and visitors. The College will not tolerate sexual harassment or other forms of Prohibited Conduct. This Sexual Misconduct and Complaint Resolution Policy (“Policy”) prohibits all forms of sexual or gender-based harassment, discrimination and other misconduct, including non-consensual sexual contact, non-consensual sexual penetration, sexual exploitation, intimate partner violence and stalking. Misconduct of this nature is contrary to HMC's institutional values and is prohibited by state and federal law.

HMC encourages the prompt reporting of any incident of sexual or gender-based misconduct to the College and to local law enforcement or civil rights enforcement agencies. Upon receipt of a report, the College will take prompt and effective action by: supporting the individual who makes a report or seeks assistance under this Policy (“Complainant”); conducting a review of the reported conduct under Title IX of the Education Amendments of 1972 (“Title IX”); addressing the safety of individuals and the campus community; and as warranted, taking disciplinary action against the accused individual (“Respondent”). The College’s process for investigating and responding to reported Prohibited Conduct by students are contained in the Appendix A (Procedures for Resolving Complaints Against Students).

Retaliation (defined in Section VII.F. of this Policy) should be reported promptly to the Title IX Coordinator for investigation, which may result in disciplinary action independent of any sanction or interim measures imposed in response to the underlying allegations of discrimination and/or harassment.

Due to the complex nature of Sexual Misconduct, an individual who has been a victim of sexual assault, stalking, sexual exploitation, and/or sexual harassment may need support and assistance in obtaining one or more of the following:

- No-contact orders
- Counseling support (e.g., Monsour Counseling and Psychological Services)
- Change in academic schedule
- The imposition of an interim suspension on the alleged perpetrator

This Policy does not alter any institutional obligations under federal disability laws including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point before or during the HMC Sexual Misconduct and Complaint Resolution Policy process that do not fundamentally alter the Process. The Title IX Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the Parties, even where the Parties may be receiving accommodations in other institutional programs and activities.

Reporting Parties should also be aware that College administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. For purposes of the Timely Warning requirement, the College will not disclose a Reporting Party’s name. However, the College will provide enough information for community members to make safety decisions in light of the danger. The reporters for timely warning purposes are exactly the same as detailed in the paragraph above.

The College encourages all members of our community to participate in the process of creating a safe, welcoming and respectful environment on campus. In particular, the College expects that all HMC community members will take reasonable and prudent actions to prevent or stop an act of sexual misconduct. Taking action may include directly intervening when safe to do so, enlisting the assistance of friends, contacting law enforcement, or seeking assistance from a person in authority. Community members who chose to exercise this positive moral obligation will be supported by the College and protected from retaliation.

II. Policy Statement: Scope of Policy

A. Policy

All forms of sexual or gender-based discrimination, harassment or other misconduct, including non-consensual sexual contact, non-consensual sexual penetration, sexual exploitation, intimate partner violence and stalking, are Prohibited Conduct. Retaliation against any person or group who makes a complaint, cooperates with an investigation, or participates in a grievance procedure is also a violation of this Policy. Misconduct of this nature (“Prohibited Conduct”) is contrary to HMC's institutional values, is a violation of College policy, and will not be tolerated. Any individual who is found to have violated this Policy may face disciplinary sanctions up to and including expulsion and/or termination of employment.

B. Scope of Policy

This Policy applies to all faculty, staff and students of the College. It also applies to third parties (including but not limited to trustees, applicants, volunteers, campus visitors and vendors) who may have contact with members of the HMC community either on the HMC campus or at off-campus HMC events, programs and activities.

For purposes of this Policy, the Complainant is the person who is the subject or target of the reported misconduct. The Respondent is the person, group, or organization alleged to be responsible for the reported misconduct. A third party refers to any other participant in the process, including a witness or an individual who makes a report of conduct prohibited by this Policy. A witness may include an individual who observed behavior that is alleged to constitute a violation of policy or who communicated with one of the parties subsequent to an alleged incident of Prohibited Conduct.

This Policy applies to conduct occurring on campus or in connection with College-related, off-campus events, programs and activities, such as College functions hosted in private homes, off-site conferences and meetings, and College-sponsored study-abroad, internship, research and other programs. The Policy also may apply to conduct that occurred off-campus, but not at HMC-sponsored events, program or activities, if both parties are members of the HMC community and if the conduct could have a substantial adverse effect on or poses a threat to members of the HMC community.

A Complainant is encouraged to report misconduct regardless of where the incident occurred or who committed it. Even if the College does not have jurisdiction over the Respondent, the College will still take prompt action to attempt to provide for the safety and well-being of the Complainant and the broader campus community. Under the Clery Act and the Campus SaVE Act, the College will record and report all violations of this Policy.

III. Oversight and Enforcement Responsibility

The administration and enforcement of this Policy is the responsibility of the College’s Title IX Coordinator. Title IX is a comprehensive federal law that provides:

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

The Title IX Coordinator oversees the College’s overall compliance with Title IX, and is:

- Responsible for oversight of the investigation and resolution of all reports of all forms of Prohibited Conduct;
- Assisted by designated Deputy Title IX Coordinators in student affairs, human resources and the faculty, and by a Title IX team as detailed in this Policy. These Deputy Title IX Coordinators have a shared responsibility for supporting the Title IX Coordinator and are accessible to any member of the community for consultation and guidance;
- Knowledgeable and trained in College policies and procedures and relevant state and federal laws;
- Available to advise any individual, including a Complainant, a Respondent, or a third party, about the formal and informal courses of action available at the College and the courses of action available in the community;
- Available to provide assistance to any College employee regarding how to respond appropriately to a report of Prohibited Conduct;
- Responsible for monitoring full compliance with all procedural requirements and timeframes outlined in this Policy; and
- Responsible for training, prevention and education efforts and periodic reviews of climate and culture.

The Title IX team supports the Title IX Coordinator. Members of this interdepartmental team include the Title IX Coordinator and the Deputy Title IX Coordinators. In addition, depending on the roles of the Complainant and the Respondent, the Title IX team could include the Assistant Vice President for Human Resources, the Dean of the Faculty, and/or a representative from the Division of Student Affairs. Composition of the team will be limited to a small circle of individuals who “need to know” to implement procedures under this Policy.

The College’s Title IX Coordinator, Jennifer Alanis, can be reached in person at Platt Campus Center, by phone at 909.621.8301, or by email at jalanis@hmc.edu. The names and contact information of HMC’s Deputy Title IX Coordinators can be found at <https://www.hmc.edu/student-life/title-ix-sexual-misconduct/>.

Inquiries or complaints concerning the application of Title IX may be directed to the College’s Title IX Coordinator, to the Deputy Title IX Coordinators, and/or to the U.S. Department of Education’s:

Office of Civil Rights
50 United Nations Plaza, Room 1545
San Francisco, CA 94102
Telephone: 415.486.5555
Email: ocr.SanFrancisco@ed.gov

IV. Privacy vs. Confidentiality

The College is committed to protecting the privacy of all individuals who are involved in a report of Prohibited Conduct. All College employees who are involved in the College’s Title IX response, including the Title IX Coordinator, investigators and hearing panel members, receive specific instruction about respecting and safeguarding private information. Throughout the process, every effort will be made

to protect the privacy interests of all individuals involved in a manner consistent with the need for a thorough review of the report.

Privacy and confidentiality have distinct meanings under this Policy.

A. Privacy

Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those College employees who “need to know” to assist in the active review, investigation, or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

B. Confidentiality

Reports concerning conduct prohibited under this Policy will be addressed confidentially to the extent possible. Such reports will be disclosed only to individuals who, in the interests of fairness and resolution, have a need to know, and as otherwise required by law. Persons involved in the administration of this Policy are required to maintain confidentiality.

In certain circumstances identified in California Education Code section 67383, the College is required to forward information concerning reports of violent crimes, including reports of sexual assaults, to a local law enforcement agency. Such information is forwarded without identifying the Complainant and Respondent, unless explicit consent is provided by the Complainant allowing for the sharing of personally identifying information. If the Complainant is under the age of 18, the College is required to comply with child abuse reporting laws.

Members of the HMC community who wish to seek advice or assistance concerning, or to discuss options for dealing with, Prohibited Conduct on a strictly confidential basis may speak with licensed counselors, clergy, medical providers in the context of seeking medical treatment, and rape crisis counselors, who, except in very narrow circumstances specified by law, will not disclose confidential communications. Students who wish to speak to a licensed counselor on a confidential basis may contact the Monsour Counseling and Psychological Services or EmPOWER Center. The Employee Assistance Program is a resource for faculty and staff. The Chaplains of The Claremont Colleges are also available to counsel students, faculty and staff on a confidential basis.

All participants in a complaint resolution process involving an alleged violation of this Policy will be informed that confidentiality helps enhance the integrity of the process, protects the privacy interests of the parties, and protects the participants from statements that might be interpreted to be retaliatory or defamatory. At the beginning of the process, the Complainant and Respondent will be asked to keep information related to the process private during the pendency of the process. This does not preclude the Complainant or Respondent from sharing information with family, legal counsel, advisors/support persons, or others as necessary in connection with the marshalling and presentation of evidence in connection with the process. Witnesses and support persons will, similarly, be asked to respect the privacy of the process.

C. Responsible Employees

Under Title IX, HMC is required to take immediate and corrective action if a “responsible employee” knew or, in the exercise of reasonable care, should have known about Prohibited Conduct. A “responsible employee” includes any employee who:

- Has the authority to take action to redress the harassment;
- Has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees; or

- A student could reasonably believe has the authority or responsibility to take action.

Using this lens, employees with supervisory and leadership responsibilities on campus are considered “responsible employees.” This may include, for example, faculty, coaches, administrators, proctors, mentors and student leaders with a responsibility for student welfare.

The College requires that all “responsible employees” share a report of Prohibited Conduct or suspected Prohibited Conduct with the Title IX Coordinator or a member of the Title IX team.

The College also encourages all employees, even those who are not obligated to do so by this Policy, to report information regarding any incident of Prohibited Conduct directly to the Title IX Coordinator, a member of the Title IX team, a “responsible employee,” or Campus Safety. The College cannot take appropriate action unless an incident is reported.

The Title IX team, under the guidance of the Title IX Coordinator, will conduct an initial assessment of the conduct, the Complainant expressed preferences, if any, as to course of action, and the necessity of any interim measures to protect the safety of the Complainant or the community.

D. Request for Confidentiality

Where a Complainant requests that their name or other identifiable information not be shared with the Respondent or that no formal action be taken, the College will balance the request with HMC’s obligation to provide a safe and non-discriminatory environment for all College community members and to remain true to principles of fundamental fairness, which require notice and an opportunity to respond before action is taken against a Respondent. In making this determination, the College may consider the seriousness of the conduct, the respective ages and roles of the Complainant and Respondent, whether there have been other complaints or reports of harassment or misconduct against the Respondent, and the rights of the Respondent to receive notice and relevant information before disciplinary action is sought. In some cases, the Title IX Coordinator, in consultation with appropriate administrators, may determine that the College needs to proceed with an investigation based on concern for the safety or well-being of the broader HMC community (*e.g.*, concern about the risk of future acts of sexual violence or a pattern of sexual misconduct). HMC reserves the right to take appropriate action in such circumstances, including in cases where the individual reporting the Prohibited Conduct is reluctant to proceed.

The College will take all reasonable steps to investigate and respond to a report consistent with a Complainant’s request for confidentiality or request not to take any action in response to the report, but HMC’s ability to do so may be limited based on the nature of the Complainant’s request. Where the College is unable to act in a manner consistent with a Complainant’s request, the Title IX Coordinator or a member of the Title IX team will inform the Complainant about the chosen course of action, which may include the College’s seeking disciplinary action against a Respondent. The chosen course of action may, alternatively, include steps to limit the effects of the alleged misconduct and prevent its recurrence without taking formal disciplinary action against or revealing the identity of the Respondent.

E. Timely Warnings

If a report of misconduct discloses a serious or continuing threat to the HMC community, the College may issue a campus-wide timely warning (which may take the form of an email to campus) to protect the health or safety of the community. The timely warning will not include any identifying information about the Complainant. Even where there is no imminent threat, the College may send campus-wide email notifications on all reported sexual misconduct.

At no time will the College release the name of the Complainant to the general public without the express consent of the Complainant. The release of the Respondent’s name to the general public is guided by the Family Educational Rights and Privacy Act (FERPA) and the Clery Act.

All College proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title IX, and state and federal law. No information shall be released from such proceedings except as required or permitted by law and College Policy. For more information on timely warnings and FERPA, please see “Appendix F: Harvey Mudd College’s External Reporting, Timely Warning, and FERPA Disclosure Obligations.”

V. Definitions of Consent and Prohibited Conduct

All sexual activity between members of the HMC community must be based on Affirmative Consent. Engaging in any sexual activity without first obtaining Affirmative Consent to the specific activity constitutes Sexual Misconduct and is a violation of this Policy, whether or not the conduct violates any civil or criminal law.

A. Affirmative Consent: Force, Coercion, Incapacitation, Drugs and Alcohol

Affirmative Consent

Consent consists of an affirmative, conscious decision by each participant to engage in mutually agreed-upon sexual activity. *In the state of California, sexual activity with a minor (under the age of 18) is never consensual, because a minor is considered incapable of giving consent due to age.*

The following are essential elements of effective consent:

Informed and reciprocal: All parties must demonstrate a clear and mutual understanding of the nature and scope of the act to which they are consenting and a willingness to do the same thing, at the same time, in the same way.

Freely and actively given: Consent cannot be obtained through the use of force, coercion, threats, intimidation or pressuring, or by taking advantage of the incapacitation of another individual.

Mutually understandable: Communication regarding consent consists of mutually understandable words and/or actions that indicate an unambiguous willingness to engage in sexual activity. In the absence of clear communication or outward demonstration, there is no consent. Consent may not be inferred from silence, passivity, lack of resistance, or lack of active response. An individual who does not physically resist or verbally refuse sexual activity is not necessarily giving consent. Relying solely upon non-verbal communication can lead to a false conclusion as to whether consent was sought or given.

Not indefinite: Consent can be withdrawn by any party at any time. Recognizing the dynamic nature of sexual activity, individuals choosing to engage in sexual activity must evaluate consent in an ongoing manner and communicate clearly throughout all stages of sexual activity. Withdrawal of consent can be an expressed “no” or can be based on an outward demonstration that conveys that an individual is hesitant, confused, uncertain, or no longer a mutual participant. Once consent is withdrawn, the sexual activity must cease immediately, and all parties must obtain mutually expressed or clearly stated consent before continuing further sexual activity.

Not unlimited: Consent to one form of sexual contact does not constitute consent to all forms of sexual contact, nor does consent to sexual activity with one person constitute consent to activity with any other person. Each participant in a sexual encounter must consent to each form of sexual contact with each participant.

Even in the context of a current or previous intimate relationship, each party must consent to each instance of sexual contact each time. The consent must be based on mutually understandable communication that clearly indicates a willingness to engage in sexual activity. The mere fact that there has been prior intimacy or sexual activity does not, by itself, imply consent to future acts.

Force

Consent is not valid if obtained through force. Force is the use or threat of physical violence or intimidation to overcome an individual's freedom of will to choose whether or not to participate in sexual activity. For the use of force to be demonstrated, there is no requirement that a Complainant resists the sexual advance or request. However, resistance by the Complainant will be viewed as a clear demonstration of non-consent.

Coercion

Consent obtained through coercion is not valid consent. Coercion is the improper use of pressure to compel another individual to initiate or continue sexual activity against their will. Coercion can include a wide range of behaviors, including intimidation, manipulation, threats and blackmail. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Coercion includes, but is not limited to: threatening to "out" someone based on sexual orientation, gender identity, or gender expression, and threatening to harm oneself if the other party does not engage in the sexual activity.

Incapacitation

Incapacitation is a state in which an individual cannot make an informed and rational decision to engage in sexual activity because they lack conscious knowledge of the nature of the act (*i.e.*, the ability to understand the who, what, when, where, why, or how of the sexual interaction) and/or are physically helpless. An individual is incapacitated, and therefore unable to give consent, if they are asleep, unconscious, or otherwise unaware that sexual activity is occurring.

Incapacitation may result from the use of alcohol and/or drugs. Consumption of alcohol or other drugs alone is insufficient to establish incapacitation. The impact of alcohol and drugs varies from person to person, and evaluating incapacitation requires an assessment of how the consumption of alcohol and/or drugs impacts an individual's:

- decision-making ability;
- awareness of consequences;
- ability to make informed judgments; or
- capacity to appreciate the nature and quality of the act.

Evaluating incapacitation also requires an assessment of whether a Respondent knew or should have known that the Complainant was incapacitated.

Alcohol and Other Drugs

In general, sexual contact while under the influence of alcohol or other drugs poses a risk to all parties. Alcohol and drugs impair a person's decision-making capacity, awareness of consequences and ability to make informed judgments. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication or impairment. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.

Being intoxicated or impaired by drugs or alcohol is never an excuse for Prohibited Conduct and does not diminish one's responsibility to obtain consent.

B. Forms of Prohibited Conduct

1. Sex or Gender-Based Discrimination

Sex or gender-based discrimination refers to the disparate treatment of a person or group because of that person's or group's sex, sexual orientation, gender identity, or gender expression.

2. Sexual and Gender-Based Harassment

"Sexual Harassment" is any unwelcome sexual advance, request for sexual favors, or other unwelcome conduct of a sexual nature, whether verbal, physical, graphic, or otherwise.

"Gender-Based Harassment" is harassment based on sex, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal, physical, graphic, or otherwise. To qualify as Gender-Based Harassment, the conduct need not involve conduct of a sexual nature.

Generally speaking, harassment can be divided into two types of conduct:

- Quid Pro Quo Harassment.** Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, academic standing, or participation in any aspect of a College program or activity or is used as the basis for the College's decisions affecting the individual.
- Hostile Environment.** A hostile environment exists when the conduct is sufficiently severe, pervasive, or persistent that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the College's education or employment programs and/or activities. Whether conduct is sufficiently severe, pervasive, or persistent is determined both from a subjective and objective perspective.

Harassing conduct can take many forms. The determination of whether an environment is hostile is based on the totality of the circumstances, including but not limited to: (1) the frequency of the conduct; (2) the nature and severity of the conduct; (3) whether the conduct was physically threatening; (4) the effect of the conduct on the Complainant's mental or emotional state, with consideration of whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or College programs or activities; (5) whether the conduct was directed at more than one person; (6) whether the conduct arose in the context of other discriminatory conduct; and (7) whether the conduct implicates concerns related to academic freedom or protected speech.

A single isolated incident may create a hostile environment if the incident is sufficiently severe, particularly if the conduct is physical. A single incident of sexual assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression is typically not sufficient to constitute a hostile environment.

Examples of harassment may include such conduct as: direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, grades, or letters of recommendation; direct unwelcome propositions of a sexual nature; unwelcome subtle pressure for sexual activity, an element of which may be repeated requests for private meetings without an academic or employment purpose; and patterns of conduct which would discomfort and/or humiliate a reasonable person at whom the conduct was directed and which include one or more of the following: (1) unnecessary touching, patting, hugging, or brushing against a person's body; (2) remarks of a sexual nature about a person's clothing or body, whether or not intended to be complimentary; (3) remarks about sexual activity or speculations about previous sexual experience; or (4) other unwelcome offensive comments of a sexual nature, including sexually explicit statements, questions, jokes or anecdotes or certain unwelcome and offensive visual displays of sexually oriented images outside the educational context, including letters, notes, or electronic mail.

Harassment may be committed by anyone, regardless of gender, age, position or authority. While there is often a power differential between two persons, perhaps due to differences in age, social, educational, or employment relationships, harassment can occur in any context. Harassment can occur regardless of the relationship, position, or respective genders of the parties. It may affect the Complainant and/or third parties who witness or observe harassment and are affected by it.

Sexual misconduct is a form of sexual harassment and includes Non-Consensual Sexual Contact, Non-Consensual Sexual Penetration, Sexual Exploitation, Intimate Partner Violence, and Stalking, all of which are further defined below:

3. Non-Consensual Sexual Contact (or attempts to commit same)

Non-Consensual Sexual Contact is:

- any intentional sexual touching,
- with any object or body part,
- by any person upon any person,
- without consent.

Sexual Contact includes but is not limited to: intentional contact with intimate parts of another, causing another to touch one's intimate parts, or disrobing or exposure of another without permission. Intimate parts may include the breasts, genitals, buttocks, groin, mouth, or any other part of the body that is touched in a sexual manner.

4. Non-Consensual Sexual Penetration (or attempts to commit same)

Non-Consensual Sexual Penetration is:

- any sexual penetration,
- with any object or body part,
- by any person upon any person,
- without consent.

Sexual penetration includes but is not limited to: vaginal penetration by a penis, object, tongue or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

5. Sexual Exploitation

Sexual Exploitation is:

- taking non-consensual or abusive sexual advantage of another,
- for one's own advantage or benefit,
- or to benefit or advantage anyone other than the one being exploited.

Sexual Exploitation includes, but is not limited to: invasion of sexual privacy; prostitution of another person; non-consensual video or audio-recording of sexual activity; sharing private sexual materials, such as video or pictures, without the consent of all involved parties; engaging in voyeurism; knowingly transmitting an STI or HIV to another person; exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals; or inducing incapacitation with the intent to make one vulnerable to non-consensual sexual activity.

6. Intimate Partner Violence

Intimate partner violence is often referred to as dating violence, domestic violence, or relationship violence. Intimate partner violence is:

- any act of violence or threatened act of violence against a person who,
- is, or has been, involved in a sexual, dating, domestic, or other intimate relationship with the Respondent.

Intimate partner violence includes but is not limited to: physical violence, sexual violence, emotional violence and economic abuse. It may involve one act or an ongoing pattern of behavior. Intimate partner violence may take the form of threats, assault, property damage, or violence or threat of violence to one's self, to one's sexual or romantic partner, or to the family members or friends of the sexual or romantic partner. Intimate partner violence affects individuals of all genders, gender identities, gender expressions and sexual orientations and does not discriminate by racial, social, or economic background.

Verbal abuse is the extreme or excessive use of language, often in the form of insults, name-calling, and criticism, designed to mock, shame, embarrass, or humiliate the other intimate partner. Verbal abuse often has the aim of diminishing the Complainant's self-esteem, dignity, or security. Like other forms of verbal sexual harassment, the alleged verbal behavior must be: (1) objectively offensive and (2) sufficiently severe, persistent, or pervasive. Physical violence or abuse occurs when one intentionally or recklessly (1) causes bodily harm; (2) attempts to cause another bodily harm; or (3) puts another in fear of imminent bodily harm. Other forms of physical abuse include keeping an intimate partner captive, preventing them from leaving, or otherwise restraining them against their will.

Emotional and psychological abuse involves a persistent pattern or prolonged climate of dominating or controlling behavior, often involving some type of power imbalance. The abuser's behavior is often intended to terrorize, intimidate, isolate, or exclude an intimate partner, and can often result in measurable psychological harm, such as depression, anxiety, or post-traumatic stress symptoms. Common forms include gaslighting, double binds, body shaming, dominating, emotional blackmail, hidden daggers, baiting, infantilization and dozens of other commonly recognized tactics

7. Stalking

Stalking is governed by this Policy when it is sex or gender-based. Stalking is:

- a course of physical or verbal conduct directed at another individual,
- which could reasonably be regarded as likely to alarm, harass, or cause fear of harm or injury to that person or to a third party.

A course of conduct consists of at least two acts. The feared harm or injury may be physical, emotional, or psychological or related to one's personal safety, property, education, or employment. Stalking includes cyber-stalking, a particular form of stalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or make unwelcome contact with another person in an unsolicited fashion. Stalking may include but is not limited to pursuing, following, waiting for, surveilling/monitoring, or showing up uninvited at or near a residence, workplace, classroom, or other place frequented by the individual. Other examples of tactics and actions that could constitute stalking include unwelcome cards, letters, flowers, or presents; watching or following from a distance or spying with a listening device, camera, or global positioning system (GPS); installing tracking apps or keystroke recorders on electronic devices; approaching or showing up in places such as the target's home, workplace, or school when unwelcome; leaving strange or potentially threatening items for the target to find; sneaking into the target's home or car; and doing things to scare the target or let the target know the stalker has been there.

VI. Resources

The College is committed to treating all members of the community with dignity, care and respect. Any individual who experiences or is affected by Prohibited Conduct, whether as a Complainant, a Respondent, or a third party, will have equal access to support and counseling services through the College. Interim measures (supportive and protective) are also available to all parties (see Section VIII of this Policy).

The College recognizes that deciding whether and how to make a report to the College or law enforcement can be difficult decisions. Making a report means telling someone in authority what happened, whether in person, by telephone, in writing, or by email. All individuals are encouraged to seek the support of campus and community resources. These trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to either party in the event that a report and/or resolution under this Policy is pursued. Individuals are encouraged to use all available resources on and off campus, regardless of when or where the incident occurred.

There are many resources available on campus and in the surrounding community. As detailed below, there are Confidential Resources who by law, must maintain confidentiality, except under rare circumstances as required by law. There are also a variety of College resources that will be discreet and private but are not considered confidential. These resources will maintain the privacy of an individual's information within the limited circle of those involved in the resolution of a complaint under this Policy. For more information about the difference between privacy and confidentiality, see Section IV of this Policy.

A. Confidential Resources
On Campus Confidential Resources:

Monsour Counseling and Psychological Services

Phone: 909.621.8202

Office: Tranquada Student Services Center, 1st Floor

Hours: Monday–Friday, 8 a.m.–5 p.m. (for after-hours emergencies, call Campus Safety)

Website: [Monsour Counseling and Psychological Services](#)

EmPOWER Center Sexual Assault and Intimate Partner Violence Resource Center

Phone: 909.607.2689

Office: 1030 Dartmouth Ave.

Hours: Monday–Friday, 8 a.m.–5 p.m.

Contact: Rima Shah at RShahEmPOWER@cuc.claremont.edu or 909.607.0690

McAlister Center Office of the Chaplains

Phone: 909.621.8685

Office: McAlister Center for Religious Activities

Hours: Monday–Friday, 8 a.m.–5 p.m.

Website: [Chaplains](#)

Off Campus Confidential Resources:

Project Sister Family Services Crisis Hotline*

Hotline: 909.626.HELP (4357)

Hours: 24/7

Website: [Project Sister](#)

Project Sister Family Services Walk-in Counseling*

Phone: 909.966.4155

Email: info@projectsister.org

Office: 363 S. Park Ave. #303

Hours: Monday–Thursday, 5–7 p.m.
Website: [Project Sister walk-in clinic](#)

House of Ruth Hotline* (Dating violence)

Hotline: 877.988.5559

Hours: 24/7

Website: [House of Ruth](#)

Love is Respect National Dating Abuse Hotline*

Hotline: 866.331.9497

Text: “loveis” to 22522

Online: [Love is Respect: Chat With Us](#)

Website: Love is Respect

National Domestic Violence Hotline*

Hotline: 800.799.7233

Hours: 24/7

Website: [National Domestic Violence Hotline](#)

RAINN National Sexual Assault Crisis Hotline*

Hotline: 800.656.4673

Hours: 24/7

(This hotline will transfer you to a local crisis hotline based on your phone’s area code.)

Website: [RAINN](#)

RAINN National Sexual Assault Crisis Online Chat*

Website: [RAINN Online Chat](#)

Hours: 24/7

B. Medical Resources

There is a limited window of time following an incident of sexual assault to preserve physical and other forms of evidence. The preservation of evidence may assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order. Taking the step to gather evidence immediately does not commit an individual to any particular course of action. The decision to seek timely medical attention and gather any evidence will, however, preserve the full range of options to seek resolution under this Policy or through the pursuit of criminal prosecution.

A medical exam has two goals: first, to diagnose and treat the full extent of any injury or physical effect (including prevention of sexually transmitted illnesses and pregnancy) and second, to properly collect and preserve evidence. Information about seeking medical treatment may be found in Appendix C (What to Do If You Experience a Sexual Assault or Other Forms of Sexual/Gender Violence), to this Policy.

On campus, Student Health Services can provide medical care but is not equipped for forensic examinations.

The medical facility closest to HMC, which is equipped to provide emergency care and provide sexual assault medical exams is:

Pomona Valley Hospital Medical Center (“PVHMC”)

1798 North Garey Ave.

Pomona, CA 91767

Phone: 909.865.9500

Emergency Room: 909.865.9600

PVHMC is also a Los Angeles County Designated Sexual Assault Response Team (“SART”) Center. A SART is a trauma-informed/survivor-sensitive program designed to provide a team approach to responding to sexual assaults.

C. Additional Campus Resources

In addition to the Title IX team and the resources listed above, HMC community members have access to a variety of other resources provided by the College. The staff members listed below are trained to support individuals affected by sexual violence and to coordinate with the Title IX Coordinator consistent with the College’s commitment to a safe and healthy educational environment.

HMC On-Call Dean

An on-call dean is available for assistance outside of normal business hours by contacting Campus Safety and asking to be connected to the HMC on-call dean at 909.607.2000.

Campus Safety

Phone 909.621.8170

Office: Pendleton Business Building

Hours: 24/7

Website: [Campus Safety](#)

Student Health Services

Phone: 909.621.8222

Office: Tranquada Student Services Center, 1st Floor

Hours: Monday, Tuesday, Friday, 8 a.m.–5 p.m.

Wednesday, 8 a.m.–7 p.m.

Thursday, 9 a.m.–5 p.m.

(for after-hours emergencies, call Campus Safety)

Special services: STI testing, confidential HIV testing, contraception and counseling, emergency contraception/Plan B, pregnancy testing and counseling

Website: Student Health Services

HMC Employee Assistance Program, Optum (for eligible faculty and staff)

800.234.5465

[Live and Work Well](#) (access code: claremontcolleges)

If you are a victim or survivor of sexual misconduct, the sooner you seek help, the more options you have available to you. The following steps are important to take as soon as possible.

VII. Reporting

The College encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response.

The College will provide assistance in notifying law enforcement if the individual so chooses. An individual who experiences sexual violence also has the right to decline to notify law enforcement.

Making a report to the College and law enforcement are not mutually exclusive. Both internal and criminal reports may be pursued simultaneously. The College has a strong interest in supporting individuals who have been subjected to sexual violence and other forms of Prohibited Conduct.

Making a report means telling someone in authority what happened, whether in person, by telephone, in writing, or by email. At the time a report is made, a Complainant does not have to decide whether or not to request any particular course of action, nor does a Complainant need to know how to label what happened. Choosing to make a report and deciding how to proceed after making the report can be a process that unfolds over time.

The College provides support that can assist each individual in making these important decisions and, to the extent legally possible, will respect an individual's autonomy in deciding how to proceed. In this process, the College will balance the individual's interest with its obligation to provide a safe and non-discriminatory environment for all members of the College community.

Any individual who reports Prohibited Conduct can be assured that all reports will be investigated and resolved in a fair and impartial manner. A Complainant, a Respondent, and all individuals involved can expect to be treated with dignity and respect. Upon receipt of any report under this Policy, the College will make an immediate assessment of any risk of harm to the Complainant or to the broader campus community and will take reasonable steps necessary to address those risks. Such steps will include interim measures to provide for the safety of the individual and the campus community.

A. Emergency and External Reporting Options

HMC strongly encourages all individuals who experience any form of Prohibited Conduct that may involve criminal conduct to file a report with the police department that has jurisdiction over the location where the incident occurred. If the incident occurred on campus, or elsewhere in Claremont, the **Claremont Police Department** can be reached by calling Campus Safety if on campus (909.607.2000) or by dialing 911 if off campus.

An on-call dean also is available to respond to calls for assistance outside of normal business hours and can be reached by calling Campus Safety (909.607.2000) and requesting to be connected to the HMC on-call dean.

As indicated above, the medical facility nearest to HMC which is equipped to provide emergency care is Pomona Valley Hospital Medical Center.

Reporting Parties may also pursue civil remedies (including a temporary restraining order or injunctive relief) from a court of law or file an administrative complaint with a government agency. For more information concerning external complaint resolution options, see Appendix B to this Policy for more information concerning External Complaint Resolution Options.

B. Campus Reporting Options

Reports concerning conduct prohibited under this Policy should be submitted to the Title IX Coordinator, a Deputy Title IX Coordinator, or a "responsible employee" by telephone, by email, or in person as soon as possible after an incident. Reports may be submitted to the Title IX Team online at:

https://cm.maxient.com/reportingform.php?HarveyMuddCollege&layout_id=2.

Reports may also be submitted to:

Campus Safety

Phone 909.621.8170

Office: Pendleton Business Building

Hours: 24/7

Website: Campus Safety

C. Anonymous Reporting

Any individual may make an anonymous report concerning an act of Prohibited Conduct. An individual may report the incident without disclosing their name, identifying the Respondent, or requesting any action. The College's ability to respond to an anonymous report may, however, be limited depending on the extent of information available about the incident or the individuals involved. Upon receiving an anonymous report, the Title IX Coordinator will determine any appropriate steps, such as possible timely warning notifications

All reports go to the Title IX Coordinator or Campus Safety. The links to these reporting pages are respectively (1) Title IX Incident Report Form – Sexual Harassment and/or Sexual Misconduct and (2) Silent Witness Incident Reporting.

Upon receiving an anonymous report, the Title IX Coordinator will determine any appropriate steps, including individual or community remedies as appropriate, in consultation with the Assistant Vice President of Campus Safety and in compliance with all Clery Act obligations.

D. Reporting Considerations: Timeliness and Location of Incident

Reporting Parties and third parties are encouraged to report Prohibited Conduct as soon as possible to maximize the College's ability to respond promptly and effectively.

There is no time limit for making a report involving Prohibited Conduct, but HMC's ability to respond may diminish over time, as evidence may erode, memories may fade and Responding Parties may no longer be affiliated with HMC.

An incident need not occur on campus to be reported to the College. Off-campus conduct that is likely to have a substantial effect on the Complainant's on-campus life and activities, or which poses a threat or danger to members of the HMC community, may also be addressed under this Policy.

If the Respondent is not a member of the HMC community, the College will still seek to take steps to end the harassment, prevent its recurrence and address its effects, though HMC's ability to take disciplinary action against the Respondent may be limited.

E. Amnesty for Alcohol or Other Drug Use

HMC encourages the reporting of Prohibited Conduct under this Policy. It is in the best interest of the College community that as many Reporting Parties as possible choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, an individual who reports Prohibited Conduct, either as a Complainant or a third-party, will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and will not place the health or safety of any other person at risk. The College may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or other drugs.

F. Coordination with Law Enforcement

As explained above, the College will assist a person who experiences sexual or intimate partner violence, or other forms of Prohibited Conduct which may constitute a crime, in making a criminal report and will cooperate with law enforcement agencies if an individual decides to make a criminal complaint.

The burden of proof to establish a violation of this Policy differs from California criminal law. An individual may seek recourse under this Policy and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are

determinative of whether a violation of this Policy has occurred. Proceedings under this Policy may be carried out prior to, simultaneously with, or following off-campus civil or criminal proceedings.

At the request of law enforcement, the College may agree to defer its complaint resolution process until after the initial stages of a criminal investigation. The College will, nevertheless, communicate with the Complainant regarding Title IX rights, procedural options and the implementation of interim measures to assure the safety and well-being of the Complainant. The College will promptly resume its complaint resolution process as soon as it is informed that law enforcement has completed its initial investigation.

G. Statement Against Retaliation

It is a violation of College policy to retaliate in any way against an individual because they raised allegations of Prohibited Conduct. The College recognizes that retaliation can take many forms, including threats, intimidation, pressuring, continued abuse, violence, or other forms of harm to others; that retaliation may be committed by or against an individual or a group; and that a Complainant, Respondent, or third party may commit or be the subject of retaliation.

The College will take immediate action in response to any report of retaliation and will pursue disciplinary action as appropriate. An individual reporting Prohibited Conduct is entitled to protection from any form of retaliation following a report that is made in good faith, even if the reported Prohibited Conduct is later not proven.

H. False Reports

The College will not tolerate intentional false reporting of incidents. The College takes the accuracy of information very seriously, as a charge of Prohibited Conduct may have severe consequences. A good-faith complaint that results in a finding of not responsible is not considered a false or fabricated accusation of sexual misconduct. However, when a Complainant or third-party witness is found to have fabricated allegations or given false information with malicious intent or in bad faith, the individual may be subject to disciplinary action. Intentionally making a false report of any policy violation constitutes a violation of the Code of Conduct and may also constitute a violation of state criminal statutes and civil defamation laws.

I. Reports Involving Minors or Suspected Child Abuse

Under California law, all College employees are required to promptly report suspected child abuse and/or neglect, including sexual assault, when they know or reasonably suspect that a minor under the age of 18 has been the victim of child abuse or neglect. This duty exists regardless of whether the abuse or neglect is observed at work or in our private lives.

All College employees are required to immediately report any suspected child abuse and neglect to one of the numbers set forth below. If the abuse or neglect involves a member of the College community, the employee should also promptly report the incident to the Title IX Coordinator or a member of the Title IX team. The source of abuse does not need to be known in order to file a report.

It is not the responsibility of any employee, student, or volunteer to investigate suspected child abuse. This is the role of Child Protective Services and law enforcement authorities.

In addition to notifying the Title IX Coordinator or member of the Title IX team, any individual is required to make a direct report as follows:

- If a child is in immediate danger, call 911.

If there is no immediate danger, contact the Los Angeles County Department of Children and Family Services' Child Protection Hotline, 800.540.4000, or website, <https://dcfs.lacounty.gov/contact/report-child-abuse/>

VIII. Interim Measures (Supportive and Protective)

A. Overview

Upon receipt of a report of Prohibited Conduct, the College will impose reasonable and appropriate supportive and protective measures (“interim measures”) designed to eliminate the hostile environment and protect the parties involved. The College will make reasonable efforts to communicate with the parties to ensure that all safety, emotional and physical well-being concerns are being addressed. Interim measures may be imposed regardless of whether formal disciplinary action is sought by the Complainant or the College. The College will consider reasonable requests for remedies by the parties, as evaluated by the Title IX team, and will communicate decisions in writing. Interim measures should be designed to minimize the impact on the parties.

All individuals are encouraged to report concerns about the failure of another individual to abide by any restrictions imposed by an interim measure. The College will take immediate and responsive action to enforce a previously implemented measure.

B. Range of Measures

Interim measures will be implemented at the discretion of the College. Potential remedies, which may be applied to the Complainant and/or the Respondent, include:

- Access to on-campus counseling services and assistance with referrals to off-campus care
- Imposition of a no-contact directive
- Rescheduling of exams and assignments (in conjunction with appropriate faculty)
- Providing alternative course completion options (with the agreement of the appropriate faculty)
- Change in class schedule, including the ability to take an “incomplete,” to drop a course without penalty, or to transfer sections (with the agreement of the appropriate faculty)
- Change in work schedule or job assignment
- Change in on-campus housing
- Arranging to cancel a housing contract and pro-rating a refund in accordance with HMC housing policies
- Assistance from College support staff in completing housing relocation
- Limiting an individual or organization’s access to certain College facilities or activities pending resolution of the matter
- Voluntary leave of absence
- Providing an escort to ensure safe movement between classes, activities and employment responsibilities
- Providing student health services
- Providing academic support services, such as tutoring
- Interim suspension or College-imposed leave
- Any other remedy that can be tailored to the involved individuals to achieve the goals of this Policy

C. Interim Suspension or Separation

Where the report of Prohibited Conduct poses a substantial and immediate threat of harm to the safety or well-being of an individual, members of the campus community, or the performance of normal College functions, the College may place a student or student organization on interim suspension, or may impose leave for an employee. Pending resolution of the report, the individual or organization may be denied access to the campus, to specific campus facilities, and/or to any College activities or privileges for which they might otherwise be eligible, as the College determines appropriate. When interim suspension or leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

Procedures governing the interim suspension of students are contained in the Student Handbook. Provisions for suspension of faculty members are contained in the Faculty Notebook. Staff may be placed on leave at the discretion of the College.

IX. Complaint Resolution Procedures

A. Overview

Resolving a complaint against a student, a faculty member, or a staff member will involve the same stages: an initial assessment and if there is reasonable cause to believe that a violation of this Policy has occurred, either informal or formal resolution. Different resolution procedures are used depending on whether the Respondent is a student, a faculty member, or a staff member.

B. The Role of the Title IX Team

The Title IX team, led by the Title IX Coordinator, assists in assessing and resolving reports involving violations of this Policy.

Although there are many reporting channels, all reports must be referred to the Title IX team to ensure the consistent application of this Policy and to enable the College to promptly eliminate, prevent the recurrence of, and address the effects of Prohibited Conduct.

The Title IX team's members are available to both students and employees, and to both Reporting Parties or Responding Parties, to provide guidance throughout the complaint resolution process.

C. Initial Title IX Assessment

Upon every report of Prohibited Conduct, the College will make an immediate assessment of any risk of harm to individuals or to the campus community and will take steps necessary to address such risks. These steps may include interim protective measures to provide for the safety of the individual and the campus community.

The initial review will proceed to the point where a reasonable assessment of the safety of the individual and of the campus community can be made. Thereafter, if there is reasonable cause to believe that a violation of the Policy has occurred, the matter will be referred for either informal or formal resolution, depending on a variety of factors, such as the nature of the allegation, the Complainant's wish to pursue disciplinary action and the risk posed to any individual or to the campus community by proceeding formally or informally.

D. Informal Resolution

Informal resolution is a remedy-based, non-judicial approach designed to eliminate Prohibited Conduct, prevent its recurrence and remedy its effects in a manner that meets the needs of the Complainant and campus community without taking disciplinary action against a Respondent. In determining whether a

matter is appropriate for informal resolution, the Title IX Coordinator will consider a range of factors, including the severity of the alleged Prohibited Conduct and the College's legal obligations.

Where the Title IX Coordinator concludes that informal resolution may be appropriate, the College will take immediate and corrective action through the imposition of individual and community remedies designed to maximize the Complainant's access to the educational and extracurricular activities at the College and to eliminate a hostile environment. Examples of supportive and protective remedies are provided in Section VIII of this Policy, Interim Measures (Supportive and Protective). Other potential remedies include educational programming or training, direct confrontation of the Respondent, and/or indirect action by the Title IX Coordinator or the College. Depending on the form of informal resolution used, it may be possible to maintain anonymity.

The College will not compel a Complainant to engage in mediation, to directly confront the Respondent, or to participate in any particular form of informal resolution. Mediation, even if voluntary, may not be used in cases involving sexual violence. The decision to pursue informal resolution will be made when the College has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation in informal resolution is voluntary, and a Complainant can request to end informal resolution at any time.

The Title IX Coordinator will maintain records of all reports and conduct referred for informal resolution. Informal resolutions will typically be completed within thirty (30) business days of the initial report.

E. Formal Resolution

Disciplinary action against a Respondent may only be taken through formal resolution procedures. Different resolution procedures apply depending on whether the Respondent is a student, faculty member, or staff member, but all procedures are guided by the same principles of fundamental fairness and respect for all parties, which require notice, an equitable opportunity to be heard and an equitable opportunity to respond to a report under this Policy.

The following formal resolution procedures apply based upon the role of the Respondent:

- Where an allegation is made against a student Respondent, complaints are handled through the processes outlined in Appendix A of this Policy;
- Where the Respondent is a faculty member, teaching/research assistant or staff member, complaints are handled in accordance with HMC's Prohibited Discrimination and Harassment Policy; and
- Where there are multiple Responding Parties or a Respondent with varying statuses, the Title IX Coordinator, in consultation with appropriate administrators, shall determine which procedure(s) will apply.
- Where the Respondent is an employee or student from one of the other Claremont Colleges, The Claremont Colleges Services or affiliates (e.g., Rancho Santa Ana Botanical Garden), HMC will investigate the matter and take steps to stop the conduct and remedy its effects to the extent reasonably possible. Procedures that may lead to the imposition of discipline against the Respondent will, however, be those of the Respondent's home institution.

To determine whether a Respondent is responsible for a violation of this Policy, HMC applies a preponderance-of-the-evidence standard, meaning that HMC determines whether it is "more likely than not," based upon all of the evidence, that the Respondent is responsible for the alleged violation.

F. Time Frame for Resolution

The College seeks to resolve all reports within sixty (60) business days of the initial report. All time frames expressed in this Policy are meant to be guidelines rather than rigid requirements. Extenuating circumstances may arise which require the extension of time frames, including extension beyond 60 days. Extenuating circumstances may include the complexity and scope of the allegations, the number of witnesses involved, the availability of the parties or witnesses, the effect of a concurrent criminal investigation, any intervening school breaks or vacations, or other unforeseen circumstances.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in this Policy. In the event that the investigation and resolution exceed such time frames, the College will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness, promptness and impartiality from the initial investigation until the final result..

X. Miscellaneous and Special Provisions

A. Application of Policy

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the reported Prohibited Conduct precedes the effective date of this Policy, the definitions of Prohibited Conduct in existence at the time of the report will be used. The complaint resolution process under this Policy will be used to investigate and resolve all reports made or pending on or after the effective date of this Policy, regardless of when the incident(s) occurred.

B. Advisor/Support Person

The Complainant and Respondent may be assisted and supported, in any meeting or other aspect of the processes and procedures outlined in this Policy, by an advisor/support person (including legal counsel) of her/his choice.

C. Academic Freedom

HMC adheres to principles of academic and expressive freedom. Nothing in this Policy shall be construed to limit the legitimate exercise of academic and expressive freedom, including but not limited to written, graphic, or verbal expression that can reasonably be demonstrated to serve a legitimate educational purpose. Nor shall this Policy be interpreted or applied in a manner that is inconsistent with California Education Code section 94367.

D. Consensual Relationships

1. Staff

The College discourages consensual intimate, amorous, or sexual relationships between students and staff and prohibits such relationships whenever a staff member assigned to an instructional, research, administrative, or other College employment responsibility is involved in a relationship with a student whom he or she supervises or evaluates or over whom he or she exercises authority.

2. Faculty

The College discourages consensual intimate, amorous, or sexual relationships between students and faculty. A sexual relationship between a faculty member and a student for whom the faculty member has, or should reasonably expect to have, academic responsibility entails a conflict of interest and, therefore, a breach of professional integrity. Accordingly, such relationships are prohibited even if consensual. Academic responsibility includes responsibility for teaching, advising, evaluating, or supervising a

student in any aspect of the College's academic programs or the academic programs of other institutions of The Claremont Colleges.

E. Modification of Procedures and Processes

The College retains the authority to adapt or modify the complaint resolution process, for good cause and absent substantial conflict with the procedures and processes contained in this Policy, as part of the responsibility to ensure an equitable and prompt process for all parties. Certain modifications may, for example, be necessary to allow for the fair and prompt resolution of a complaint when it is received at the end of a term or during a break in the College's academic schedule.

F. Records and Record Retention

Records of all reports involving a violation of this Policy, and of the outcomes of such reports, shall be maintained by the Title IX Coordinator for the period of time mandated by applicable law and HMC's Record Retention Policy.

Should a student or employee be found to have violated this Policy, a record of the complaint and of any disciplinary action taken shall be made part of the student's conduct record or the employee's personnel file. Such records shall be used in reviewing any further conduct, or developing sanctions, and shall remain a part of a student's conduct record or an employee's personnel record.

When a student is permanently separated from HMC through a disciplinary dismissal, this is noted on the student's academic transcript. The Division of Student Affairs maintains indefinitely the conduct files of students who have been suspended or dismissed for disciplinary reasons. The conduct files of students who have not been disciplinarily suspended or dismissed are maintained by the Division of Student Affairs for no fewer than seven years from the date of the incident.

G. Policy Dissemination

The Title IX Coordinator, Dean of Students, and Human Resources Office are responsible for distributing copies of this Policy to members of the HMC community. A notice of nondiscrimination which makes specific reference to this Policy and the College's Prohibited Discrimination, Harassment and Retaliation Policy shall also be provided to individuals employed by contract to perform services at HMC as well as to volunteers. References to this Policy are included in faculty, staff and student orientation materials and handbooks. In addition, this Policy is continuously available at appropriate campus locations and on the HMC website.

H. Policy Sources

California Education Code (Cal. Ed. Code §§ 200, *et seq.*; 66250, *et seq.*; 94385); California Fair Employment and Housing Act (Cal. Gov't Code §§ 12900, *et seq.*); Title VII of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000e, *et seq.*); Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681, *et seq.*); Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. §§ 1092(f), *et seq.*); Violence Against Women Reauthorization Act of 2013 (Pub. Law 113-4).

Appendix A: Procedures for Resolving Complaints Against Students

Overview

Harvey Mudd College ("HMC" or "College") will take prompt and appropriate action to address all student reports of Prohibited Conduct (as defined in section II.A of the HMC Sexual Misconduct and Complaint Resolution Policy ("Policy")) in violation of the Policy. The Complainant (as defined in section II.B of the Policy), Respondent (as defined in section II.B of the Policy), and all other participants in the process will be treated with dignity, care and respect.

Advisor/Support Person

A Complainant, Respondent, or witness (as defined in Section II.B of the Policy) may have an advisor/support person of their choice with them at all meetings and any hearing that they attend in connection with the procedures outlined below.

The advisor/support person may be a friend, mentor, family member, attorney, member of The Claremont Colleges community, or any other person, as long as they are not also a witness or otherwise a participant in the complaint resolution proceedings.

An advisor/support person may not make a presentation or represent the Complainant or Respondent during any meeting or proceeding, except as otherwise provided herein. During any meeting or proceeding, the advisor/support person is present to observe and provide support and counsel to the party.

Although reasonable attempts will be made to schedule proceedings consistent with the advisor/support person's availability, the process will not be delayed to schedule the proceedings at the convenience of the support person. The Title IX Coordinator has the right at all times to determine what constitutes appropriate behavior on the part of an advisor/support person and to take appropriate steps to ensure compliance with the Policy and these procedures.

Initial Assessment

Upon receipt of a report of Prohibited Conduct committed by a student, the Title IX Coordinator or a Deputy Title IX Coordinator will make an initial assessment of the report, which will include an immediate assessment of any risk of harm to individuals or to the campus community, and will take steps necessary to address any such risks.

During an initial intake meeting with the Complainant, the Coordinator will:

- Assess the immediate physical safety and emotional well-being of the Complainant or any other individual involved, and make medical referrals as appropriate;
- Inform the Complainant of the right to notify (or decline to notify) law enforcement if the conduct is potentially criminal in nature, and the importance of the preservation of evidence;
- Make inquiries to understand the key facts upon which the Complainant bases the report (*i.e.*, the who, what, where and when) to appropriately assess how to proceed;
- Assess the reported conduct to determine whether, under applicable federal law, the campus community should be notified;
- Discuss the range of Interim Measures (Supportive and Protective) available to the Complainant, including changes to academic, living, transportation and/or working situations, regardless of whether the Complainant files a formal complaint with HMC or local law enforcement;
- Provide the Complainant with written information about on- and off-campus resources and about the options for resolution, including informal and formal resolution procedures under the Policy;
- Discuss the Complainant's expressed preference for a manner of resolution and wishes with regard to protecting privacy;
- Explain to the Complainant the College's policy prohibiting retaliation;
- Notify the Complainant of the right to be accompanied to any meeting by an advisor/support person of choice;
- Determine the respective ages of the Complainant and Respondent, and if one is a minor, make the appropriate notifications under California's child abuse and neglect reporting requirements; and

If the conduct is potentially criminal in nature, arrange to enter non-identifying information about the report into the College's daily crime log.

The Coordinator may also meet with the Respondent and other relevant parties as part of the initial assessment. If the Coordinator meets with the Respondent, the Respondent will be provided with information on the Respondent's rights and options under the Policy and these procedures, and with written materials about the availability and contact information of on- and off-campus support resources.

At the conclusion of the intake process, the Title IX Coordinator, or the Deputy Title IX Coordinator in consultation with the Title IX Coordinator, will make two threshold determinations: (1) whether the Complainant alleges conduct that, if true, could constitute a violation of this Policy, and (2) if so, whether the College should proceed through informal or formal resolution procedures.

If the first threshold is not met, the Complainant will be so advised, and the College will not proceed further. The College will, however, maintain a record of the report which may be considered in connection with any future complaint or investigation. If new evidence is provided at a later date, the Title IX Coordinator may reopen the complaint resolution process.

If the Complainant wishes to appeal a determination that the first threshold is not met, the Complainant may do so by submitting a written request for review to the Vice President for Student Affairs and Dean of Students (Dean of Students) within five (5) business days of receiving notification of the determination. The Dean of Students (or designee) will render a decision in writing within ten (10) business days of receiving the request for review. The decision of the Dean of Students (or designee) is final.

Notice to the Respondent

When a decision is made to initiate complaint resolution procedures, to impose interim measures (as defined in Section VIII of the Policy), or to take any other action that impacts a Respondent, the Title IX Coordinator will ensure that the Respondent is promptly notified in writing and is provided with information concerning the Respondent's rights and options under the Policy and these procedures, and with written materials about the availability and contact information of on- and off-campus support resources.

The written notice will state facts sufficient to apprise the Respondent of the nature of the allegations, including the Complainant's name; the nature of the alleged policy violation(s) (*e.g.*, sexual assault, harassment, exploitation, retaliation); the date(s) of the alleged policy violation(s); the location(s) where the violation(s) allegedly occurred; a brief description of the allegations; and the sanctions that may be imposed if the Respondent is found to have violated the Policy.

The notice will also include a statement that the Respondent is presumed not responsible for the alleged conduct, and that a determination regarding responsibility will be made at the conclusion of the process. The Complainant will also receive a copy of the notice.

Informal Resolution

If, following the initial assessment, the first threshold is met, the Title IX Coordinator will determine whether informal resolution is an option for dealing with the matter. Informal resolution is a remedy-based, non-judicial approach designed to eliminate Prohibited Conduct, prevent its recurrence and remedy its effects in a manner that meets the needs of the Complainant and campus community without disciplinary action against a Respondent. In determining whether the matter is appropriate for informal resolution, the Title IX Coordinator will consider a range of factors, including the severity of the alleged Prohibited Conduct and the College's legal obligations.

Where the Title IX Coordinator concludes that informal resolution may be appropriate, the College will take immediate corrective action through the imposition of individual and community remedies designed to eliminate a hostile environment and maximize the Complainant's access to educational and extracurricular activities at the College. Examples of supportive and protective remedies are provided in Section VIII of the Policy, Interim Measures (Supportive and Protective). Further potential remedies include targeted or broad-based educational programming or training, direct confrontation of the Respondent, and/or indirect action by the Title IX Coordinator or the College. Depending on the form of informal resolution used, it may be possible to maintain anonymity.

The College will not compel a Complainant to engage in mediation, to directly confront the Respondent, or to participate in any particular form of informal resolution. Mediation, even if voluntary, may not be used in cases involving sexual violence. The decision to pursue informal resolution will be made whenever the College has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation in informal resolution is voluntary, and a Complainant can request to end an Informal resolution at any time.

The Title IX Coordinator will maintain records of all reports and conduct referred for Informal resolution. Informal resolution will typically be completed within thirty (30) business days of the initial report.

Formal Resolution

If, following the initial assessment, the first threshold is met, the Complainant alleging Prohibited Conduct may elect to pursue a formal resolution. Options for formal resolution include a conduct conference resolution or an investigative resolution (which involves an investigation, a hearing, sanctions if applicable, and appeal).

Conduct Conference Resolution

A conduct conference provides an opportunity for the Respondent to accept responsibility for their alleged conduct and proceed to a resolution without a formal investigation or hearing. If the Respondent agrees to a conduct conference, the Title IX Coordinator will meet with the Respondent to review the allegations. The Title IX Coordinator will provide the Respondent with information about the Respondent's rights, information about options under the Policy and these procedures, and written materials about the availability and contact information of campus resources and services. The Title IX Coordinator will offer the Respondent the opportunity to resolve the complaint through an administrative resolution by accepting responsibility for the alleged conduct. If the Respondent elects to acknowledge that the alleged conduct occurred and takes responsibility for the alleged conduct, the Respondent will sign a written acknowledgement, and the matter will be referred to the Dean of Students (or designee) for a decision concerning sanctions and any other remedial action that may be appropriate. The Complainant and Respondent will be notified of the resolution and any sanctions against the Respondent simultaneously, in writing. Either party may appeal the sanctions imposed, as provided in Section VIII, below.

If the Respondent contests responsibility for the alleged conduct, the conduct conference process will be concluded, and the matter will be referred for investigative resolution.

Investigative Resolution

As noted above, investigative resolution involves an investigation, a hearing, sanctions if applicable, and appeal.

Investigation

- a. The Title IX Coordinator will either undertake an investigation of the complaint or select an internal or external investigator, or two-person investigative team (which may include two internal investigators, two external investigators, or a combination of one internal and one

external investigator), to conduct an investigation. The investigator shall have specific training and experience investigating allegations of sexual harassment and sexual misconduct. The parties will have three (3) business days after being notified of the investigator's identity to object to the investigator's selection on the basis of perceived conflict of interest, bias, or prejudice. If either of the parties objects to the investigator selected, the Title IX Coordinator will evaluate whether the objection is substantiated, and if so, the Title IX Coordinator will remove and replace the investigator.

- b. The investigator typically will meet separately with the parties and pertinent witnesses; offer the parties equal opportunity to submit and/or identify relevant information or evidence and to suggest questions to be posed to the other party or witnesses; and gather other relevant information or evidence reasonably available to the investigator and College, including documents, photographs, disciplinary history, social media, communications between the parties, medical records (with appropriate consent) and other electronic records as appropriate. Following the interview, each person will be provided with a draft summary of their statement so that they have the opportunity to comment on the summary and ensure its accuracy and completeness.

The investigator will review all information identified or provided by the parties and any other evidence obtained, and will determine the relevance and probative value of the information developed or received during the investigation. Witnesses must have observed the acts in question or have information relevant to the incident and may not participate solely to speak about an individual's character.

The Respondent will be informed in writing if during the investigation, conduct is disclosed which may constitute a further violation of this Policy, and will be afforded an opportunity to respond before the investigation is concluded.

All evidence obtained as part of the investigation will be shared with the parties for their review and comment as described below.

- c. The preliminary investigation report shall include the investigator's summary of the investigation, the allegations at issue, disputed and undisputed facts, and all evidence (including both inculpatory and exculpatory), and witness statements. The investigator will not state an ultimate finding of whether the Respondent has or has not violated the Policy. The investigator shall submit the preliminary investigation report to the Title IX Coordinator. Once the Title IX Coordinator has agreed that the preliminary investigation is complete, the Title IX Coordinator will make the preliminary investigation report available to the parties simultaneously for review.
- d. Within ten (10) calendar days after receiving the preliminary investigation report, both parties may provide written comments on the report, which may include proposing any follow-up questions for the other party or any witness, requesting a follow-up interview with the investigator to clarify or provide any additional information that such party believes is relevant to the investigation, identifying any new witnesses who should be interviewed, identifying any additional evidentiary materials that should be collected and reviewed to the extent that such items are reasonably available, and/or identifying and objecting to any information that such party believes was inappropriately included in the preliminary investigation report. The parties' comments will be attached to the final report. If the comments suggest that additional interviews or the consideration of additional material evidence is needed, the investigator, in consultation with the Title IX Coordinator, may determine that the investigation process will be extended.

- e. After addressing any timely comments and updating the preliminary investigation report as necessary, or after the comment period has elapsed without comment, the Investigator will prepare a final investigation report that will contain all information from the preliminary report, supplemented by any additional information gathered. The final investigation report will not include an ultimate finding of whether the Respondent has or has not violated the Policy; however, if the Respondent admits responsibility for a violation of the Policy, the investigator's final investigation report will so indicate.
- f. The investigator shall submit the final investigation report to the Title IX Coordinator. Once the Title IX Coordinator has agreed that the final investigation report is complete, the Title IX Coordinator will make the final investigation report available simultaneously to the parties. The parties will also be provided with information concerning next steps.
- g. Given the sensitive nature of the information provided in the preliminary and final investigation reports, the Title IX Coordinator may elect to provide the parties access to the preliminary and/or final investigation reports in a secure manner (*e.g.*, by providing hard-copy materials in an office designated by the Title IX Coordinator, by providing digital copies of the materials through a protected "read-only" web portal). Neither the Complainant nor the Respondent (nor the advisor/support person of either, including but not limited to family members and/or legal counsel) may copy, remove, photograph, print, image, videotape, record, or in any other manner duplicate or remove the information provided.
- h. HMC will strive to complete the investigation (meaning the period from commencement of an investigation through completion of the final investigation report) within thirty (30) calendar days. This time frame may be extended as necessary to ensure the integrity and completeness of the investigation, depending on the availability of witnesses and/or the complexity of the circumstances.
- i. At the request of law enforcement, the College may agree to defer its complaint resolution process until after the initial stages of a criminal investigation. The College will, nevertheless, communicate with the parties, consistent with law enforcement's request and the College's obligations, about resources and support, procedural options, anticipated timing and the implementation of any necessary interim measures for the safety and well-being of all affected individuals. The College will promptly resume its complaint resolution process as soon as the College is informed that law enforcement has completed its initial investigation.

Hearing

- a. If a hearing is requested or required, the parties will have ten (10) calendar days after receiving the final investigation report to review the final investigation report and provide a response to the Title IX Coordinator. The Title IX Coordinator will ensure that each of the parties receives any response submitted by the other party.
- b. The hearing is an opportunity for the parties to address a hearing panel or hearing officer in person and to question the other party and/or witnesses, and for the hearing panel or hearing officer to obtain information following the investigation which is necessary for a determination of whether a violation of the Policy occurred. The hearing is not intended to be a repeat of the investigation. The hearing panel or hearing officer will be well-versed in the facts of the case based upon the final investigation report and the Parties' responses to the report, if any.

- c. The Dean of Students, in consultation with the Title IX coordinator, shall appoint a three-person hearing panel and shall appoint one of the hearing panel's members to serve as the panel chair. The panel shall be drawn from a pool of faculty and campus administrators who participate in annual training with respect to Title IX and this Policy. The Title IX Coordinator will coordinate the training in conjunction with campus and external partners.
- d. The Dean of Students, in consultation with the Title IX Coordinator and appropriate administrators, may elect to engage a qualified external hearing officer either to assist the hearing panel in the conduct of the hearing or to serve as the hearing officer in lieu of a panel. In determining whether to select a hearing officer, the Dean of Students will consider the nature of the allegations, the complexity of the case, whether there is any issue of conflict of interest, the availability of trained panel members, whether the College is in session or on break, and any other relevant factors.
- e. The Title IX Coordinator will schedule a hearing date, time and location and provide the Parties with at least ten (10) calendar days' prior written notice of the hearing. The parties will also be provided with the names of the panel members and/or of any hearing officer. The parties will have three (3) business days after being notified of the identity of the panel and/or hearing officer to object to such person(s) on the basis of actual or perceived conflict of interest, bias, or prejudice. The Title IX Coordinator will evaluate whether the objection is substantiated, and if so, the Dean of Students, in consultation with the Title IX Coordinator, will remove and replace the panel member(s) and/or hearing officer.
- f. In advance of the hearing, the Title IX Coordinator will contact the Complainant and Respondent to schedule a separate pre-hearing meeting with each party. At the pre-hearing meeting, each party will receive an explanation of the hearing process and have the opportunity to ask any questions. If the Complainant and/or Respondent have elected to have advisors/support persons throughout the hearing process, the advisor/support person is encouraged to accompany the Complainant/Respondent to the pre-hearing meeting.
- g. The hearing panel/officer has broad discretion to determine the hearing format. However, in all instances where a Respondent faces severe disciplinary sanctions (*i.e.*, expulsion or suspension) and the credibility of a witness (whether the Complainant, another witness, or both) is central to the adjudication of the allegation, the hearing panel/officer shall permit cross-examination of the parties and witnesses. Neither party shall be allowed to directly question or cross-examine the other during the hearing.
- h. At least five (5) calendar days prior to the hearing, both parties shall submit in writing to the hearing panel/officer any questions that a party would like the hearing panel/officer to ask of the other party or of witnesses. The hearing panel/officer will decide whether the submitted questions are relevant to the matter and otherwise appropriate. This does not preclude either party from submitting questions during the hearing for the hearing panel/officer to ask of a party or witness.

The hearing panel/officer shall have the discretion to permit the parties' advisor/support person to cross-examine the other party and witnesses. Any request to permit a party's advisor/support person to cross-examine parties and/or witnesses should be submitted to the hearing panel/officer at least five (5) calendar days prior to the hearing.

In addition, five (5) calendar days prior to the hearing, the parties shall provide, for consideration by the hearing panel/officer, the names of any witnesses the parties suggest be called. Witnesses must

have observed the conduct in question or have information relevant to the incident and may not be called solely to speak about an individual's character. In general, neither party will be permitted to call as a witness anyone who was not interviewed by the investigator as part of the investigation. The hearing panel/officer shall decide the appropriateness of the potential identified witnesses and shall notify the parties prior to the hearing of the reasoning why any proffered witness would not be appropriate to call as a witness.

The hearing panel/officer shall likewise submit to the parties the names of additional witnesses who the hearing panel/officer would like to appear at the hearing. Although good-faith attempts shall be made by the College to secure the attendance of all requested and approved witnesses, the parties must recognize that the College does not have the power to subpoena witnesses to appear, and that accordingly, the College, through the Title IX Coordinator, will only be able to use good-faith efforts and HMC's own policies regarding cooperation to obtain the attendance of witnesses.

- i. A typical hearing may include brief opening remarks by the hearing panel chair or hearing officer; questions posed by the hearing panel/officer to one or both of the parties; follow-up questions by one party to the other (typically with the Respondent questioning the Complainant first); questions by the hearing panel/officer to any witness including the investigator; and follow-up questions by either party (typically with the Respondent questioning the witness first). The hearing panel/officer also will afford either Party an opportunity to offer closing remarks at the end of the hearing. Offering closing remarks is completely voluntary.
- j. The hearing is closed to all persons except the parties, the parties' respective advisors/support persons, appropriate witnesses while they are testifying, the Title IX Coordinator, and any person designated by HMC to serve as a hearing coordinator and/or note taker. Other than cross-examining the witnesses and the other party with the consent of the hearing panel/officer, advisors/support persons may not participate directly in, or interfere with, the proceedings. A record of the hearing, ordinarily in the form of a digital recording, will be made. Any such recording is College property. No other recording of the hearing is permitted.
- k. As reasonable and appropriate, and based on the requests of the parties, the Title IX Coordinator will structure the hearing format to minimize or avoid any undue stress or burden on each party and to allow each party to hear the other's statement (such as participation by Skype, teleconference, or other means).
- l. At any time prior to the close of the hearing, the parties may submit an impact or mitigation statement, no longer than 1,500 words, which will be considered by the hearing panel/officer and the Dean of Students (or designee) only upon a finding of responsibility for the alleged Policy violation. An impact statement is a written statement from the Complainant in which the Complainant describes the impact of the alleged Policy violation on the Complainant, expresses the Complainant's preferences regarding appropriate sanctions, and identifies any aggravating circumstances that the Complainant wishes the hearing panel/officer to consider. A mitigation statement is a written statement from the Respondent in which the Respondent explains any factors that the Respondent believes should mitigate, or otherwise be considered in determining, the sanctions imposed. Impact and mitigation statements should be sent to the Title IX Coordinator, who will forward the submissions to the hearing panel/officer and ensure that each of the parties receives any statement submitted by the other party.
- m. Following the close of the hearing, the hearing panel/officer will adjourn to executive session to consider all of the evidence and make a determination, by a preponderance of the evidence

(and in the case of a hearing panel, by a majority vote), whether the Respondent has violated the Policy. This means that the hearing panel/officer will decide whether it is “more likely than not,” based upon all of the evidence, that the Respondent is responsible for the alleged Policy violation. If the Respondent is found responsible for a violation of the Policy, the hearing panel/officer will also make a recommendation to the Dean of Students concerning the imposition of sanctions.

- n. The hearing panel/officer will issue a written notice of hearing outcome which will contain the hearing panel/officer’s factual findings, determination of whether a Policy violation occurred, rationale in support of the hearing outcome, and recommendations concerning sanctions if there is a finding of responsibility. The hearing panel/officer will strive to deliver the written notice of hearing outcome to the Dean of Students and the Title IX Coordinator within seven (7) calendar days of the hearing. Once the Dean of Students has acted on any sanction recommendation, the parties shall be provided simultaneous written notice of the hearing panel/officer’s decision, the sanctions imposed by the Dean (if there is a Policy violation finding), and the appeal process.

Sanctions

If the Respondent is found responsible for a Policy violation, the hearing panel/officer shall make a recommendation to the Dean of Students (or designee) concerning the imposition of sanctions, who may accept, reject, or modify the recommended sanctions. The recommendation/imposition of sanctions should be guided by the following considerations: the interests of the community, the impact of the violation on the Complainant, documented student conduct history, and any mitigating or aggravating circumstances.

In connection with the recommendation/imposition of sanctions, the hearing panel/officer and/or Dean of Students (or designee) may also consider restorative justice outcomes that, taking into account the safety of the community as a whole, allow a Respondent to learn about the origins of their behavior, their responsibility for the behavior, and how they can change the behavior.

Sanctions may include, but are not limited to, one or more of the following:

- **Warning:** For minor infractions, the Respondent may be issued a written warning. The warning will be noted and may justify more severe sanctions in the event of any further violation of behavioral standards.
- **Conduct Probation:** The Respondent may be placed on conduct probation for a designated period of time and required to meet certain requirements during the probation. When a student is on conduct probation, they are subject to suspension or expulsion in the event of further violations of conduct standards. The student’s academic advisor shall be advised of the student’s probationary status.
- **Loss of Privileges:** The Respondent may be denied specific privilege(s) for a defined period of time. Privileges include, but are not limited to, participating in extracurricular activities and events (e.g., social events, intercollegiate athletics, intramural programs, student organizations, student government); living on campus; living in a specific residence hall; participating in commencement ceremonies; and having a vehicle on campus.
- **Restricted Access:** The Respondent’s access to campus and/or participation in College-sponsored activities may be limited. Restrictions shall be clearly defined and may include, but are not limited to, exclusion from certain buildings or locations on campus and no-contact orders. In

cases involving parties from different Claremont Colleges, restricted access may extend to other campuses.

- **Relocation or Removal from Residence Halls:** The Respondent may be assigned to a different room in the same residence hall or to a room in another residence hall, or the student may no longer be permitted to reside in HMC housing.
- **Community Service:** The Respondent may, as a sanction, be required to perform a specified number of hours of uncompensated service to the College, or to an off-campus non-profit organization, within a specified period of time. The assignment of duties must be preapproved by the Title IX Coordinator in consultation with appropriate College administrators. Students must provide appropriate documentation verifying their completed community service. Failure to complete the service satisfactorily within the specified period of time may result in further action through the student conduct process.
- **Educational Program/Project:** The Respondent may be required to complete a project, assignment, or activity to promote the Respondent's education and development. Such assignments are at the discretion of the hearing panel/officer. Assignments may include, but are not limited to, preparing a reflection or research paper; developing a presentation; engaging in a discussion with someone; writing an apology letter; reading specified materials; and completing an online training program dealing with sexual misconduct.
- **Referral for Counseling:** The Respondent may be required to meet with a health care provider and/or a mental health care provider (including a drug and alcohol counselor) within a specified time frame. In such a case, the student will be expected to participate fully in any relevant assessment requested by the provider and to comply with any consequent recommendation(s), such as a treatment plan or a referral to another provider.
- **Removal of Offending Cause:** The Respondent may be required to remove the item that was the subject of the complaint.
- **Restitution:** In cases where the Respondent is found responsible for damaging or misappropriating property, they may be required to reimburse the property owner for all or some of the cost.
- **Suspension:** The Respondent may be separated from the College for a defined period of time. During a period of suspension, the Respondent is neither permitted on campus nor permitted to participate in any College-sponsored or College-affiliated programs or activities. The terms of the suspension may include special conditions affecting the Respondent's eligibility for readmission, or to take effect upon readmission, including a term of conduct probation. During the suspension, the Respondent's transcript will bear the notation "ineligible to re-register" and the date range of the suspension. This notation will be removed upon the completion of the suspension.
- **Expulsion:** The Respondent may be separated from the College permanently. A student who has been expelled is neither permitted on campus nor permitted to participate in any College-sponsored or College-affiliated programs or activities. The Respondent's transcript will have the notation "ineligible to re-register."
- **Withholding of Degree:** Because a degree signifies not only successful completion of academic requirements, but also compliance with the College's standards and good standing in the HMC community, the College may, as a sanction for violation of this Policy, withhold a degree entirely

or impose further conditions on the conferral of a degree (*e.g.*, require compliance with other sanctions as a prerequisite to the conferral of the degree).

In the event of an appeal, sanctions will normally be held in abeyance pending the outcome of the appeal. If, however, the College determines that there may exist a threat to the safety or welfare of the HMC community, sanctions will take effect immediately.

Appeals

Grounds for Appeal

Either party may appeal the hearing outcome and the sanctions on the grounds set forth below (“grounds for appeal”). However, if the Respondent accepted responsibility for the Policy violation, either party may appeal only the sanction determination.

1. **Significant Procedural Error:** A procedural error occurred which significantly affected the relevant decision/determination with respect to the appealing party (*e.g.*, substantiated bias, material deviation from established procedures). A description of the error and its impact must be included in the written appeal.
2. **New Information:** New information has arisen which was not known or available to the appealing party prior to the investigation determination; or information was improperly excluded from the investigation despite a request from the party to include it, which could have substantially affected the determination. Information that was known and available to the party but which the party chose not to present is not new information. A summary of the new or excluded evidence and its potential impact on the decision or determination must be included in the written appeal.
3. **Disproportionate Sanctions:** Either party may appeal the sanction because they feel that the sanction imposed for the Policy violation was disproportionate to the conduct found to have occurred. The written appeal must convey more than simple dissatisfaction with the sanction.

Appeal Procedures

1. Appeals must be submitted to the Dean of the Faculty (or designee) within five (5) business days of the date on which the person wishing to file an appeal is notified of the hearing panel/officer’s decision. The Dean of the Faculty has five (5) business days from the filing of the appeal to determine whether the appeal is based on one or more of the grounds for appeal. If the appeal is not based on one or more of the grounds for appeal, the appeal will be denied. If the appeal is not denied, the Title IX Coordinator will share the appeal with the other party, who shall have three (3) business days from the date on which the party is notified of the appeal to submit a response.
2. After the other party submits a response to the appeal or the time for the other party to submit a response lapses without a response, the Title IX Coordinator shall promptly send the appeal, any response, and the underlying appeal record to the President (or designee), who shall consider the appeal and take such action as s/he deems appropriate. The appeal record will consist of the investigator’s final report and any supporting documents that accompany the report; any responses to the report submitted by the parties; the hearing panel/officer’s decision; impact and mitigation statements and any other documents that the Title IX Coordinator deems relevant to the appeal.

3. Appeals will be decided by the President (or the President's designee) in a timely manner. There may, however, be circumstances that necessitate additional time for the President to reach a decision. While an appeal is under review, the Title IX Coordinator will update the parties about the timeline as necessary.
4. The Title IX Coordinator shall communicate the decision of the President (or the President's designee) to the parties simultaneously. The decision of the President is final.

Miscellaneous and Special Provisions

Time Frame for Resolution

Typically, the student complaint resolution process (*i.e.*, assessment, investigation, hearing and appeal) will be completed within approximately sixty (60) calendar days following the College's receipt of a report (*i.e.*, complaint). This time frame may be extended for good cause, which may exist if there is an unavoidable delay due to academic breaks or other legitimate reasons, or if additional time is necessary to ensure the integrity and completeness of the investigation; to account for case complexities, including the number of witnesses and volume of information provided by the parties; or to accommodate the availability of witnesses and other persons integral to the complaint resolution process. In general, the parties can expect to receive periodic updates as to the status of the complaint resolution process.

Consolidated Investigations/Hearings

Where the Title IX Coordinator determines that an allegation of Prohibited Conduct includes more than one Respondent, the Title IX Coordinator may decide to investigate the allegation as a single matter and to institute a single resolution process. Similarly, where the Title IX Coordinator determines that multiple Reporting Parties have made allegations against one Respondent, the Title IX Coordinator may decide to investigate the reported events as a single matter and institute a single resolution process. If investigations/hearings involving multiple Reporting Parties and/or multiple Responding Parties are consolidated, each party will have access to all of the information being considered (subject to FERPA and other applicable privacy laws), including the information provided by all involved Reporting Parties, all involved Responding Parties, and all involved witnesses.

Respondent's Conduct History

Generally, any prior HMC policy violation(s) by the Respondent are not admissible as information about the present allegation. The Title IX Coordinator may, however, supply information about previous behavior and/or complaints to the investigator or hearing officer/panel if:

1. The Respondent was previously found to be responsible for a similar violation; and
2. The information indicates a pattern of behavior by the Respondent and substantial conformity with the present allegation.

A Respondent's prior conduct will be taken into consideration by the Dean of Students (or designee) when determining what sanction to impose.

Past Sexual History

The sexual history of a party, if offered by the other party, will not be admissible in an investigation or hearing. The parties' past sexual interactions with one another also generally will not be admissible in an investigation or hearing unless the Title IX Coordinator determines that such information is highly relevant. If a party believes the past sexual interactions of the parties to be relevant to the investigation and/or hearing, they must submit a written request to the Title IX Coordinator explaining the nature of the information and why the information is relevant to the investigation and/or hearing. The Title IX Coordinator will review the request and render a decision within two (2) business days.

Student Withdrawal and Notations in Academic Records

If a Respondent withdraws from the College while the complaint resolution process is pending, the presumption is that the College will complete the process despite the student's withdrawal. If the College elects to defer the process while the student is no longer enrolled, the student will be ineligible to re-register at the College until the process is completed. In such a case, the College will record the notation "ineligible to re-register" on the student's official transcript. The notation "ineligible to re-register" will also appear on the official transcript of a student who is suspended or expelled. When a student has withdrawn during a pending investigation, or has been suspended or expelled due to sexual misconduct, a notation of "ineligible to re-register" will be entered on their transcript.

Records

The Title IX Coordinator will retain records of all reports and complaints against students, whether resolved by means of informal or formal resolution. For reports and complaints against faculty and staff, records will be maintained in the Human Resources Office. For reports or complaints against faculty, records will be maintained in the Dean of Faculty Office.

Affirmative findings of responsibility in matters resolved through formal resolution remain part of a student's conduct record and an employee's personnel record. Such records shall be used in reviewing and developing sanctions for any further conduct.

When a student is permanently separated from HMC through a disciplinary dismissal, this is noted on the student's academic transcript. The conduct files of students who have been suspended or dismissed for disciplinary reasons are maintained by the Division of Student Affairs indefinitely. Conduct files of students who have not been disciplinarily suspended or dismissed are maintained by the Division of Student Affairs for no fewer than seven years from the date of the incident or the period of time mandated by applicable law and HMC's Record Retention Policy, whichever is longer. Further questions about record retention should be directed to the Division of Student Affairs.

Modification of Procedures and Processes

The College retains the authority to adapt or modify the complaint resolution process, for good cause and absent substantial conflict with the Policy and these procedures, as part of the responsibility to ensure an equitable and prompt process for all parties. Certain modifications may, for example, be necessary to allow for the fair and prompt resolution of a complaint that is received at the end of a term or during an academic break.

Responsible Employees

All faculty members, staff members, administrators, proctors, mentors, and some temporary student leaders (with the exception of those working in a confidential capacity such as counselors or chaplains) are obligated to report any disclosures related to the Harvey Mudd College community that involve allegations of sexual harassment, sexual misconduct, intimate partner violence, and stalking.

Should an allegation not fall under the jurisdiction of Title IX it could be adjudicated through the HMC Prohibited Discrimination, Harassment, and Retaliation Policy.

Prohibited Discrimination, Harassment, and Retaliation Policy

I. POLICY STATEMENT

Consistent with Harvey Mudd College's ("HMC" or "College") commitment to the principle of equal opportunity both as an institution of higher education and an employer, HMC prohibits discrimination and harassment based on race, color, creed, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), gender, gender identity (including transgender identity and transitioning), gender expression and sex stereotyping, age, sexual orientation, national origin (including language use and protected use of a driver's license issued to undocumented persons under California Vehicle Code section 12801.9), ancestry, religion (including all aspects of religious belief, observance, religious dress and grooming practices), marital or registered domestic partner status, military service and veteran status, physical or mental disability, medical condition (including genetic characteristics and cancer or a record or history of cancer), genetic information, or any other legally protected class (collectively referred to as "protected characteristics" or "protected class"). The College also prohibits discrimination and harassment based on the perception that someone is a member of a protected class or is associated with a member of a protected class.

II. SCOPE OF POLICY

This Policy applies to all faculty, staff, and students of the College. It also applies to third parties (including but not limited to trustees, applicants, volunteers, unpaid interns, campus visitors, or vendors) who may have contact with members of the HMC community either on the HMC campus or at off-campus HMC events, programs, and activities, such as College functions hosted in private homes and College-sponsored conferences, meetings, study-abroad programs, internships, research and other programs. This Policy may also apply to off-campus conduct that does not occur at an HMC-sponsored event, program, or activity, if both parties are members of the HMC community, and if the conduct could have a substantial adverse effect on or pose a threat to members of the HMC community.

For purposes of the Policy, a Complainant is an individual alleged to be the subject of conduct that could constitute discrimination, harassment or retaliation ("Prohibited Conduct") as defined by this Policy. A Respondent is an individual, group, or organization who has been reported to have engaged in Prohibited Conduct. A Reporting Party is an individual who makes a report of alleged Prohibited Conduct. This can be any person, including individuals unassociated with HMC.

III. RESPONSIBILITY

All faculty, staff, students, and other members of the HMC community are responsible for ensuring that their conduct does not violate this Policy. If employees (i.e.: administrators, managers, supervisors, department chairs, faculty members), or residence hall proctors know that discrimination or harassment is occurring, receive a complaint of discrimination or harassment, or obtain other information indicating a possible violation of this Policy, they must take immediate steps to ensure that the matter is addressed.^[1] Administrators, managers, supervisors, and department chairs have the further responsibility of preventing and eliminating discrimination and harassment within the areas they supervise.

IV. PROHIBITED CONDUCT

A. Discrimination

Prohibited discrimination is defined as any decision, act, or failure to act that improperly interferes with or limits an individual's or group's ability to participate in or benefit from the services, privileges, or activities of the College, or otherwise adversely affects an individual's employment, education, or living environment, when such decision, act, or failure to act is based on a protected characteristic (or based on a

perception that an individual has the protected characteristic or associates with others who have, or are perceived to have, the protected characteristic).

Examples of discrimination include, without limitation: (1) denying an individual admission or employment based upon a protected characteristic, (2) denying pay increases, benefits, or promotions based on a protected characteristic, or (3) subjecting an individual to different academic standards or employment conditions because of a protected characteristic.

B. Harassment

1. Prohibited Harassment in General

Prohibited harassment is defined as conduct based on a protected characteristic (or based on a perception that an individual has the protected characteristics or associates with others who have, or are perceived to have, the protected characteristic) which is sufficiently severe, persistent or pervasive to alter or interfere with an individual's work or academic performance, or which creates an intimidating, hostile, or offensive work, educational, or living environment.

- Whether particular physical, verbal, or non-verbal conduct constitutes harassment in violation of this Policy will depend upon all of the circumstances involved, the context in which the conduct occurs, and the frequency, severity, and pattern of the conduct.
- That one did not intend to harass an individual is no defense to a complaint of harassment. Regardless of one's intent, the effect and characteristics of one's behavior determine whether one's conduct constitutes harassment.
- Conduct alleged to constitute harassment will be evaluated according to the objective standard of a reasonable person. Thus, conduct that is objectionable to some, but that is not severe, persistent, or pervasive enough to create an objectively intimidating, hostile, or offensive environment, is beyond the purview of this Policy.

Harassment can take many forms and will vary with the particular circumstances. Examples of harassment prohibited by this Policy may include, without limitation: (1) verbal conduct, such as epithets, derogatory jokes or comments, or slurs directed at an individual or group of individuals because of a protected characteristic; (2) visual displays, such as derogatory posters, photography, cartoons, or drawings not protected by policies on academic freedom and freedom of expression which ridicule or demean an individual on the basis of a protected classification; and/or (3) physical conduct, including unnecessary and unwanted touching and intentionally blocking normal movement. Generally, statements and/or conduct legitimately and reasonably related to the College's mission of education do not constitute harassment.

2. Sexual Harassment

One form of prohibited harassment is sexual harassment. For purposes of this Policy, sexual harassment may be either "quid pro quo" harassment, that is sexual advances or requests for sexual favors where submission is made an explicit or implicit term or condition of an individual's employment or education or where submission or rejection is used as the basis for making employment or educational decisions affecting an individual; or "environmental" harassment, where the individual is subjected to a hostile or intimidating environment, in which verbal or physical conduct, because of its severity and/or persistence, is likely to interfere with an individual's work or education, or to affect adversely an individual's living conditions.

Sexual harassment includes harassment based on gender, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal, physical, graphic, or otherwise. To qualify as gender-based harassment, the conduct need not involve conduct of a sexual nature.

Examples of sexual harassment may include such conduct as: direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, grades, or letters of recommendation; direct unwelcome propositions of a sexual nature; unwelcome subtle pressure for sexual activity, an element of which may be repeated requests for private meetings without an academic or employment purpose; and patterns of conduct which would cause discomfort to and/or humiliate a reasonable person at whom the conduct was directed and which include one or more of the following: (i) unnecessary touching, patting, hugging, or brushing against a person's body; (ii) remarks of a sexual nature about a person's clothing or body, whether or not intended to be complimentary; (iii) remarks about sexual activity or speculations about previous sexual experience; or (iv) other unwelcome offensive comments of a sexual nature, including sexually explicit statements, questions, jokes or anecdotes or certain unwelcome and offensive visual displays of sexually oriented images outside the educational context, including letters, notes, or electronic mail.

Sexual harassment may be committed by anyone, regardless of gender, age, position, or authority. While there is often a power differential between two persons, perhaps due to differences in age, social, educational, or employment relationships, harassment can occur in any context. It may affect the Complainant and/or third parties who witness or observe harassment and are affected by it.

3. Sexual Misconduct

Sexual misconduct is a form of sexual harassment and encompasses a range of behaviors, including but not limited to sexual violence, intimate partner violence, stalking (including cyber-stalking), and sexual exploitation. The College, together with other members of the Claremont Colleges Consortium, has adopted a comprehensive policy dealing with sexual harassment and specifically with sexual misconduct.

The policy can be found at [<https://www.hmc.edu/student-life/title-ix-sexual-misconduct/>] and is referred to as the Claremont Colleges Title IX Sexual Harassment Policy (Title IX Policy). It is specifically designed to comply with Title IX of the Educational Amendments of 1972 ("Title IX), a federal law that prohibits discrimination on the basis of sex and gender in a college's education programs and activities.

The Title IX Policy applies to any allegations of sexual harassment, including sexual misconduct, against HMC students that fall under that policy's definition of sexual harassment. Complaints by a HMC student against a student of another of the Consortium Colleges, or vice versa, are also governed by the Title IX Policy. Behavior that does not fall within the definition of sexual harassment under the Title IX Policy, but which, if proven true, would violate HMC policy will be reviewed and adjudicated under this Policy.

Allegations of sexual harassment against faculty and staff will be reviewed and adjudicated under this Policy, provided however, that if the alleged behavior would, if proven true, constitute a violation of Title IX., the College will use the Title IX Grievance Process to adjudicate the complaint, with the administration of the Process to be managed by the College and not the TCCS Title IX Administrator.

The processes and procedures to be used to review and adjudicate any student complaint of sexual harassment, including sexual misconduct, under this Policy shall comply with the requirements of Sections 66281.8 and 67386 of the California Education Code, and the definition of sexual harassment,

sexual assault, intimate partner violence, stalking (including cyber-stalking), and sexual exploitation with California law. See e.g., Cal. Educ. Code §66262.5. Any investigation, hearing and/or appeal to be conducted in connection with a student complaint under this Policy shall utilize the investigative, hearing and appeal procedures contained in the Grievance Process section of the Title IX Policy applicable to students.

Students and all other members of the HMC community are strongly encouraged to become familiar with the Title IX Policy. Information concerning internal and external sexual misconduct reporting options, and campus and community resources available to aid victims of sexual misconduct can be accessed at <https://www.hmc.edu/student-life/title-ix-sexual-misconduct/> or obtained from Dr. Jennifer Alanis, the College's Title IX Coordinator, in person at Platt Campus Center, by telephone at [909.607.3470](tel:909.607.3470), or by e-mail at TitleIX@hmc.edu.

C. Retaliation

It is a violation of this Policy to take action against any individual for the purpose of interfering with any right or privilege secured by the Policy, or to retaliate against an individual because that individual raised allegations of discrimination or harassment, or otherwise cooperated or participated in the administration of this Policy. The College recognizes that retaliation can take many forms (e.g., threats, intimidation, and reprisals), that retaliation may be committed by or against an individual or a group, and that a Complainant, Respondent, or third party may commit or be the subject of retaliation.

HMC will take prompt action to investigate any report of retaliation and will pursue disciplinary action as appropriate. An individual who in good faith reports what that individual believes to be Prohibited Conduct under this Policy is entitled to protection from any form of retaliation following the report, even if the reported Prohibited Conduct is later not proven.

V. COMPLAINT RESOLUTION PROCEDURES

A. Informal Resolution Procedures

Individuals who believe that they have been or may be the subject of discrimination, harassment, or other behavior prohibited by this Policy may choose to avail themselves of informal resolution procedures. Use of these procedures is not a prerequisite to the filing of a complaint under the formal resolution procedures described below. An individual who chooses to make use of informal resolution procedures may terminate the process at any time to pursue a formal complaint.

Informal resolution procedures are designed to correct, rather than punish, the offending behavior; sanctions ordinarily are imposed only within the formal, and not the informal, resolution framework.

1. Initiating Informal Resolution Procedures

Requests for assistance under these informal procedures may be oral or written and should be made as soon as possible after the most recent alleged act of discrimination, harassment, or retaliation.

Such requests should be directed to any of the following College representatives: vice presidents, managers, academic department chairs, Division of Student Affairs staff, Assistant Vice President for Human Resources, human resources staff, or, in cases involving sexual harassment or sexual misconduct, the Title IX Coordinator or a Deputy Title IX Coordinator^[2].

To the greatest extent practicable and possible, requests for assistance under these informal procedures will be dealt with on a confidential basis, and disclosure of their existence will be made only as legally required or to those who, in the interests of fairness and problem resolution, have an immediate need to know. A person seeking assistance under these informal procedures who requests that their name be withheld from the person against whom the complaint is made must understand that it is not always possible to do so (and is not an option under formal resolution procedures). Such requests will be evaluated in the context of the College's obligation to provide a safe and discrimination/harassment-free learning, working, and living environment. Among the factors that HMC will consider is the seriousness of the alleged behavior and whether there have been other complaints concerning the person whose behavior is at issue.

Persons who wish to seek advice or assistance or to discuss options for dealing with issues involving discrimination, harassment, or other conduct prohibited by this Policy on a strictly confidential basis may do so by speaking with licensed counselors, clergy, medical providers in the context of providing medical treatment, and rape crisis counselors who, except in very narrow circumstances specified by law, will not disclose confidential communications. Students who wish to speak to a licensed counselor on a confidential basis may contact The Claremont Colleges Services' Monsour Counseling Center or the EmPower Center. The Employee Assistance Program is a resource for faculty and staff. The Chaplains of The Claremont Colleges are also available to counsel students, faculty, and staff on a confidential basis.

2. Approaches and Outcomes

An individual who requests assistance under the informal procedures will be advised of options for resolving the problem and about sources of further assistance. Informal resolution procedures may not be appropriate in all circumstances.

Requests for assistance may result in one of several approaches to achieve resolution. The person making use of these procedures may wish to communicate directly with the person(s) accused of violating this Policy about the offensive conduct and explain that it must stop; seek intervention by a supervisor, another College official, the Title IX Coordinator in cases of sexual harassment and sexual misconduct, when a student is involved, the academic department chair, the Vice President for Student Affairs and Dean of Students ("Dean of Students"), a Division of Student Affairs staff member, a residence hall proctor, or Human Resources; or seek a mediated or negotiated resolution (mediation is not an available outcome in cases involving sexual violence).

Informal resolutions may also result in "no contact" orders; limitations on privileges, activities, and access to facilities; academic accommodations; changes in campus housing, dining, or workspace locations; work schedule modifications; and other remedial assistance.

If a resolution is reached, no further action will be taken, and the matter will be considered closed. If the matter cannot be resolved informally, the college representative overseeing the informal resolution procedure will assist the Complainant in filing a formal complaint.

B. Formal Resolution Procedures

An individual who believes they have been subjected to discrimination, harassment, or other behavior prohibited by this Policy may file a formal complaint.^[3] The filing of a formal complaint will result in an investigation to determine whether a violation of this Policy has occurred. An investigation may also be initiated without a formal complaint from any individual, and without regard to the time limitations for

filing a complaint by an individual, at the request of the President, a member of the President's Cabinet, the Title IX Coordinator in matters involving sexual harassment or sexual misconduct prohibited by this Policy, or the Assistant Vice President for Human Resources.

1. Time Limitations

A formal complaint must be made within one year of the most recent alleged act of discrimination, harassment, or retaliation. Note, there are no time limits associated with complaints concerning sexual harassment or sexual misconduct.

Although the failure to initiate a complaint in accordance with the terms of this Policy, including the time limits set forth, shall constitute a waiver of the Complainant's right to utilize the complaint procedures described herein, the College nevertheless reserves the right to pursue an investigation as it deems appropriate whenever and however it receives allegations of, or information related to, a violation of this Policy.

2. Submitting a Formal Complaint

Formal complaints should be directed to any of the following: vice presidents, managers, academic department chairs, Division of Student Affairs staff, Assistant Vice President for Human Resources, Human Resources staff, or the Title IX Coordinator. Complaints should be in writing (although verbal complaints will be accepted) and should include details concerning the conduct that gives rise to the complaint, the name of the person against whom the complaint is made (i.e., the Respondent), and the names of any witnesses.

The person receiving the complaint shall immediately notify appropriate College officers, supervisors, or others who have a need to know of the existence of the complaint, including, in the case of a complaint involving sexual harassment or sexual misconduct, the Title IX Coordinator. Complaints made against students shall be referred to the Dean of Students, complaints against faculty to the Vice President and Dean of the Faculty ("Dean of the Faculty"), and complaints against staff or other persons to the Assistant Vice President for Human Resources, who will oversee the investigation of the complaint (hereafter referred to as the "Responsible Administrator"). If the Responsible Administrator is the subject of the complaint, or if there is a conflict of interest, the President shall designate another College administrator to serve as the Responsible Administrator.

3. Supportive Measures

When appropriate, prior to or during an investigation, the College may take supportive measures that are designed to restore or preserve access to HMC's education programs or activities and/or protect student and employee safety.

Supportive measures include counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar supportive measures. Such measures shall not be punitive and, in the case of students, applied to the fullest extent possible to avoid depriving any student of their education.

The College may also suspend a student or employee (without pay) pending the completion of the Formal Resolution Procedures, particularly when in the judgment of the College, the imminent physical health or

safety of any member(s) of the HMC community may be jeopardized by the on-campus presence of the student or employee.

A student who has been placed on interim suspension has the right, within three (3) business days of the notice of the suspension, to meet with the College's Dean of Students (or designee), to request re-consideration of the interim suspension. The College's Dean of Students (or designee) will review the decision to place the student on interim suspension to determine whether the decision to do so was arbitrary or capricious. A decision is arbitrary and capricious where there is no rational connection between the facts presented and the decision made.

The imposition of supportive measures is not indicative of a determination of responsibility or any other outcome. These measures may be modified at any time and may be kept in place after a final decision is reached as to whether a violation of this Policy has occurred.

4. Confidential Nature of Proceedings

All parties will be informed that confidentiality helps enhance the integrity of the investigation, safeguard the privacy interests of the parties, and protect the participants from statements that might be interpreted to be retaliatory or defamatory. At the beginning of the investigation, the Complainant and Respondent will be asked to keep information related to the investigation private during the pendency of the investigation. This does not preclude a party from sharing information with family, legal counsel, support persons or others as necessary in connection with the marshalling and presentation of evidence in connection with the investigation. Witnesses also will be asked to respect the confidential nature of the investigative process, to the extent consistent with applicable law.

5. Investigation Protocol

In response to a formal complaint, the Responsible Administrator will conduct an investigation or, in consultation with appropriate College administrators, will designate an investigator to conduct an investigation. The investigator may be one or more HMC employees or a qualified independent third party. The Complainant and Respondent will have the opportunity to challenge the appointment of the investigator(s) if a conflict of interest or bias is present.

Before the investigation of a complaint is undertaken, the Respondent shall be informed of the complaint and the identity of the Complainant and shall be provided with a written summary of the nature of and alleged factual bases for the complaint. If at any time during the investigation additional allegations are made concerning the behavior of the Respondent, which if true, would involve a violation of this Policy, the Respondent shall be so notified and afforded an opportunity to respond.

During the investigation, the Complainant and Respondent will be afforded a full and complete opportunity to present their respective cases to the investigator. Both the Complainant and the Respondent may present evidence and suggest witnesses to be interviewed and questions for the investigator ask the other party or witnesses. The investigator will consider all such information when determining the persons to interview and the questions to ask, but these decisions remain in the investigator's discretion. The investigator may also choose to interview other witnesses not identified by the parties. Investigatory meetings shall not be recorded.⁴

Every effort shall be made to complete the investigation and resolve all reports of violations of this Policy within sixty (60) to ninety (90) business days of the date on which the formal complaint is made or as soon thereafter as practicable under the circumstances. Although every effort will be made to comply

with this timeline, the complexity of the complaint or exigent, unforeseen, or unavoidable circumstances may require an extension of this period. The Complainant and Respondent will be notified of any timeline extension and the basis for such extension.

6. Investigation Results

The investigator shall document the results of the investigation in a written report. The report shall contain a summary of issues, key findings of fact, and an analysis of disputed facts based on all available evidence and credibility. Finally, the report will conclude with a determination of responsibility for a violation of this Policy or related policies based on *a preponderance of the evidence standard* and will include a discussion of the policy violations implicated by the complaint. Preponderance of the evidence” means that the information and facts establish that a Policy violation “more likely than not” occurred.

If the investigator is someone other than the Responsible Administrator, the investigator shall submit the report to the Responsible Administrator (or designee). Before acting on the report, the Responsible Administrator shall provide the Complainant and Respondent with an opportunity to review the report and provide comments, feedback, additional documentary evidence, requests for additional steps in the investigation, names of additional witnesses, questions to be asked the other party or witnesses, or any other information they deem relevant.

The Responsible Administrator has discretion to determine if the comments, feedback, and any other information submitted by the parties warrant further action before acting on the report. If the Responsible Administrator determines no further action is required, the report will be deemed final.

C. Decision, Sanctions, and Remedies

The Responsible Administrator (or designee) is responsible for acting on the investigative report. In those instances where the investigation is conducted by someone other than the Responsible Administrator, the Responsible Administrator shall, with due regard to the preponderance of the evidence standard, accept or reject the investigator’s report, or take such further action as deemed appropriate.

If it is determined that the Respondent violated this Policy, the Responsible Administrator shall impose disciplinary sanctions commensurate with the violation and take such remedial actions as may be deemed appropriate. The determination of sanctions/remedial actions should be guided by the following considerations: applicable HMC policies and procedures, the interests of the community, the impact of the violation on the Complainant, documented conduct history, and any mitigating or aggravating circumstances

Sanctions

Sanctions may include, but are not limited to, verbal warnings, written warnings, loss of privileges, probation, suspension, dismissal/expulsion from the College, or termination of employment.

Remedies

Remedies may include, but are not limited to, removing the Complainant or the Respondent from the hostile environment, changes in work or class schedules, changes in residence arrangements for students, contacting professors/supervisors, changes in work locations or assignments, changes in supervisory relationships, and/or “no contact” orders.

D. Appeals

1. Grounds for Appeal

The Complainant and/or the Respondent may appeal the decision of the Responsible Administrator. Appeals will normally only be considered if made on the following alleged grounds:

1. **Significant Procedural Error:** A procedural error occurred which significantly affected the relevant decision/determination as it applies to the appealing party (e.g., substantiated bias, material deviation from established procedures). A description of the error and its impact must be included in the written appeal.
2. **New Information:** New information has arisen which was not available or known to the appealing party prior to the investigation determination; or information was improperly excluded from the investigation despite a request from the party to include it, which could have substantially affected the determination. Information that was known to the party but which the party chose not to present is not new information. A summary of the new or excluded evidence and its potential impact on the decision or determination must be included in the written appeal.
3. **Disproportionate Sanctions:** Either party may appeal the sanction because they feel that the sanction imposed for the violation of this Policy are disproportionate to the conduct found to have occurred. The written appeal must convey more than simple dissatisfaction with the sanction.

2. Appeal Procedures

Appeals must be in writing and must be submitted to the Responsible Administrator (or designee) within five (5) business days after the date on which the person wishing to file an appeal is notified of the Responsible Administrator's decision. The Responsible Administrator has five (5) business days to determine if the appeal is based on one or more of the grounds for appeal; if it is not, the appeal will be denied. If the appeal is not denied, the Responsible Administrator will share the appeal with the other party, who shall have three (3) business days from the date on which they are notified of the appeal to submit a response. Absent a showing of good cause, appeals and responses to appeals shall not exceed ten (10) pages, 12-point font, double-spaced.

After the other party submits a response or the time for the other party to submit a response lapses without a response, the Responsible Administrator (or designee) shall promptly send the appeal, any response, and the underlying appeal record to the President (or President's designee), who shall consider the appeal and take such action they deem appropriate. If the President is involved in the underlying complaint, the appeal shall be directed to the Vice President, Chief Operating Officer and Treasurer or to the Chair or Vice-Chair of the Board of Trustees, who shall act in the President's place.

The appeal record will consist of the investigative file (which will include the initial report/complaint, the final investigative report, any responses to the report submitted by the parties; the decision of the Responsible Administrator (or designee); and any other documents that the Responsible Administrator deems relevant to the appeal itself).

The decision of the President (or designee) shall be final; no further appeals are allowed.

VI. SUPPORT PERSON/ADVISOR

In connection with the Complaint Resolution Procedures under this Policy, the Complainant and the Respondent will be permitted to have an advisor/support person, who is a friend, mentor, family member,

attorney, member of the Claremont Colleges community, or any other person, as long as they are not also a witness or otherwise a participant in the complaint resolution proceedings, accompany him/her through every phase of the process. The support person/advisor may be present in an advisory or emotional-support capacity only, and shall not directly participate or intervene in meetings, the investigation, or other matters related to the College's response under this Policy. In the case of a sexual harassment or misconduct complaint, the provisions of the College's Title IX Policy dealing with support persons and advisors, will control.

VII. RECORD RETENTION

A copy of the "investigative file," any "record on appeal," and any decision on appeal shall, for the period of time mandated by HMC's record retention policy and applicable law, be maintained in the Division of Student Affairs for complaints against students and the Human Resources Office for complaints against all others.

Should a violation of this Policy be found, a record of the complaint and disciplinary action taken shall be made part of the personnel or student file of the person(s) found to have violated the Policy. In the event that the investigation does not result in a finding of violation of this Policy, no record of the complaint or investigation will become a part of any individual's personnel or student file.

Note that, whether or not a complaint is made under these formal resolution procedures, a record of all reports, complaints, and investigations involving sexual harassment or sexual misconduct, as well as of the outcomes of such reports, complaints, and investigations, shall be maintained by the Title IX Coordinator for the period of time mandated by HMC's record retention policy and applicable law.

VIII. FALSE ACCUSATIONS

Knowingly making a false accusation of discrimination or harassment under either the informal or the formal procedures of this Policy is itself a violation of this Policy and a basis for disciplinary action up to and including dismissal/expulsion from the College or termination of employment. Failure to prove a claim of discrimination or harassment is not the equivalent of a knowingly false accusation.

IX. ACADEMIC FREEDOM

HMC adheres to principles of academic and expressive freedom. Nothing in this Policy shall be construed to limit the legitimate exercise of academic and expressive freedom, including but not limited to written, graphic, or verbal expression that can reasonably be demonstrated to serve a legitimate educational purpose. Nor shall this Policy be interpreted or applied in a manner that is inconsistent with California Education Code section 94367.

X. CONSENSUAL RELATIONSHIPS

A. Staff

The College discourages consensual intimate, amorous, or sexual relationships between students and staff and prohibits such relationships whenever a staff member assigned to an instructional, research, administrative, or other College employment responsibility is involved in a relationship with a student whom they supervise or evaluate or over whom they exercise authority.

B. Faculty

The College discourages consensual intimate, amorous, or sexual relationships between students and faculty. A sexual relationship between a faculty member and a student for whom the faculty member has, or should reasonably expect to have, academic responsibility entails a conflict of interest and, therefore, a breach of professional integrity. Accordingly, such relationships are prohibited even if consensual. Academic responsibility includes responsibility for teaching, advising, evaluating, or supervising a student in any aspect of the College's academic programs or the academic programs of other institutions that comprise the Claremont Colleges.

XI. ADDITIONAL RECOURSE

Discrimination, harassment, and retaliation are violations of federal and state law. This policy is intended to supplement and not replace such laws. Whether or not the internal complaint procedures described in this Policy are utilized, a College employee who believes that they are the victim of discrimination, harassment, or retaliation may file a complaint with the [California Department of Fair Employment and Housing](#), or with the [United States Equal Employment Opportunity Commission](#). In addition, students and/or employees may file a complaint with the Office of Civil Rights, [United States Department of Education](#).

Persons who believe they are victims of discrimination, harassment, or other behavior prohibited by this Policy should be aware that both state and federal law impose time deadlines for the filing of complaints, and that the use of the internal complaint procedures described in this Policy will not change such filing deadlines.

In connection with claims involving sexual harassment including sexual misconduct, other forms of recourse are available which are described in detail in the College's Title IX Policy.

XII. POLICY DISSEMINATION

The Human Resources Office and the Division of Student Affairs are responsible for distributing copies of this Policy to faculty, staff, and students. A notice of nondiscrimination, which also makes specific reference to this Policy and the College's Title IX Policy, shall also be provided to individuals employed by contract to perform services at HMC and volunteers. References to this Policy are included in faculty, staff, and student orientation materials and handbooks. In addition, this Policy is continuously available at appropriate campus locations and on the HMC website.

XIII. MODIFICATION OF PROCEDURES AND PROCESSES

The College retains the authority to adapt or modify the complaint resolution process, for good cause and absent substantial conflict with the procedures and processes contained in this Policy, as part of the responsibility to ensure an equitable and prompt process for all parties.

XIV. POLICY SOURCES

California Education Code sections 200, *et seq.*; California Sex Equity in Education Act, California Education Code sections 66250, *et seq.*; California Education Code section 67386, California Education Code section 94385; California Fair Employment and Housing Act, California Government Code sections 12900, *et seq.*; Age Discrimination in Employment Act of 1967, Title 29 of the United States Code, section 621; Title VI of the Civil Rights Act of 1964, Title 42 of the United States Code, section 2000d;

Title VII of the Civil Rights Act of 1964, Title 42 of the United States Code, sections 2000e, *et seq.*; Section 504 of the Rehabilitation Act of 1973, Title 29 of the United States Code, section 794; Americans with Disabilities Act of 1990, Title 42 of the United States Code, sections 12101, *et seq.*; Title IX of the Education Amendments of 1972, Title 20 of the United States Code, sections 1681, *et seq.*; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Title 20 of the United States Code, sections 1092(f), *et seq.*; and Violence Against¹⁶ Women Reauthorization Act of 2013 (VAWA), Title 34 of the United States Code, section 1229.

Sex Offender Registration – Campus Sex Crimes Prevention Act (Megan’s Law)

Members of the general public may request community notification flyers for information concerning sexually violent predators in a particular community by visiting the chief of law enforcement officer in that community. The State of California maintains a database of convicted sex offenders who are required to register their home addresses. This database can be found at: Search for Sex Offenders: <http://meganslaw.ca.gov/disclaimer.aspx>. For general information, see State of California Department of Justice, Megan’s Law in California: <http://www.meganslaw.ca.gov/>

Missing Student Notification Policy

The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC 1092 (j) Section 488 of the Higher Education Opportunity Act of 2008). In accordance with general institutional emergency notification procedures, when a Harvey Mudd College student is thought to be missing from the campus, the On-Call Dean should be immediately notified.

This protocol applies to students who reside in campus housing. A residential student is officially “determined to be missing” when a missing person report investigation concludes that the student has been absent from the College for a period of 24 hours or longer without any known reason. Campus Safety, in conjunction with the assistant vice president for student affairs, will make the official determination of whether a student is deemed missing. All residential students have the opportunity to identify an individual or individuals to be contacted by the assistant vice president for student affairs no more than 24 hours after the time that the student is determined to be missing.

Students age 18 and above and emancipated minors are given the opportunity to designate a confidential individual or individuals to be contacted by the College no more than 24 hours after the

¹⁶ [1] In matters involving sexual harassment, all employees (including faculty, staff, administrators, coaches, student workers) and proctors, who have responsibilities for student welfare (commonly referred to as “Responsible Employees”), are required to promptly share with the Title IX Coordinator any report of sexual harassment or sexual misconduct which they receive or of which they become aware of.

[2] For a list of Deputy Title IX Coordinators, see <https://www.hmc.edu/student-life/title-ix-sexual-misconduct/>.

[3] Note, individuals who believe that they have been discriminated against on the basis of disability are referred to the College’s Disability Grievance Policy and Procedure. A copy of the Policy is available online at <https://www.hmc.edu/student-life/disability-resources/grievance-procedures/>.

time that the student is determined to be missing in accordance with the missing residential student procedure. A designation remains in effect until changed or revoked by the student. Should the student not formally declare a separate missing person contact, the emergency contact on record will be notified. Students may update their missing person contact and their emergency contact information at any time by notifying the Division of Student Affairs.

The Division of Student Affairs is located in the Platt Campus Center (301 Platt Blvd., Claremont, CA 91711) or contact them by email at dean_of_students@hmc.edu. This information will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation or as required by law.

Students under the age of 18 (not emancipated) determined to be missing will require that the College notify a custodial parent or guardian, in addition to the student's designated contact, no more than 24 hours after the student is determined to be missing.

If any member of the Harvey Mudd College community has reason to believe that a student may be missing, they should immediately notify the Division of Student Affairs office at 909.621.8125 (Monday–Friday, 8 a.m.–5 p.m.) or Campus Safety at 909.607.2000 (24 hours a day). The College will immediately initiate an investigation into any report of a missing person. If a student is determined to have been missing for 24 hours, the College and/or Campus Safety will notify the appropriate law enforcement agency and initiate the notification of appropriate emergency contacts.

It is made clear to all students annually, that each residential student of HMC has the option to designate an individual to be contacted by the College no later than 24 hours after the time that Harvey Mudd College determines the student is missing. Students fill out the Emergency Contact Information Form through the student portal on an annual basis. This information is only accessible to College employees who are authorized campus officials and this information will not be disclosed to others with the exception to law enforcement personnel in the furtherance of a missing student investigation.

Daily Crime Log

Campus Safety maintains a Daily Crime Log of all crime reported to the Department. The log includes criminal incidents reported to Campus Safety during the last 60 days and is available on the Campus Safety website at <https://services.claremont.edu/campus-safety/clery-daily-crime-logs>. Any member of the Claremont Colleges and members of the public may also view the Clery Daily Crime Log at Campus Safety during normal business hours at 150 E. 8th St., Claremont, CA 91711. This log identifies the type, location, date, time and disposition of each criminal incident reported to Campus Safety. Any portion of the log that is older than 60 days will be made available within two business days from date requested for public inspection.

Fire Log

The Facilities and Maintenance Office maintains a Fire Log that includes the nature, date, time, and general location of every fire that occurs in on-campus residence hall facilities. The log is available for inspection by contacting the Senior Director for Facilities, Emergency Preparedness and Employee Safety in the Office of Facilities and Maintenance, Monday through Friday during normal business hours.

Disclosure of Results of Disciplinary Proceedings Policy Statement

In accordance with the Higher Education Opportunity Act, Harvey Mudd College will, upon written request, disclose to alleged victims of a crime of violence or a non-forcible sex offense, the report on the

results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this policy.

Reports made to HMC officials and identifying information about the victim shall not be made public.

Reports made to medical professionals, licensed mental health counselors, and Chaplains will not be shared with third parties except in cases of imminent danger to the victim or a third party.

Policies Governing Alcohol and Other Drugs

HMC's Program Relating to the Prevention of Illegal Possession, Use and Distribution of Drugs and Alcohol by Students

- 1) The program is a set of standards of conduct prohibiting all students from unlawfully possessing, manufacturing, using or distributing drugs and alcohol on College property or at any activities of the College. In addition, this program is designed to address and eliminate occurrences of binge drinking (five or more drinks at a sitting for men and four or more drinks at a sitting for women) and its consequences.
- 2) The program is an imposition of disciplinary penalties on a student in the event of a violation of these standards of conduct. Whether there has been a violation will be determined in accordance with the College's procedures applicable to student discipline. When students visit another Claremont College, they are responsible for observing the regulations of both that college and HMC.
 - a) Penalties will be of varying degrees of severity and may include: warnings, attendance in a substance abuse program, substance probation, community service, loss of residential privileges (temporary or permanently), suspension, expulsion or referral to governmental authorities for prosecution.
 - b) The appropriate penalty shall be determined by taking into consideration all relevant circumstances, and particular penalties will not be associated with any particular violation.
- 3) Annually, the College will distribute to each student a written statement that will include a copy of this program and
 - a) A description of the various federal, state and local laws relating to the unlawful use, possession or distribution of illicit drugs and alcohol and the penalties imposed;
 - b) A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
 - c) A description of any drug and alcohol counseling, treatment, rehabilitation or reentry programs that are available to students;
 - d) A statement of any regulations established from time to time by the College with respect to the unlawful use, possession and distribution of drugs and alcohol on College property and at College activities.
- 4) At least every two years, the College will review this program to determine its effectiveness and implement changes to the program if they are needed and ensure that the disciplinary penalties described above are consistently enforced.

HMC is committed to education and counseling as the primary focus of their substance abuse programs and will provide confidential professional assistance for any students who want it. Students are also provided with the Students are urged to seek information and help regarding substance abuse for themselves or their friends. A variety of services, including counseling, educational materials, campus Alcoholics Anonymous meetings and referrals are available at the following offices:

- Division of Student Affairs, Associate Dean, Student Health and Wellness, 909.607.4101
- Monsour Counseling and Psychological Services, 909.621.8202
- Student Health Services, 909.621.8222

All incoming students receive online alcohol training through AlcoholEdu through EVERFI in addition to an in-person workshop at the beginning of each academic year. All students receive ongoing education in the form of events hosted by the Offices of Housing and Residential Life and Health and Wellness that involve education and training around safe alcohol consumption, risks, and state and federal laws. Student leaders receive training about signs and symptoms of drug overdoses and how to identify misuse.

Local, State and Federal Laws

Some local, state and federal laws establish severe penalties for the unlawful possession or distribution of illicit drugs and alcohol. These sanctions, upon conviction, range from a fine and probation to lengthy imprisonment. The following are lists of topics covered by these laws and the websites where more details can be found.

Claremont Municipal Code

9.23 Drinking Alcoholic Beverages in Public

California Codes

- California Business and Professions Code
 - 25602 Giving Alcohol to Intoxicated People
 - 25604 Retail Establishments Serving Alcohol Must Be Licensed
 - 25607 Limits on Alcohol Approved by Retail Licenses
 - 25658 Limits on Alcohol Provision, Purchase and Consumption to Minors
 - 25662 Public Possession of Alcohol by Those Under 21
 - 25659 Confiscation of False Identification
 - 25660.5 Furnishing False Identifications
 - 25661 Use of False Identification
- California Vehicle Code
 - 13388 Under 21 Refusing a Blood Alcohol Test
 - 23136 Under 21 Driving Under the Influence
 - 23140 BAC Limit for a Driver Who is Under Age
 - 23152 Driving Under the Influence
 - 23220 Limits on Drinking while Driving

- 23221 Limits on Consumption of Alcohol in a Vehicle (driver or passenger)
- 23222 Consequences for Possession of Marijuana or Open Container While Driving
- 23224 Limits of Under 21 Transporting Alcohol
- 23502 Alcohol Education Programs for Underage Offenders
- 23536 Consequences for DUI Conviction
- 23594 Consequences for Owner of Vehicle Used in DUI
- 23612 License Suspension for Refusal of Blood Alcohol Test
- 23645 Further Consequences for DUI Conviction
- **California Health and Safety Code**
 - 11153.5 Manufacture of Controlled Substances
 - 11350 Possession of Narcotics
 - 11351 Possession of Narcotics for Sale
 - 11352 Transportation of Narcotics
 - 11355 Sales of Narcotics
 - 11357 Possession of Marijuana or Hashish
 - 11358 Cultivation of Marijuana
 - 11359 Sale of Marijuana
 - 11360 Transportation of Marijuana
 - 11364 Possession of Device for Consuming Narcotics
 - 11365 Aiding the Use of Narcotics
 - 11377 Consequences for Possession of a Controlled Substance
 - 11378 Possession for Sale of Controlled Substances
 - 11379 Transportation of Controlled Substances
 - 11382 Aiding the Distribution of Controlled Substances
 - 11383 Possession of Materials Intended to Manufacture Methamphetamine

Federal Code

Title 21, Chapter 13 Lists Laws Pertaining to Possession of Controlled Substances and Illegal Trafficking

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

The use of any mind- or mood-altering substance, including alcohol, can lead to psychological dependence, which is defined as a need or craving for the substance and feelings of restlessness, tension or anxiety when the substance is not used. In addition, with many substances, use can lead to physical tolerance, characterized by the need for increasing amounts of the substance to achieve the same effect and/or physical dependence, characterized by the onset of unpleasant or painful physiological symptoms when the substance is no longer being used. As tolerance and psychological or physical

dependence develop, judgment becomes impaired and people often do not realize they are losing control over the use of the substance and that they need help.

Alcohol acts as a depressant to the central nervous system and can cause serious short- and long-term damage. Short-term effects include nausea, vomiting and ulcers; more chronic abuse can lead to brain, liver, kidney and heart damage and even eventual death. Ingesting a large amount of alcohol at one time (five or more drinks at a sitting for men, and four or more drinks at a sitting for women) can lead to alcohol poisoning, coma and death. Drugs such as LSD, amphetamines, marijuana, cocaine and alcohol alter emotions, cognition, perception, physiology and behavior in a variety of ways. Health risks include, but are not limited to, depression, apathy, hallucinations, paranoia and impaired judgment. In particular, alcohol and/or drug use inhibits motor control, reaction time and judgment, impairing driving ability. Abuse of either or both alcohol or drugs during pregnancy increases the risk of birth defects, spontaneous abortion and stillbirths.

Assistance for Alcohol Abuse and/or Drug Use Problems

The Claremont Colleges are committed to education and counseling as the primary focus of their substance abuse programs and will provide confidential professional assistance for any students who want it. Students are urged to seek information and help regarding substance abuse for themselves or their friends. A variety of services, including counseling, educational materials, campus Alcoholics Anonymous meetings and referrals are available at the following offices:

- Division of Student Affairs, Associate Dean, Student Health and Wellness, 909.607.4101
- Monsour Counseling and Psychological Services, 909.621.8202
- Student Health Services, 909.621.8222

In particular, All incoming first year students participate in an online module AlcoholEdu through EVERFI. HMC students participate in Brief Alcohol Screening and Intervention for College Students (BASICS) education with the Office of Health and Wellness when their behavior related to alcohol or other drugs is referred to student conduct. To protect students' privacy, information regarding a student during participation in any related program is treated as confidential.

Throughout the academic year the Office of Health and Wellness at Harvey Mudd College will host programs. These programs goals are to educate students on the health risk associated with alcohol and other drugs. These programs include Pop Up events, Alcohol and Drug Free Education Based Parties, trainings for student leaders, Community Forums in the Resident Halls, Fresh Check Day events, and individual interventions.

HMC's Drug Free Workplace Policy

HMC is committed to providing a safe, healthy and productive work environment. Consistent with this commitment, and its obligations under applicable law, this policy establishes the College's intent to maintain a drug and alcohol-free work environment. All employees of HMC, including faculty, staff and student employees, must comply with this policy as a condition of employment. Persons who are not employees of the College but who perform work at the College for its benefit (such as contractors and their employees, temporary employees provided by agencies, visitors engaged in joint projects, volunteers, etc.) are also required to comply with this policy. Prohibitions

HMC prohibits the unlawful: manufacture, possession, distribution, dispensation, sale, transportation, offer to sell, promotion, purchase and/or use of drugs (including marijuana) or alcohol on HMC owned

or controlled property, at HMC sponsored/sanctioned activities and events; and while employees or other persons as described above conduct or perform HMC-related business, regardless of location. In addition, employees shall not report for work or work under the influence of any drug or alcohol or other substance which will impair work performance, alertness, coordination or response, or affect the safety of others.

Nothing in this policy is meant to prohibit the appropriate use of over-the-counter medication or other medication that can legally be prescribed under both federal and state law, to the extent that it does not impair an employee's job performance or safety or the safety of others. Employees who take over-the-counter medication or other medication that can legally be prescribed under both federal and state law to treat a disability should inform their supervisors and/or the Human Resources Office if they believe the medication will impair their job performance, safety or the safety of others or if they believe they need a reasonable accommodation before reporting to work while under the influence of that medication. [For more information on how to request a reasonable accommodation, please contact HMC's Human Resources Office.]

This policy does not prohibit the use or consumption of alcohol at HMC sponsored activities or events where alcohol is served, or at social, business or professional events attended by HMC employees while performing work for or in their capacity as HMC employees. However, employees who choose to consume alcohol at such events must do so responsibly, they must conduct themselves properly and professionally at all times, and they must abide by all state and federal laws related to alcoholic beverages, including laws which prohibit the operation of vehicles while under the influence.

The College recognizes drug and alcohol abuse as treatable conditions. Employees who are concerned about problems related to substance use, abuse and rehabilitation should be aware that The Claremont Colleges sponsor and present seminars and workshops on these topics, from time to time, for all members of the College community. Other programs are available through the health insurance plans and the Employee Assistance Program (EAP) of The Claremont Colleges.

Of particular note is the EAP which provides counseling and other services for qualified employees with substance abuse and other personal or emotional problems. The EAP will treat information obtained regarding an employee during participation in such programs or services as confidential, in accordance with federal and state laws. The College will not use an employee's voluntary participation in an EAP program as a basis for corrective action. An employee may also request a leave of absence to obtain treatment for substance abuse, with documentation from a licensed health care provider providing that such treatment is required and undertaken. The granting and returning from medical leaves is subject to applicable HMC personnel policies.

The Human Resources Department can also provide referral services for confidential, professional counseling, providing a constructive way for employees to voluntarily deal with drug or alcohol related and other problems. Employees who are also students should seek assistance for similar problems through the Student Health Center, Monsour Counseling Center or the Dean of Students' office.

Harvey Mudd College will impose sanctions on individuals and/or organizations that violate this policy. These sanctions will be consistently enforced and penalties will depend upon the severity of the offense. Penalties may include termination from employment and referral for prosecution of the most serious violations of law and this policy. For example, an employee found to be selling illegal drugs will be subject to discipline up to and including discharge from employment. Disciplinary action may be invoked entirely apart from any civil or criminal penalties that may apply to the employee or organization.

Standard of Conduct Governing Alcoholic Beverages and Drugs

The State of California prohibits the use, possession and purchase of alcohol by individuals under the age of 21 and the use of alcohol in public by all people, regardless of age. The alcoholic beverage rules of Harvey Mudd College are required by law to be consistent with the California alcoholic beverage laws.

The following standards of conduct will govern the use of alcohol on the HMC campus and at HMC-sponsored events off campus.

- i) Possession or use of alcohol in public is forbidden. Public locations include all grounds and dormitory exteriors, except those areas designated for approved parties.
- ii) Events involving drinking games and/or promoting binge drinking are specifically forbidden.
- iii) Alcoholic beverages may not be served on HMC property or at any HMC event where persons under 21 years of age are present, unless written approval has been granted by the Dean of Campus Life of a plan that assures compliance with the law.
- iv) HMC events are defined as any on-campus event. In addition, those off-campus events that may be identified as being an activity of the College will also be governed by state law and HMC standards of conduct.
- v) Students are responsible for abiding by the California alcohol laws and these HMC standards of conduct. Failure to abide by the law or standards of conduct will result in disciplinary sanctions.

As to the use of drugs, federal and state laws govern actions by all members of the Harvey Mudd College community. As required by law, HMC has established the following policies regarding the possession and use of drugs that are consistent with the federal and state laws governing drug use:

- a. The use, sale, manufacture, possession or distribution (providing, sharing, jointly purchasing, purchasing for others or otherwise making available) of all forms of illegal drugs, including edibles and drinkables, is prohibited.
- b. The use, sale or distribution of legally prescribed medication for use in a manner in which the medication was not intended (including use by someone other than the person to whom the medication was prescribed) is prohibited.
- c. Medical Marijuana: Marijuana use on campus is prohibited in compliance with federal law. Documentation of medically prescribed marijuana does not exempt a student from this policy. A student who qualifies for medical use under California's Compassionate Use Act should speak with the assistant dean for residential life regarding their option to live off campus.
- d. The display of drug paraphernalia, regardless of whether the item has an alternate legal use, is not permitted.

Dry Week

In order to allow new students time to acclimate to the College community, the Dry Week policy is in effect for each and every student the moment they arrive on campus for the fall semester and ends on the first Saturday of the semester, at 6 p.m. (Other campuses may have different ending times.) During this time, students are not permitted to consume alcohol anywhere on the 5-C campuses. It is an Honor Code

violation to do so. As decided by ASHMC, Dry Week begins for Summer Institute students when they arrive on campus.

Being “dry” means alcohol may not be consumed on campus. If alcohol is consumed elsewhere (in strict moderation, by people over age 21) and behavior upon return to campus is not disorderly, disruptive or does not involve associating with first-year students, it is considered acceptable for Dry Week. A modified form of Dry Week applies to the Admitted Student Program in spring.

Policies on College Parties

Parties cannot be registered during Dry Week, the first week of the school year and during Admitted Students Weekends or other campus events where minors will be present during or after the event. Additionally, parties are not allowed during summer break. In accordance with state liquor laws, no admission may be charged for any party serving alcohol.

Properly secured fences with guarded gates must enclose any party at which alcohol is not contained indoors; no alcohol may enter or leave the party.

At any 5-College party, alcohol must be distributed by 21-year-old or older servers who have extensive experience at 5-C events. Servers will be paid for their services and may not drink alcohol during the party. For all other parties, hosts must have previously attended a party-planning seminar which is administered by Social Committee chairs. It is the responsibility of the servers to check IDs and monitor sobriety. Only those 21 or older will be served. Campus Safety reserves the right to terminate any party. Note that these guidelines may be amended or abbreviated by the Social Committee and members of the Division of Student Affairs staff in special circumstances.

III. ANNUAL DISCLOSURE OF CRIME STATISTICS

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses. Campus Safety maintains a close relationship with the Claremont police department to ensure that crimes reported directly to the police department that involve HMC are brought to the attention of Campus Safety.

Campus Safety collects the crime statistics disclosed in the charts through a number of methods. Dispatchers and officers enter all reports of crime incidents made directly to the department through an integrated computer aided-dispatch systems/records management system. After an officer enters the report in the system, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The department periodically examines the data to ensure that all reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). In addition to the crime data that Campus Safety maintains, the statistics below also include crimes that are reported to various Campus Security Authorities, as defined in this report. The statistics reported here include the number of criminal incidents reported to the Claremont Police Department and surrounding agencies, as applicable. The statistics reported for the sub categories on liquor laws, drug laws and weapons offenses represented the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

Definitions of Reportable Crimes

Primary Crimes

- Murder and Non-Negligent Manslaughter – defined as the willful (non-negligent) killing of one human being by another.
- Manslaughter by Negligence – defined as the killing of another person through gross negligence.

Sexual Assault (Sex Offenses) – Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

- Rape – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

Robbery – is defined as taking or attempting to take anything of value from the car, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault – is defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary – is the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft – is the theft or attempted theft of a motor vehicle.

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

Hate Crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For Clery Act purposes, Hate Crimes include any of the categories listed above and includes the four additional categories below:

Larceny/Theft —is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. It includes pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories and all other larceny.

Simple Assault —an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

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

Destruction/Damage/Vandalism of Property (except Arson)—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.

Categories of Bias

Race – A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

Gender – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Religion – A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation – A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

Ethnicity – A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

National Origin – A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability – A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Dating Violence, Domestic Violence, Sexual Assault ,and Stalking

Dating Violence Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. 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.

Domestic Violence is defined as a felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
- By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Sexual Assault is defined as any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (i) Fear for the person’s safety or the safety of others; or
- (ii) Suffer substantial emotional distress.

2021 Harvey Mudd College Crime Statistics Chart

Offense		On-Campus	*Residential Facility	Non-campus Building or Property	Public Property
Criminal Homicide					
<i>Murder and Non-negligent Manslaughter</i>	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
<i>Manslaughter by Negligence</i>	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Sex Offenses					
<i>Rape</i>	2018	4	2	0	0
	2019	2	1	0	0
	2020	0	0	0	0
<i>Fondling</i>	2018	2	0	0	0
	2019	1	0	0	0
	2020	0	0	0	0
<i>Incest</i>	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
<i>Statutory Rape</i>	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Robbery	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Aggravated Assault	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Burglary	2018	3	0	0	0

	2019	2	2	0	0
	2020	3	3	0	0
Motor Vehicle Theft	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Arson	2018	1	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0

Other Offenses		Arrest				Judicial Referral			
		On-Campus	Residential Facility	Non-campus Building or Property	Public Property	On-Campus	Residential Facility	Non-campus Building or Property	Public Property
Liquor Law Violations	2018	0	0	0	0	7	7	0	0
	2019	0	0	0	0	13	12	0	1
	2020	0	0	0	0	1	1	0	0
Drug Abuse Violations	2018	0	0	0	0	7	7	0	0
	2019	0	0	0	0	0	0	0	0
	2020	0	0	0	0	1	1	0	0
Illegal Weapons Possession	2018	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0	0

VAWA Amendment Offenses

<i>Dating violence</i>	2018	1	1	0	0
	2019	0	0	0	0
	2020	0	0	0	0
<i>Domestic Violence</i>	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
<i>Stalking</i>	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0

Hate Crimes:

2018 There were no reportable hate crimes

2019 There were no reportable hate crimes

2020 There were no reportable hate crimes

* Residential statistics are a subsection of the On-Campus totals

** Statistics were received from the Claremont Police Department, and are included in this report.

Claremont Police Department has not 'unfounded' any crimes for Harvey Mudd College in 2018, 2019, or 2020.



Fire Safety Report

CONTAINS STATISTICS FOR 2018 - 2020

Introduction

The Higher Education Opportunity Act (HEOA) requires all institutions of higher education that maintain on-campus housing to publish an annual Fire Safety Report. This report contains the information required by the HEOA for Harvey Mudd College. The annual report is posted and available on October 1 to all students, prospective students, faculty and staff on the HMC website at: <https://www.hmc.edu/institutional-research/higher-education-opportunity-act-heoa/>

Housing and Residential Life Fire Safety Information/Policies

Any fires on campus should be reported to Campus Safety immediately by calling 909-621-2000. Any reports of fires that have occurred after the fact should be directed to the Interim Vice President for Student Affairs and Dean of Students at mvalenzuela@g.hmc.edu and the Senior Director for Facilities, Emergency Preparedness and Safety at flauer@hmc.edu.

Evacuation Procedures

Evacuate a Building When:

4. A building alarm is activated.
5. An emergency email text message, or voice message is dispatched requiring a building evacuation.
6. An emergency order to evacuate is given by the police, fire department, or campus administration.

General Procedures:

10. Become familiar with the various exits in your building, residence hall and work area.
11. **Do not ignore a fire alarm.** However, during a shelter-in-place event, verify the alarm (by email, text message or phone) before evacuating.
12. When the fire alarm sounds, prepare to evacuate immediately.
13. Stay calm and walk quickly to the closest exit (or alternative, if nearest exit is blocked). **Do not use elevators.**
14. Walk in a single-file line, and stay to the right through corridors and stairwells.
15. If smoke is encountered, drop to the floor and crawl along the wall to nearest exit.
16. When approaching a closed door, feel the door with the back of your hand. If the door is cool, carefully open the door and (if you determine it is safe) proceed with the evacuation.
17. Once outside, move to the nearest evacuation assembly site or other area away from the affected building. Keep streets and walkways clear to provide access for emergency vehicles and personnel.
18. Report persons needing evacuation assistance, those who are unaccounted for, and those you know have left campus to the staff members (Proctors or On-Call ADs) taking attendance.

Emergency Evacuation for Persons with Disabilities:

In the event of a building evacuation, some individuals with disabilities may require special assistance.

Mobility-Impaired/Wheelchair:

Ask the person what assistance is needed and, if unable to use the stairs, follow directions for persons using wheelchairs. Seek the assistance of emergency personnel for wheelchair users on upper floors. Immediate evacuation should only be attempted if a life-threatening situation is imminent. **Do not use elevators.** If a person must be removed from a wheelchair, seek assistance to avoid injury and ask person about preferences with regard to:

- Ways of being removed from the wheelchair.
- Movement of extremities when lifting (may be limited due to pain, catheter, spasticity, braces, etc.).
- What to do once removed from the wheelchair.

Visually Impaired:

Act as a "sighted guide" to those who are visually impaired. Offer your elbow to the individual, tell the person where you are and advise them of obstacles along the evacuation route until you have reached the designated HMC evacuation site.

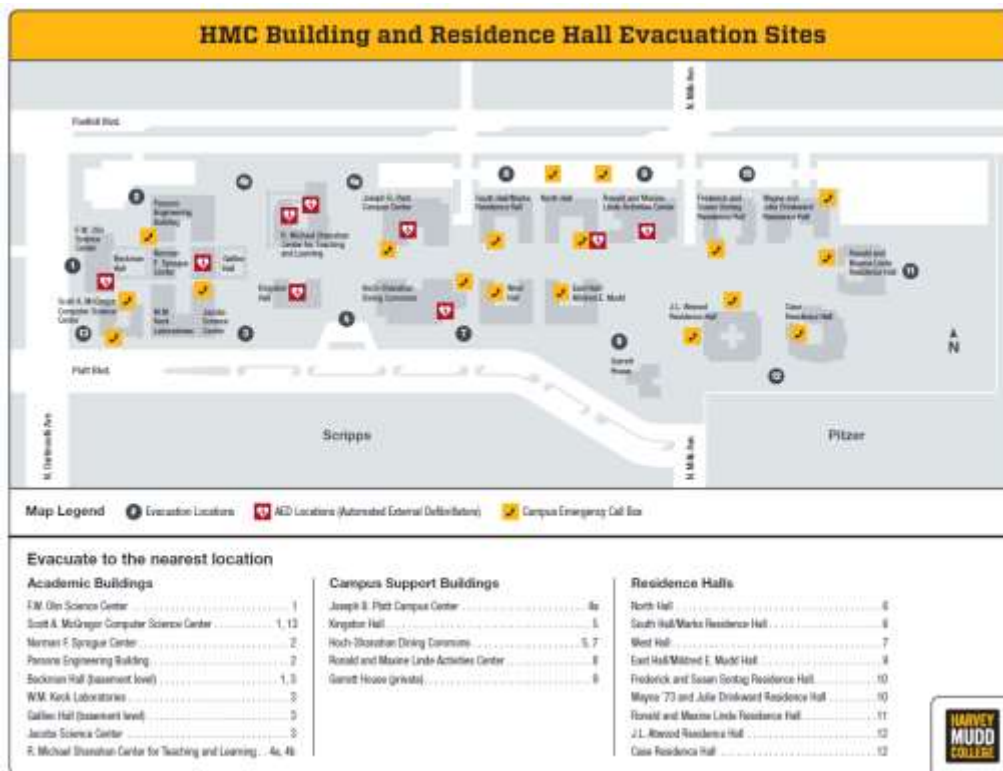
Hearing Impaired:

Persons with impaired hearing may not notice audio emergency alarms and will need to be notified by an alternative method.

- Write a note stating what the emergency is and the required action.
- Turn the room lights on and off to gain attention, then indicate through hand gestures or writing what is happening, what to do, and where to go.

No one should return to the building until an “ALL CLEAR” is given by authorities, Campus Safety, building evacuation coordinators or by a Mudd Alert message.

Evacuation Site Map:



Safety and Security

When fire alarms sound in the residence halls, residents must evacuate immediately. Candles, incense, open flames and flammable liquids or gases, portable electrical appliances, and smoking are not allowed in the residence halls due to the hazards of fires. (Birthday and Hanukkah candles are okay if safely lit, constantly monitored and quickly extinguished.) Tampering with the fire safety equipment (i.e., fire extinguishers, smoke detectors or fire alarm boxes) in the residence halls is a felony in the state of California. Covering or disabling smoke or heat detectors is dangerous and unlawful and will result in Disciplinary Board (DB) charges. People, who start a fire or participate in the burning of something outside the guidelines below will be referred to DB.

Fires on campus must be registered with and approved by the Dean of Students office and the Los Angeles County Fire Department. To register a fire, a student needs to complete an event registration for the Dean of Students office. After being approved by the Dean of Students office, the student must then take the form to the local fire station (Station 101) to obtain a fire permit, which fire station personnel may or may not grant. Upon receiving a permit from the fire station, proof of the permit (in the form of a copy) must be provided to the Department of Student Affairs office. Campus Safety and College officials will use these guidelines to determine if a courtyard fire is safe and non-damaging. The fire:

1. is fully contained (nothing hanging over the sides) in a barbecue grill that is elevated more than 6 inches off the ground and that is a maximum of 9 square feet in area and a minimum of 12 inches deep.
2. does not throw sparks or threaten anything nearby,
3. does not burn anything that gives off toxic gases, such as plastics or couches, or can explode, such as aerosol cans,
4. does not have wood or fuel for the fire that exceeds two feet tall,
5. is constantly monitored by a trained fire watch with the building's fire extinguisher and a garden hose connected to a water supply nearby,
6. is completely extinguished by the last person to leave the fire, and
7. is in compliance with the Fire Code, as determined by the Los Angeles County Fire Inspector.

Students and employees can report non-registered fires to the Student Affairs Office, Campus Safety, or the on-call staff (via contacting Campus Safety). Excessive clean-up of fires will follow normal ASHMC/F&M excessive clean-up procedures. According to the Fire Inspector, only one container of lighter fluid per barbecue may be stored in the exterior courtyard near the barbecue (not student individual rooms). College-owned wood pallets or other materials may only be used with permission from F&M.

On-campus Housing Fire Safety Systems

Harvey Mudd College complies with local, state and national fire regulations. All of HMC's residential buildings have reportable fire alarm systems which are monitored 24-hours a day. Additionally, the residence halls have fire/smoke alarms and suppression equipment that include manual fire extinguishers and may also include automatic sprinkler systems. The fire safety systems are routinely inspected and monitored as mandated by the County of Los Angeles. A log of these inspections is maintained by the Facilities and Maintenance Department.

Fire Safety Systems in Residential Facilities

Facility	Year Built	Fire Alarm Monitoring Done On-Site (by Campus Safety)	Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans	Number of Evacuation (Fire) Drills Each Calendar Year
Atwood Residence Hall 1200 N. Mills Avenue	1981	Yes	No	Yes	Yes	Yes	2
Case Residence Hall 560 E. Foothill Blvd.	1985	Yes	No	Yes	Yes	Yes	2
Marks Residence Hall (South) 400 E. Foothill Blvd.	1968	Yes	Partial	Yes	Yes	Yes	2
Mildred Mudd Residence Hall (East) 445 Platt Blvd.	1958	Yes	No	Yes	Yes	Yes	2
North Residence Hall 440 E. Foothill Blvd.	1959	Yes	No	Yes	Yes	Yes	2
West Residence Hall 425 Platt Blvd.	1958	Yes	No	Yes	Yes	Yes	2
Linde Residence Hall 550 E. Foothill Blvd.	1993	Yes	Yes	Yes	Yes	Yes	2
Sontag Residence Hall 524 E. Foothill Blvd.	2004	Yes	Yes	Yes	Yes	Yes	2
Drinkward Residence Hall 540 E. Foothill Blvd	2015	Yes	Yes	Yes	Yes	Yes	2

Fire Log

The Facilities and Maintenance Office maintains a Fire Log that includes the nature, date, time and general location of every fire that occurs in on-campus residence hall facilities. The log is available for inspection by contacting the Senior Director for Facilities, Emergency Preparedness and Employee Safety in the Office of Facilities and Maintenance, Monday through Friday during normal business hours.

Statistics and Related Information Regarding Fires in HMC Residential Facilities for 2018 thru 2020

Facility	Year	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries Requiring Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Atwood Residence Hall 1200 N. Mills Avenue	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
Case Residence Hall 560 E. Foothill Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
Marks Residence Hall (South) 400 E. Foothill Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
Mildred Mudd Residence Hall (East) 445 Platt Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
North Residence Hall 440 E. Foothill Blvd.	2018	1	1	Phone Adaptor	0	0	0
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
West Residence Hall 425 Platt Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
Linde Residence Hall 550 E. Foothill Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
Sontag Residence Hall 524 E. Foothill Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A
Drinkward Residence Hall 540 E. Foothill Blvd.	2018	0	N/A	N/A	N/A	N/A	N/A
	2019	0	N/A	N/A	N/A	N/A	N/A
	2020	0	N/A	N/A	N/A	N/A	N/A

Plans for Improvement

The Senior Director for Facilities, Emergency Preparedness and Employee Safety in the Office of Facilities and Maintenance in collaboration with the Division of Student Affairs and the President’s Cabinet is responsible for oversight of all emergency response and preparedness initiatives on campus. The Physical Plant and Campus Planning Committee of the Board of Trustees with support from the Facilities and Maintenance staff have oversight of large-scale capital improvements. Initiatives for fire safety are reviewed by these groups regularly and as deemed appropriate. There are no immediate plans for large-scale capital improvements in the Residence Halls.