



Alfred University
OUTSIDE of ORDINARY



ANNUAL SECURITY & FIRE SAFETY REPORT 2022

Issued September 2023 by the Alfred University Office of Public Safety, a department in the Division of Student Experience, in collaboration with the Office of Environmental Health and Safety.

Published in compliance with United States Code Section 1092 (f) the Jeanne Clery Disclosure of Campus Security Policy and Campus Statistics Act (hereinafter referred to as the Campus Security Act) and the Code of Federal Regulations (CFR).

This report is accessible online at my.alfred.edu/student-policies. Printed copies of this document are available at the Office of Public Safety, Powell Campus Center.

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IMPORTANT PHONE NUMBERS

On the back of the **University ID/meal cards** is a list of emergency numbers.

You can also connect with Public Safety to file a report with your **RAVE Guardian app** on your smartphone.

Alfred Police Department	911
Alfred Police Department (office)	607-587-8877
Ambulance	911
Counseling Services	607-871-2300
Health Services	607-871-2400
Dean for Student Experience	607-871-2895
Office of Public Safety	607-871-2108
Fire	911
New York State Police (Amity)	585-268-9030
UR Medicine Jones Memorial Hospital (Wellsville)	585-593-1100
UR Medicine St. James Hospital (Hornell)	607-324-8000

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GENERAL SECURITY PROCEDURES

In November 1990, the Student Right-to-Know and Campus Security Act of 1990 was signed into law. Compliance with this act, known as the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act or Clery Act, provides students and families, as higher education consumers, with the information they need to make an informed decision. The Higher Education Amendments of 1992 imposed new requirements for preventing, reporting, and investigating sex offenses that occur on campus. In 1994, the U.S. Department of Education issued the final regulations needed to implement the Higher Education Act of 1965 as amended by the Student Right-to-Know and Campus Security Act (Public Law 101-542), the Higher Education Technical Amendments of 1991 (Public Law 103-26), the Higher Education Amendments of 1992 (Public Law 102-325), and the Higher Education Technical Amendments of 1993 (Public Law 103-208). In accordance with the Clery Act, data collected in this report represents activity on the Alfred University campus and in the Village of Alfred.

Director for Public Safety Message

Your safety on campus is vitally important to us, encompassing not only your personal security, but also the environment of mutual trust that is central to our educational mission. Cooperation and collaboration are the key. The Office for Public Safety and many other offices at Alfred University work together to deter crime and have increased the number and variety of proactive safety and security measures on and around our campus.

Faculty, staff members, and students work together to foster safety awareness. Information, education, and personal awareness are some of the most powerful tools you have to ensure the safety of yourself and others on campus. The following pages provide students, staff, faculty, parents, and neighbors with a comprehensive summary of services and programs offered by Alfred University. A common goal unites each program and service we provide: to protect and serve. The Office for Public Safety staff are dedicated to protecting the Alfred University campus, to providing a safe community for academic growth and to furthering the mission of our university. As the campus grows beyond traditional physical boundaries so too, does our commitment and service to the community.

We hope you will use the information provided in this report to make your experience at Alfred University the best it can be and keep this handbook as a convenient reference for crime prevention programs, student guidelines, and important information on our campus safety reporting procedures.



Scott A Richardson
Director of Public Safety

Safety, Security & the Office of Public Safety

The Office for Public Safety is a full-time, 24-hour, 365-days-a-year operation. Our goal is to provide a safe and secure environment for students, faculty, staff, and visitors to live, work, and study. The office is staffed with the Director for Public Safety, Day Shift Supervisor, Day shift Public Safety Officer and an Office Manager from 7:00am – 3:00pm. From 3:00pm to 11:00 pm and from 11:00pm – 7:00am the office is staffed with Public Safety Officer's and student guards.

Specific responsibilities of the Office for Public Safety include enforcing laws and policies, enforcing campus parking regulations of vehicles belonging to students, faculty, staff, and visitors; controlling the movement of vehicular and pedestrian traffic as well as crowd control during special events on campus; and aiding in the control of alcohol and drug use on campus through the enforcement of the University Substance Use & Abuse Policy. Their presence also assists in resolving conflicts between students and deterring unlawful acts. Although the professional Public Safety staff do not have the power to arrest, staff members are certified Peace/New York State Police Officers/NYS Security Guards who fill a critical role by observing and reporting incidents to appropriate University administrators and the local police with whom they have direct radio contact.

The Office for Public Safety is responsible for maintaining a Daily Crime Log. Please note that entries or updates are generally made within two business days after the event occurs. Incidents or situations deemed threatening to the campus community are logged as soon as possible.

While most events are logged, the Office for Public Safety may determine that an incident be classified as "confidential" to not jeopardize a criminal investigation or reveal the identity of a victim.

Information may be withheld from the log only if there is clear and convincing evidence that the release of the information would jeopardize an ongoing investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence.

Memorandum Of Understanding with Alfred Village Police Department

In accordance with the passed amendment Article 129-B to the NYS Education Law, Alfred University's Office for Public Safety and the Alfred Village Police Department have signed a Memorandum of Understanding to work cooperatively when necessary to protect the health, safety and welfare of the University's students, employees, and the Village community. The

MOU acknowledges the shared interest between the Village and the University to promote and maintain a continued, harmonious working relationship and cooperative effort between the Village of Alfred and Alfred University.

Local Police Agencies

Alfred University works with the Village of Alfred Police Department to provide law enforcement on campus when needed. Alfred University Office for Public Safety employs NYS Certified Security Guards as well as certified police officers. Alfred University and the Village of Alfred agree that all law enforcement procedures (arrests) are carried out by the Village of Alfred Police Department. Notification of all

arrest/incident reports by the local police department are submitted to the Office for Public Safety; this is a close and successful working relationship.

The Village of Alfred Police Department also provides training and work in consultation with the Alfred University Office for Public Safety and officials on an as needed basis. Members of the University community are encouraged to file reports with the Office for Public Safety as well as the Alfred Police Department. New York State Police and the Allegany County Sheriff's Office are also available to assist.

Alfred Community Coalition

The Alfred Community Coalition is comprised of members from Alfred University, Alfred State College, and the Village and Town of Alfred who are dedicated to addressing issues that arise regarding students living in the Alfred community. The Coalition works proactively to reduce high risk behaviors of students in the community. The Coalition is also committed to promoting responsible decision-making of college students on their rights and responsibilities as good neighbors and citizens in the Village and Town of Alfred.

Accomplishments:

- Expanded membership to include a landlord, a business owner, and the health/wellness/alcohol and other drug (AOD) educators from each campus.
- Explored the idea of restorative justice and a community/town "court" for alternative sanctioning of students who might otherwise go through the court system for alleged violations
- Pursued grant funding for the development of "town-gown" initiatives and partnerships; submitted a federal grant for sexual assault prevention on the AU and ASC campuses.

Reporting Crimes

All members of the Alfred University community are encouraged to report criminal incidents, emergencies, and suspicious activity. The Office for Public Safety phone number is 607-871- 2108 and should be used to report all crimes.

Incident Reports can be filled using *AU Report It* at <http://my.alfred.edu/student-affairs/au-report-it.cfm> or by contacting the Vice President for Student Experience or Director for Public Safety. Police reports may also be filed through Alfred Police Department at 607-587-8877.

For medical emergencies, dial 1-607-871-2108 or 911 to request emergency medical services. Residential students should also report incidents and emergencies to their residence hall staff. All reports are logged and responded to appropriately.

Any student, faculty, or staff may report crimes in progress and any other on-campus emergency to the Office for Public Safety by dialing campus extension x2108. Upon receipt of a call, a patrol will be immediately dispatched to the site of the complaint.

Confidential Reporting

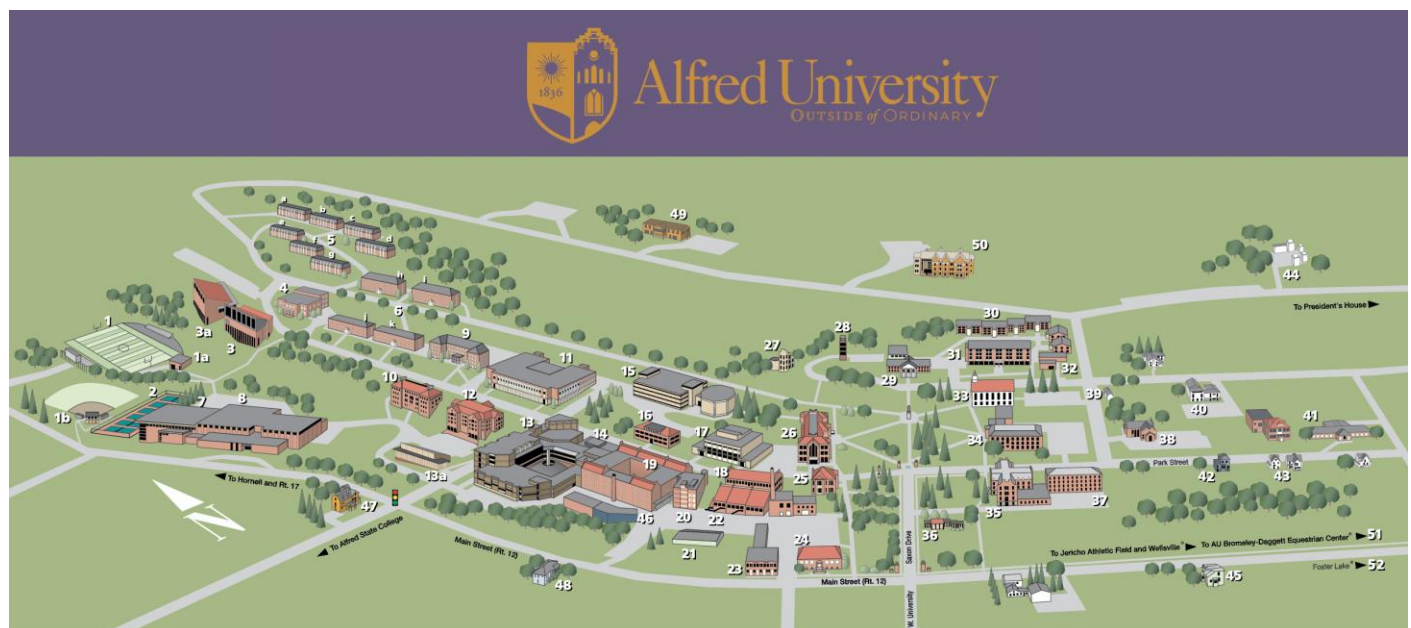
Members of the University community may report criminal incidents to the professional staff of Counseling Services. Counselors at the Wellness Center, who are informed by persons they are counseling of the

commission of a crime, may also inform that person that crimes can be reported to the Office of the Vice President for Student Experience which can be done on a voluntary confidential basis for inclusion in the University's crime statistics only. In the event of a major crime, emergency or an event which poses a threat to the campus community notification can be distributed via e-mail, AU text messages and voicemail to all student, faculty, staff, and administrative accounts and by paper copy when necessary.

Reporting Locations

Federal law requires that campuses report specific criminal activities that occur on campus property and specific areas around those properties. However, crimes occur in the community beyond what is required for reporting in this document. Members of the Alfred University community are advised to exercise caution in all areas both on and off campus.

On campus includes the main campus property, in campus buildings, the Equestrian Center, Foster Lake and athletic fields. Public Property includes thoroughfares, streets, sidewalks, parking facilities, and Public Park or park-like settings immediately adjacent to and accessible from the campus (ref. map in this document).



- | | | | |
|--|--|---|---|
| 1 Merrill Field | 7 Joyce and Walton Center | 23 Greene Hall | 41 Wellness Center |
| 1a Connors Family Pavilion | 8 McLane Physical Education Center | 24 Jordan Hall | 42 Honors House |
| 1b Harrington Softball Field | 9 Bartlett Residence Hall | 25 Kanakadea Hall | 43 Language House |
| 2 Tennis Courts | 10 Olin Building | 26 Powell Campus Center | 44 Stull Observatory |
| 3 Marlin Miller Performing Arts Center | 11 McMahon Building | 27 Steinheim Castle | 45 Hillel House |
| 3a Miller Theatre | 12 Scholes Library | 28 Davis Memorial Carillon | 46 National Casting Center |
| 4 Ade Dining Hall | 13 Harder Hall | 29 Howell Hall | 47 Fasano House/University Advancement |
| 5 Pine Hill Suites | 13a Alfred Ceramic Art Museum | 30 Ford Street Apartments | 48 Cohen Arts Center |
| a Norwood | 14 McGee Pavilion | 31 Connors Residence Hall | 49 Joel's House |
| b Phillips | 15 Science Center | 32 Judson Leadership Center | 50 Ann's House |
| c Tredennick | 16 Perlman Hall | 33 Welcome Center/Alumni House | 51 Bromeley-Daggett Equestrian Center/Cuneo Equine Park |
| d Crawford | 17 Myers Hall | 34 Herrick Library | 52 Foster Lake |
| e Shults | 18 Seidlin Hall | 35 The Brick Residence Hall | |
| f Davis | 19 Binns-Merrill Hall | 36 Village Bandstand | |
| g Kenyon | 20 Hall of Glass Science and Engineering | 37 Kruson Residence Hall | |
| 6 Residence Halls | 21 Student Engineering Projects Lab (STEP) | 38 Saxon Inn | |
| h Moskowitz | 22 Seidlin Annex Engineering Laboratories | 39 Gothic Chapel | |
| i Tefft | | 40 The Powell Institute for Children and Families | |
| j Barresi | | | |
| k Cannon | | | |



Missing Persons

Do not wait if you believe a student is missing. Alfred University's Office for Public Safety conducts an immediate response to the report of any missing student. To file a report, contact the:

- | | |
|--|--------------|
| 1. Office for Public Safety | 607-871-2108 |
| 2. Alfred Police Department | 607-587-8877 |
| 3. Vice President for Student Experience | 607-871-2132 |
| 4. Residential Communities | 607-871-2186 |

Submit a report on *AU Report It* at <http://my.alfred.edu/student-affairs/au-report-it.cfm>

Students must submit via *Banner Web* an emergency contact (name, number, address) who University personnel should contact in the event they are determined to be "missing". The contact information will only be accessible to authorized campus officials, and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

Alfred University's Office for Public Safety and the Alfred Police Department should be contacted immediately. Once contacted, an initial investigation will begin. Missing students who reside in on-campus housing and are determined to be missing for 24 hours from initial notification, the following procedures will be followed:

1. Notification will be issued to the Village of Alfred Police Department and NYS Police in accordance with the Memoranda of Understanding.
2. Notification (regardless of the age of the student) will be issued to the specified missing person emergency contact person the student provided.
3. Notification to the families/guardians of an unemancipated student under 18 years of age, in addition to the emergency contact person given by the student.

Crime Awareness and Prevention

During annual student awareness programs and residential hall meetings, students are informed of safety programs such as: Rave Guardian, R.A.D (self-defense classes for women) and emergency notification procedures. Guests must be escorted while inside residence halls. Students and employees should notify the Office for Public Safety of any person who does not appear to have legitimate business in a building or on campus grounds. Books and other personal property should be secured when left unattended. Bicycles and cars should be locked and parked in well-lit areas and valuables removed.

Through comprehensive awareness programs, members of the University community learn more about the University's efforts to enhance their safety and become aware of their personal stake in their own security and that of others. Below is a sample listing of crime prevention and personal safety programs presented by various offices of Alfred University:

- Interactive Educational Bulletin Boards: 3 (three) times each semester bulletin boards are created by staff, on every floor of each residence hall, on a variety of topics including safety-related topics.

- Bystander Intervention Program: The role of the bystander is one component of sexual and interpersonal violence prevention that can be effective on college campuses. Common goals of bystander programs are to:
 - Develop ways to increase awareness of sexual assault and interpersonal violence, such as learning to make observations and recognizing warning behaviors that may require intervention.
 - Teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways; and
 - Effective bystander programs foster an encouraging environment for others to speak out against gender or gender discrimination attitudes, rape myth beliefs, and sexual or interpersonal violence itself. Confronting sexual or interpersonal violence can help change the social norms of a community and society.
 - Some of recent efforts include:
 - Bystander Intervention #SaxonsStandUp
 - Monthly workshops with select groups.
 - “No More” campaign
 - R.A.D. Trainings (Rape Aggression Defense)
- Peer Education Program: Peer Educators are students that encourage other students to consider the behaviors, attitudes, and actions that guide their lives. Peer Educators are student volunteers who promote health and wellness alongside the supervision of the Health & Wellness Educator. Peer Educators are concerned about people their own age and are willing to take a stand on issues that affect young people. There are two types of Peer Educators:
 - Wellness Reps
 - Sexual Assault Prevention Peer Educators (SAPPE)

Other Educational Initiatives

- Orientation is a great time to begin educating students about our community values, but since research indicates that short, single-session programs do little to create long-term attitude or behavior change, we are not solely relying on one program/speaker. We use comprehensive, multi-pronged strategies that are interconnected in a planned way. Many of these tactics have been in place for years and some are new, but each will help us create a safer campus.
- Before the start of classes, every student is sent an electronic copy of our Student Code of Conduct.
- The very first evening of orientation, the Vice President for Student Experience, Director of the Wellness Center, Director for Public Safety, and the Health & Wellness Educator host the first all-class meeting to discuss community expectations and information specific to sexual and interpersonal misconduct and other safety issues.
- Office for Public Safety encourages all community members to use the Rave Guardian and Rave Alert app.
- September is National Campus Safety month, and Public Safety, Residential Communities and the Wellness Center have partnered to offer a wide range of programs including a “No More” pledge drive, bystander awareness, shared spaced, consent and alcohol/substance abuse prevention.
- Over the course of the academic year, information about sexual misconduct, interpersonal violence, campus resources and community expectations are disseminated through a variety of social media/social networking platforms. Over the past several years we partnered with the “No More” campaign; our athletic teams created a video and *L’il Alf* appeared in a poster series.
- Specific training about sexual and interpersonal violence signs, support and response is provided to Wellness Center, Office for Public Safety and Residential Communities staff, as well as University Conduct Boards and investigators.
- During orientation, all first-year students are required to attend a program on sexual or interpersonal violence.
- The Wellness Center installs “The Morning Reflection” a monthly awareness newsletter, in every public restroom on campus. These newsletters cover topics on drug, alcohol, and sexual health and promote on and off-campus resources.
- We are a “*Culture of Respect*” and “*It’s On Us*” campus, dedicated to strengthening sexual and interpersonal violence prevention and response on college campuses
- We are a “JED Campus”, a nationwide initiative of The Jed Foundation designed to empower schools with a framework and customized support to promote the emotional well-being of students, reduce suicide and serious substance abuse and build communities where students can learn and thrive.

RAVE Guardian

Download The App to Your Smart Phone

A mobile phone app enhances safety on campus through real-time interactive features that create a virtual safety network of friends, family, and Public Safety. Features:

- Panic Button – Direct immediate connection to Campus Safety with GPS location and personal profile information.
- Tip Texting – Enables anonymous, 2-way, crime tip reporting through text and images.
- Personal Guardians & Safety Timer – Students can identify Campus Safety, friends, roommates, and family as “Guardians” when setting their Rave Guardian Safety Timer. During a timer session, Guardians and Campus Safety can check the status of the student. If the Safety Timer is not deactivated before it expires, Campus Safety is automatically provided with the user’s Rave Guardian profile to proactively identify and check in on the individual.
- Safety Profile – Student-created Safety Profiles contain information such as residence details and medical conditions. When a student requires assistance – on or off campus – student Safety Profiles are displayed to Campus Safety and Smart 911 enabled 9-1-1 centers nationwide.

CARE Team

As a result of a growing national trend on college campuses of mental health issues and the increase in hospitalizations and deaths due to alcohol consumption, Alfred University created the Care Team. The Care Team has been charged with increasing early intervention and prevention efforts to maintain a healthy environment for the entire Alfred University community.

The mission of the Alfred University’s Care Team is to identify students who have engaged in threatening behaviors or done something that raised serious concerns about their well-being, stability, or potential for violence or suicide.

The Care Team is committed to improving the Alfred University community safety through a proactive, collaborative, coordinated, objective, and thoughtful approach to the prevention, identification, assessment, intervention, and management of situations that pose a threat to the safety and well-being of the campus community.

Reasons for Care Team Referral:

- Self-injurious behavior/suicidal ideation or attempt behaviors including but are not limited to suicidal thoughts or actions.
- Erratic behavior (including online activities) that disrupts the mission and/or normal proceedings of students, faculty, staff, or community behaviors include, but are not limited to weapons on campus, significant inappropriate disruption to the community, potential for safety being compromised.
- Transportation to the hospital for alcohol and drug use/abuse

Team composition: Vice President for Student Experience, Director of the Wellness Center, Director for Public Safety, Director of Residential Communities, Assistant Director of Residential Communities, Assistant Vice President for Athletics, Director of the Center for Academic Success, Chief Diversity Officer and Title IX Coordinator and additional members specific to individual student issues, as needed.

To submit a report, please send a detailed description of the incident using specific, concise, and objective language to *AU Report It* <https://my.alfred.edu/student-affairs/au-report-it.cfm>, studentconduct@alfred.edu, or call 607-871-2132.

Advisory Committee on Campus Safety

The Advisory Committee on Campus Safety's responsibilities are to advise the President, Vice President for Student Experience, Director for Public Safety, and the Director of Environmental Health and Safety on matters of campus security, public safety (including signage and parking), and personal safety; to review and suggest improvement in safety and education programs; to assess availability of counseling services for crime victims; to review victim referral and campus response procedures for sexual assault situations; to conduct ongoing assessment of the quality of campus personal safety policies, practices, procedures, and programs; and to conform to Article 129-A of the Education Law by providing information to incoming students about sexual assault prevention measures, penalties, and related security procedures.

Emergency Response

An emergency can potentially arise at any time and from a variety of causes. The Integrated Contingency Plan (ICP) is designed to minimize the possibility of an emergency occurring, and to provide for an organized and coordinated response to emergencies. The goal is to direct appropriate resources towards the mitigation, preparedness, response, and recovery associated with an emergency incident. The procedures outlined in this plan are intended to enhance the protection of life, property, and the environment, mitigate damage, and provide a rapid return to normal operations through effective use of university resources. The plan includes a chain of command, establishing the authority and responsibilities of various individuals. This plan is designed to provide for effective response and is subject to changes, updates, and revisions as the environment of the University changes.

This plan describes how Alfred University handles emergencies. Specifically, it describes:

- The steps Alfred University takes to prevent "emergency" incidents.
- The emergency response actions Alfred University employs to minimize or eliminate injuries to human health and the environment resulting from "emergency and non-emergency incidents."
- The remedial and corrective actions Alfred University implements after a "emergency incident" to reduce or eliminate the possibility of such incidents reoccurring in the future.
- How Alfred University complies with several state and federal environmental and employee safety laws and rules.

This plan is also designed to help protect lives and property through effective use of campus resources and communication networks.

Alfred University is committed to conducting its operations in a safe and environmentally responsible manner. All faculty, staff and students are expected to promote and foster a safe work/learning environment. Precautionary measures, including the adoption of the ICP, have been taken to minimize the potential occurrence of incidents that could result in emergencies.

The Alfred University campus is maintained and operated to minimize the possibility of an explosion or any unplanned, sudden, or non-sudden release of hazardous material to air, soil, surface water or groundwater. The ICP is also designed to minimize hazards to human health and the environment potentially caused by fires, explosions, bomb threats, and any unplanned release of hazardous material to air, soil, surface water or groundwater at or from Alfred. See 6 NYCRR §§ 373-3.3(b) and 373-3.4(b).

The provisions of the ICP will be carried out immediately whenever there is an emergency in Alfred on campus or in the community.

The ICP contains guidelines to assist operating, maintenance, and emergency response personnel in determining specific courses of action and responsibilities under foreseeable medical emergencies. Appropriate emergency response by all involved includes:

- Prompt response to injuries to human health and damage to the environment
- Minimization of property damage and threats to the community
- The prompt and safe resumption of university operations

Emergency Notification

The University's leadership is trained in assessing emergencies, appropriately responding to emergencies, and initiating necessary communication with those immediately impacted by the event and the greater campus community. The Director for Public Safety/Incident Commander, or their designee, is responsible for determining the appropriate segment or segments of the campus community to receive a notification, determine the content of the notification and initiate protocols for the implementation of the emergency notification system through the established procedures.

The Director for Public Safety/Incident Commander or designee will, upon confirmation of an emergency that necessitates evacuations, will order an evacuation or if the situation warrants instructions to "shelter in place". In the absence of the director, the officer on duty will make appropriate consults and level determination. If there were a serious, immediate threat to the health and safety of the campus community, the emergency response protocol would be enacted as appropriate to the situation. This may include:

- Activation of RAVE Guardian
- AU all-campus email
- Text notification

- Loudspeaker
- Alert message on *my.alfred.edu* and *alfred.edu*

Notification to the greater campus community is coordinated between the Office for Public Safety and the Marketing & Communication Office.

Types of Campus Notifications

- Immediate Threat/Emergency in Progress: All the above forms of communication will be used to inform the campus community in the events of this type of incident.
- Clery Act Notification: The Clery Act requires campuses to give “timely warning” in the event of specific crimes that may pose an ongoing threat to students and employees. Such notification will occur with email (Alfred Alert), notices posted at building main entrances, the *my.alfred.edu portal*, and/or the Public Safety website.
- General Campus Notice: The University may choose to notify the campus of situations that do not fall under the Clery Act. The method will vary depending upon the situation.
- Weather Related Closing: Weather-related closing decisions are made in the morning. Notice is made via mass email, voice mail and by broadcasting to local radio stations.

Standard notification procedures may be altered if the emergency response authorities determined it would compromise efforts to assist a victim or compromise efforts to contain, respond to or otherwise mitigate the emergency.

Timely Warnings

If a situation arises, either on or off campus, that, in the judgment of the Director for Public Safety and the Dean for Student Experience, constitutes an ongoing or continuing threat, a campus-wide a “Timely Warning” will be issued after consultation with the Office of Marketing & Communication. The warning will be issued through e-mail and/or the University text messaging system to students, faculty, and staff. In the event of a major emergency, or if there is an event which poses a threat to students, employees, or others, the “Timely Warning” will be prepared and distributed to:

- WALF (campus radio station)
- Campus e-mail service (Alfred Alert)
- Entrance doors to academic and residence hall buildings
- Fiat Lux (campus newspaper)
- RAVE Alert
- The *my.alfred.edu portal*
- Public Safety website

Standard notification procedures may be altered if in the emergency responses authorities determine it would compromise efforts to assist a victim, or compromise efforts to contain, respond to or otherwise mitigate the emergency. Pursuant to its procedures, fire drills are not announced, and testing of the other emergency systems may be announced or unannounced.

Emergency and Evacuation Procedures

Shelter In-Place Plan

Most of our community members are familiar with the “lockdown” concept practiced throughout the nation’s K-12 schools whenever there is a potential for violence on school property. That practice works well in the strictly controlled environment that operates on a universal, common schedule and has clearly defined physical boundaries. The “lockdown” concept is impractical for most of the country’s college campuses for that same reason. Most colleges and universities are open to visitors and seldom feature gates, fences, or checkpoints. The Office of Public Safety offers the following practical suggestions to our community members to adapt to the principle of “Shelter in Place” rather than a “lockdown” If you are notified that an emergency is in progress, and you receive the direction to “shelter in place,” please proceed as follows and await further instructions.

Hostile Intruder(s) In an Alfred University Building

Notification of a hostile person on a campus may come from a pre-recorded message on the campus phones, a text message, in person, by e-mail, or by public alerts. These guidelines apply to any building on or near campus, including residence halls, academic buildings, administrative buildings, etc.

- Faculty/staff should immediately close the doors to their classroom/office. Lock them if possible. If locks are unavailable, barricade doors unless there is an imminent need to be silent. Attempt to cover any door or classroom windows or openings that have a direct line of sight into the hallway.
- If communication is available, call 911 or 607-871-2108.
- Do not sound the fire alarm. A fire alarm would signal the occupants to evacuate the building and thus place them in potential harm as they attempted to exit.
- Lock the windows.
- Stay away from the exterior and interior windows, if possible
- Turn off all audio equipment and silence cell phones.
- Try to remain as calm as possible.
- Keep everyone together.
- Keep classrooms locked, insist that occupants remain until the police arrive and give you directions.
- If you are in an open area such as a hallway or vestibule, try to get to a classroom or an office and then follow the above procedures. Do not go outside, unless you feel comfortable that you can make it without harm.
- Stay out of open areas and be as quiet as possible.
- If for some reason you are caught in an open area such as a hallway or lounge, you have several options:
 - You can try to hide, but make sure it is a well-hidden space or the intruder may find you as the intruder moves through the building looking for victims.
 - If you think you can safely make it out of the building by running, then do so. If you decide to run, do not run in a straight line. Attempt to keep objects such as desks,

cabinets, fixtures, etc. between you and the hostile subject. When away from the immediate area of danger, summon help in any way you can and warn others.

- If the person(s) is/are causing death or serious physical injury to others and you are unable to run or hide, you may choose to play dead, if other victims are around you.
- Your last option, if you are caught in an open area in a building, may be to fight back. This is dangerous but, depending on your situation, this could be your last option.
- If you are caught by the intruder and are not going to fight back, obey all commands and don't look the intruder in the eyes.
- Once the police arrive, do not run toward them. Obey all police or emergency officer's commands. This may involve you being handcuffed or keeping your hands in the air. This is being done for safety reasons. Once the police evaluate circumstances, they will give you further directions to follow.

Hostile Intruder(s) On the Grounds of Alfred University

When a hostile person(s) is actively causing death or serious physical injury or threatening imminent death or serious physical injury to person(s) on the University grounds, we recommend the following actions be taken:

- Run away from the threat if you can, as fast as you can.
- Do not run in a straight line.
- Keep vehicles, bushes, trees, and anything that could possibly block your view between the hostile person(s) and you while you are running.
- If you can get away from the immediate area of danger, summon help, CALL 911 or 607-871- 2108, and warn others.
- If you decide to hide, take into consideration the area in which you are hiding. Will I be found here? Is this really a good spot to remain hidden?
- If the person(s) is/are causing death or serious physical injury to others, and you are unable to run or hide, you may choose to play dead, if other victims are around you.
- The last option you have, if caught in an open area outside, be ready to fight back. This is dangerous, but depending on your situation, this could be your last option.
- If you are caught by the intruder and you are not going to fight back, do not look the intruder in the eye and obey all commands.
- Once the police arrive, do not run toward them. Obey all police or emergency officers' commands. This may involve your being handcuffed or made to put your hands in the air. This is being done for safety reasons. Once the police evaluate the circumstances, they will give you further directions to follow.

This action/procedure guide cannot cover every possible situation that might occur, but it is a tool that can reduce the number of injuries or deaths if put into action as soon as a situation develops. Time is the most important factor in the optimal management of these types of situations.

Inclement Weather Procedures

Occasionally, emergency situations require classes and/or activities to be cancelled. All decisions related to closing University offices and/or canceling classes and activities will be made by the President or designee. The Director for Public Safety and the Alfred University Supervisor of

Grounds or designee will collaborate and advise the President of the inclement weather situation on and off campus. If the President or designee determines activities need to be cancelled, they will notify the Director for Public Safety who will in turn notify the Office of Marketing & Communication to alert the campus through the means described below.

Supervisors are not authorized to close offices except at the explicit instruction of the President or designee.

In weather-related emergency closings, Powell Campus Center Grounds and Heating Plant Staff personnel should report as usual. For all other types of cancellations, Powell Campus Center staff are asked to contact their supervisor for further instruction.

When students are in residence, other offices may need to remain open and operable during an emergency; please note, not all emergencies are the same, and therefore, reporting to work may or may not be required.

During an official (as implemented by the local Sheriff's Office or state law enforcement) weather emergency issued travel ban, employees may not be able to report to work. When buildings are closed during these or other emergency evacuations (weather related storms, chemical exposures, or fire drills), no admittance is allowed for any reason unless authorized and/ or accompanied by Public Safety.

Closure Prior To The Start of The Workday

When it is determined that classes and/or activities at the University must be cancelled, essential staff of the Office for Public Safety, University Powell Campus Center will be asked to report. Dining Services will also be classified as essential when classes are in session. Other staff may also need to report based on the time of year and the specific situation. The decision will be conveyed using radio, email, and voice mail and text messages.

- Radio announcements will be conveyed to local radio stations. Announcements will normally occur several times between approximately 6:00 a.m. and 9:00 a.m.
- E-mail messages will be sent to students, faculty, and staff.
- Voice mail messages will be sent as priority voice mail to all individual voice mailboxes. Voice mail subscribers may hear such messages by dialing 607-871-2888 and following instructions for accessing one's personal mailbox.
- Text Messages will be sent to all those enrolled in the emergency alert program (RAVE Alert).

Cancellation Of Classes/Activities During the Workday

Should the President or designee find it necessary to cancel classes or activities during the workday (with only essential staff being asked to report or stay), they will inform the Executive Director of Marketing & Communication, who will deliver all priority voice, text and e-mail messages as described earlier. In addition, the Executive Director of Marketing & Communications will notify the Office of Human Resources. From there, each office will utilize their internal office contact lists to ensure staff are aware of directives.

Campus Security Authorities

Campus Security Authorities (CSA) are individuals or organizations that have significant responsibility for student and campus activities. The CSA is a Mandated Reporter and is responsible for reporting any Clery Act crime information they receive to the university. A CSA needs to report these crimes to the Office for Public Safety as soon as possible and without delay. A CSA does not need to disclose a victim's name or other identifying features when sharing a Clery reportable incident to the college. Descriptions of incidents are reported to the Office for Public Safety for data collection purposes. Campus personnel assist victims with the on and off-campus reporting process and provide support.

The offices below will accept reports of criminal behavior in a voluntary, respectful manner. Victims and witnesses are encouraged to report such matters immediately.

Office for Public Safety	Powell Campus Center
VP for Student Experience	Powell Campus Center
Office of Student Conduct	Powell Campus Center
Wellness Center	Wellness Center
Residential Communities	Bartlett Hall
Athletics	Joyce Walton Center
Center for Student Involvement**	Powell Campus Center

***Club Advisors are Campus Security Authorities*

AUNY Program

The AUNY Program is considered a branch for purposes of annual reporting within the federal Clery Act. Any crime statistics will be found within the Alfred University annual security report within the non-campus category.

The report is prepared by the Director for Public Safety and the Vice President for Student Experience and can be accessed at the Alfred University web address.

- Center for Integrated Training and Education - 50 Count St., Suite 111, Brooklyn, NY 11201
- St. Francis College - 180 Remson St., Brooklyn, NY 11201
- St. Joseph's High School - 80 Willoughby St., Brooklyn, NY 11201
- Bishop Loughlin - 181 Lincoln Place, Brooklyn, NY 11201

Emergency Information:

Teacher Center:	Merle Avenue, Oceanside, NY 11572
<u>Police NYPD Precinct 90:</u>	718-963-5311
Community Affairs:	718-963-5309
Community Policing:	718-963-7427
Crime Prevention:	718-963-5367
Domestic Violence:	718-963-5321
Youth Officer:	718-963-5301
Auxiliary Coordinator:	718-963-5325
Detective Squad:	718-963-5368
<u>Nassau County Police Department:</u>	516-573-6400
<u>Nassau County Police Precinct 4:</u>	516-573-8800
Nassau County Crime Stoppers:	800-244-tips (8477)
<u>Tuckahoe Police Headquarters:</u>	914-961-3100
Tuckahoe High School:	65 Siwanoy Blvd, Eastchester, NY 10709
Martin Luther King High School:	1 South Broadway Hastings-on-Hudson, NY 10706
Oceanside High School	3160 Skillman Ave, Oceanside, NY 11572
Center for Integrated Training and Ed.	3678 West Oceanside Rd. #202, Oceanside, NY 11572
Middle School	186 Alice Avenue, Oceanside, NY 11572

<u>Village of Hastings-on-Hudson Police</u>	7 Maple Avenue	914-478-2344
Domestic Violence	718-220-5857	
Youth Officer	718-220-5822	
Auxiliary Coordinator:	718-220-5818	
Detective Squad:	718-220-5819	
<u>NYPD Midtown South Precinct:</u>	212-239-9811	
Community Affairs:	212-239-9846	
Community Policing:	212-239-9805	
<u>NYPD 84th Precinct</u>		
Crime Prevention:	212-239-9835	
Domestic Violence:	212-239-9863	
Youth Officer:	212-239-9817	
<u>NYPD 52nd Precinct:</u>	718-220-5811	
<u>Corning Police Department:</u>	607-962-0340	

Related Websites

Student conduct procedures including student behavior expectations, violation definitions, rights of the victim and the accused, hearing procedures and potential sanctions: <https://my.alfred.edu/student-policies/>

History of the Campus Security Act: <http://clerycenter.org>

Campus crime statistics—US Department of Education: <http://ope.ed.gov/security>

LIFE ON CAMPUS

Residential Communities

The Alfred University Office of Residential Communities is committed to providing a safe environment in all residential buildings. Students are made aware of safety concerns as well as tips on prevention through residence hall building, floor meetings and presentations. While many safeguards are in place for residence hall students, each student must do their part to assure a safe and secure environment by adhering to the safety related policies and procedures. A graduate resident director supervises each of the residence halls, who in turn is supervised by a professional master’s level staff member in the Office of Residential Communities.

Residence halls are co-ed, each with 24-hour inter-visitation. Graduate resident directors (GRD), area coordinators (AC) and undergraduate resident assistants, and some members of the professional staff in

Residential Communities, live in the residence halls and participate in an on-call duty rotation. The Incident Coordinator team is on-call 24 hours a day and is comprised of ACs and professional staff members of the Office of Residential Communities. They are trained in university rules and regulations, enforcement procedures, crisis management and fire safety.

Access to the individual residence halls is restricted to residents of each building who have fob access, and guests who are hosted by the residents. All outside doors of residence halls are locked 24 hours a day. Resident assistants are on call between the hours of 9 p.m. and 8 a.m. nightly and monitor residence halls from evening to early morning hours by completing rounds of the living area and reporting any unusual circumstances or situations in the residence hall.

Residence halls are communities in which each resident must take responsibility for personal safety including keeping room doors locked (all student doors have locks), not propping open exterior building doors, not walking alone, and immediately notifying Residential Communities staff, the Office for Public Safety or the Alfred Police Department of any suspicious people or activities.

Special Interest Houses which are not on our property and are controlled by individual student organizations or academic programs each have their own access policies and procedures that are monitored by the organization's coordinators and house residents. The Office for Public Safety and the Alfred Police Department respond to incidents at these locations.

Facility Access

The Office for Public Safety staff conduct vehicle and foot patrols to help protect the community and campus facilities. Except for residence halls, most campus facilities are open to the public during the day and evening hours when classes are in session. The public is welcome to attend cultural events, lectures, recreational events, etc. on campus. During non-operational hours, college buildings are locked and only faculty, staff, and students with proper authorization are admitted. Campus employees with assigned offices are issued keys and are responsible for reporting missing and stolen keys.

Facility Maintenance

As a priority, Powell Campus Center maintains the safety and security of all buildings and grounds on the campus. Repairs that affect safety and security are made promptly. The campus is well lit. The lighting system is maintained and upgraded on an on-going basis.

Crimes on Campus

The crimes presented are based on conduct referrals filed with the following offices: Vice President for Student Experience, Dean for Student Experience, Office for Public Safety, Residential Communities, Athletics and Alfred Police Department. A conduct referral is a student whose conduct has been documented and is subject to Alfred University's conduct process. Statistics are based on referrals; this does not differentiate whether the student was found in violation or not. Criminal offenses that if determined unfounded are not included within this report. As directed by the statutes of the federal government, Alfred University does not permit an officer, employee, student, or agent of this institution, to retaliate, intimidate threaten, coerce, or otherwise discriminate against any individual reporting violations of the Clery Act

As required by the Clery Act, the University must report all hate crimes. A hate crime occurs when a person is victimized intentionally because of his or her actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability.

Definitions

The Campus Security Act delineates which offenses of the law must be reported to the community. The definitions for these offenses, including sex offenses, are excerpted from the National Incident Based Reporting edition of the Uniform Crime Reporting Handbook. Please note that New York State Penal Law definitions for criminal offenses may differ slightly from those required for this report.

New York State Crime Definitions

Aggravated Assault: unlawful attack by one person upon another to inflict severe or aggravated bodily injury. This is usually accompanied by the use of a weapon or by means likely to produce great bodily harm or death, although it is not necessary that injury result when a weapon is used.

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

Burglary: unlawful entry of a structure to commit a crime including but not limited to: larceny, arson, sexual assault, criminal mischief, and all attempts to do so

Consent: Clear, unambiguous, and voluntary agreement between the participating to engage in specific sexual activity.

Criminal Homicide, Manslaughter by Negligence: the killing of another person through gross negligence

Criminal Homicide, Murder and Non-Negligent Manslaughter: the willful killing of one human being by another

Domestic Violence: 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 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 or violence occurred.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. The existence of a social relationship intimate nature with the victim of a romantic or is determined based on: The reporting party's statement; The length of the relationship; The type of relationship; and frequency of

interaction between the persons involved in the relationship. The term dating violence excludes acts covered under the definition of domestic violence.

Drug Abuse Violations: violations of state and local laws related to possession, sale, use, growing or manufacturing of narcotic drugs, marijuana, or other controlled substances.

Hate Crime: when a person is victimized intentionally because of perpetrator's bias against the victim for their actual or perceived race, gender, sexual orientation, ethnicity, disability, national origin, or gender identity.

Liquor Law Violations: violations of laws or ordinances prohibiting manufacturing, selling, transporting, furnishing, or possessing intoxicating liquor including but not limited to maintaining unlawful drinking places, furnishing liquor to a minor or intoxicated person, and drinking on a common carrier.

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

Robbery: the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. A

course of conduct is two or more acts, including, but not limited to: Acts in the which the 'stalker' directly, indirectly, or through third parties by any action, method, device, or means, Follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

Substantial emotional distress is significant mental suffering or anguish that may but does not necessarily require, medical or other professional treatment or counseling. A reasonable person is one under similar circumstances and with similar identities to the victim.

Weapon Law Violations: violations of laws or ordinances dealing with weapon offenses, regulatory in nature, such as the manufacture, sale or possession of deadly weapons and all attempts to commit any of the afore mentioned.

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

Forcible sex offenses:

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.

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.

Non-forcible sex offenses:

Incest: non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Consent: Lack of consent results from: forcible compulsion; or incapacity to consent; or where the offense charged is sexual abuse or forcible touching, any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct. Where the offense charged is rape in the third degree, a criminal sexual act in the third degree, or forcible compulsion in circumstances under which, at the time of the act of intercourse, oral sexual conduct or anal sexual conduct, the victim clearly expressed that he or she did not consent to engage in such act, and a reasonable person in the actor's situation would have understood such person's words and acts as an expression of lack of consent to such act under all the circumstances. A person is incapable of consent when he or she is: less than 17 years old; or mentally disabled; or mentally incapacitated;

or physically helpless; or committed to the care and custody of the state department of correctional services, a hospital, the office of children and family services and is in residential care, or the other person is a resident or inpatient of a residential facility operated by the office of mental health, the office for people with development disabilities, or the office of alcoholism and substance abuse services, and the actor is an employee, not married to such person, who knows or reasonably should know that such person is committed to the care and custody of such department or hospital.

Dating Violence: New York State does not specifically define "dating violence." However, under New York Law, intimate relationships are covered by the definition of domestic violence when the act constitutes a crime listed elsewhere in this document and is committed by a person in an "intimate relationship" with the victim.

See "Family or Household Member" for definition of "intimate relationship".

Domestic Violence: 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 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 or violence occurred.

Family of Household Member:

Person's related by consanguinity or affinity; Persons legally married to one another; Person formerly married to one another regardless of whether they still reside in the same household; Persons who have a child in common regardless of whether such persons are married or have lived together at any time; Unrelated persons who are continually or at regular intervals living in the same household or who have in the past continually or at regular intervals lived in the same household; Persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. Factors that may be considered in determining whether a relationship is an "intimate relationship" include but are not limited to: the nature or type of relationship individuals who were or are in an intimate relationship.

regardless of whether the relationship is sexual in nature; the frequency of

offense defined in this article that the sexual act was committed without consent of the victim.

Sexual Misconduct: When a person (1) engages in sexual intercourse with

Parent: means natural or adoptive parent or any individual lawfully charged with a minor child's care or custody.

Sexual Assault: New York State does not specifically define sexual assault.

However, according to the Federal Regulations, sexual assault includes offenses that meet the definitions of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

Sex Offenses; lack of consent:

Whether or not specifically stated, it is an element of every deemed to constitute an "intimate relationship"; Any other category of individuals deemed to be a victim of domestic violence as defined by the office of children and family services in regulation. Intimate relationship status shall be applied to teens, a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be interaction between the persons; and the duration of the relationship. Neither lesbian/gay/bisexual/transgender, and elderly individuals, current and formerly married and/or dating heterosexual

another person without such person's consent; or (2) engages in oral sexual conduct or anal sexual conduct without such person's consent; or (3) engages in sexual conduct with an animal or a dead human body.

Rape in the third degree: When a person (1) engages in sexual intercourse with another person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) Being 21 years old or more, engages in sexual intercourse with another person less than 17 years old; or (3) engages in sexual intercourse with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.

Rape in the second degree: When a person (1) being 18 years old or more, engages in sexual intercourse with another person less than 15 years old; or (2) engages in sexual intercourse with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense to the crime of rape in the second degree the defendant was less than four years older than the victim at the time of the act.

Rape in the first degree: When a person engages in sexual intercourse with another person (1) by forcible compulsion; or (2) Who is incapable of consent by reason of being physically helpless; or (3) who is less than 11 years old; or (4) who is less than 13 years old, and the actor is 18 years old or more.

Criminal sexual act in the third degree: When a person engages in oral or anal sexual conduct (1) with a person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) being 21 years old or more, with a person less than 17 years old; (3) with another person without such persons consent where such lack of consent is by

reason of some factor other than incapacity to consent.

Criminal sexual act in the second degree: When a person engages in oral or anal sexual conduct with another person (1) and is 18 years or more and the other person is less than 15 years old; or (2) who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense that the defendant was less than four years older than the victim at the time of the act.

Criminal sexual act in the first degree: When a person engages in oral or anal sexual conduct with another person (1) by forcible compulsion; (2) who is incapable of consent by reason of being physically helpless; (3) who is less than 11 years old; or (4) who is less than 13 years old, and the actor is 18 years old or more.

Forcible Touching: When a person intentionally, and for no legitimate purpose, forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person; or for the purpose of gratifying the actor's sexual desire. It includes squeezing, grabbing, or pinching.

Persistent sexual abuse: When a person commits a crime of forcible touching, or second- or third-degree sexual abuse within the previous ten-year period, has been convicted two or more times, in separate criminal transactions for which a sentence was imposed on separate occasions of one of one of the above-mentioned crimes or any offense defined in this article, of which the commission or attempted commissions thereof is a felony.

Sexual abuse in the third degree: When a person subjects another person to sexual contact without the latter's consent. For any prosecution under this section, it is an affirmative defense that (1) such other

person's lack of consent was due solely to incapacity to consent by reason of being less than 17 years old; and (2) such other person was more than 14 years old and (3) the defendant was less than five years older than such other person.

Sexual abuse in the second degree: When a person subjects another person to sexual contact and when such other person is (1) incapable of consent by reason of some factor other than being less than 17 years old; or (2) less than 14 years old. Sexual abuse in the first degree: When a person subjects another person to sexual contact

(1) by forcible compulsion; (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old; or (4) when the other person is less than 13 years old.

Aggravated sexual abuse: For the purposes of this section, conduct performed for a valid medical purpose does not violate the provisions of this section.

Aggravated sexual abuse in the fourth degree: When a person inserts a (1) foreign object in the vagina, urethra, penis or rectum of another person and the other person is incapable of consent by reason of some factor other than being less than 17 years old; or (2) finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person and such person is incapable of

consent by reason of some factor other than being less than 17 years old.

Aggravated sexual abuse in the third degree: When a person inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person (1)(a) by forcible compulsion; (b) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is less than 11 years old; or (2) causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

Aggravated sexual abuse in the second degree: When a person inserts a finger in the vagina, urethra, penis, rectum, or anus of another person causing physical injury to such person by (1) forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old.

Aggravated sexual abuse in the first degree: When a person subjects another person to sexual contact: (1) By forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than eleven years old; or (4) when the other person is less than thirteen years old, and the actor is twenty-one years old or older.

Course of sexual conduct against a child in the second degree: When over a period of time, not less than three months, a person:

(1) Engages in two or more acts of sexual conduct with a child less than 11 years old; or (2) being 18 years old or more engages in two or more acts of sexual

conduct with a child less than 13 years old. A person may not be subsequently prosecuted for any other sexual offense involving the same victim unless the other charges offense occurred outside of the time period charged under this section.

Course of sexual conduct against a child in the first degree: When a person over a period of time, not less than three months in duration, a person: (1) Engages in two or more acts of sexual conduct, or aggravated sexual contact with a child less than 11 years old; or (2) being 18 years old or more engages in two or more acts of sexual conduct which includes at least one act of sexual intercourse, oral sexual conduct, anal sexual conduct, or aggravated sexual contact with a child less than 13 years old.

Facilitating a sex offense with a controlled substance: A person is guilty of facilitating a sex offense with a controlled substance when he or she: (1) knowingly and unlawfully possesses a controlled substance or any preparation, compound, mixture or substance that requires a prescription to obtain and administers such substance or preparation, compound, mixture or substance that requires a prescription to obtain to another person without such person's consent and with intent to commit against such person conduct constituting a felony defined in this article; and (2) commits or attempts to commit such conduct constituting a felony defined in this article.

Stalking in the fourth degree: When a person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct

(1) is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person's immediate family or a third party with whom such person is acquainted; or (2) causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of such person's immediate family or a third party with whom such person is acquainted, and the actor was previously clearly informed to cease that conduct; or (3) is likely to cause such person to reasonably fear that his or her employment, business or career is threatened, where such conduct consists of appearing, telephoning, or initiating communication or contact at such person's place of employment or business, and the actor was previously clearly informed to cease that conduct.

Stalking in the third degree: When a person (1) Commits the crime of stalking in the fourth degree against any person in three or more separate transactions, for which the actor has not been previously convicted; or (2) commits the crime of stalking in the fourth degree against any person, and has previously been convicted, within the preceding ten years of a specified predicate crime and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) with an intent to harass, annoy or alarm a specific person, intentionally engages in a course of conduct directed at such person which is likely to cause such person to reasonably

fear physical injury or serious physical injury, the commission of a sex offense against, or the kidnapping, unlawful imprisonment or death of such person or a member of such person's immediate family; or (4) commits the crime or stalking in the fourth degree and has previously been convicted within the preceding ten years of stalking in the fourth degree.

Stalking in the second degree: When a person: (1) Commits the crime of stalking in the third degree and in the course of and furtherance of the commission of such offense: (a) displays, or possesses and threatens the use of, a firearm, pistol, revolver, rifle, sword, billy, blackjack, bludgeon, plastic knuckles, metal knuckles, chukka stick, sand bag, sandclub, slingshot, slungshot, shirken, "Kung Fu Star," dagger, dangerous knife, dirk, razor, stiletto, imitation pistol, dangerous instrument, deadly instrument or deadly weapons; or

(b) displays what appears to be a pistol, revolver, rifle, shotgun, machine gun or other firearm; or (2) commits the crime of stalking in the third against any person, and has previously been convicted, within the preceding five years, of a specified predicate crime, and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) commits the crime of stalking in the fourth degree and has previously been convicted of stalking in the third degree; or (4) being 21 years of age or older, repeatedly follows a person under the age of fourteen or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of

fourteen in reasonable fear of physical injury, serious physical injury or death; or

(5) commits the crime of stalking in the third degree, against ten or more persons, in ten or more separate transactions, for which the actor has not been previously convicted.

Stalking in the first degree: When a person commits the crime of stalking in the third degree or stalking in the second degree and, in the course and furtherance thereof, he or she intentionally or recklessly causes physical injury to the victim of such crime.

Incest in the third degree: A person is guilty of incest in the third degree when he or she marries or engages in sexual intercourse, oral sexual conduct or anal sexual conduct with a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or the half blood, uncle, aunt, nephew or niece.

Incest in the second degree: A person is guilty of incest in the second degree when he or she commits the crime of rape in the second degree, or criminal sexual act in the second degree, against a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or the half blood, uncle, aunt, nephew or niece.

Incest in the first degree: A person is guilty of incest in the first degree when he or she commits the crime of rape in the first degree, or criminal sexual act in the first degree, against a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor,

descendant, brother or sister of either the whole or half blood, uncle, aunt, nephew or niece

Alfred University Cleary Geography Definitions

On-campus: offenses include all offenses which occurred in or on all Alfred University-owned property or buildings.

Residence halls: are categorized as all residential housing owned by Alfred University including special interest houses.

Non-campus building or property and public property includes property owned or rented by student organizations officially recognized by Alfred University and those owned or rented by Alfred University outside of the campus boundaries. The offenses presented also include statistics reported by the Alfred Police Department.

Public property: represents the Village of Alfred, which includes thoroughfares, streets, sidewalks, parking facilities immediately adjacent to the Alfred university campus. The following chart represent "Other Locations" in accordance with developments and guidelines as established by the 2016 updated Cleary Handbook concerned geography reporting requirements, detailing subsections other "Non-campus Considerations", "Off-Campus Student Housing Considerations" and Repeated use of location for school sponsored trips, Short-stay "away" trips and Study abroad programs". Good faith efforts have been made to the qualifying locations; please see the Vice President for Student Experience or the Director for Public Safety for more information.

Crimes on Campus

The crime data reported by the institutions have not been subjected to independent verification by the U.S. Department of Education. Therefore, the Department cannot vouch for the accuracy of the data reported here.

Statistics are based on referrals (reports sent to a hearing); this does not differentiate whether the student was found in violation.

May of 2002 Greek Life was disbanded; there are no off-campus student organizations to report. Data for 2020 through 2021 may be atypical due to the nature of the COVID-19 pandemic.

Criminal Offenses - On campus	2020	2021	2022
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses			
Rape	1	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	1	0	0
Motor vehicle theft	0	0	1
Arson	0	0	0

Criminal Offenses - On campus - In a Residence Hall	2020	2021	2022
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses			
Rape	0	1	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	1	1	0
Motor vehicle theft	0	0	0
Arson	0	0	0

Criminal Offenses - Public Property	2020	2021	2022
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses			
Rape	0	1	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0

VAWA Offenses - On-Campus	2020	2021	2022
Domestic violence	0	0	1
Dating violence	0	0	0
Stalking	0	0	1
VAWA Offenses - On Campus - In a Residence Hall	2020	2021	2022
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	1
VAWA Offenses - Public Property	2020	2021	2022
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

Alcohol and Other Drugs

Consistent with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101- 226), it is illegal to possess, use, distribute, or intend to distribute, a controlled substance or dangerous drug, or any drug unlawful to possess. Cannabis is included under this Act as an illegal or unlawful drug, even with a medical prescription. Alfred University permits the use of alcoholic beverages on campus by those who comply with state law and who adhere to the guidelines established by the University. Students living in residence halls who are at least 21 years old are allowed to possess and consume alcoholic beverages in their rooms in compliance with college regulations. Students should be aware that the campus strictly enforces its policies regarding alcohol and other drug violations. Members of the campus community in need of assistance with a question or personal problem related to alcohol or other drugs should contact the Health and Wellness Center. A complete description of alcohol and other drug policies and support services can be found at <http://my.alfred.edu/student-policies>.

Statistics are based on referrals; this does not differentiate whether the student was found in violation. May of 2002 Greek life was disbanded; there are no off-campus student organizations to report.

Arrests - On Campus	2020	2021	2022
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
Arrests - On Campus - in a Residence Hall	2020	2021	2022
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
Arrests - On Public Property	2020	2021	2022
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions - On Campus	2020	2021	2022
Weapons: carrying, possessing, etc.	0	1	0
Drug abuse violations	7	14	7

Liquor law violations	0	6	5
Disciplinary Actions - On Campus - in a Residence Hall	2020	2021	2022
Weapons: carrying, possessing, etc.	0	1	0
Drug abuse violations	37	14	7
Liquor law violations	25	6	5
Disciplinary Actions - On Public Property	2020	2021	2022
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
Unfounded Crimes - Unfounded Crimes	2020	2021	2022
Total unfounded crimes	0	0	0

Hate Crime Statistics

In 2020, there were no Hate Crimes Reported.

In 2021, there were no Hate Crimes Reported.

In 2022, there were no Hate Crimes Reported.

Hate Crimes On Campus	2020	2021	2022	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses (forcible)	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses (non-forcible)	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0
Larceny- theft	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes – On Campus In a Residence Hall	2020	2021	2022	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin		
				0	0	0	0	0	0	0	0	0	
				0	0	0	0	0	0	0	0	0	0
				1	0	0	0	0	0	0	0	0	0
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0		
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0		
Sex Offenses (forcible)	1	0	0	0	0	0	0	0	0	0	0		
Sex Offenses (non-forcible)	0	0	0	0	0	0	0	0	0	0	0		
Robbery	0	0	0	0	0	0	0	0	0	0	0		
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0		
Burglary	1	0	0	0	0	0	0	0	0	0	0		
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0		
Arson	0	0	0	0	0	0	0	0	0	0	0		
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0		
Simple Assault	0	0	0	0	0	0	0	0	0	0	0		
Intimidation	0	0	0	0	0	0	0	0	0	0	0		
Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0	0	0		

Hate Crimes - On Public Property	2020	2021	2022	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses (forcible)	1	0	0	0	0	0	0	0	0	0	0
Sex Offenses (non- forcible)	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0
Larceny- theft	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0	0	0

Trips off-Campus Statistics

The following are considerations for trips to off-campus locations such as field trips, overnights, and school-sponsored trips.

Criminal Offenses - On campus	2 0 2 0	2 0 2 1	2 0 2 2
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses			
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Hate Crimes	0	0	0
Weapons Possession	0	0	0
Drug Violation	0	0	0
Liquor Law Violations	0	0	0
Actual Fires	0	0	0
Injury of Death from Fires	0	0	0

Sexual Offender Registration Act

This act requires the NYS Division of Criminal Justice Services (DCJS) to maintain a Sex Offender Registry. The registry contains information on sex offenders classified according to their risk of re-offending as follows:

- Level 1 (low risk)
- Level 2 (moderate risk)
- Level 3 (high risk)

The DCJS Sex Offender Registry contains a subdirectory of Level 3 sex offenders as well as other information pertaining to this act. NYS Sex Offender Registry: <https://www.criminaljustice.ny.gov/nsor/>.

In New York State, registered sex offenders are required to notify DCJS of any institution of higher education at which he or she is, or expects to be, whether for compensation or not, enrolled, attending, or employed, and whether such sex offender resides or expects to reside in a facility operated by the institution. Changes in status at the institution of higher education must also be reported to DCJS no later than ten (10) days after such change.



DISCRIMINATION, HARASSEMENT AND SEXUAL MISCONDUCT POLICY

Introduction

Alfred University's Discrimination, Harassment and Sexual Misconduct Policy has been adopted to ensure that all students, faculty, staff, and guests may work, study, and enjoy the society of the University community without being subjected to discrimination, harassment or any form of non-consensual sexual activity.

Alfred University's Board of Trustees has entrusted the President of the University with the responsibility to appoint the appropriate personnel to oversee the administration and enforcement of the provision of this policy. The President has appointed Chief Diversity Officer to be the Title IX Coordinator, and the person responsible for overseeing the administration of this policy.

Dr. Angie Taylor, Chief Diversity Officer, is the Title IX Coordinator. She maintains an office on the campus in Powell Campus Center, 1 Saxon Drive, Alfred, NY 14802 and may be contacted by phone at 607-871-2975 or by e-mail at taylora@alfred.edu.

The following listed below have been appointed as Title IX Deputy Coordinators and University Ombuds:

- **Title IX Coordinator for All Persons**
Chief Diversity Officer
[Dr. Angie Taylor](#)
Powell Campus Center
Office: 607-871-2975
Cell: [703-859-1215](tel:703-859-1215)
- **Title IX Deputy Coordinator**
Chief Human Resources Officer (Primary)
[Deb Drain](#)
Greene Hall
Office: 607-871-2909
- **Director of Public Safety**
Public Safety Department
[Scott Richardson](#)
Powell Campus Center
607-871-2108
- **Senior Human Resources Generalist & Payroll Supervisor**
Office of Human Resources & Title IX Coordinator (Primary)
[Kayleigh Jones](#)

Greene Hall

607-871-2276

- **Title IX Deputy Coordinator for Student-Athletes**

Head Athletic Trainer

[Ronald Demchak](#)

McLane Center

Office: 607-871-2916

- **Title IX Deputy Coordinator for Residence Life**

Director of Residential Communities

[Max Koskoff](#)

Bartlett Hall

Office: 607-871-2186

- **Title IX Deputy Coordinator for Staff**

Human Resources Senior Associate

[Tamara Green](#)

Greene Hall

Office: 607-871-2965

- **Title IX Deputy Coordinator for Student-Athletes**

Assistant Athletic Trainer

[Marley Signorelli](#)

McLane Center

Office: 607-871-2022

- **Area Coordinator, Residence Life**

[Jamie Seifert](#)

Moskowitz Hall

Office: 607-871-2264

- **University Ombuds, Professor Environmental Studies**

[Frederic Beaudry](#)

Science Center

Office: 607-871-2634

Policy Statement

Alfred University is committed to maintaining a learning and working environment that is free of bias, prejudice, and harassment – an environment that supports, nurtures and rewards career and educational advancement based on ability and performance.

Alfred University is also a community that values freedom of expression, intellectual inquiry, and academic debate. This policy is not intended to prevent or penalize a statement, opinion, theory, or artistic expression offered within the bounds of legitimate, relevant, and responsible teaching or learning.

Policy Coverage

This policy sets forth behavioral expectations for all members of the Alfred University community: students, faculty, and staff. Alfred University will not tolerate harassment or discrimination in the workplace, classroom, University facilities, and in other Alfred University-related settings, such as study-abroad programs and Alfred University-sponsored social functions and events. Non-community members (guests, alumni, vendors, family members, etc.) visiting our campus are also expected to abide by the behavioral expectations set forth here. Even conduct that takes place off-campus and not in connection with Alfred University programs may violate this policy if the conduct creates a threatening or hostile work or learning environment on campus or within an Alfred University program, or if the incident causes concern for the safety or security of Alfred University's property. This policy applies regardless of an individual's race, color, national origin, religion, creed, age, disability, sexual orientation, gender, gender identity, gender expression, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.

Definitions

Discrimination

Alfred University defines discrimination as an educational or employment-related decision that disadvantages a person and that occurs because of the affected individual's race, color, national origin, religion, creed, age, disability, sexual orientation, gender, gender identity, gender expression, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction or any other characteristic protected by applicable law. A person who believes that he/she has been discriminated against with respect to an academic or employment decision is generally entitled to bring a complaint pursuant to this policy in addition to any other Alfred University process or procedure that may be available (such as a grade appeal policy or appeal procedures for work performance or promotion). However, the role of this policy is not to modify or displace another's legitimate decision as to competency or performance; the only function of this policy is to ensure that the decision was not biased.

This policy does not apply to decisions relating to requests for reasonable accommodation due to a disability. Academic disability accommodations are handled by the Center for Academic Success and pursuant to that office's policies. Work-related disability accommodations are handled by the Human Resources Office and pursuant to that office's policies.

Harassment

Alfred University defines harassment as conduct that offends on the basis of race, color, religion, ethnic or national origin, gender, age, disability, predisposing genetic characteristics, sexual orientation, and gender identity, gender expression, military or veteran's status, status as a victim of domestic violence, marital status or any other characteristic protected by applicable law.

Harassment is any form of offensive conduct or communication and may be verbal, written, electronic, visual, or physical. Merely by way of illustration, harassing acts may include racial, ethnic or religious slurs; name-calling that demeans on the basis of gender, age, disability, sexual orientation or gender identity; unwanted touching of a person's legs or shoulders; physically

harming or threatening another due to racial or religious animosity; vulgar pictures or ethnically offensive symbols or graffiti; or gestures that mimic or mock a person's gender, sexual orientation, disability, race or religion. Sexual harassment is one form of harassment. Sexual harassment may consist of sexually-charged comments or conduct, including sexually lewd conversation or pictures, repeated, unwelcome requests for dates or romantic interaction; conditioning a benefit (such as a grade or promotion) on sexual activity; or unwelcome physical affection (such as hugs or kisses).

The fact that a person was personally offended by a statement or incident does not alone constitute a violation of this policy. The determination is based on a "reasonable person" standard and considers the totality of the circumstances. Alfred University considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness or severity of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning community.

In all instances, a key factor is whether the complained-of behavior occurred because of one of the protected characteristics listed here. If it did not, the behavior is not regulated by this policy. Nevertheless, Alfred University reserves the right to discipline conduct that offends based on a protected characteristic even if the situation does not rise to the level of severity or pervasiveness to violate applicable law.

Affirmative Consent

Alfred University expects that any sexual activity or contact will be based on mutual affirmative consent to the specific sexual activity or sexual contact. All references to consent in this policy will mean affirmative consent as defined in this section.

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or action, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

Past consent to sexual activity or consent to any sexual act does not necessarily constitute consent to the same or any other sexual activity in the future. Consent can be withdrawn at any time during sexual activity. When consent is withdrawn or can no longer be given, sexual activity must stop. Consent cannot be withdrawn after the fact.

Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in the sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of impairment, someone who is under the influence of alcohol, drugs or other intoxicants may be intoxicated and therefore unable to consent.

Consent is required regardless of whether the person initiating the sexual activity is under the influence of drugs or alcohol. Thus, a person who has been drinking or using drugs is still responsible for any violation of this policy that he/she commits. This means that, even if the accused was drunk or high and, as a result, he/she did not realize that the other person was not consenting to or was unable to consent to sexual activity, the person who committed the non-consensual act is still responsible for having violated this policy.

Sexual activity as the result of coercion is non-consensual. Coercion is undue pressure, force or threat, threat of harm or intimidation to engage in sexual activity.

Responsible Employees

All fulltime staff and faculty of Alfred University are required to promptly report information about possible sexual harassment or sexual misconduct, including but not limited to sexual assault, domestic or dating violence, and stalking to the designated Title IX Coordinator or Title IX Deputy Coordinator listed on page 4 of this document.

Sex Offenses

Alfred University expects that any sexual activity or contact will be based on mutual affirmative consent to the specific sexual activity.

Sexual Assault

Consistent with federal law, Alfred University defines sexual assault as including:

- a. **Non-consensual Sexual Contact.** Any intentional sexual contact, however slight, with an object or bodily part, by a person upon another person that is without consent. This includes any bodily contact with the breasts, groin, genitals, mouth or other bodily contact in a sexual manner. Examples of non-consensual sexual contact include but are not limited to touching the private body parts of another person for the purpose of sexual gratification forcibly or without affirmative consent or where the victim is incapable of consent due to incapacity or age.
- b. **Non-Consensual Sexual Intercourse.** Sexual assaults of this type can be sub-defined by the following:
 - **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, forcibly or without affirmative consent or where the victim is incapable of consent due to mental or physical incapacity.
 - **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Sexual Exploitation

Sexual exploitation occurs when, without affirmative consent, one takes sexual advantage of another. Examples of sexual exploitation include but are not limited to observing or recording others engaged in sexual or private activity (such as consensual sexual activity, undressing or showering) without the consent of all involved; or taking intimate pictures of another but then distributing the pictures to others without the photographed person's affirmative consent; prostitution, acts of incest, or exposing one's genitals in non-consensual circumstances; or

engaging in sexual activity with another while knowingly infected with a sexually transmitted infection (STI) without informing the other person of such infection.

Dating Violence

Dating violence refers to physical violence (hitting, punching, kicking, etc.), threats of violence or other abusive, intimidating behavior committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

Stalking

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. Stalking behavior may include but is not limited to repeated, intentional following or observing another; or using “spyware” or other electronic means to gain impermissible access to a person’s private information.

Domestic Violence

Domestic violence refers to physical violence, threats of violence or other abusive, intimidating behavior between spouses or former spouses, cohabitating romantic partners or individuals who were formerly cohabitating romantic partners, individuals who share a child in common, or others in a family relationship.

Sexual Misconduct

The term sexual misconduct is a term used by this policy to more conveniently refer to any form of sex or gender-based discrimination; sexual or gender-based harassment; non-consensual sexual activity or sexual offense; dating violence, or domestic violence if between current or former spouses or romantic partners; or stalking, if the circumstances of the stalking suggest gender-based animosity, hostility or occurs in the context of a romantic or sexual pursuit. Sexual misconduct may occur between members of the same or opposite sex and in heterosexual and homosexual relationships.

Complainant

The term complainant refers to the person making the complaint or report. That person is usually the person who experienced the discrimination, harassment, sexual misconduct, or other violation of this policy.

Respondent

The term respondent refers to the person alleged to have committed the alleged discrimination, harassment, sexual misconduct or other violation of this policy.

Support for Affected Community Members

Any University community member who has been impacted by behavior that violates this policy has the right to make a report to the Title IX Coordinator/ Deputy Title IX Coordinator’s (listed below), the Office of Public Safety, local law enforcement, and/or the New York State Police, or choose not to report. If reported to Alfred University under this policy, a reporting individual will be protected from retaliation and will receive appropriate assistance and resources from Alfred University. A Student's Bill of Rights for cases involving sexual assault, domestic violence, dating

violence or stalking is set forth at the end of this policy. Our Center for Academic Success (607-871-2148) can assist persons with disabilities.

Confidential Resources

Campus Resources

A victim is encouraged to seek support for their emotional and physical needs. A person seeking confidential emotional or health care may contact the following resources.

Counseling Services 607-871-2400

Health Services 607-871-2400

Professionals in Counseling Services and healthcare professionals at the Wellness Center (Health & Counseling Services) are the only Alfred University employees who can offer legally protected confidentiality. These Confidential Resources can provide assistance and information regarding medical assistance and treatment (including information about sexually transmitted infections, and sexual assault forensic examinations), and resources available through the New York State Office of Victim Services, academic and other campus support options, campus disciplinary proceedings and law enforcement options. The health and counseling services noted above are available to students free of charge). Information shared with the Alfred University’s Wellness Center staff will not be shared with the Title IX /Deputy Title IX Coordinators; therefore, a report to a confidential resource is not a report to the University and will not result in remedial action, an investigation, or conduct action. In addition, a confidential resource is not able to make any changes a complainant may desire to avoid the respondent, such as a change in housing assignment, class assignment, alternative means of transportation, or different work assignment. Similarly, information shared at public awareness and advocacy events (such as “Take Back the Night”) does not create an obligation on the part of the University to investigate that information and/or take further action. Any person who desires Alfred University to investigate for potential conduct action or request any intermediate accommodations, the person must make a report to one of the Title IX Coordinator/Deputy Title IX Coordinator’s listed below.

Off Campus Resources

In addition to the Wellness Center, there are off campus, community confidential resources that are available. Reports to these confidential resources will not constitute a report to the University and will not result in the University taking any action against the accused. These confidential resources, which may or may not charge services fees, include:

Community Action 24-Hour Hotline	1-888-945-3970
Rape Crisis of the Southern Tier	1-888-810-0093
NYS Police Sexual Assault Hotline	1-844-845-7269
NYS Domestic Violence Hotline	1-800-942-6906
NYS Office of Victim Services	1-800-247-8035

Non-Confidential Resources – Title IX Coordinator/Title IX Deputy Coordinator’s

The following offices and individuals have been trained to receive and respond to allegations of violations of this policy.

- **Title IX Coordinator for All Persons**
Chief Diversity Officer
[Dr. Angie Taylor](#)
Powell Campus Center
Office: 607-871-2975
Cell: [703-859-1215](#)
- **Title IX Deputy Coordinator (Primary)**
Chief Human Resources Officer
[Deb Drain](#)
Greene Hall
Office: 607-871-2909
- **Director of Public Safety**
Public Safety Department
[Scott Richardson](#)
Powell Campus Center
607-871-2108
- **Senior Human Resources Generalist & Payroll Supervisor**
Office of Human Resources & Title IX Coordinator (Primary)
[Kayleigh Jones](#)
Greene Hall
607-871-2276
- **Title IX Deputy Coordinator for Student-Athletes**
Head Athletic Trainer
[Ronald Demchak](#)
McLane Center
Office: 607-871-2916
- **Title IX Deputy Coordinator for Residence Life**
Director of Residential Communities
[Max Koskoff](#)
Bartlett Hall
Office: 607-871-2186
- **Title IX Deputy Coordinator for Staff**
Human Resources Senior Associate
[Tamara Green](#)
Greene Hall
Office: 607-871-2965
- **Title IX Deputy Coordinator for Student-Athletes**
Assistant Athletic Trainer
[Marley Signorelli](#)
McLane Center
Office: 607-871-2022

- **Area Coordinator, Residence Life**
[Jamie Seifert](#)
Moskowitz Hall
Office: 607-871-2264
- **University Ombuds, Professor Environmental Studies**
[Frederic Beaudry](#)
Science Center
Office: 607-871-2634

If a report is made to anyone other than the Title IX Coordinator/ Title IX Deputy Coordinator listed above, the complainant risks the possibility that the information will not come to the attention of the proper Alfred University officials and may, therefore, not be acted upon.

Upon receiving a report, the Title IX Coordinator/ Title IX Deputy Coordinator to whom the report was made will discuss with the complainant available avenues and options. Options may include reports to local law enforcement, initiating a disciplinary proceeding against the respondent and remedial actions to ameliorate or correct the effects of the discrimination, harassment, or sexual misconduct. Other options may include, but are not limited to, interim changes in housing assignment, class assignment, and alternative means of transportation to allow the complainant to avoid interacting with the respondent.

There is no time limit for making a report. However, the passage of time may make effective responsive action difficult. Further, if the respondent is no longer a member of the community, Alfred University's ability to respond may be limited. It is at the discretion of the assigned Title IX Deputy Coordinator to determine the action Alfred University will take concerning complaints which are filed after a substantial amount of time has passed. Individuals are encouraged to bring complaints forward in a timely manner.

Alfred University may impose interim suspension or interim restrictions in effort to protect the physical or emotional safety of any member of the community or ensure orderly operations. The imposition of interim restrictions, if any, will be determined by the Title IX Coordinator and the appropriate Title IX Deputy Coordinator.

Title IX Coordinator/ Title IX Deputy Coordinators and Responsible Employees are not a confidential resource. A Responsible Employees will share all information reported to him/her with the Title IX/Title IX Deputy Coordinator. However, this sharing of information does not necessarily lead to an investigation or disciplinary action. (See "choices of action to take" section for further explanation as to the response to a report.) A report to a Responsible Employees or a Title IX Coordinator/Title IX Deputy Coordinator may be made anonymously, but Alfred University's ability to respond to an anonymous complaint may be limited.

For more information about this policy and Alfred University's procedures to respond to acts of discrimination, harassment, or sexual misconduct, please contact a Title IX Coordinator/ Title IX Deputy Coordinator. You may do so even if you have not decided whether you wish to disclose information concerning a particular incident.

Law Enforcement

A victim of a crime is encouraged, but not required, to report the incident to local law enforcement and pursue criminal charges.

Alfred Village Police Department

Emergency, Call 911; Non-Emergency, 607-587-8877

Allegany County Sheriff's Department, New York Sheriffs' Victim Hotline (VINE)

For Offender information, call toll-free: 1-888-VINE-4-NY (1-888-846-3469)

Statewide Victim Assistance and Notification 24 hours a day;

New York State Police maintain a 24-hour

Hotline staffed by individuals trained to respond to sexual assault 1-844-845-7269

The criminal process and Alfred University's disciplinary processes are not mutually exclusive or dependent on each other, meaning that a person may pursue either a criminal complaint or University complaint or both. Any internal investigation and/or hearing process may be conducted concurrently with any criminal justice investigation and proceeding that may be pending. Temporary delays in Alfred University's internal processes may be requested by local law enforcement authorities for the purpose of gathering evidence. Any requested temporary delay must be submitted to the Title IX Coordinator/Deputy Title IX Coordinator and shall not last more than **ten (10) days**, except when local law enforcement authorities specifically request and justify a longer delay.

In criminal cases, the preservation of evidence is critical and must be done properly and promptly. If you are the victim of a crime, you are encouraged to **call 911** immediately. To preserve evidence, it is best that you do not change your clothes, shower, or brush your hair or teeth, as physical evidence may be lost. The Alfred Police Department, 7 West University Street, Alfred, NY 14802 607-587-8877 (or 911) can assist in filing a criminal complaint and securing an appropriate examination by a Sexual Assault Nurse Examiner.

Additionally, orders of protection and other forms of legal protection may be available to individuals who have experienced or are threatened with violence by an Alfred University community member or other person. In appropriate circumstances, an order of protection may be available that restricts the offender's right to enter Alfred University's property, and Alfred University will abide by a lawfully issued order of protection. University officials will, upon request, provide reasonable assistance to any member of the campus community in obtaining an order of protection or, if outside of New York State, an equivalent protective, including providing that person with:

- a copy of an order of protection or equivalent when received by the University and providing that person with an opportunity to meet or speak with a University representative, or other appropriate individual, who can explain the order and answer questions about it, including information from the order about the other person's responsibility to stay away from the protected person or persons;
- an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension; and
- Assistance in contacting local law enforcement to effect an arrest for violating such an order of protection.

If an act of alleged assault or violence is reported to a Title IX Coordinator/ Title IX Deputy Coordinator, the victim will be encouraged to report the incident to local law enforcement. Alfred University must also report statistics concerning the occurrence on campus of certain violent crimes, including certain sex offenses, in an annual report of campus crime statistics. This statistical report does not include any personally identifiable information concerning the victim or the accused.

Reporting individuals should understand that not all sexual misconduct under this policy is a crime and the measures that standard law enforcement employs in processing complaints are different than the University's standard under this policy. Questions about whether incidents violate criminal laws and how the criminal process works should be directed to law enforcement officials or the Allegany County District Attorney.

For educational purposes, the New York State provisions defining criminal sexual offenses are provided as an addendum to this policy.

Interim Measures and Accommodations

Alfred University's Title IX Coordinator/Title IX Deputy Coordinator will put in place reasonable interim measures and accommodations to protect safety, prevent retaliation, and ensure that the person reporting sexual assault, dating violence, domestic violence or stalking is not subjected to an ongoing hostile environment. Interim measures may include a no contact order or changes in academic, housing, employment, transportation, or other circumstances. Alfred University will review the facts and circumstances of each case, as well the complainant's wishes, in deciding whether and what steps are reasonable and appropriate.

The complainant or respondent may request review of the need for and the terms of any interim measures or accommodations imposed or requested that affect the individual directly and may submit evidence in support of their request. A request to add to, modify or eliminate an interim measure or accommodation may be made to the Title IX Coordinator/ Title Deputy IX Coordinator. Upon receipt of such a request, the Title IX Coordinator/ Title IX Deputy Coordinator will inform the other party of the request and allow the other party to respond, including submitting evidence if

desired. The Title IX Coordinator will consult with the appropriate Deputy Coordinator about any such request for review. A decision will be made and shared with the complainant as promptly as possible and, absent unusual circumstances, within one calendar week. The Title IX Coordinator/ Title IX Deputy Coordinator may modify the interim measures or accommodations on a temporary basis and while the parties are submitting their information and responses.

When a respondent is accused of sexual misconduct and is determined to present a continuing threat to the health and safety of the campus community, they will be subject to interim suspension. Both the respondent and subject of any such misconduct will, upon written request, be afforded an opportunity for a review of the need for and the terms of an interim suspension, including potential modification, by submitting a written request to the Title IX Coordinator/ Title IX Deputy Coordinator, providing the basis for that request and any evidence in support. When the accused is not a student but is a member of the University community, they may be subject to interim suspension in accordance with Alfred University's employment policies and practices.

Choices of Action to Take

Filing a Report without Taking Action

A complainant may make a report to a Title IX Coordinator/ Title IX Deputy Coordinator and request that Alfred University take no investigatory or conduct action. Alfred University endeavors to comply with complainants' wishes with respect to whether responsive action is taken. However, that is not always possible.

If a complainant requests that no action be taken against the respondent, the Title IX Deputy Coordinator will notify the Title IX Coordinator. Alfred University's decision will depend on the seriousness of the offense. The scope related to seriousness is determined by the following:

- There was an identified person accused or multiple accusations of an identified person;
- If there is reason to believe that the respondent(s) has engaged in this or similar conduct previously;
- The incident represents an escalation of past misconduct by the respondent(s);
- The respondent(s) threatened further violence against the victim or others;
- The sexual misconduct was perpetrated with a weapon or force;
- The complainant is a minor;
- The circumstances suggest an ongoing or future risk to the campus community or the complainant;
- Alfred University possesses other means to obtain relevant evidence of the sexual misconduct (e.g., security cameras, etc.);
- The overall safety of the campus community and other similar considerations.

A decision will be made and shared with the complainant. Alfred University retains the right to act upon any information that comes to its attention.

Similarly, a complainant may desire to have investigatory and/or conduct action taken but may wish to have their identity as the complainant kept confidential. Depending on the circumstances,

this may or may not be possible. If any number of people could have reported the incident, it may be possible for the complainant's identity to remain confidential and not shared with the respondent. However, in other cases, it may not be possible to proceed with investigatory or conduct action without revealing the identity of the complainant. If a complainant requests that their name be kept confidential, Alfred University's ability to respond to the complaint may be limited. The Title IX Deputy Coordinator will consult with the Title IX Coordinator and a decision will be made and shared with the complainant. Alfred University retains the right to act upon any information that comes to its attention.

Even when confidentiality is not available, Title IX Coordinator/Title IX Deputy Coordinator and other University officials acting under this policy will maintain privacy to the greatest extent possible. Information provided to a non-confidential employee will be relayed only as necessary for the Title IX Coordinator/Title IX Deputy Coordinator, and those acting under this policy, to carry out the purposes of this policy.

Even if no investigation or other internal disciplinary action is pursued, a complainant may request other remedial or supportive relief, such as changes in housing assignment, class assignment, alternative means of transportation, and a different work assignment to allow the complainant to avoid interacting with the respondent. Alfred University will review the facts and circumstances of each case, as well the complainant's wishes, in deciding what steps are reasonable and appropriate.

Withdrawal of Complaint

Prior to the conclusion of the investigation the complainant may withdrawal the complaint. Withdrawal of the complaint in most cases will end the process. Alfred University has the right to move forward and complete the investigation process and submit a Finding Report to the Title IX Coordinator.

Mediation/Informal Resolution

In some cases, mediation or an informal resolution may be appropriate.

- **Mediation** is only permitted for reports that do not involve any physical contact or violence; mediation may be appropriate in instances of more minor acts of insensitivity or misunderstandings. In the event mediation is used, the appropriate Title IX Deputy Coordinator will select a mediator. The mediation must be conducted by a third-party; mediation between just the complainant and respondent is not acceptable. A campus mediator will begin mediation efforts promptly and will report to the Title IX Coordinator and the appropriate Title IX Deputy Coordinator that the mediation occurred. At any time during the mediation process the complainant or the respondent has the right to terminate the process and proceed to an investigation.
- A person who desires an **Informal Resolution** should consult with the appropriate Title IX Deputy Coordinator. Informal resolution must be agreed upon by both parties, and the Title IX Coordinator must agree that it is appropriate. At any time during the informal resolution

process the complainant or the respondent has the right to terminate the process and proceed to an investigation.

If the parties reach agreement and this agreement is deemed appropriate, the informal resolution is considered successful. Both parties will sign a statement agreeing that the informal resolution was successful, and the matter will be considered resolved. If the informal resolution is unsuccessful, the complainant can proceed with a formal complaint. A copy of the signed statement will constitute the record of the informal resolution. If a party with obligations pursuant to an informal resolution fails in their obligations, the other party may ask Alfred University to enforce the terms of the resolution or may proceed with a formal complaint process.

Serious sanctions, such as suspension, expulsion, or termination, are not possible as a result of the informal resolution process, but lesser sanctions may be agreed upon.

Filing a Formal Complaint for Potential Conduct Action

Any individual may initiate a complaint (students may work with Counseling Services to draft the complaint) by reporting to a Title IX Deputy Coordinator.

When a complaint is reported involving a student under this policy which does not involve physical contact, the Title IX Deputy Coordinator, Dean for Student Experience, may choose to refer the complaint to the Administrative Hearing procedure set out in Alfred University's Student Life Policies and Procedures instead of the procedures below. The Title IX Deputy Coordinator, Dean for Student Experience may refer the complaint back to the procedures in this policy if facts uncovered during the administrative hearing or other reasons indicate the complaint would be more appropriately handled by the procedures in this policy.

Withdrawal or Resignation while charges are pending:

- **Student**: Alfred University has the right to complete the investigation, conduct and appeal process if deemed necessary by the Title IX Coordinator/Title IX Deputy Coordinator. A respondent student may decline to participate in the investigation or appeal process, but this will not deprive Alfred University to proceed with its usual investigatory and appeal procedures if deemed appropriate.
- **Employee**: Alfred University has the right to complete the investigation, disciplinary and appeal process if deemed necessary by the Title IX Coordinator/Title IX Deputy Coordinator. A respondent employee may decline to participate in the investigation or appeal process, but this will not deprive Alfred University to proceed with its usual investigatory and appeal procedures if deemed appropriate.

Investigation, Finding Report, Sanctioning and Appeal Hearing

Investigation of Complaint

Upon receipt of a complaint and a desire by the complainant to move forward, or a determination by Alfred University that it is necessary to move forward with an investigation despite the wishes of the complainant, the investigation process will begin. The appropriate Title IX Deputy Coordinator will contact the complainant(s) and the respondent(s) to meet and review the

investigation procedures, offer support of a counselor and outline the basis for the complaint. In extenuating circumstances Alfred University may utilize an external team solely or in conjunction with an internal investigation team. In cases alleging sexual misconduct, the complainant and respondent will be permitted to have an advisor of choice attend this meeting. In sexual misconduct, stalking, dating violence and relationship violence cases, this advisor may be an attorney. An advisor's role is to consult with and support the party and may do so only in writing so as not to disrupt or distract from the meeting; the advisor is not permitted to participate or to speak or make a statement of any kind to the investigators. Any advisor who fails to comply will be required to leave the meeting, and the meeting will proceed in the advisor's absence. Alfred University's Center for Academic Success (607-871-2690) can assist persons with disabilities.

The investigation will be conducted by a team consisting of two members of the Grievance Resolution Committee (GRC) and a member of the Public Safety Office. The investigation process generally includes interviewing the persons involved, including witnesses, and gathering and considering relevant evidence. Alfred University has the right to consult with legal counsel during the investigation. In unusual cases, it may be apparent that an investigation should not proceed. This may be the case if the complaint is not of a nature covered by this policy; where another policy or procedure is more appropriate; or where there is indisputable proof that the allegations are not true. If an investigation is not to proceed, the complainant and respondent will be so informed.

The investigation team uses the preponderance of the evidence standard, (i.e., it is more likely than not that a fact is true and/or that a violation of this policy occurred). At the conclusion of the investigation, the investigation team will issue a written report of the evidence and their finding as to responsibility to the appropriate Title IX Deputy Coordinator. The complainant and the respondent will, upon request to the Title IX Deputy Coordinator be provided access to the written report, to the extent required or allowed by FERPA, including the finding, all statements including the complainant's and the respondent's, and supporting documentation, subject to redaction permitted and/or required by law. For the purpose of this policy, access means a reasonable opportunity to read but not copy the material.

Finding Report

The investigation team will issue a Finding Report to the appropriate Title IX Deputy Coordinator, which shall include a determination as to responsibility, factual findings supporting the determination, and the rationale for the decision. The Finding Report will be available for review by both parties simultaneously by the Title IX Deputy Coordinator.

If the investigation team does not find a violation of this policy, no sanction(s) will be imposed under this policy, although Alfred University retains the right to address inappropriate behavior through other applicable personnel and conduct policies and procedures. When a finding of responsibility for violation of this policy is made, both the complainant and respondent shall have the opportunity to make a written impact statement to the appropriate Title IX Deputy Coordinator, prior to the determination of an appropriate sanction.

Student Respondent: When the finding indicates a violation of this policy, as determined by a “preponderance of the evidence” standard, the Dean for Student Experience will assign sanctions to the respondent. In making a determination regarding sanctions, the Dean for Student Experience may consult with the Title IX Coordinator and other appropriate University officials.

Faculty and Employee Respondent: When the finding indicates a violation of this policy, as determined by a “preponderance of the evidence” standard, the appropriate Title IX Deputy Coordinator will assign sanctions to the respondent. In making a determination regarding sanctions, the appropriate Title IX Deputy Coordinator may consult with the Title IX Coordinator and other appropriate University officials.

Both the complainant and respondent shall have the right to exclude their own prior sexual history with persons other than the other party or their own mental health diagnosis and/or treatment from admittance in any disciplinary proceeding held under this policy. Past findings of domestic violence, dating violence, stalking or sexual assault may be considered for purposes of determining the appropriate sanction after a finding of responsibility.

Both complainant and respondent will receive simultaneous written notice of outcomes, to the extent permitted by law. The final outcome letter shall include factual findings supporting the determination, the decision and the sanction, if any, as well as the rationale for the decision and sanction.

Vendor, visitor or other non-student, non-employee Respondent: When the finding indicates a violation of this policy, as determined by a “preponderance of the evidence” standard, the Chief of Public Safety or other appropriate designed Alfred University administrator will communicate to the respondent the outcome and the sanction imposed, which may be, among other things, a full (persona non-grata) or partial ban from Alfred University’s property. A vendor, visitor or other non-student, non-employee respondent does not have a right to appeal.

Appeals

Both the complainant and the respondent, if a student, faculty member or employee, may file an appeal based on dissatisfaction with the finding of responsibility for a violation (or the lack of such a finding), or with the sanction imposed, or both. The grounds of appeal are limited to:

- A procedural error occurred during the process that had a direct impact on the outcome;
- New evidence has come to light that has a direct impact on the outcome which could not have been discovered by a properly diligent person before or during the original proceeding;
- The sanction is too severe (appeal from respondent); or the sanction is too lenient (appeal from complainant);
- The decision is not supported by a preponderance of the evidence.

The ground(s) for appeal must be set forth and the reason(s) for the appeal must be provided in the appeal submission. Sanctions remain in place pending the outcome of the appeal, unless the

Title IX Coordinator in conjunction with the Title IX Deputy Coordinator decides otherwise.

Student: the appeal and any accompanying documentation must be completed and submitted, electronically or in person, within seven (7) business days to the Office of Student Conduct.

Faculty or Employee: the appeal and any accompanying documentation must be completed and submitted, electronically or in person, within seven (7) business days to the Title IX Coordinator, to distribute it to the appointed appeal officer.

In the event an appeal is submitted by any party, the complainant, respondent and Chairperson will be notified in a timely manner of such appeal. Notification of the appeal hearing will be received within seven (7) business days; the outcome of the appeal is final.

Appeal Hearing Procedures

An Appeal Hearing is held before a four (4) member Appellate Panel made up of administrators, faculty and/or staff members and a non-voting Chairperson, each selected from the Grievance Resolution Committee (GRC) (see below for a description of the committee). To be eligible to serve on the Appellate Panel, each member must have been appointed and participate in training by the Title IX Coordinator and/or the Title IX Deputy Coordinator. If any vacancy on the panel occurs during the academic year, or if the Chairperson determines that a legitimate conflict of interest exists between a member of the panel and a party to a complaint, the Chairperson may request that the Title IX Coordinator or the Title IX Deputy Coordinator find a replacement from those members of the Appellate Panel eligible to serve.

A person who served on the investigation team is ineligible to serve on the Appellate Panel in the case.

The Appellate Panel Chairperson is the only non-voting member of the Appellate Panel. The Chairperson presides over the hearing and is responsible for ensuring Alfred University policy; hearing procedures and complainant's/respondent's rights are followed:

- The Chairperson will give formal notice to the complainant, respondent, investigation team and relevant witnesses of the time, place, and details of the hearing.
- The Chairperson has authority to determine all questions of procedure, questions complied by the voting members of the panel and information presented.
- The Chairperson is responsible for ensuring that the sexual history or character of a complainant or respondent and the conduct history of the respondent or complainant which is not relevant to the complaint is not admissible.
- The Chairperson is in charge of presenting the information to be considered and reviewed by the panel.
- The Chairperson may call witnesses, including members of the investigation team. A party may not call witnesses. However, a party may request that the Chairperson call witnesses by submitting a request to the Chairperson at least two (2) days prior to the hearing, with an explanation of the reason(s) the party believes the witness should be called and/or the relevant

information the party believes the witness will provide. The Chairperson will decide in their discretion whether to call any witness.

- The Chairperson will ensure that the complainant/respondent have the right to have an advisor present in any proceeding. An advisor's role is to consult with and support the party and may do so only in writing in effort to not disrupt or distract from the proceeding; the advisor is not permitted to participate in the hearing, to speak or make a statement of any kind during the proceeding. The Chairperson may exclude any advisor who fails to comply, and the Hearing will proceed in the advisor's absence. In sexual misconduct, stalking, dating violence and relationship violence cases, this advisor may be an attorney, at the party's own expense.
- The hearing is held in private. The Chairperson may allow witnesses who have relevant information to provide to be present during portions of the hearing and may call on the investigation team. The Title IX Deputy Coordinator may be called by the Chairperson to submit a statement of recommendation as to sanctioning.

Finding & Sanction(s) Appeal:

- Prior to the scheduled start of the hearing, the Appellate Panel will meet to review the submitted statements, reports, and supporting documentation and develop questions to ask the involved parties and witnesses.
- The hearing is not recorded, and no party is permitted to make a recording of the hearing. During the hearing, the Chairperson will ask the questions developed by the panel.
- The complainant and the respondent have the right to question the other party and any witnesses through questions posed to the Chairperson.
- In their discretion, the Chairperson may decline to allow any question or evidence on the ground that it is irrelevant, unreliable, duplicative, or otherwise unnecessary or inappropriate.
- The complainant or the respondent may request that accommodations be made to have separate rooms or a room partition or may request an alternative arrangement in effort to minimize potential trauma or stress, without depriving the other party of access to the evidence or testimony.
- A hearing may proceed even though the complainant or respondent declines to participate. A complainant or respondent may choose to provide a written statement in lieu of attendance at the hearing and may choose to decline to participate at all.
- The respondent/complainant will be given the opportunity to provide an opening and a closing statement.
- The panel may of its own volition request that a witness appear if the panel believes the witness will provide useful information.
- The Chairperson has the responsibility to ensure that a witness or a party is treated respectfully and sensitively.
- If at any time during the hearing process a person's behavior, including the complainant or respondent, is deemed as disruptive by the Chairperson; the Chairperson has the right to excuse or remove said person from the proceedings and continue the hearing without their participation.

- The Chairperson may accept and use written witness statements as part of the hearing. Both parties will have access to any written witness statements made part of the hearing, subject to redaction as permitted and/or required by law.
- The respondent and the complainant will be informed in writing of the outcome of the hearing by the Chairperson.

Appeal Outcomes

The outcome of the appeal may be the following:

- Affirm the finding(s) of no responsibility and, therefore, no sanction.
- Affirm the finding(s) of responsibility and the sanction(s).
- Affirm the finding(s) of responsibility and increase or reduce, but not eliminate, the sanction(s).
- Modify sanction(s): may increase or reduce but not eliminate the sanctions.
- Reverse the finding(s) of responsibility and eliminate the sanction(s).
- Reverse finding of no responsibility and assign a sanction(s).

The outcome of the appeal hearing is final. The Chairperson will notify the parties simultaneously in writing of the outcome.

In the case of a **tenured or tenured-track faculty member**, if the proposed sanction under this policy is “termination of tenure” or “termination of employment,” then the applicable procedures in the Provisions of Faculty Appointment (8.5 of Faculty Handbook) will be followed, except that the factual findings and sanctions assigned at the conclusion of the appeal process by the Appellate Panel formed by this policy shall be accepted by the President for recommendations to the Executive Committee of the Board of Trustees.

Sanctions

The sanction(s) for a violation of this policy will be based on a consideration of all the circumstances, including the severity of the conduct and the respondent’s disciplinary history. The sanction(s) imposed may be any one or more of the following:

Student:

Day of service

Conduct probation/1 semester

Conduct probation/for the duration of active status

Educational modules

Expulsion

Housing re-assignment

Loss of privileges (housing)

Mandated counseling assessment

Mandatory counseling/twice a month for 1 semester

Mandatory counseling/twice a month for 2 semesters

Mandatory counseling/twice a month for 3 semesters

Mandatory counseling/twice a month for 4 semesters

No contact order (keep-away)/1 semester

No contact order (keep-away)/for the duration of active status

Residence hall probation/1 semester

Residence hall probation/for the duration of active status

restrictions from designated areas of campus

Suspension/1 semester

Suspension/2 semesters

Suspension/3 semesters

Suspension/4 semesters

University probation/1 semester

University probation/2 semester

Student:

University probation/3 semester

University probation/4 semester

University probation/for the duration of active status

Written warning

Students who are no longer matriculating:

Persona non-grata (ban from campus) for up to 10 years

Employee & Non-tenured Faculty:

verbal warning-document filed

written warning-document filed

final warning-suspension with pay/1 month

Final warning-suspension with pay/2month

Final warning-suspension with pay/3 month

final warning-suspension without pay/1 month

Final warning-suspension without pay/2month

Final warning-suspension without pay/3 month

restrictions from designated areas of campus/6 months

Restrictions from designated areas of campus/12 months

Restrictions from designated areas of campus/24 month's termination

Tenured/Tenure Track Faculty:

Verbal warning-document filed
written warning-document filed
restrictions from designated areas of
campus/6 months

Restrictions from designated areas of
campus/12 months

Restrictions from designated areas of
campus/24 months

Tenure revocation
termination

Non-AU community members:

persona non grata (ban from campus)
termination of contract/lawsuit for
damages

For those crimes of violence that Alfred University is required by federal law to include in its Annual Security Report, the transcripts of students found responsible, if any, shall include the following notation:

- Withdrew with conduct charges pending, or
- Suspended after a finding of responsibility for a code of conduct violation, or
- Expelled after a finding of responsibility for a code of conduct violation.

Transcript notations for suspensions may be removed, upon request, at the discretion of Alfred University one (1) year after the conclusion of the suspension. A request to have a suspension notation removed from one's transcript should be submitted to the Title IX Coordinator who will consult with the appropriate Title IX Deputy Coordinator and representatives from Alfred University's Registrar office to determine whether removal of the notation is appropriate under the circumstances. Transcript notations for expulsion shall not be removed.

Students' Bill of Rights

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the conduct process and/or criminal justice process free from pressure by Alfred University;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institutional representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by Alfred University, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of Alfred University;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or conduct process of Alfred University.

Procedural Rights for All Reporting Individuals

Anyone reporting an incident of sexual assault, domestic or dating violence or stalking has the right to:

1. Make a report to Alfred University's Office of Public Safety, local law enforcement and/or state police;
2. Have emergency access to a Title IX Coordinator or other appropriate official trained in interviewing victims of sexual assault who shall be available upon the first instance of disclosure by a reporting individual to provide information regarding:
 - a.** options to proceed, including the right to make a report to Public Safety, local law enforcement, and/or state police or choose not to report; to report the incident to Alfred University; to be protected by Alfred University from retaliation for reporting an incident; and to receive assistance and resources from the University, as set out in this policy,
 - b.** where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible;

- c.** detailing that the criminal justice process utilizes different standards of proof and evidence and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney;
 - d.** whether such University official is authorized to offer the reporting individual confidentiality or privacy; and
 - e.** The reporting individual's other reporting options.
3. Disclose confidentially the incident to Alfred University representatives, who may offer confidentiality pursuant to applicable laws and can assist in obtaining services for reporting individuals;
 4. Disclose confidentially the incident and obtain services from the state or local government;
 5. Disclose the incident to Alfred University representatives who can offer privacy or confidentiality, as appropriate, and can assist in obtaining resources for reporting individuals;
 6. File a report of sexual assault, domestic violence, dating violence, and/or stalking and the right to consult the Title IX Coordinator and other appropriate Alfred University representatives for information and assistance. Reports shall be investigated in accordance with Alfred University's policy and a reporting individual's identity shall remain private at all times if said reporting individual wishes to maintain privacy, subject to Alfred University's ability to meet its obligation to provide a safe, non-discriminatory environment for all members of the community;
 7. Disclose, if the accused is an employee of Alfred University, the incident to Alfred University's human resources representatives or the right to request that a confidential or private employee assist in reporting to the appropriate human resources representatives; and
 8. Receive assistance from appropriate Alfred University representatives in initiating legal proceedings in family court or civil court as provided in the University's policies.
 9. Withdraw a complaint or involvement from Alfred University's at any time.

Definitions of Terms and Processes

Policy Amendment

This policy may be amended from time to time as necessary to comply with changes in laws and/or in accordance with other applicable Alfred University policies.

Grievance Resolution Committee (GRC) – membership

The Grievance Resolution Committee will be appointed by the President and will be composed of faculty, staff and/or administrators either paid by or affiliated with the University. Each year the current Title IX Coordinators & Title IX Deputy Coordinator will solicit applications and nominations and will recommend members who will serve in the following year. Every effort will be made to maintain gender parity on the Committee. Appointment of new members for the next academic year will be made on an annual basis. The Title IX Coordinator and/or Title IX Deputy Coordinators shall arrange for all members to receive training prior to assuming their responsibilities.

Amnesty

The health and safety of every student at Alfred University is of utmost importance. Alfred University realizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Alfred University strongly encourages students to report domestic violence, dating violence, stalking or sexual assault to University officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking or sexual assault to Alfred University officials or law enforcement will not be subject to the University's conduct of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking or sexual assault.

Coordination of Policies

The procedures in this policy will be followed for all complaints covered by this policy, notwithstanding the provisions of otherwise applicable personnel and student life policies. In the discretion of the appropriate Title IX Deputy Coordinator, any alleged act of misconduct may be investigated and decided in conjunction with an allegation of a violation of this policy (e.g., if a person is accused of sexual assault and also property damage in conjunction with the assault, the allegation of property damage may be adjudicated in accordance with this policy).

In the case of a **tenured or tenured-track faculty member**, if the proposed sanction under this policy is "termination of tenure" or "termination of employment", then the applicable procedures in the Provisions of Faculty Appointment (8.5 of Faculty Handbook) will be followed, except that the factual findings and sanctions assigned at the conclusion of the appeal process by the Appellate Panel formed by this policy shall be accepted by the President for recommendations to the Executive Committee of the Board of Trustees.

Retaliation

Retaliation against any person or persons, who report a violation of this policy, who participates in ending a harassing situation, and/or who participates as a witness in an investigation or appeal hearing, is strictly prohibited. Alfred University views retaliatory harassment and other retaliatory actions to be a serious breach of policy and values. Any person who believes they have been subject to retaliation should immediately report the situation to the Title IX Coordinator or approach a Title IX Deputy Coordinator for further action. Title IX prohibits retaliation and Alfred University may take responsive action. An allegation that retaliation has occurred in violation of this policy will be investigated and adjudicated in accordance with the procedures set forth in this policy.

Consensual Relationships

Sexual behavior that is welcome or consensual does not constitute sexual harassment under the law. However, romantic relationships in situations where one individual has greater power or authority over another frequently result in claims of harassment when the relationship ends and often gives the perception of favoritism while the relationship continues. Such relationships are inappropriate. A "consensual" relationship between a professor and their student, a supervisor and a subordinate, or a

coach and team player are examples of inappropriate relationships. If a consensual relationship occurs, any situation of authority must be discontinued, and appropriate action may be taken. It is the responsibility of the person in the relationship with the greater authority to disclose the relationship promptly to the Title IX Coordinator and the appropriate Title IX Deputy Coordinator. Certain Departments and Divisions of Alfred University may have policies or expectations that hold their members to more stringent standard than this policy and these higher standards will be the controlling document in such cases.

Time Frames

Alfred University endeavors to investigate and reach a determination about all complaints under this policy within 60 calendar days. The investigatory stage should be completed within 30 days, and the appeal process, if any, should be completed 30 days thereafter. This may not always be possible, especially if there are multiple complaints and/or incidents involved and/or due to delays necessitated by Alfred University breaks or other reasons of unavailability. All parties to the process will be notified in writing if, during the process, it becomes necessary to extend the time frame to allow for a fair and complete examination and resolution of the issues.

Training

The Title IX Coordinator is responsible for ensuring that the Title IX Deputy Coordinator, Public Safety, and the Grievance Resolution Committee Members receive appropriate annual training and all the procedures and policies are followed.

Delegation of Authority

Any references in this policy to a specific title should be read to include “their designee”. Any person to whom this policy empowers to act may delegate their authority to any other appropriate Alfred University official. Delegation of authority may be necessary to avoid conflicts of interest or where time constraints or other obligations prevent an Alfred University official named in this policy from fulfilling their designated role.

Records

Records will be maintained confidentially and protected in accordance with legal requirements and Alfred University’s Records Retention Policy.

Policy Compliance

Any person with a concern about Alfred University’s handling of a particular matter should contact the Title IX Coordinator or a Title IX Deputy Coordinator.

The U.S. Department of Education, Office for Civil Rights (OCR) is a federal agency responsible for ensuring compliance with Title IX. OCR is located at 400 Maryland Avenue, SW, Washington, DC 20202-1100, and can be contacted at (800) 421-3481.

Clery Act Compliance

Alfred University is required to include for statistical reporting purposes the occurrence of certain incidents in its Annual Security Report (ASR). Names of individuals involved in incidents are not reported or disclosed

in ASRs. In the case of an emergency or ongoing dangerous situation, Alfred University will issue a timely warning to the campus. In such circumstances, the name of the alleged perpetrator may be disclosed to the community, but the name of the victim/complainant will not be disclosed.

ALFRED UNIVERSITY'S TITLE IX GRIEVANCE POLICY

Introduction

What is the purpose of the Title IX Grievance Policy?

Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational 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's ability to equally access our educational programs and opportunities.

On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 that:

- Defines the meaning of "sexual harassment" (including forms of sex-based violence)
- Addresses how this institution **must** respond to reports of misconduct falling within that definition of sexual harassment, and
- Mandates a grievance process that this institution **must** follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of sexual harassment.

See, 85 Fed. Reg. 30026 (May 19, 2020). The full text of the Final Rule and its extensive Preamble are available here: <http://bit.ly/TitleIXReg>

Based on the Final Rule, Alfred University will implement the following Title IX Grievance Policy, effective August 14, 2020.

How does the Title IX Grievance Policy impact other campus conduct policies?

In recent years, "Title IX" cases have become a short-hand for any campus conduct process involving sex discrimination, including those arising from sexual harassment and sexual assault. But under the Final Rule, Alfred University must narrow both the geographic scope of its authority to act under Title IX and the types of "sexual harassment" that it must subject to its Title IX investigation and adjudication process. **Only** incidents falling within the Final Rule's definition of sexual harassment will be investigated and, if appropriate, brought to a live hearing through the Title IX Grievance Policy defined below.

Alfred University remains committed to addressing any violations of its policies, even those not meeting the narrow standards defined under the Title IX Final Rule.

Specifically, Alfred University has:

- A Student Conduct System that defines certain behavior as a violation of campus policy, including Alfred University's [Discrimination, Harassment and Sexual Misconduct Policy](#) and other behaviors prohibited under Alfred University's [Student Life Policies & Procedures](#).
- Handbooks for Administrative and Technical Specialists, Faculty and Support Staff that incorporate the University's [Discrimination, Harassment and Sexual Misconduct Policy](#).

To the extent that alleged misconduct falls outside this Title IX Grievance Policy, or misconduct falling outside the Title IX Grievance Policy is discovered in the course of investigating covered Title IX misconduct, the institution retains authority to investigate and adjudicate the allegations under the policies and procedures defined within the Student Conduct Process through a separate grievance proceeding. Or the appropriate disciplinary processes of the relevant Employee Handbook. Specifically, the University's Discrimination, Harassment and Sexual Misconduct Policy may be used to investigate and adjudicate allegations that fall outside this Policy.

The elements established in the Title IX Grievance Policy under the Final Rule have no effect and are not transferable to any other policy of the University for any Violation of the Code of Conduct, employment policies, or any civil rights violation except as narrowly defined in this Policy. This Policy does not set a precedent for other policies or processes of the University and may not be cited for or against any right or aspect of any other policy or process.

How does the Title IX Grievance Policy impact the handling of complaints?

Alfred University's Title IX Coordinator and Deputy Title IX Coordinators and reporting structure remains in place. What has changed is the way our Title IX Coordinator or Deputy Title IX Coordinators will handle different types of reports arising from sexual misconduct, as detailed in full throughout this Policy.

- **Title IX Coordinator for All Persons**
Chief Diversity Officer
[Dr. Angie Taylor](#)
Powell Campus Center
Office: 607-871-2975
Cell: [703-859-1215](#)
- **Title IX Deputy Coordinator**
Chief Human Resources Officer (Primary)
[Deb Drain](#)
Greene Hall
Office: 607-871-2909
- **Director of Public Safety**
Public Safety Department

[Scott Richardson](#)

Powell Campus Center

607-871-2108

- **Senior Human Resources Generalist & Payroll Supervisor**
Office of Human Resources & Title IX Coordinator (Primary)

[Kayleigh Jones](#)

Greene Hall

607-871-2276

- **Title IX Deputy Coordinator for Student-Athletes**

Head Athletic Trainer

[Ronald Demchak](#)

McLane Center

Office: 607-871-2916

- **Title IX Deputy Coordinator for Residence Life**

Director of Residential Communities

[Max Koskoff](#)

Bartlett Hall

Office: 607-871-2186

- **Title IX Deputy Coordinator for Staff**

Human Resources Senior Associate

[Tamara Green](#)

Greene Hall

Office: 607-871-2965

- **Title IX Deputy Coordinator for Student-Athletes**

Assistant Athletic Trainer

[Marley Signorelli](#)

McLane Center

Office: 607-871-2022

- **Area Coordinator, Residence Life**

[Jamie Seifert](#)

Moskowitz Hall

Office: 607-871-2264

- **University Ombuds, Professor Environmental Studies**

[Frederic Beaudry](#)

Science Center

Office: 607-871-2634

1. The Title IX Grievance Policy

General Rules of Application

Effective Date

This Title IX Grievance Policy will become effective on August 14, 2020 and will only apply to complaints of sexual harassment with allegations related to incidents or events that occurred on or after August 14, 2020.

Complaints brought prior to August 14, 2020 will be investigated and adjudicated according to the Alfred University's [Discrimination, Harassment and Sexual Misconduct Policy](#) if not completed by that date.

Revocation by Operation of Law

Should any portion of the Title IX Final Rule, 85 Fed. Reg. 30026 (May 19, 2020), be stayed or held invalid by a court of law, or should the Title IX Final Rule be withdrawn or modified to not require the elements of this policy, 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 Grievance Policy be revoked in this manner, any conduct covered under the Title IX Grievance Policy shall be investigated and adjudicated under the existing Student Conduct Process.

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>.

Definitions

Covered Sexual Harassment

For the purposes of this Title IX Grievance Policy, "covered sexual harassment" includes any conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning educational aid, benefits or services on participation in unwelcome sexual conduct (i.e., quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational institution's education program or activity;
3. Sexual assault (as defined in the Clery Act), which includes any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving affirmative consent. Sexual assault consists of the following specific acts:
 - a. 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;
 - b. 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 age or mental capacity. Private body parts include genital area, anus, groin, buttocks and breast and includes touch over or under clothing;
 - c. Statutory Rape. Non-forcible sexual intercourse with a person who is under the age of 17.

4. Dating violence (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act), which includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) The type of relationship; (iii) The frequency of interaction between the persons involved in the relationship.
5. Domestic violence (as defined in the VAWA amendments to the Clery Act), means 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 New York State's domestic or family violence laws 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 New York State.
6. Stalking (as defined in the VAWA amendments to the Clery Act), meaning engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to-- (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

Note that conduct that does not meet one or more of these criteria may still be prohibited under Alfred University's Student Conduct System or the University's expectations of employees as outlined in the various employee handbook(s).

Consent

For the purposes of this Title IX Grievance Policy, "consent" or "affirmative consent" means a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent may be initially given but withdrawn at any time. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm. When consent is withdrawn or can no longer be given, sexual activity must stop.

Confidentiality may be offered by an individual who is not required by law to report known incidents of sexual assault or other crimes to Alfred University officials, in a manner consistent with State and Federal law, including but not limited to 20 U.S.C. 1092(f) and 20 U.S.C. 1681(a). Licensed mental health counselors and medical providers are examples of Alfred University employees who may offer confidentiality.

Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes impairment due to drugs or alcohol (whether such use is voluntary or involuntary), the lack of consciousness or being asleep, being involuntarily restrained, if any of the parties are under the age of 17, or if an individual otherwise cannot consent.

Preponderance of the Evidence is the standard of proof in sexual and interpersonal violence cases, which asks whether it is “more likely than not” that the violence occurred. If the evidence presented meets this standard, then the accused/respondent should be found responsible.

Privacy may be offered by an individual when such individual is unable to offer confidentiality under the law but shall still not disclose information learned from a reporting individual or bystander to a crime or incident more than necessary to comply with this Policy, the Student Code of Conduct and other relevant student and employee policies, and other applicable laws, including informing appropriate University officials.

Retaliation is adverse action against another person for reporting a violation or for participating in any way in the investigation or conduct process. Retaliation includes harassment and intimidation, including but not limited to violence, threats of violence, property destruction, adverse educational or employment consequences, and bullying.

Education Program or Activity

For the purposes of this Title IX Grievance Policy, Alfred University “education program or activity” includes:

- Any on-campus premises
- Any off-campus premises that Alfred University has substantial control over. This includes buildings or property owned or controlled by a recognized student organization.
- Activity occurring within computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of Alfred University’s programs and activities over which Alfred University has substantial control.

Formal Complaint

For the purposes of this Title IX Grievance Policy, “formal complaint” means a document – including an electronic submission - filed by a complainant with a signature or 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 about conduct within Alfred University’s education program or activity and requesting initiation of the procedures consistent with the Title IX Grievance Policy to investigate the allegation of sexual harassment.

Complainant

For the purposes of this Title IX Grievance Policy, Complainant means any individual who has reported being or is alleged to be the victim of conduct that could constitute covered sexual harassment as defined under this policy.

Relevant evidence and questions

“Relevant” evidence and questions refer to any questions and evidence that tends to make an allegation of sexual harassment more or less likely to be true.

“Relevant” evidence and questions do not include the following types of evidence and questions, which are deemed “irrelevant” at all stages of the Title IX Grievance Process:

- Evidence and questions about the complainant’s sexual predisposition or prior sexual behavior unless:
 - They are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or
 - They concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent. 34 C.F.R. § 106.45(6)(i).
- Evidence and questions that constitute, or seek disclosure of, information protected under a legally recognized privilege.
- Any party’s medical, psychological, and similar records unless the party has given voluntary, written consent. 85 Fed. Reg. 30026, 30294 (May 19, 2020).

Respondent

For the purposes of this Title IX Grievance policy, Respondent means any individual who has been reported to be the perpetrator of conduct that could constitute covered sexual harassment as defined under this policy.

Privacy vs. Confidentiality

Consistent with Alfred University’s Student Conduct Process, references made to *confidentiality* refer to the ability of identified confidential resources to not report crimes and violations to law enforcement or college officials without permission, except for extreme circumstances, such as a health and/or safety emergency or child abuse. References made to *privacy* mean Alfred University offices and employees who cannot guarantee confidentiality but will maintain privacy to the greatest extent possible, and information disclosed will be relayed only as necessary to investigate and/or seek a resolution and to notify the Title IX Coordinator, who is responsible for tracking patterns and spotting systemic issues. Alfred University will limit the disclosure as much as practicable, even if the Title IX Coordinator or a Deputy Title IX Coordinator determines that the request for confidentiality cannot be honored.

Under this Policy, complainants, respondents and their advisors of choice are entitled to receive all evidence gathered in connection with allegations in a formal complaint, including witness statements and notes of interviews, investigation reports and final determinations and any sanctions imposed on a respondent found responsible for a violation of this Policy.

Disability Accommodations

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 and/or a Deputy Title IX Coordinator at any point before or during the Title IX Grievance Process that do not fundamentally alter the Process. The Title IX Coordinator and/or a Deputy 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.

Making a Report Regarding Covered Sexual Harassment to the Institution

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator or a Deputy Title IX Coordinator, or by any other means that results in the Title IX Coordinator or a Deputy Title IX Coordinator receiving the person's verbal or written report.

Contact Information for the Title IX Coordinator or a Deputy Title IX Coordinator:

- **Title IX Coordinator for All Persons**
Chief Diversity Officer
[Dr. Angie Taylor](#)
Powell Campus Center
Office: 607-871-2975
Cell: [703-859-1215](#)
- **Title IX Deputy Coordinator**
Chief Human Resources Officer (Primary)
[Deb Drain](#)
Greene Hall
Office: 607-871-2909
- **Director of Public Safety**
Public Safety Department
[Scott Richardson](#)
Powell Campus Center
607-871-2108
- **Senior Human Resources Generalist & Payroll Supervisor**
Office of Human Resources & Title IX Coordinator (Primary)
[Kayleigh Jones](#)
Greene Hall
607-871-2276
- **Title IX Deputy Coordinator for Student-Athletes**
Head Athletic Trainer
[Ronald Demchak](#)
McLane Center
Office: 607-871-2916

- **Title IX Deputy Coordinator for Residence Life**
Director of Residential Communities
[Max Koskoff](#)
Bartlett Hall
Office: 607-871-2186
- **Title IX Deputy Coordinator for Staff**
Human Resources Senior Associate
[Tamara Green](#)
Greene Hall
Office: 607-871-2965
- **Title IX Deputy Coordinator for Student-Athletes**
Assistant Athletic Trainer
[Marley Signorelli](#)
McLane Center
Office: 607-871-2022
- **Area Coordinator, Residence Life**
[Jamie Seifert](#)
Moskowitz Hall
Office: 607-871-2264
- **University Ombuds, Professor Environmental Studies**
[Frederic Beaudry](#)
Science Center
Office: 607-871-2634

Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator or a Deputy Title IX Coordinator.

Confidential Reporting

The following Officials **cannot provide confidentiality** upon receiving a report of conduct prohibited under this policy; if a formal complaint is not filed, the following Officials will provide privacy to the extent possible as more fully provided in the section of this Policy entitled “Privacy vs. Confidentiality”, and if a formal complaint is filed, the following Officials must provide certain information to all parties and their advisors, as more fully described in this Policy:

- **Title IX Coordinator for All Persons**
Chief Diversity Officer
[Dr. Angie Taylor](#)
Powell Campus Center
Office: 607-871-2975
Cell: [703-859-1215](#)
- **Title IX Deputy Coordinator**
Chief Human Resources Officer (Primary)
[Deb Drain](#)
Greene Hall

- Office: 607-871-2909**

 - **Director of Public Safety**
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Human Resources Senior Associate
[Tamara Green](#)
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 - **Title IX Deputy Coordinator for Student-Athletes**
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 - **Area Coordinator, Residence Life**
[Jamie Seifert](#)
Moskowitz Hall
Office: 607-871-2264
 - **University Ombuds, Professor Environmental Studies**
[Frederic Beaudry](#)
Science Center
Office: 607-871-2634

The following Officials may provide confidentiality:

- Wellness Center – Health Services 607-871-2400
- Wellness Center – Counseling Services 607-871-2400

Confidential Off-Campus Resources

- Allegany County Crisis Center's 24-Hour Hotline 888-945-3970
- Rape Crisis of the Southern Tier 888-810-0093

Other Resources

- New York State Police Sexual Assault Hotline 844-84507269
- New York State Domestic Violence Hotline 800-942-6906
- New York State Office of Victim Services 800-247-8035
- Sexual Assault & Violence Response Resource ([SAVR](#))
(type in zip code {14802} for Alfred resources)

Non-Investigatory Measures Available Under the Title IX Grievance Policy

Supportive Measures

Supportive measures are measures offered by the University that are intended to restore or preserve, to the extent practicable, equal access to the University's educational programs and activities and protect the safety of all parties without unreasonably burdening any other party.

Complainants (as defined above), who report allegations that could constitute covered sexual harassment under this policy, have the right to receive supportive measures from Alfred University regardless of whether they desire to file a complaint.

Once a respondent is informed of a report or formal complaint, the respondent will be contacted by a Title IX Coordinator or Deputy Title IX Coordinator and offered supportive measures from Alfred University.

Supportive Measures may include, but not be limited to:

- assistance seek counseling
- extensions of deadlines or other course-related adjustments
- modifications of work or class schedules
- change in on-campus housing accommodations
- campus escort services
- restrictions on contact between the parties (no contact orders)
- changes in work or housing locations
- leaves of absence

- increased security and monitoring of certain areas of the campus

Supportive measures are non-conduct action and non-punitive.

The Title IX Coordinator or Deputy Title IX Coordinator who discusses the availability of supportive measures with a party will be responsible for coordinating the implementation of the supportive measures within the University.

Emergency Removal

Alfred University retains the authority to remove a respondent from Alfred University program or activity on an emergency basis, where Alfred University: (1) undertakes an individualized safety and risk analysis; and (2) determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual harassment justifies a removal.

If Alfred University determines such removal is necessary, the respondent will be provided notice and an opportunity to challenge the decision immediately following the removal. The challenge will be governed using the Appeals process under the [Discrimination, Harassment and Sexual Misconduct Policy](#).

Administrative Leave

Alfred University retains the authority to place a non-student employee respondent on administrative leave during the Title IX Grievance Process, consistent with guidelines outlined in the relevant employee handbook.

The Title IX Grievance Process

Filing a Formal Complaint

The timeframe for the Title IX Grievance Process begins with the filing of a Formal Complaint. The Grievance Process will be concluded within a reasonably prompt manner, and no longer than ninety (90) business days after the filing of the Formal Complaint, provided that the Process may be extended for a good reason, including but not limited to the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The procedure for applying for extensions is described below.

To file a Formal Complaint, a complainant must provide the Title IX Coordinator or a Deputy Title IX Coordinator a written, signed complaint describing the facts alleged. 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 Alfred University, including as an employee. For complainants who do not meet this criterion, the University will utilize existing policy under the University's Discrimination, Harassment and Sexual Misconduct Policy and applicable provisions under the [Student Code of Conduct](#) or the relevant employee handbook. Specifically, the University may use its Discrimination, Harassment and Sexual Misconduct Policy.

If a complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. Alfred University will inform the complainant of this decision in writing, and the complainant need not participate in the process further.

Nothing in the Title IX Grievance Policy or Alfred University's Student Conduct Process prevents a complainant from seeking the assistance of state or local law enforcement alongside the appropriate on-campus process.

The institution may consolidate Formal Complaints alleging covered sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of covered sexual harassment arise out of the same facts or circumstances.

Determining Jurisdiction

The Title IX Coordinator or a Deputy Title IX Coordinator will determine if the instant Title IX Grievance Process should apply to a Formal Complaint. The Process will apply when all of the following elements are met, in the reasonable determination of the Title IX Coordinator or a Deputy Title IX Coordinator:

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 within Alfred University's education program or activity; and
4. The alleged conduct, if true, would constitute covered sexual harassment as defined in this policy.

If all of the elements are met, Alfred University will investigate the allegations according to the Grievance Process.

Allegations Potentially Falling Under Two Policies:

If the alleged conduct, if true, includes conduct that would constitute behaviors covered by this Policy and behaviors covered by the University's Discrimination, Harassment and Sexual Misconduct Policy, this Policy will be applied in the investigation and adjudication of all of the allegations.

Mandatory Dismissal

If any one of these elements are not met, the Title IX Coordinator or a Deputy Title IX Coordinator will notify the parties that the Formal Complaint is being dismissed for the purposes of the Title IX Grievance Policy. Each party may appeal this dismissal using the procedure outlined in "Appeals," below.

Discretionary Dismissal

The Title IX Coordinator a Deputy Title IX Coordinator may dismiss a Formal Complaint brought under the Title IX Grievance Policy, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- A complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint, or any allegations raised in the Formal Complaint;
- The respondent is no longer enrolled or employed by Alfred University; or,

- If specific circumstances prevent Alfred University from gathering evidence sufficient to reach a determination regarding the Formal Complaint or allegations within the Formal Complaint.

Any party may appeal a dismissal determination using the process set forth in “Appeals,” below.

Notice of Dismissal

Upon reaching a decision that the Formal Complaint will be dismissed, Alfred University will promptly send written notice of the dismissal of the Formal Complaint or any specific allegation within the Formal Complaint, and the reason for the dismissal, simultaneously to the parties through their institutional email accounts. It is the responsibility of parties to maintain and regularly check their email accounts.

Notice of Removal

Upon dismissal for the purposes of Title IX, Alfred University retains discretion to utilize Student Conduct process to determine if a violation of the conduct system has occurred in cases where the respondent is a student. For dismissals for the purposes of Title IX where the respondent is an employee, the University retains the discretion to utilize the applicable employee handbook to determine whether a violation of a University policy occurred. If so, Alfred University will promptly send written notice of the dismissal of the Formal Complaint under the Title IX Grievance Process and removal of the allegations to the conduct process.

Amnesty

The health and safety of every student at Alfred University is of utmost importance. Alfred University realizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that sexual harassment or violence, including but not limited to domestic violence, dating violence, stalking or sexual assault, occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Alfred University strongly encourages students to report sexual harassment, domestic violence, dating violence, stalking or sexual assault to University officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of sexual harassment, domestic violence, dating violence, stalking or sexual assault to Alfred University officials or law enforcement will not be subject to the University's conduct of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the sexual harassment, domestic violence, dating violence, stalking or sexual assault.

Notice of Allegations

The Title IX Coordinator or a Deputy Title IX Coordinator will draft and provide the Notice of Allegations to any party to the allegations of sexual harassment. Such notice will occur as soon as practicable, after the institution receives a Formal Complaint of the allegations, if there are no extenuating circumstances.

The parties will be notified by their institutional email accounts if they are a student or employee, and by other reasonable means if they are neither.

The institution will provide sufficient time for the parties to review the Notice of Allegations and prepare a response before any initial interview.

The Title IX Coordinator or a Deputy Title IX Coordinator may determine that the Formal Complaint must be dismissed on the mandatory grounds identified above and will issue a Notice of Dismissal. If such a determination is made, any party to the allegations of sexual harassment identified in the Formal Complaint will receive the Notice of Dismissal in conjunction with, or in separate correspondence after, the Notice of Allegations. Complainants may appeal Notices of Dismissal using the appeal process described in this Policy.

Contents of Notice

The Notice of Allegations will include the following:

- Notice of the institution's Title IX Grievance Process and a hyperlink to a copy of the process.
- Notice of the allegations potentially constituting covered sexual harassment, and sufficient details known at the time the Notice is issued, such as the identities of the parties involved in the incident, if known, including the complainant; the conduct allegedly constituting covered sexual harassment; and the date and location of the alleged incident, if known.
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney, as required under 34 C.F.R. § 106.45(b)(5)(iv);
- A statement that before the conclusion of the investigation, the parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a party or other source, as required under 34 C.F.R. § 106.45(b)(5)(vi);

Ongoing Notice

If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the Notice of Allegations and are otherwise covered "sexual harassment" falling within the Title IX Grievance Policy, the institution will notify the parties whose identities are known of the additional allegations by their institutional email accounts or other reasonable means.

The parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

Advisor of Choice and Participation of Advisor of Choice

Alfred University will provide both parties equal access to advisors or support persons; any restrictions on advisor or a support person participation will be applied equally.

Alfred University has a long-standing practice of requiring students to participate in the process directly and not through an advocate or representative. Students participating as Complainant or Respondent in this process may be accompanied by an Advisor of Choice to any meeting or hearing to which they are required or are eligible to attend. Except where explicitly stated by this Policy, as consistent with the Final Rule, Advisors of Choice shall not participate directly in the process as per standard policy and practice of Alfred University.

Alfred University will not intentionally schedule meetings or hearings on dates where the Advisors of Choice for either party are not available, provided that the Advisors act reasonably in providing available dates and work collegially to find dates and times that meet all schedules.

Alfred University's obligations to investigate and adjudicate in a prompt timeframe under Title IX and other college policies apply to matters governed under this Policy, and Alfred University cannot agree to extensive delays solely to accommodate the schedule of an Advisor of Choice. The determination of what is reasonable shall be made by the Title IX Coordinator or a Deputy Title IX Coordinator. Alfred University will not be obligated to delay a meeting or hearing under this process more than five (5) days due to the unavailability of an Advisor of Choice and may offer the party the opportunity to obtain a different Advisor of Choice or utilize one provided by Alfred University.

Notice of Meetings and Interviews

Alfred University will provide, to a party whose participation is invited or expected and such party's advisor, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a party, with sufficient time for the party to prepare to participate.

Delays

Each party may request a one-time delay in the Grievance Process of up to five (5) days for good cause (granted or denied in the sole judgment of the Title IX Coordinator, Dean of Student Wellbeing, or a Deputy Title IX Coordinator) provided that the requestor provides reasonable notice and the delay does not overly inconvenience other parties.

For example, a request to take a five day pause made an hour before a hearing for which multiple parties and their advisors have traveled to and prepared for shall generally not be granted, while a request for a five day pause in the middle of investigation interviews to allow a party to obtain certain documentary evidence shall generally be granted.

The Title IX Coordinator, Dean for Student Experience, or a Deputy Title IX Coordinator shall have sole judgment to grant further pauses in the Process.

Investigation

General Rules of Investigations

An investigator designated by the Title IX Coordinator or a Deputy Title IX Coordinator will perform an investigation under a reasonably prompt timeframe of the conduct alleged to constitute covered sexual harassment after issuing the Notice of Allegations.

Alfred University and not the parties, has the burden of proof and the burden of gathering evidence, i.e. the responsibility of showing a violation of this Policy has occurred. This burden does not rest with either party, and either party may decide not to share their account of what occurred or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from Alfred University and does not indicate responsibility.

Alfred University cannot access, consider, or disclose medical records without a waiver from the party (or parent, if applicable) to whom the records belong or of whom the records include information. Alfred University will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, (i.e. evidence that tends to prove and disprove the allegations) as described below.

Inspection and Review of Evidence

Prior to the completion of the investigation, the parties and their respective advisor will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation.

Evidence that will be available for inspection and review by the parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

- Evidence that is relevant, even if that evidence does not end up being relied upon by the institution in making a determination regarding responsibility;
- inculpatory or exculpatory evidence (i.e., evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a party or other source.

All parties must submit any evidence they would like the investigators to consider prior to when the parties' time to inspect and review evidence begins. See, 85 Fed. Reg. 30026, 30307 (May 19, 2020).

The institution will send the evidence made available for each party and each party's advisor, if any, to inspect and review through an electronic format or a hard copy, depending on the type of evidence. Alfred University is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of determining format and any restrictions or limitations on access.

The parties will have ten (10) business days to inspect and review the evidence and submit a written response by email to the investigators. The investigators will consider the parties' written responses before completing the Investigative Report.

Alfred University will provide the parties five (5) business days after the initial inspection and review of evidence, and before the investigators completes their Investigative Report, to provide additional evidence in response to their inspection and review of the evidence, and then provide the parties five (5) business days to inspect, review, and respond to the party's additional evidence through a written response to the investigator. Those written responses will be disclosed to the parties. See, 85 Fed. Reg. 30026, 30307 (May 19, 2020).

Any evidence subject to inspection and review will be available at any hearing, including for purposes of cross-examination.

The parties and their advisors agree not to photograph or otherwise copy the evidence. See, 85 Fed. Reg. 30026, 30435 (May 19, 2020).

Inclusion of Evidence Not Directly Related to the Allegations

Evidence obtained in the investigation that is determined in the reasoned judgment of the investigator not to be directly related to the allegations in the Formal Complaint may be summarized in the appendices to the investigative report based on the judgment of the investigator.

Investigative Report

The Title IX Coordinator and/or an investigators designated by the Title IX Coordinator will create an Investigative Report that fairly summarizes relevant evidence, will and provide that Report to the parties and their respective advisor at least ten (10) business days prior the hearing in an electronic format or a hard copy for each party's review and written response.

The Investigative Report is not intended to catalog all evidence obtained by the investigators, but only to provide a fair summary of that evidence.

Only relevant evidence (including both inculpatory and exculpatory – i.e. tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report.

The investigator may redact irrelevant or unrelated information from the Investigative Report when that information is contained in documents or evidence that is/are otherwise relevant. See, 85 Fed. Reg. 30026, 30304 (May 19, 2020).

Hearing

General Rules of Hearings

Alfred University will not issue a conduct sanction arising from an allegation of covered sexual harassment without holding a live hearing and the decision-maker makes a determination of responsibility of the respondent for a violation of this Policy or any other violation under the Student Code of Conduct.

The live hearing may be conducted with all parties physically present in the same geographic location, or, at Alfred University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually through Zoom or Skype. This technology will enable participants simultaneously to see and hear each other. At its discretion, Alfred University may delay or adjourn a hearing based on technological errors not within a party's control.

All proceedings will be recorded through audio recording. That recording will be made available to the parties for inspection and review by appointment with the Dean for Student Experience.

When obtaining access to any evidence, the University will rely on the good judgment of its students, employees, and their advisors to keep the testimony of others or evidence confidential except for purposes related to the grievance process under this Policy.

Continuances or Granting Extensions

Alfred University may determine that multiple sessions or a continuance (i.e. a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, Alfred University will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

Newly discovered Evidence

As a general rule, no new evidence or witnesses may be submitted during the live hearing.

If a party identifies new evidence or witnesses that were not reasonably available prior to the live hearing and could affect the outcome of the matter, the party may request that such evidence or witnesses be considered at the live hearing.

For students, the Chair of the University Student Conduct Board will consider this request, for faculty/staff Kayleigh Jones, Director of Human Resources will consider this request. A determination will be made regarding (1) whether such evidence or witness testimony was actually unavailable by reasonable effort prior to the hearing, and (2) whether such evidence or witness testimony could affect the outcome of the matter. The party offering the newly discovered evidence or witness has the burden of establishing these questions by the preponderance of the evidence.

If the Chair of the University Student Conduct Board (for students) and Kayleigh Jones, Director of Human Resources (for employees) answers in the affirmative to both questions, then the parties will be granted a reasonable pause in the hearing to review the evidence or prepare for questioning of the witness.

Participants in the live hearing

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

Complainant and Respondent (The Parties)

- The parties cannot waive the right to a live hearing.
- The institution may still proceed with the live hearing in the absence of a party and may reach a determination of responsibility in their absence, including through any evidence gathered that does not constitute a "statement" by that party. 85 Fed. Reg. 30026, 30361 (May 19, 2020).
- For example, A verbal or written statement constituting part or all of the sexual harassment itself is not a "prior statement" that must be excluded if the maker of the statement does not submit to cross-examination about that statement. In other words, a prior statement would not include a document, audio recording, audiovisual reading, and digital media, including but not limited to text messages, emails, and social media postings, that constitute the conduct alleged to have been the act of sexual harassment under the formal complaint. See, OCR Blog (May 22, 2020), available at <https://www2.ed.gov/about/offices/list/ocr/blog/20200522.html>

- Alfred University will not threaten, coerce, intimidate or discriminate against the party in an attempt to secure the party's participation. See 34 C.F.R. § 106.71; see also 85 Fed. Reg. 30026, 30216 (May 19, 2020).
- If a party does not submit to cross-examination, the decision-makers cannot rely on any prior statements made by that party in reaching a determination regarding responsibility but may reach a determination regarding responsibility based on evidence that does not constitute a "statement" by that party.
- The decision-makers cannot draw an inference about the determination regarding responsibility based solely on a party's absence from the live hearing or refusal to answer cross examination or other questions. See 34 C.F.R. §106.45(b)(6)(i).

The Decision-Makers

- The decision-maker for complaints where the respondent is a student will consist of a panel of three (3) members of the University Student Conduct Board
- For complaints where the respondent is employed by the University and not a student, the decision-maker will be the Chief Human Resources Officer.
- No member of the hearing body will also have served as the Title IX Coordinator, Title IX investigators, or advisor to any party in the case, nor may any member of the hearing body serve on the appeals body in the case.
- No member of the hearing body will have a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
- The hearing body will be trained on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for complainants, and any technology to be used at the hearing.
- The parties will have an opportunity to raise any objections regarding a decision-maker's actual or perceived conflicts of interest or bias at the commencement of the live hearing.

Advisor of choice

- The parties have the right to select an advisor of their choice, who may be, but does not have to be, an attorney.
- The advisor's role is limited to consulting with their advisee and cross-examining the other party.
- The advisor of choice may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party, except for the purpose of cross-examination.
- An advisor's questioning of the other party and any witness must be conducted in a respectful and non-abusive manner. If the decision-maker determines that an advisor's behavior is not proper, the advisor may be required to leave the hearing and the hearing will either proceed with a University

appointed advisor to conduct questioning on behalf of the party or will be adjourned temporarily until another advisor can be present.

- The parties are not permitted to conduct cross-examination; it must be conducted by the advisor. As a result, if a party does not select an advisor, the institution will select an advisor to serve in this role for the limited purpose of conducting the cross-examination at no fee or charge to the party.
- The advisor is not prohibited from having a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
- The advisor is not prohibited from being a witness in the matter.
- If a party does not attend the live hearing, the party's advisor may appear and conduct cross-examination on their behalf. 85 Fed. Reg. 30026, 30340 (May 19, 2020).
- If neither a party nor their advisor appear at the hearing, Alfred University will provide an advisor to appear on behalf of the non-appearing party solely for the purpose of conducting questioning on behalf of that party as provided in this Policy. See, 85 Fed. Reg. 30026, 30339-40 (May 19, 2020).

Witnesses

- Witnesses cannot be compelled to participate in the live hearing and have the right not to participate in the hearing free from retaliation. See, 85 Fed. Reg. 30026, 30360 (May 19, 2020).
- If a witness does not submit to cross-examination, as described below, the decision-maker cannot rely on any statements made by that witness in reaching a determination regarding responsibility, including any statement relayed by the absent witness to a witness or party who testifies at the live hearing. 85 Fed. Reg. 30026, 30347 (May 19, 2020).

Hearing Procedures

For all live hearings conducted under this Title IX Grievance Process, the procedure will be as follows:

- The decision-maker will open and establish rules and expectations for the hearing;
- The Parties will each be given the opportunity to provide opening statements;
- Members of the panel will ask questions of the Parties and Witnesses;
- Parties will be given the opportunity for live cross-examination after Members of the University Student Conduct Board conducts its initial round of questioning; During the Parties' cross-examination, Members of the University Student Conduct Board will have the authority to pause cross-examination at any time for the purposes of asking decision-maker's own follow up questions; and for determining the relevance of questions; and any time necessary in order to enforce the established rules of decorum.

- Should a Party or the Party's Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Chair of the University Student Conduct Board
- A Party's waiver of cross-examination does not eliminate the ability of the University Student Conduct Board panel to use statements made by the Party.

Live Cross-examination Procedure

Each party's advisor will conduct live cross-examination of the other party or parties and witnesses. During this live-cross-examination the advisor will ask the other party or parties and witnesses' relevant questions and follow-up questions, including those challenging credibility directly, orally, and in real time.

Before any cross-examination question is answered, the Chair of University Student Conduct Board will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by University Student Conduct Board may be deemed irrelevant if they have been asked and answered.

Review of Audio Recording

The audio recording/ of the hearing will be available for review by the parties within ten (10) business days, unless there are any extenuating circumstances. Neither the audio recording of the hearing nor any copy of it will be given to parties or advisors of choice.

Determination Regarding Responsibility

Standard of Proof

Alfred University uses the preponderance of the evidence standard for investigations and determinations regarding responsibility of formal complaints covered under this Policy. This means that the investigation and hearing determine whether it is more likely than not that a violation of the Policy occurred.

General Considerations for Evaluating Testimony and Evidence

While the opportunity for cross-examination is required in all Title IX hearings, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the University Student Conduct Board.

The University Student Conduct Board shall not draw inferences regarding a party or witness' credibility based on the party or witness' status as a complainant, respondent, or witness, nor shall it base its judgments in stereotypes about how a party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.

Still, credibility judgments should not rest on whether a party or witness' testimony is non-linear or incomplete, or if the party or witness is displaying stress or anxiety.

Decision makers will afford the highest weight relative to other testimony to first-hand testimony by parties and witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e. tending to prove and disprove the allegations) evidence will be weighed in equal fashion.

Except where specifically barred by the Title IX Final Rule, a witness' testimony regarding third-party knowledge of the facts at issue will be allowed but will generally be accorded lower weight than testimony regarding direct knowledge of specific facts that occurred.

The Final Rule requires that Alfred University allow parties to call "expert witnesses" Alfred University does not provide for expert witnesses in other proceedings. The expert witness will be allowed to testify if the expert advice they are providing is relevant to the allegations in the formal complaint. Any party intending to call an expert to testify at a hearing must give the University at least five days prior notice by informing the investigator.

While an expert witness providing relevant expert opinions will be allowed to testify and be crossed as required by the Final Rule, the decision-makers will be instructed to afford lower weight to non-factual testimony of the expert relative to fact witnesses, and any expert testimony that is not directed to the specific facts that occurred in the case will be afforded lower weight relative to fact witnesses, regardless of whether the expert witness testimony is the subject of cross examination and regardless of whether all parties present experts as witnesses.

The Final Rule requires that Alfred University allow parties to call character witnesses to testify. Alfred University does not provide for in person character witnesses in other proceedings. While the character witnesses will be allowed to testify and be crossed as required by the Final Rule, the decision-makers will be instructed to afford very low weight to any non-factual character testimony of any witness.

The Final Rule requires that Alfred University admit and allow testimony regarding polygraph tests ("lie detector tests") and other procedures that are outside of standard use in academic and non-academic conduct processes. While the processes and testimony about them will be allowed to testify and be crossed as required by the Final Rule, the decision-makers will be instructed to afford lower weight to such processes relative to the testimony of fact witnesses.

Where a party or witness' conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the University Student Conduct Board may draw an adverse inference as to that party or witness' credibility.

Components of the Determination Regarding Responsibility

The written Determination Regarding Responsibility will be issued simultaneously to all parties through their institution email account, or other reasonable means as necessary and to their respective advisors of choice. The Determination will include:

1. Identification of the allegations potentially constituting covered sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination;

4. Conclusions regarding which section of this Policy, the [Student Code of Conduct](#) or the relevant employee handbook, if any, the respondent has or has not violated.
5. For each allegation:
 - a. A statement of, and rationale for, a determination regarding responsibility
 - b. A statement of, and rationale for, any disciplinary sanctions the recipient imposes on the respondent; and
 - c. A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
6. The recipient's procedures and the permitted reasons for the complainant and respondent to appeal (described below in "Appeal").

Sanctions and Remedies

The following are examples of the range of sanctions that may be imposed upon respondents:

- a. Written or verbal warnings
- b. Probation
- c. Suspension or administrative leave
- d. Expulsion or termination
- e. Mandated counseling
- f. A Keep Away restriction
- g. Loss of privileges or other similar restrictions

In addition, remedies can be granted to the complainant that are comparable to the supportive measures offered to the parties at the outset of the grievance process outlined in this Policy.

Timeline of Determination Regarding Responsibility

If there are no extenuating circumstances, the determination regarding responsibility will be issued by Alfred University within ten (10) business days of the completion of the hearing.

Finality

The determination regarding responsibility becomes final either on the date that the institution provides the parties with the written determination of the result of the appeal, if an appeal is filed consistent with the procedures and timeline outlined in "Appeals" below, or if an appeal is not filed, the date on which the opportunity to appeal expires.

Appeals

Each party may appeal (1) the dismissal of a formal complaint or any included allegations and/or (2) a determination regarding responsibility. To appeal, a party must submit their written appeal to the Title IX Coordinator or the Dean of Student Wellbeing **within five (5) business days** of being notified of the decision, indicating the grounds for the appeal.

The limited grounds for appeal available are as follows:

- Procedural irregularity that affected the outcome of the matter (i.e. a failure to follow the institution's own procedures);
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- The Title IX Coordinator, investigator(s), or decision-maker(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 sanction is too severe (appeal from the respondent) or the sanction is too lenient (appeal from the complainant).

The submission of appeal puts on hold any sanctions for the pendency of an appeal. Supportive measures and remote learning opportunities remain available during the pendency of the appeal.

If a party appeals, the institution will as soon as practicable notify the other party in writing of the appeal, however the time for appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal.

Both parties will be given a reasonable, equal opportunity to submit a written statement in support of or challenging, the determination based on the limited grounds for appeal.

Written statements may be no longer than ten (10) pages (including attachments). Appeals should be submitted in electronic form using Times New Roman, 12-point font, and single-spaced. Appeals should use footnotes, not endnotes. Appeals that do not meet these standards may be returned to the party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal document not to meet these standards.

Appeals will be decided by an Appellate Panel as set forth under the University's [Discrimination, Harassment and Sexual Misconduct Policy](#), who will be free of conflict of interest and bias, and will not serve as investigator, Title IX Coordinator, or hearing decision maker in the same matter.

Outcome of appeal will be provided in writing simultaneously to both parties and include rationale for the decision and no further appeals are allowed.

Employee Appeals Process

When an employee of the University is found to be responsible for violating the Title IX Grievance Policy by a hearing committee the employee may be sanctioned to one of the following sanctions by the Title IX Coordinator:

Staff and Non-Tenure Track Faculty:

- Verbal Warning, Document Filed
- Written Warning, Document Filed
- Suspension with or without pay 1-4 months
- Termination

Tenured and Tenure Track Faculty:

- Verbal Warning, Document Filed
- Written Warning, Document Filed
- Restriction from designated areas of the campus from 6-24 months
- Revocation of Tenure
- Termination

An employee, either faculty or staff, who disagrees with the sanction resulting from a finding of responsibility for violating the Alfred University Title IX Grievance Policy may file a written appeal, within ten (10) calendar days outlining the reason that the sanction was incorrect. Grounds for appeal are limited to new evidence that was not known at the time of the hearing and which could have changed the finding, the sanction was too lenient for the finding, or the sanction was too severe for the finding.

This appeal process is available to either the Respondent or the Complainant. Once a written appeal has been made the Vice President of Business and Finance or, in the case of an employee of the Business and Finance Division, the University President will meet with the appellant and hear any evidence that they wish to produce. The Vice President for Business and Finance or the President will make a decision, which will be final, within 5 working days of the meeting.

In the case of a tenured faculty member whose sanction includes either revocation of tenure or termination the University President, in consultation with the Human Resources Committee of the Board of Trustees, will make the decision.

Retaliation

Alfred University will keep the identity of any individual who has made a report or complaint of sex discrimination confidential, including the identity of any individual who has made a report or filed a Formal Complaint of sexual harassment under this Title IX Grievance Policy, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding under this Title IX Grievance Policy.

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations.

No person may intimidate, threaten, coerce, or discriminate against any individual 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 Title IX Grievance Policy.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a report or complaint of sex discrimination or a report or Formal Complaint of sexual harassment.

Complaints alleging retaliation related to allegations made under this Policy or proceedings under this Policy may be filed under and pursuant to the provisions of this Policy.

Rights of Parties under Section 129-b of the New York State Education Law Incorporated into this Policy.

Any University community member who has been impacted by behavior that violates this policy has the right to make a report to the Office of Public Safety or one of the Title IX Coordinator's listed below, local law enforcement, and/or the New York State Police, or choose not to report. If reported to Alfred University under this policy, a reporting individual will be protected from retaliation and will receive appropriate assistance and resources from Alfred University. A Student's Bill of Rights for cases involving sexual assault, domestic violence, dating violence or stalking is set forth below. Our Center for Academic Success (607-871-2690) can assist persons with disabilities.

Campus Resources

A victim is encouraged to seek support for their emotional and physical needs. A person seeking confidential emotional or health care may contact the following resources.

Wellness Center – Counseling Services

607.871.2400

Wellness Center – Health Services

607.871.2400

Professionals in Counseling Services and healthcare professionals at the Wellness Center (Health & Counseling Services) are the only Alfred University employees who can offer legally protected confidentiality. These Confidential Resources can provide assistance and information regarding medical assistance and treatment (including information about sexually transmitted infections, and sexual assault forensic examinations), and resources available through the New York State Office of Victim Services, academic and other campus support options, campus disciplinary proceedings and law enforcement options.

The health and counseling services noted above are available to students free of charge. Information shared with the Alfred University's Wellness Center staff will not be shared with the Title IX/Deputy Title IX Coordinator; therefore, a report to a confidential resource is not a report to the University and will not result in remedial action, an investigation, or disciplinary action. In addition, a confidential resources is not able to make any changes, a complainant may desire to avoid the respondent, such as a change in housing assignment; class assignment, alternative means of transportation, or different work assignment.

Similarly, information shared at public awareness and advocacy events (such as "Take Back the Night") does not create an obligation on the part of the University to investigate that information and/or take further action. Any person who desires Alfred University to investigate for potential disciplinary action or request

any intermediate accommodations, the person must make a report to one of the Responsible Administrators listed below.

Off Campus Resources

In addition to the Wellness Center, there are off campus, community confidential resources that are available. Reports to these confidential resources will not constitute a report to the University and will not result in the University taking any action against the accused. These confidential resources, which may or may not charge services fees, include:

- Community Action 24-Hour Hotline: 1-888-945-3970
- Rape Crisis of the Southern Tier 1-888-810-0093
- NYS Police Sexual Assault Hotline 1-844-845-7269
- NYS Domestic Violence Hotline 1-800-942-6906
- NYS Office of Victim Services 1-800-247-8035

Non-Confidential Resources – Title IX Coordinator/Title IX Deputy Coordinator’s

The following offices and individuals have been trained to receive and respond to allegations of violations of this policy.

- **Title IX Coordinator for All Persons**
Chief Diversity Officer
[Dr. Angie Taylor](#)
Powell Campus Center
Office: 607-871-2975
Cell: [703-859-1215](#)
- **Title IX Deputy Coordinator**
Chief Human Resources Officer (Primary)
[Deb Drain](#)
Greene Hall
Office: 607-871-2909
- **Director of Public Safety**
Public Safety Department
[Scott Richardson](#)
Powell Campus Center
607-871-2108
- **Senior Human Resources Generalist & Payroll Supervisor**
Office of Human Resources & Title IX Coordinator (Primary)
[Kayleigh Jones](#)
Greene Hall
607-871-2276
- **Title IX Deputy Coordinator for Student-Athletes**
Head Athletic Trainer

[Ronald Demchak](#)

McLane Center

Office: 607-871-2916

- **Title IX Deputy Coordinator for Residence Life**

Director of Residential Communities

[Max Koskoff](#)

Bartlett Hall

Office: 607-871-2186

- **Title IX Deputy Coordinator for Staff**

Human Resources Senior Associate

[Tamara Green](#)

Greene Hall

Office: 607-871-2965

- **Title IX Deputy Coordinator for Student-Athletes**

Assistant Athletic Trainer

[Marley Signorelli](#)

McLane Center

Office: 607-871-2022

- **Area Coordinator, Residence Life**

[Jamie Seifert](#)

Moskowitz Hall

Office: 607-871-2264

- **University Ombuds, Professor Environmental Studies**

[Frederic Beaudry](#)

Science Center

Office: 607-871-2634

If a report is made to anyone other than the Title IX Coordinator/ Title IX Deputy Coordinator listed above, the complainant risks the possibility that the information will not come to the attention of the proper Alfred University officials and may, therefore, not be acted upon.

Students' Bill of Rights

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by Alfred University;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;

5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institutional representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by Alfred University, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of Alfred University;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of Alfred University.

Procedural Rights for All Reporting Individuals

Anyone reporting an incident of sexual assault, domestic or dating violence or stalking has the right to:

- A.** Make a report to Alfred University's Office of Public Safety, local law enforcement and/or state police;
- B.** Have emergency access to a Title IX Coordinator or other appropriate official trained in interviewing victims of sexual assault who shall be available upon the first instance of disclosure by a reporting individual to provide information regarding:
 - i. options to proceed, including the right to make a report to Public Safety, local law enforcement, and/or state police or choose not to report; to report the incident to Alfred University; to be protected by Alfred University from retaliation for reporting an incident; and to receive assistance and resources from the University, as set out in this policy,
 - ii. Where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible;
 - iii. Detailing that the criminal justice process utilizes different standards of proof and evidence and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney;
 - iv. Whether such University official is authorized to offer the reporting individual confidentiality or privacy; and

v. the reporting individual' s other reporting options.

- C.** Disclose confidentially the incident to Alfred University representatives, who may offer confidentiality pursuant to applicable laws and can assist in obtaining services for reporting individuals;
- D.** Disclose confidentially the incident and obtain services from the state or local government;
- E.** Disclose the incident to Alfred University representatives who can offer privacy or confidentiality, as appropriate, and can assist in obtaining resources for reporting individuals;
- F.** File a report of sexual assault, domestic violence, dating violence, and/or stalking and the right to consult the Title IX Coordinator and other appropriate Alfred University representatives for information and assistance. Reports shall be investigated in accordance with Alfred University's policy and a reporting individual's identity shall remain private at all times if said reporting individual wishes to maintain privacy, subject to Alfred University's ability to meet its obligation to provide a safe, nondiscriminatory environment for all members of the community;
- G.** Disclose, if the accused is an employee of Alfred University, the incident to Alfred University's human resources representatives or the right to request that a confidential or private employee assist in reporting to the appropriate human resources representatives; and
- H.** Receive assistance from appropriate Alfred University representatives in initiating legal proceedings in family court or civil court as provided in the University's policies.
- I.** Withdraw a complaint at any time.

FIRE SAFETY

This policy outlines the University's protocols for fire safety, including fire prevention, fire incidents, fire alarms system inspection and testing, fire drills, and life safety requirements for places of assembly.

Fire in a University building has the potential to endanger lives and destroy property. The purpose of this policy is to promote the safety of the University community, prevent damage to university property and to comply with federal, state, city and University regulations and policies. Every member of the campus community is responsible for preventing and properly handling common fire hazards, and for familiarity with proper emergency procedures and phone numbers.

Environmental Health and Safety

<https://my.alfred.edu/ehs/>

Environmental Health and Safety (EHS) is located on the 1st floor of Myers Hall .

The Environmental Health and Safety/Fire Safety Office is responsible for the development, implementation, and maintenance of this policy as it relates to fire and life safety. Public Safety is the responsible Office for fire and life safety. The Executive Director of Capital Projects & Facilities is responsible for the maintenance of this policy as it relates to fire system service maintenance, testing, and fire systems.

Environmental Health and Safety (EHS) assists the University to meet its responsibility to protect students, employees, and the environment and to provide a safe and healthy place of employment and learning. Environmental Health and Safety provides occupational and environmental health and safety services to all faculty, students, and staff, including maintaining compliance with federal, state and local laws and regulations related to occupational health and safety, environmental conservation and protection, and laboratory safety. Environmental Health and Safety also provides emergency response, technical support, information and training programs, and environmental health and safety consulting.

Who is governed by this policy - all faculty, staff, affiliates, students, and visitors of Alfred University are governed by this policy.

Who should know this policy - All faculty, staff, affiliates, and students of Alfred University. Exclusions & special situations – None

It is the University's policy to endeavor to protect all persons on its premises from the hazards of fire. Specifically, the University endeavors to ensure:

- That adequate means of egress in case of fire exists for all persons on University premises.
- That all means of egress are correctly maintained, kept free from obstruction and available for safe and effective use at all times.
- That all fire detection and annunciation equipment required to give warning in the event of a fire is properly installed and maintained.

- That fire suppression equipment for containing or fighting fire is present and maintained in proper working order.
- That emergency response, management, notification, and investigative management procedures are followed in responding to and in the aftermath of a fire.
- That appropriate fire safety training is developed and implemented to provide faculty, staff, administration, and students with a working knowledge of fire and life safety practices and evacuation policy and procedures.
- That all premises owned or occupied by the University receive a fire and life safety inspection at reasonable intervals.
- That measures are taken to mitigate potential risk in buildings, installations and equipment from fire that are commensurate with the risks and are appropriate to the value of teaching, research, or commercial importance of those assets.

Residence Hall Fire Safety

Appliances

No electrical appliances drawing more than 800 watts or incorporating unshielded heating elements (including but not limited to hotplates, heating coils, toaster ovens) may be used in student rooms. Electric grills, “George Foreman” type grills or appliances that comply with this wattage restriction may be used only in designated kitchen areas of each residence hall.

Prohibited Items

Creating a fire hazard in a building is prohibited. This applies but is not limited to:

- candles, cut natural trees, halogen lights, and incense
- bottled gases in unauthorized locations
- storage of bottled gases
- decorative hangings (paper or fabric) affixed less than 6 inches from the ceiling or floor or in stairwells
- extension cords
- smoking or vaping
- unattended cooking

- use of candles, halogen lights or incense
- overloading outlets or extension cords (piggy-backing cords or running under carpeting/appliances)
- tampering with smoke alarms, fire alarms, fire extinguishers or sprinklers
- blocking exits, stairways, or electrical panels
- storing excessive amounts of paper, wood, or other combustibles
- storing flammable or combustible chemicals

Fire Safety Education and Training

All faculty, staff, and students are expected to familiarize themselves with the evacuation plan for the building in which they occupy including the identified assembly places. Evacuation routes are posted in the hallways on every floor. In the residence halls, students are instructed at the opening meeting and other floor/wing meetings on evacuation procedures. Programs are also presented in residence halls on various safety issues, including fire safety. Students are reminded about fire evacuation procedures during hall meetings, floor meetings, or after problems occur during fire drills and accidental activations of an alarm.

University staff routinely inspects fire extinguishers, exit signs, detectors, doors, pull stations, and emergency lights within each building and residence hall. Work requests are subsequently submitted to address items that require corrective action.

Health and Safety Room Checks

Additionally, student rooms are thoroughly inspected during Thanksgiving, winter, and spring breaks for safety violations. Misuse of extension cords, candles, and small appliances, with automatic shut-off devices are scrutinized. Any “unauthorized” item found during an inspection is confiscated and, in some instances, students may be referred to the student conduct office.

On-campus Housing Fire Safety Systems

The following is placed on the back of every residence hall main room door:

PLEASE NOTE: that pursuant to Section 6438 of the New York Education Law, this building is equipped with a fire alarm system that automatically contacts 911 and has detectors in every bedroom. This building is equipped with a sprinkler system as defined in Section 155A of the New York Executive Law. Pursuant to Title 20 of U.S. Code Section 1092(i), the campus fire safety report on student housing may be accessed at either the Alfred University Office of Public Safety or the Alfred University Powell Campus Center Office, both of which are in the Alfred University Powell Campus Center Building.

Fire Reporting

All fires should be reported to the Office of Public Safety 607-871-2108 or 911. The Office of Public Safety will notify all other relevant departments at the University.

Fire - On Campus	2 0 2 0	2 0 2 1	2 0 2 2
Total Fire	1	1	1
Fire - On Campus – in a Residence Hall	2 0 2 0	2 0 2 1	2 0 2 2
Total Fire	1	1	0

2020 On-Campus Fire in Norwood Residence Hall

Cause of fire: Unattended cooking (deep frying)

Value of property damage- Approximately \$50,000.00

Number of persons with fire-related injuries-0

Fire-related deaths: 0

2021 On-Campus Fire in Tefft Residence Hall

Cause of Fire: Overheated power cord

Value of property damage- Approximately \$4,000.00

Number of persons with fire-related injuries- 0

Fire-related deaths: 0

2022 On-Campus Fire dishwasher in Powell Campus Center Kitchen

Cause of Fire: Electrical

Value of property damage- Approximately \$99,712.00

Number of persons with fire-related injuries- 0

Fire-related deaths: 0

ALFRED UNIVERSITY

Exit Key: 1=North; 2=East; 3=South and 4=West - Note: For multiple exits in same cardinal direction designation is 1a, 1b, etc.

Move away from bldg. at least 100 feet -- EVACUATION ASSEMBLY AREAS

Building	Location Evacuated	Exit	Outdoor Assembly Area	Alternate Indoor Assembly Area
Ade Dining Hall (4)	Ground Floor, First Floor	1, 3 & 4	Sidewalk in front of Miller #1 (3a)	Miller Theater #2 (3b) Lobby
Ade Dining Hall (4)	Second Floor	1, 3 & 4	Sidewalk in front of Miller #1 (3a)	Miller Theater #2 (3b) Lobby
Alfred Ceramic Art Museum (13a)	Level 1	1	East parking lot	Scholes Library (12) Lobby
Alfred Ceramic Art Museum (13a)	Level 2	3	East parking lot	
Alumni Hall (34)	First Floor North, Third Floor North, North Mezzanine	1	King Alfred statue	Herrick Library (35) Lobby
Alumni Hall (34)	First Floor South, Second Floor, Third Floor	3	King Alfred statue	Herrick Library (35) Lobby

	South, South Mezzanine			
Ann's House (55)	All Floors	2, 4	Parking lot north	Judson Leadership Center (33) Lobby
Motor Pool (61)	All areas	4	Parking lot.	AU Powell Campus Center (23)
AU Powell Campus Center and Public Safety Office (23)	Basement	2	Parking lot behind Carnegie.	Heating Plant (59)
AU Powell Campus Center and Public Safety Office (23)	First Floor	3	Parking lot behind Carnegie.	Heating Plant (59)
Barresi Hall (6 j)	First Floor	4	West sidewalk	Ade Dining (4) Lobby

Barresi Hall (6 j)	Second Floor	1	West sidewalk	Ade Dining (4) Lobby
Barresi Hall (6 j)	Third Floor	3	West sidewalk	Ade Dining (4) Lobby
Bartlett Hall (9)	First Floor Residential Communities Office	4 c	West sidewalk	Olin (10) Lobby

Bartlett Hall (9)	Remaining First Floor	4 b	West sidew alk	Olin (10) Lobby
Bartlett Hall (9)	Second Floor	4 b	Wes t sidew alk	Olin (10) Lobby
Bartlett Hall (9)	Third & Fourth Floor	2	Wes t sidew alk	Olin (10) Lobby
As-Merrill Hall (19)	Sub-Basement Floor	3 , 4	Parkin g lot next to STEP lab	Powell Campus Center (27) Lobby
As-Merrill Hall (19)	Basement Floor	2	Sidew alk betwe en Myers and Perlm an	Powell Campus Center (27) Lobby
As-Merrill Hall (19)	First and Second Floors	2	Sidew alk betwe en Myers and Perlm an	Powell Campus Center (27) Lobby
Brick Residence Hall (36)	Basement	3	Parkin g lot behin d Kruso n	Herrick Library (35) Lobby
Brick Residence Hall (36)	Second and Third Floor	2	West sidew alk of	Herrick Library (35)

			Herrick Library	Lobby
Cannon Hall (6 k)	First Floor	4	West sidewalk	Olin (10) Lobby
Cannon Hall (6 k)	Second Floor	1	West sidewalk	Olin (10) Lobby
Cannon Hall (6 k)	Third Floor	3	West sidewalk	Olin (10) Lobby
Career Development Center - The Robert R. McComsey (28)	Basement & First Floor North Wing	2	Parking area	Powell Campus Center (27) Lobby

Career Development Center - The Robert R. McComsey (28)	First Floor South Wing & Second Floor	4	Parking area	Powell Campus Center (27) Lobby
Carnegie Hall (25)	Ground Floor	2	East parking lot	Greene Hall (24)
Carnegie Hall (25)	Second & Third Floor	4	East parking lot	Greene Hall (24)
Child and Family Services (43)	All Floors	2, 4	West parking lot	Crandall Wellness Center (44) Lobby

en Arts Center (53)	Basement Level	4	East sidew alk	Harder Hall (13) Lobby
en Arts Center (53)	First Floor	2	East sidew alk	Harder Hall (13) Lobby
ufcius House (46)	All Floors	2	East sidew alk	Wellness Center (44) Lobby
Crandall Hall (38)	First & Second Floor	2	East sidew alk	Carnegie (25)
Environmental Studies House (48)	All Floors	2	East sidew alk	Crandall Wellness Center (44) Lobby
Equestrian Center - The Bromeley- Daggett (56)	All areas	3	Far corner of parkin g lot	Powell Campus Center (27) Lobby
rication Shop (57)	Shop Area	2 , 3	Parkin g lot next to STEP lab	Powell Campus Center (27) Lobby
Ford St. Apts. - Athena (31b)	First & Second Floor	1	Grassy area	Judson Leadershi p Center (33) Lobby

Ford St. Apts. - Bacchus (31e)	Second & Third Floor	4	Grassy area	Judson Leadershi p Center (33)
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				Lobby
Ford St. Apts. - Medusa (31f)	Second & Third Floor	4	Grassy area	Judson Leadership Center (33) Lobby
Ford St. Apts. - Mercury (31c)	Second & Third Floor	4	Grassy area	Judson Leadership Center (33) Lobby
Ford St. Apts. - Pegasus (31a)	First & Second Floor	1	Grassy area	Judson Leadership Center (33) Lobby
Ford St. Apts. - Thor (31d)	Second & Third Floor	4	Grassy area	Judson Leadership Center (33) Lobby
Gothic Chapel (41)	Chapel Area	1	Alumni Hall parking lot	Saxon Inn (40) Lobby
Greene Hall (24)	First Floor Office Services	2	Parking lot south by Carnegie	Carnegie (25) first floor
Greene Hall (24)	First Floor Human Resources & Payroll	4	Parking lot south by Carnegie	Carnegie (25) first floor

Greene Hall (24)	Second Floor	4	Parking lot south by Carnegie	Carnegie (25) first floor
Grounds Storage Annex (58)	First Floor	1	Carillon	Powell Campus Center (27) Lobby
Hall of Glass Science and Eng. (20)	Sub-Basement	4	Parking lot next to STEP lab	Powell Campus Center (27) Lobby

Hall of Glass Science and Eng. (20)	Basement	4	Parking lot next to STEP lab	Powell Campus Center (27) Lobby
Hall of Glass Science and Eng. (20)	First Floor	2	Side walk Myers Hall	Powell Campus Center (27) Lobby
Hall of Glass Science and Eng. (20)	Second Floor	2	Side walk Myers Hall	Powell Campus Center (27) Lobby
Harder Hall (13)	First Floor - Sr Ceramics, Woodshop, Glaze, Kiln Rooms	3	West parking lot Repro area	Olin (10) Lobby

Harder Hall (13)	First Floor - Jr & Sr Ceramics	4 a , 4 b	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - Photo; Aud. Back Stage & Dressing Rooms	1	North sidewalk across street	Olin (10) Lobby
Harder Hall (13)	Second Floor - Electronic Arts	4 b	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - Painting, Drawing, FF offices	4 a	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - Freshman Foundations	2 - M c G e e P a v i l i o n	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - museum storage, Moca Joca, Supply Room	2 - F i r	Perlm an sidewalk	Olin (10) Lobby

		s t F l o o r		
Harder Hall (13)	Third Floor - Printmaking North Side	1	North sidew alk across street	Olin (10) Lobby

Harder Hall (13)	Third Floor - Holmes Aud./Gallery/Mus Storage	3 a , 2 - M c G e e	Perlm an sidew alk	Olin (10) Lobby
Harder Hall (13)	Third Floor - Holmes Auditorium	2 H o l m e s A u d .	Perlm an sidew alk	Olin (10) Lobby
Harder Hall (13)	Fourth Floor-Art Hist/IEA, McGee Pavilion	1 , 3 b M c	North sidew alk across street	Olin (10) Lobby

		G e e		
Harder Hall (13)	Fifth Floor-Graphic Design/Integrated Electronic Arts	1	North sidewalk across street	Olin (10) Lobby
Heating Plant (59)	First Floor-Boiler Room	4 a	Parking lot east by Carnegie	Powell Campus Center (23)
Heating Plant (59)	First Floor-Storage, Plumbing Repair	4 b	Parking lot east by Carnegie	Powell Campus Center (23)
Heating Plant (59)	Second Floor	2	Parking lot east by Carnegie	Powell Campus Center (23)
Herrick Memorial Library (35)	Ground Floor	3	Parking lot south	Powell Campus Center (27) Lobby
Herrick Memorial Library (35)	First Floor	1	King Alfred statue	Powell Campus Center (27) Lobby

Herrick Memorial Library (35)	Second Floor	1	King Alfred statue	Powell Campus Center (27) Lobby
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Honors House (45)	All Floors	2	East sidewalk	Saxon Inn (40) Lobby
Howell Hall (30)	Ground Floor Banner Training	1	King Alfred statue	Powell Campus Center (27) Lobby
Howell Hall (30)	Ground Floor remaining	4	King Alfred statue	Powell Campus Center (27) Lobby
Howell Hall (30)	Second Floor	4	King Alfred statue	Powell Campus Center (27) Lobby
International House (42)	All Floors	4	West sidewalk	Saxon Inn (40) Lobby
Joel's House (54)	All Floors	3, 4	Parking lot south	Judson Leadership Center (33) Lobby
Joyce & Walton Center (7)	All Floors	2	Parking lot east	Olin (10) Lobby

Judson Leadership Center (33)	All offices	1	Open hym parking lot	Alumni Hall (34) Lobby
Kanakadea Hall (26)	Basement	1 a	Powell Campus Center west sidewalk	Powell Campus Center (27) Lobby
Kanakadea Hall (26)	First Floor	1 b f i r e e s c a p e , 2 , 3	Powell Campus Center west sidewalk	Powell Campus Center (27) Lobby
Kanakadea Hall (26)	Second Floor	1 c f i r e e s c a p e	Powell Campus Center west sidewalk	Powell Campus Center (27) Lobby

Kruson Residence Hall (39)	Ground Floor	4	Parking lot west	Herrick Library (35) Lobby
Kruson Residence Hall (39)	Second & Third Floor	2, 3	Herrick west sidewalk	Herrick Library (35) Lobby
Language House (47)	All Floors	2	East sidewalk	Crandall Wellness Center (44) Lobby
Marlin Miller Performing Arts Center (3)	Basement	3	Ade Dining Hall sidewalk	Ade Dining Hall (4)
Marlin Miller Performing Arts Center (3)	Second and Third Floors	2a, 2b	Ade Dining Hall sidewalk	Ade Dining Hall (4)
McLane Physical Education Center (8)	First Floor-Offices, Squash Court	1c	Parking lot east	Olin (10) Lobby
McLane Physical Education Center (8)	First Floor-Fitness Center, Training Rm, Equip Office, Locker Rms, Laundry	2	Grassy area south	Olin (10) Lobby
McLane Physical Education Center (8)	First Floor-Gymnasium	1a, 1b	Parking lot east	Olin (10) Lobby
McLane Physical Education Center (8)	nd Floor including balcony	4	West	Olin (10) Lobby

			sidewalk	
ahon Building (11)	First Floor North	4a	Scholes Library sidewalk	Scholes Library (12) Lobby
ahon Building (11)	First Floor South	4b	Scholes Library sidewalk	Scholes Library (12) Lobby
ahon Building (11)	Second Floor West	4a, 4b	Scholes Library sidewalk	Scholes Library (12) Lobby
ahon Building (11)	Second Floor East	2a, 2b	Science Center parking lot	Scholes Library (12) Lobby

ahon Building (11)	Third Floor West	4a, 4b	Scholes Library sidewalk	Scholes Library (12) Lobby
ahon Building (11)	Third Floor East	2a, 2b	Science Center parking lot	Scholes Library (12) Lobby
Miller Theater (3a)	& Second Floor North	1	Ade Dining Hall	Ade Dining Hall (4)

			sidewalk	
Miller Theater (3a)	& Second Floor South	3	Ade Dining Hall sidewalk	Ade Dining Hall (4)
Moskowitz Hall (6h)	First Floor	4	West sidewalk	Ade Dining (4) Lobby
Moskowitz Hall (6h)	Second & Fourth Floors	1	West sidewalk	Ade Dining (4) Lobby
Moskowitz Hall (6h)	Third Floor	3	West sidewalk	Ade Dining (4) Lobby
Myers Hall (17)	First, Second, & Third Floor North	4a	Binniss-Merrill sidewalk	Powell Campus Center (27) Lobby
Myers Hall (17)	First, Second, & Third Floor South	4b	Binniss-Merrill sidewalk	Powell Campus Center (27) Lobby
Myers Hall (17)	Third Floor-Room 334, 336, 337	Fire Esc	Binniss-Merrill sidewalk	Powell Campus Center (27) Lobby

National Casting Center (51)	Main Floor	1 , 2 , 3	East sidew alk across street	McLane (8) gymnasiu m
NYSCC Powell Campus Center (57)	Basement	1	Glass Scienc e & Eng. parkin g lot	Harder Hall (13) Lobby

NYSCC Powell Campus Center (57)	First Floor	2	Glass Scienc e & Eng. parkin g lot	Harder Hall (13) Lobby
Olin Building (10)	Level 1	1 , 4 a , 4 b , 4 c	We st parkin g lot	McLane (6) gymnasium
Olin Building (10)	Level 2	1 , 4 a , 4 b , 4 c	We st parkin g lot	McLane (6) gymnasium

Olin Building (10)	Level 3 & 4	2	Bartlett Hall sidewalk	McLane (6) gymnasium
Openhym Residence Hall (32)	First, Second, Third & Fourth Floor	1, 4	West sidewalk	Alumni Hall (34) Lobby
Perlman Hall (16)	First Floor	2 & 4	Science Center parking lot	Science Center (15) 2nd Flr Lobby
Perlman Hall (16)	Second and Third Floors	2 - Fire Esc	Science Center parking lot	Science Center (15) 2nd Flr Lobby
Pine Hill Suites - Crawford (5d)	First, Second, Third Floor North	4a	In front of Davis	Ade Dining (4) Lobby
Pine Hill Suites - Crawford (5d)	First, Second, Third Floor South	4b	In front of Davis	Ade Dining (4) Lobby
Pine Hill Suites - Davis (5f)	First, Second & Third Floor South	2a	In front of Tredeknick	Ade Dining (4) Lobby
Pine Hill Suites - Davis (5f)	First, Second & Third Floor North	2b	In front of Tredeknick	Ade Dining (4) Lobby

Pine Hill Suites - Kenyon (5g)	First, Second, Third Floor North	2 a	Back of Moskowitz	Ade Dining (4) Lobby
Pine Hill Suites - Kenyon (5g)	First, Second, Third Floor South	2 b	Back of Moskowitz	Ade Dining (4) Lobby

Pine Hill Suites - Norwood (5a)	First, Second, Third Floor North	4 a	Down the side ramp to parking lot.	Ade Dining (4) Lobby
Pine Hill Suites - Norwood (5a)	First, Second, Third Floor South	4 b	Down the side ramp to parking lot.	Ade Dining (4) Lobby
Pine Hill Suites - Phillips (5b)	First, Second, Third Floor North	4 a	In front of Shults	Ade Dining (4) Lobby
Pine Hill Suites - Phillips (5b)	First, Second, Third Floor South	4 b	In front of Shults	Ade Dining (4) Lobby
Pine Hill Suites - Shults (5e)	First, Second, Third Floor North	2 a	In front of Phillips	Ade Dining (4) Lobby
Pine Hill Suites - Shults (5e)	First, Second, Third Floor South	2 b	In front of Phillips	Ade Dining (4) Lobby

Pine Hill Suites - Tredennick (5c)	First, Second, Third Floor North	4 a	In front of Norw ood	Ade Dining (4) Lobby
Pine Hill Suites - Tredennick (5c)	First, Second, Third Floor South	4 b	In front of Norw ood	Ade Dining (4) Lobby
Powell Campus Center (27)	First Floor	1 a 4	Side walk betwe en Kanak adea and Seidlin	Herrick Library (35) Lobby
Powell Campus Center (27)	Second Floor	3	King Alfred statue	Herrick Library (35) Lobby
Powell Campus Center (27)	Third Floor	1 b	Side walk betwe en Kanak adea and Seidlin	Herrick Library (35) Lobby
Powell Campus Center (27)	Third Floor	2	King Alfred statue	Herrick Library (35) Lobby
Scholes Library (12)	Sub-basement	4	We st parkin g lot	Olin (10) Lobby
Scholes Library (12)	Basement - Mechanical Rooms, Storage	4	We st	Olin (10) Lobby

			parkin g lot	
Scholes Library (12)	Ground Floor East	2	McMah on sidew alk	Olin (10) Lobby

Scholes Library (12)	Ground Floor South	3	We st parkin g lot	Olin (10) Lobby
Scholes Library (12)	First Floor	2	McMah on sidew alk	Olin (10) Lobby
Scholes Library (12)	Second Floor	2	McMa hon sidew alk	Olin (10) Lobby
Scholes Library (12)	Third Floor	2	McMah on sidew alk	Olin (10) Lobby
Science Center (15)	First Floor	4 a	Parkin g lot behin d Perlm an	Powell Campus Center (27) Lobby
Science Center (15)	Second Floor	4 b	Parkin g lot behin d Perlm an	Powell Campus Center (27) Lobby
Science Center (15)	Third Floor North	4 b	Parkin g lot behin d Perlm an	Powell Campus Center (27) Lobby

Science Center (15)	Third Floor South	2	East paved walk	Powell Campus Center (27) Lobby
Science Center (15)	Fourth Floor	2	East paved walk	Powell Campus Center (27) Lobby
Seidlin Annex/Engineering Laboratories (22)	First Floor-Electrical Engineering	2a	Sidewalk between Myers Hall and Powell	Powell Campus Center (27) Lobby
Seidlin Annex/Engineering Laboratories (22)	First Floor-Thermo Sciences	2c	Sidewalk between Myers Hall and Powell	Powell Campus Center (27) Lobby

Seidlin Annex/Engineering Laboratories (22)	Electrical Engineering Labs, Materials Labs	4a, 4b, 4c-F	Parking lot by STEP lab	Powell Campus Center (27) Lobby
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		i r e E s c		
Seidlin Annex/Engineering Laboratories (22)	Second Floor	2 b	Sidewalk between Myers Hall and Powell	Powell Campus Center (27) Lobby
Seidlin Hall (18)	Ground Floor	4	Sidewalk between Myers Hall and Powell	Powell Campus Center (27) Lobby
Seidlin Hall (18)	First & Second Floor	2	Sidewalk between Myers Hall and Powell	Powell Campus Center (27) Lobby
Stull Observatory Classroom (49)	Classroom - Note: All domes single exits	2 , 3 , 4	Parking lot west	Alumni Hall (34) Lobby
Tefft Hall (6i)	First Floor	4	West sidewalk	Ade Dining (4) Lobby

Tefft Hall (6i)	Second and Fourth Floors	1	West sidewalk	Ade Dining (4) Lobby
Tefft Hall (6i)	Third Floor	3	West sidewalk	Ade Dining (4) Lobby
University Advancement (52)	Basement & First Floor	2, 4	Bus stop shelter south across street	McLane Center (7) gymnasium
University Advancement (52)	Second & Third Floor	3	Bus stop shelter south across street	McLane Center (7) gymnasium
Illness Center (44)	First Floor North	1	Parking lot	Powell Campus Center (27) Lobby

Illness Center (44)	First Floor East	2a, 2b	Parking lot	Powell Campus Center (27) Lobby
Illness Center (44)	First Floor South	3	Parking lot	Powell Campus Center (27) Lobby

Illness Center (44)	First Floor West	4 a , 4 b	Parkin g lot	Powell Campus Center (27) Lobby
<p>Rev. EH&S 09/03/18 - Note: Number next to building name in parentheses designates building number from campus map on Alfred web site (https://www.alfred.edu/about/map/map-files/_docs/campus-map-7.2018.pdf)</p>				

Prepared by:
Office for Public Safety