



Alfred University
OUTSIDE of ORDINARY



Annual Security & Fire Safety Report 2024

Issued September 2025 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.

This page is intentionally left blank.

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

Table of Contents

GENERAL SECURITY PROCEDURES6

 Safety, Security & the Office of Public Safety7

 Reporting Crimes8

 Reporting Locations9

 Missing Persons 10

 Crime Awareness and Prevention 10

 RAVE Guardian.....12

 CARE Team..... 13

 Advisory Committee on Personal Safety 13

 Emergency Response 14

 Emergency Notification 15

 Emergency and Evacuation Procedures 16

 Campus Security Authorities 19

 AUNY Program 20

 Related Websites.....21

LIFE ON CAMPUS 21

 Residential Communities 21

 Facility Access.....22

 Facility Maintenance.....22

 Crimes on Campus..... 22

 Definitions..... 23

 Crimes on Campus..... 30

 Alcohol and Other Drugs 32

 Hate Crime Statistics.....33

 Trips off-Campus Statistics..... 36

 Sexual Offender Registration Act..... 36

DISCRIMINATION, HARASSEMENT AND SEXUAL MISCONDUCT POLICY.....37

INTRODUCTION.....37

REPORTING SEX DISCRIMINATION, INCLUDING SEX BASED HARASSMENT.....43

RESPONDING TO A REPORT47

OPTIONS FOR RESOLUTION.....51

RECORD RETENTION.....66

ADDITIONAL ENFORCEMENT INFORMATION66

POLICY REVIEW AND REVISION	67
KEY DEFINITIONS	67
RESOURCES	73
STUDENT BILL OF RIGHTS.....	74
FIRE SAFETY	74
Environmental Health and Safety	75
Residence Hall Fire Safety.....	76
Fire Safety Education and Training.....	76
Health and Safety Room Checks	77
On-campus Housing Fire Safety Systems.....	77
Fire Reporting.....	79
Evacuation Assembly Areas.....	80-93

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 for 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 from 7:00am – 3:00pm and an Office Manager from 8:00am – 4:30pm. From 3:00pm to 11:00 pm, 7:00pm to 3:00am and from 11:00pm – 7:00am the office is staffed with a Public Safety Supervisor, 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

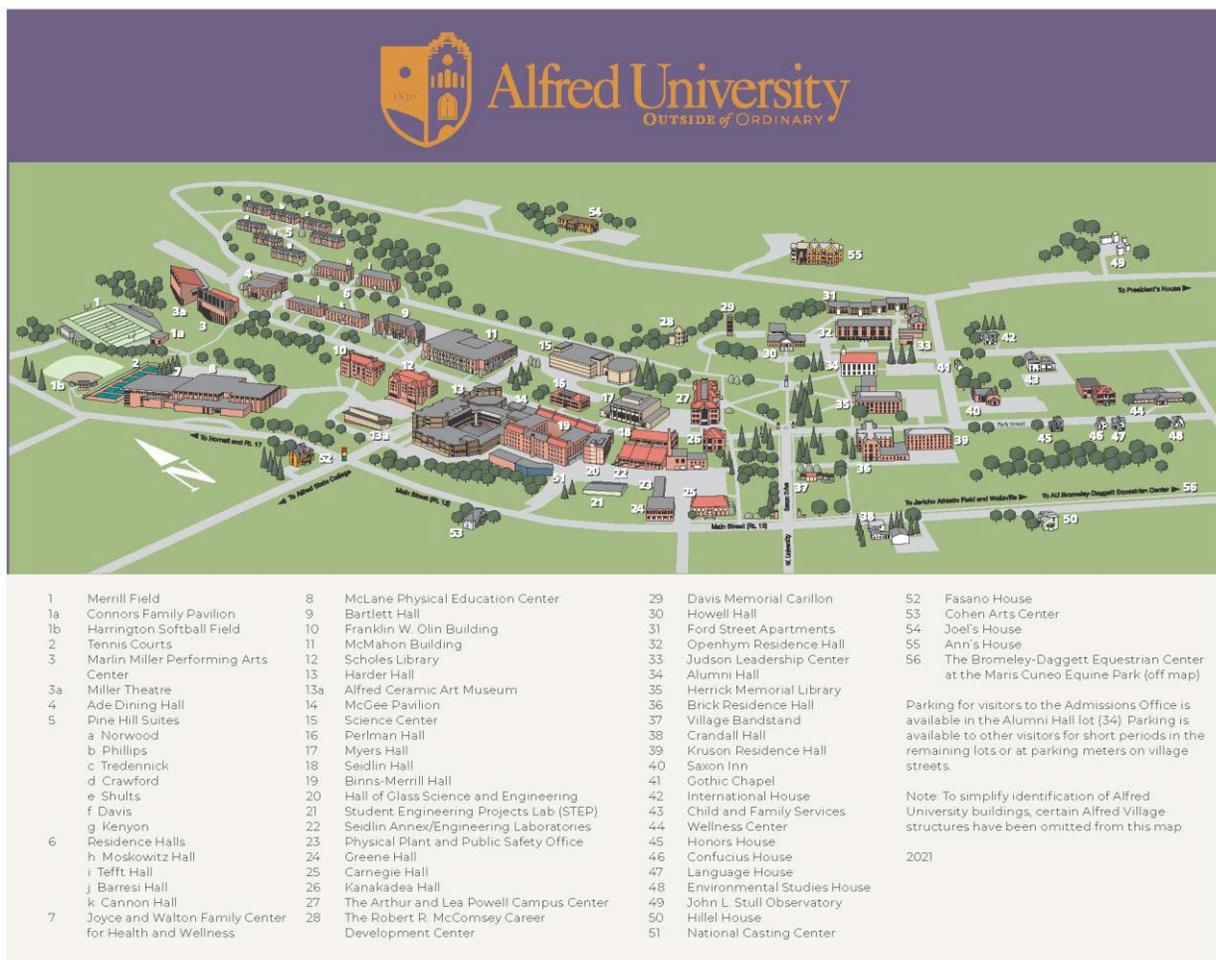
Members of the University community may report criminal incidents to the professional staff of Counseling Services. Counselors at the Wellness Center, who are informed by persons they are counseling of the commission of a crime, may also inform that person that crimes can be

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).



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
5. 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 for Public Safety offers the following practical suggestions to our community members to adapt to the principle of “Shelter in Place” rather than “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 wait for 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 Word Day

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 RAVE alert program

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

Police NYPD Precinct 90: 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

Nassau County Police Department:
516-573-6400
Nassau County Police Precinct 4:
516-573-8800
Nassau County Crime Stoppers:
800-244-tips (8477)

Tuckahoe Police Headquarters (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

All Oceanside Locations

High School – 3160 Skillman Ave. –
Oceanside, NY 11572

Center for Integrated Training and
Education – 3678 West Oceanside Rd.,
#202 – Oceanside, NY 11572

Middle School - 186 Alice Ave. –
Oceanside, NY 11572

Teacher Center – Merle Ave. – Oceanside,
NY 11572

Village of Hastings-on-Hudson Police Department

7 Maple Avenue – Hastings-on-Hudson, NY
914-478-2344

1199 SEIU Manhattan Training Center –
310 West 43rd St. – NY, New York

Domestic Violence: 718-220-5857
Youth Officer: 718-220-5822

NYPD Midtown South
Precinct: 212-239-9811

Auxiliary Coordinator: 718-220-5818
Detective Squad: 718-220-5819

Community Affairs: 212-239-9846
Community Policing: 212-239-9805

1199SEIU Brooklyn Training Center –25
Elm Pl. – Brooklyn, NY 11201

NYPD 84th

Crime Prevention: 212-239-9835
Domestic Violence: 212-239-9863
Youth Officer: 212-239-9817
Auxiliary Coordinator: 212-239-9836
Detective Squad: 212-239-9856
1199SEIU Bronx Training Center – 2501
Grand Concourse – Bronx, NY 10468

Precinct: 718-875-6811
Community Affairs: 718-875-6850
Crime Prevention: 718-875-6363
Domestic Violence: 718-834-4579
Youth Officer: 718-875-6816
Auxiliary Coordinator: 718-875-6368
Detective Squad: 718-875-6687

NYPD 52nd

Precinct: 718-220-5811
Community Affairs: 718-220-5824
Crime Prevention: 718-220-5818

Corning

Police Department 607-962-0340
Corning Community College – 1 Academic
Drive – Corning, NY 14830

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

interaction between the persons; and the duration of the relationship. Neither a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be 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, lesbian/gay/bisexual/transgender, and elderly individuals, current and formerly married and/or dating heterosexual individuals who were or are in an intimate relationship.

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 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 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 of 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 represents “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.

Criminal Offenses - On campus	2022	2023	2024
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses			
Rape	0	0	0
Fondling	0	0	2
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	1	1
Motor vehicle theft	1	0	1
Arson	0	0	0

Criminal Offenses - On campus - In a Residence Hall	2022	2023	2024
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses			
Rape	0	3	1
Fondling	0	0	3
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

Criminal Offenses - Public Property	2022	2023	2024
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	1	0
Motor vehicle theft	0	0	0
Arson	0	0	0

VAWA Offenses – On-Campus	2022	2023	2024
Domestic violence	1	0	0
Dating violence	0	0	0
Stalking	1	0	1
VAWA Offenses – On Campus - In a Residence Hall	2022	2023	2024
Domestic violence	0	3	0
Dating violence	0	0	0
Stalking	1	0	0
VAWA Offenses - Public Property	2022	2023	2024
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	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	1
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
Arrests - On Campus - in a Residence Hall	2022	2023	2024
Weapons: carrying, possessing, etc.	0	2	1
Drug abuse violations	0	2	0
Liquor law violations	0	0	0
Arrests - On Public Property	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions - On Campus	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	7	3	0
Liquor law violations	5	3	2
Disciplinary Actions – On Campus – in a Residence Hall	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	2
Drug abuse violations	7	34	22
Liquor law violations	5	12	18
Disciplinary Actions - On Public Property	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
Unfounded Crimes - Unfounded Crimes	2022	2023	2024
Total unfounded crimes	0	0	0

Hate Crime Statistics

In 2022, there were no Hate Crimes Reported.

In 2023, there were no Hate Crimes Reported.

In 2024, there were no Hate Crimes Reported.

Hate Crimes - On Campus	2 0 2 2	2 0 2 3	2 0 2 4	R a c e	Re lig io n	Sex ual Ori ent atio n	G e n d e r	G e n d e r I d e n t i t y	Dis abi lity	Et h n i c i t y	Na ti o n al O r i g i n
Murder/No n- negligent manslaughter er	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 Larceny- theft	0 0	0 0	0 0	0 0	0 0	0 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/Va ndalism of Property	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes – On Campus In a Residence Hall	2022	2023	2024	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 Public Property	2022	2023	2024	Race	Religion	Sexual orientation	Gender	Gender Identity	
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	
Negligent manslaughter	0	0	0	0	0	0	0	0	
Sex Offenses (forcible)	0	0	0	0	0	0	0	0	
Sex Offenses (non-forcible)	0	0	0	0	0	0	0	0	
Robbery	0	0	0	0	0	0	0	0	
Aggravated assault	0	0	0	0	0	0	0	0	
Burglary	0	0	0	0	0	0	0	0	
Motor vehicle theft	0	0	0	0	0	0	0	0	
Arson	0	0	0	0	0	0	0	0	
Larceny-theft	0	0	0	0	0	0	0	0	
Simple Assault	0	0	0	0	0	0	0	0	
Intimidation	0	0	0	0	0	0	0	0	
Damage/Vandalism of Property	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	2022	2023	2024
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, HARASSMENT AND SEXUAL MISCONDUCT POLICY

Title IX Policy Prohibiting Sex Discrimination

Updated: 8/1/24

A. INTRODUCTION

Statement Of Nondiscrimination

Alfred University does not discriminate and prohibits discrimination against any individual based on any category protected under applicable federal, state, or local laws.

Accordingly, Alfred University does not discriminate, and strictly prohibits unlawful discrimination on the basis of race (including traits historically associated with race, such as hair texture and protective hairstyles), color, religion, creed, national origin, ancestry, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity or expression, age, sexual orientation, physical or mental disability, citizenship, genetic information or predisposing genetic characteristics, marital status, familial status, domestic violence victim status, caregiver status, military status, including past, current, or prospective service in the uniformed services, or any other category or characteristic protected by applicable law. When brought to the attention of Alfred University, sex discrimination will be appropriately addressed by Alfred University according to the procedures below, and discrimination on the basis of any other protected category will be addressed in accordance with the Discrimination, Harassment, and Sexual Misconduct policy and any applicable collective bargaining agreement.

Title IX of the Education Amendments of 1972

Alfred University does not discriminate in its admissions practices except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of sex. As a recipient of federal financial assistance for education activities, Alfred University is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or related conditions.

Alfred University has obligations under Title IX to provide certain supports and modifications to people experiencing pregnancy or related conditions in order to ensure their equal access to Alfred University's program or activity. For example, Alfred University must treat pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions and must allow voluntary leaves of absence. Students, employees, or applicants should contact the Title IX Coordinator for more information. Employees or applicants may also contact the Office of Human Resources at 607-871-2909 for more information, because additional workplace laws and policies apply.

Pregnancy or related conditions include pregnancy, childbirth, termination of pregnancy, lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; and recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Alfred University also prohibits retaliation against any person opposing sex discrimination or participating in any sex discrimination investigation or complaint process, whether internal or external to the institution. Sex-based

harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by Alfred University policy.

Application of Section 504/Americans with Disabilities Act to this Policy

In both practice and policy, Alfred University adheres to the requirements of the Americans with Disabilities Act of 1990, as amended 2008 (ADAAA); Sections 504 and 508 of the Rehabilitation Act of 1973, as amended; and all other federal and state laws and regulations prohibiting discrimination on the basis of disability. Alfred University is committed to providing individuals with disabilities equal access and opportunity, and strives in its policies and practices to provide for the full participation of individuals with disabilities in all aspects of Alfred University life.

Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point relating to the implementation of this policy, including making a disclosure or report, and initiating a resolution procedure. Accommodations will be granted if they are appropriate and do not fundamentally alter the process. The Title IX Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the parties, even where the parties may be receiving accommodations in other Alfred University programs and activities. With the consent of the impacted student or employee, the Title IX Coordinator will work collaboratively with the Center for Academic Success and/or the Human Resources office to ensure that approved reasonable accommodations (disability-related) are honored as applicable throughout any process related to this policy.

Purpose of this policy

This policy identifies and defines conduct prohibited under this policy and the process that will be used to respond to allegations of Prohibited Conduct.

Alfred University will act on all notices of allegations of sex discrimination or retaliation. It will take necessary measures to end conduct that is in violation of this policy, prevent its recurrence, and remedy its effect on individuals and the community. Within any process related to this policy, Alfred University provides reasonable accommodations to persons with disabilities and reasonable religious accommodations, when that accommodation is consistent with state and federal law.

Situations involving other conduct that may be in violation of other Alfred University student or employee conduct policies should be reported to the Dean of Student Experience for matters involving students, or Human Resources for matters involving faculty or staff. Situations involving other conduct relating to nonaffiliates should be reported to Department of Public Safety.

To Whom This Policy Applies

This policy sets forth behavioral expectations for all members of the Alfred University community: students, faculty, and staff. Alfred University will not tolerate sex 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. (It then lists protected classes)

Members of the Alfred University community are expected to provide truthful information in any report, meeting, or proceeding under this policy.

Any respondent who is not an Alfred University student, faculty member, or staff member is generally considered a third party. Alfred University's ability to take appropriate corrective action against a third party may be limited and will depend on the nature of the third party's relationship, if any, with Alfred University. When appropriate, the Title IX Coordinator will refer such allegations against third-party respondents to the appropriate office.

The status of a party may impact which resources and remedies are available to them, as described in this policy.

What is Prohibited by this Policy

This policy prohibits sex discrimination, including sex-based harassment, and retaliation as defined below. These acts shall also be referred to as Prohibited Conduct under this policy:

Discrimination on the Basis of Sex:

Discrimination is defined as treating members of a protected category less favorably because of their actual or perceived membership in that category or as having a policy or practice that adversely impacts the members of one protected category more than others.

Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

Sex-Based Harassment:

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Sex-Based Harassment includes the following:

- a. Quid pro quo harassment: An employee, agent, or other person authorized by Alfred University to provide an aid, benefit, or service under Alfred University's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.
- b. Hostile environment harassment: Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from Alfred University's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - The degree to which the conduct affected the complainant's ability to access Alfred University's education program or activity.
 - The type, frequency, and duration of the conduct.
 - The parties' ages, roles within Alfred University's education program or activity, previous interactions, and other factors about a party that may be relevant to evaluating the effects of the conduct.
 - The location of the conduct and the context in which the conduct occurred; and
 - Other sex-based harassment in Alfred University's education program or activity.
- c. New York Human Rights Law defines sexual harassment as unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment; or
 - Such conduct is made either explicitly or implicitly a term or condition of employment; or
 - Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment
- d. Sexual assault: an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Specifically, this includes:

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

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

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

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

- e. 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; and
 - Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - o The length of the relationship;
 - o The type of relationship; and
 - o The frequency of interaction between the persons involved in the relationship.
- Emotional and psychological abuse do not constitute violence for the purposes of this definition.
- f. Domestic violence: felony or misdemeanor crimes of violence committed by a person who:
- o Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of Alfred University, or a person similarly situated to a spouse of the victim;
 - o Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - o Shares a child in common with the victim; or
 - o Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

Emotional and psychological abuse do not constitute violence for the purposes of this definition.

- g. Stalking: Engaging in a course of conduct, on the basis of sex, 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.
- h. Sexual coercion: The application of unreasonable pressure, including emotionally or physically manipulative actions or statements, or direct or implied threats, in order to compel the person to engage in sexual activity.
- i. Sexual exploitation is the abuse or exploitation of another person's sexuality without consent, for the perpetrators own advantage or benefit, or for the benefit or advantage of anyone other than

the one being exploited. Sexual Exploitation includes, without limitation, causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over that person; causing the prostitution of another person; electronically recording, photographing, or transmitting intimate or sexual utterances, sounds or images of another person; allowing third parties to observe sexual acts; engaging in voyeurism; distributing intimate or sexual information about another person; and/or knowingly transmitting a sexually transmitted infection, including HIV, to another person.]

Retaliation:

Retaliation is any materially adverse action taken against an individual because they were involved in the disclosure, reporting, investigation, or resolution of a report of Prohibited Conduct. Retaliation includes threats, intimidation, harassment, coercion, discrimination, violence, or any other conduct against any person by Alfred University, a student, or an employee or other person authorized by Alfred University to provide aid, benefit, or service under Alfred University's education program or activity, for the purpose of interfering with any right or privilege secured by this policy or by law, including Title IX or its regulations. Adverse action does not include perceived or petty slights, or trivial annoyances.

The prohibition against retaliation applies to any individuals who participate (or refuse to participate) in any manner in an investigation and to any student who refuses to participate in an investigation or proceeding.

Retaliation may occur even where there is a finding of "not responsible" under this policy. Good faith actions lawfully pursued in response to a report of Prohibited Conduct are not Retaliation.

Delegation of Duties Under This Policy

Obligations in this policy assigned to a particular title, such as the Title IX Coordinator, may be designated as appropriate by Alfred University, including to external professionals.

Academic Freedom

Alfred University is dedicated to an uncompromising standard of academic excellence and an unwavering commitment to academic freedom, freedom of inquiry, and freedom of expression in the search for truth. This policy and procedures are not intended to inhibit or restrict free expression or exchange of ideas, abridge academic freedom, or prohibit educational content or discussions inside or outside of the classroom that include germane but controversial or sensitive subject matters protected by academic freedom.

Members of the Alfred University community are free to express their views on any academic subject — regardless of whether those viewpoints are provocative or controversial. Before proceeding with or continuing an investigation of any report of harassment or retaliation that involves an individual's speech or other communication, Alfred University will take care to distinguish between protected speech and hostile environment harassment. The Title IX Coordinator will take action as needed to restore or preserve a person's access to Alfred University's education program or activity.

Title IX Coordinator

Alfred University is committed to promoting a diverse, equitable, and inclusive working and learning environment free from sex discrimination. The Title IX Coordinator is charged with monitoring compliance with Title IX; providing education and training; and coordinating Alfred University's investigation, response, and

resolution of all reports of Prohibited Conduct under this policy. The Title IX Coordinator acts with independence and authority and oversees all resolutions under this policy free from bias and conflicts of interest. The Title IX Coordinator is available to meet with any Student, Employee, or other individual to discuss this policy or the accompanying procedures and can be contacted at:

Tom Johnson
johnsont@alfred.edu

Conflicts of Interest or Bias

Any individual carrying out any part of this policy shall be free from any actual conflict of interest or demonstrated bias that would impact the handling of a matter. Should the Title IX Coordinator have a conflict of interest, the Title IX Coordinator is to immediately notify the President (zupan@alfred.edu) who will either take, or reassign, the role of Title IX Coordinator for purposes of carrying out the handling and finalization of the matter at issue. Should any investigator(s), Decision-maker, or Appeals Officer have a conflict of interest, the investigator(s), Decision-maker, or Appeals Officer is to notify the Title IX Coordinator upon discovery of the conflict so that the Title IX Coordinator may reassign the role as appropriate. This policy will note where parties have the opportunity to challenge the participation of any individual implementing this policy based on actual conflict of interest or demonstrated bias.

Crime and Incident Disclosure Obligations

The Clery Act is a federal crime and incident disclosure law. It requires, among other things, that Alfred University report the number of incidents of certain crimes, including some of the Prohibited Conduct in this policy, that occur in particular campus-related locations. The Clery Act also requires Alfred University to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, Alfred University will ensure that a complainant's name and other identifying information is not disclosed. The Coordinator will refer information to the Clery Officer, the Director of Public Safety, when appropriate for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

Consensual Relationship and Conflicts of Interest

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. Certain Departments and Divisions of Alfred University may have policies or expectations that hold their members to more stringent standards than this policy, and these higher standards will be the controlling document in such cases.

B. REPORTING SEX DISCRIMINATION, INCLUDING SEX-BASED HARASSMENT

Employee Reporting Obligations

Alfred University believes it is important to be proactive in taking reasonable steps to identify and prevent incidents of sex discrimination. All employees, with limited exceptions as identified by Alfred University, are required to promptly provide to the Title IX Coordinator all complaints or reports of sex discrimination, including sex-based harassment, to the Title IX Coordinator and share all information reported or made available to the employee. If an employee in a supervisory capacity has direct knowledge of an incident of harassment or discrimination on the part of, or directed toward, any employee of the Alfred University community, that supervisor is required to bring the matter to the attention of the Title IX Coordinator.

Researchers conducting an IRB-approved human subjects research study designed to gather information about sex discrimination are not required to report to the Title IX Coordinator disclosures made in the course of that study to the Title IX Coordinator.

Alfred University also encourages employees who themselves experience sex discrimination to bring their concerns to the Title IX Coordinator, though they are not required to do so.

When providing this information to the Title IX Coordinator, the employee must include their own name and contact information, and all known details about an incident, which may include, if known, the dates, times, locations, names of involved individuals and the nature of the incident.

Aside from this reporting obligation, employees will, to the fullest extent possible, maintain the privacy of an individual's information, consistent with FERPA. More information about FERPA can be found [here](#).

In addition, certain employees of Alfred University are considered by law to be mandatory reporters of child abuse, elder abuse or abuse of persons with disabilities. These Alfred University employees are required by law to report incidents of abuse to the New York Statewide Central Register of Child Abuse and Maltreatment (SCR), 1-800-635-1522. A full description of the mandatory child abuse reporting obligation and those covered by that obligation can be found at: *NYS Senate Consolidated Laws of New York under Chapter 55, Article 6, Title 6 of the New York Social Services Law* (<https://www.nysenate.gov/legislation/laws/SOS>)

Public Awareness Events

Employees are not required to report to the Title IX Coordinator information about sex discrimination they learn about at public awareness events such as Take Back the Night. The Title IX Coordinator is not obligated to respond directly to any identified complainant in a report of sex-based harassment disclosed at a public awareness event that takes place on-campus or in a school-sponsored online platform unless there is an imminent and serious threat to someone's health or safety. The Title IX Coordinator must respond to reports of conduct that could constitute sex discrimination other than sex-based harassment if disclosed at public awareness events, wherever they occur. In all cases Alfred University will use the information to inform its efforts to prevent sex-based harassment, including by providing tailored training to address alleged sex-based harassment in a particular part of its education program or activity or at a specific location when information indicates there may be multiple incidents of sex-based harassment.

How to Make a Report to Alfred University

All complaints of violations of this policy will be taken seriously and in good faith. The Title IX Coordinator will provide information and guidance regarding how to file a complaint with Alfred University and/or local law enforcement, as well as information and assistance about what course of action may best support the

individual(s) involved and how best to address the complaint.

Every reasonable effort will be made to maintain the privacy of those making a report to the extent possible. In all cases, Alfred University will give consideration to the party bringing forward a report with respect to how the matter is pursued. Alfred University may, when necessary to protect the community, initiate an investigation or take other responsive actions to a report, even when the person identifying a concern chooses not to participate in a resolution process and/or requests that Alfred University not initiate an investigation.

Employees, students, guests, or visitors who believe that this policy has been violated should promptly contact the Coordinator or another member of the Title IX Office as follows:

Title IX Coordinator
Tom Johnson
Email: johnsont@alfred.edu
Online Reports can be made [here](#).

There is no timeline for making a report of sex discrimination, however, Alfred University encourages the prompt reporting of a complaint as the ability of Alfred University to pursue the complaint to conclusion may be hindered by the passage of time.

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.

Privacy and Confidentiality

Alfred University values the privacy of its students, employees, and other community members. Community members should be able to seek the assistance they need and access this policy without fear that the information they provide will be shared more broadly.

References made to privacy mean Alfred University offices and employees who cannot guarantee confidentiality, but will maintain privacy to the greatest extent possible, relaying information as necessary to investigate or seek a resolution and to notify the Title IX Coordinator or designee, who is responsible for tracking patterns and spotting systemic issues. Alfred University will limit the disclosure as much as practicable.

All activities under these procedures shall be conducted with the privacy interests of those involved. While Alfred University will take all reasonable steps to protect the privacy of individuals involved in a complaint, it may be necessary to disclose some information to individuals or offices on campus in order to address a complaint or provide for the physical safety of an individual or the campus. Thus, Alfred University cannot,

and does not, guarantee that all information related to complaints will be kept confidential.

In order to maintain the privacy of evidence gathered as part of any resolution process, access to materials under the procedures in this policy will be provided only by a secure method and parties and advisors are not permitted to make copies of any documents shared or make use of the documents outside of the processes described in this policy. Parties may request to review a hard copy of materials, and Alfred University will make that available in a supervised or monitored setting. Inappropriately sharing materials provided during this process may constitute retaliation under this policy.

Individuals may speak confidentially with a Confidential Resource. Confidential Resources (e.g., licensed mental health care providers, physicians, clergy) may not report to Title IX Coordinator any identifying information about conduct that may violate Alfred University's policies against sex discrimination without the written consent of the individual who supplied the information, unless required by law. Such disclosures will not be reported to the Title IX Coordinator or initiate any process under this policy.

Alfred University employs two types of employees who are not required to report information about sex discrimination to the Title IX Coordinator:

- Privileged and confidential employees whose communications are privileged or confidential under Federal or State law. The employee must be hired for and functioning within the scope of their duties to which the privilege or confidentiality applies. For example, physicians, clergy, and mental health counselors are all confidential employees. Disclosures made to these employees means that information cannot be disclosed to anyone internal or external to the university without the expressed permission from the individual disclosing the information.

State law requires professional counselors to report to their county's Director of Community Services or appropriate law enforcement authorities when a patient is likely to engage in conduct that would result in serious harm to the patient or others. If there is reasonable cause to suspect that a minor has been sexually abused reports must be made to *New York Statewide Central Register of Child Abuse and Maltreatment (SCR)*, 1-800- 635-1522. A fuller description of the mandatory child abuse reporting obligation and those covered by that obligation can be found at: *NYS Senate Consolidated Laws of New York under Chapter 55, Article 6, Title 6 of the New York Social Services Law* (<https://www.nysenate.gov/legislation/laws/SOS>).

- Employees designated by the institution as exempt from reporting known sex discrimination to the Title IX Coordinator, and designated as such for the purpose of providing services to the campus community related to sex discrimination. Such employees must be acting in the scope of that role when they learn of the information about sex discrimination for this exemption to apply. For example, the ombudsperson and sexual violence response counselors may be designated as exempt from internal reporting. Disclosures made to these employees means that information will not be shared with the Title IX Coordinator or anyone within Alfred University, but may be released under legal action or court order without the permission of the individual disclosing the information.

A list of resources may be found at the end of this policy.

Reporting to the Police

Some Prohibited Conduct may constitute a violation of both the law and Alfred University policy. Alfred

University encourages students to report alleged crimes promptly to local law enforcement agencies. All persons have the right to file with law enforcement, as well as the right to decline to file with law enforcement. The decision not to file shall not be considered as evidence that there was not a violation of Alfred University policy.

Criminal investigations may be useful in the gathering of relevant evidence, particularly forensic evidence. The standards for finding a violation of criminal law are different from the standards for finding a violation of this policy. Conduct may constitute Prohibited Conduct under this policy even if law enforcement agencies lack sufficient evidence of a crime and decline to prosecute.

Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus. However, when a complaint is made to Alfred University as well as to law enforcement, Alfred University may delay its process if a law enforcement agency requests that Alfred University delay its process for a reasonable amount of time to allow law enforcement to gather evidence of criminal misconduct. Criminal or legal proceedings are separate from the processes in this policy and do not determine whether this policy has been violated.

All investigations and determinations under this policy will be thorough, reliable and impartial, and will seek to collect evidence and names of witnesses to gather information that is directly or substantially relevant to whether the alleged policy violation occurred, and will not be based on the grounds that civil or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

In the case of an emergency, where the physical well-being of a member of Alfred University community or the safety of Alfred University as an institution is threatened, any individual with such knowledge should promptly inform the Director of Public Safety. Alfred University may take any immediate steps as may be necessary and appropriate under the circumstances to ensure the well-being of Alfred University community and Alfred University as an institution.

C. RESPONDING TO A REPORT

The following process will be used following the receipt of a report of sex discrimination.

Initial Contact

Following receipt of a report alleging a potential violation of this policy, the Title IX Coordinator will contact the complainant to meet with the Title IX Coordinator for an initial intake and assessment meeting, and will provide the following:

- An invitation to meet to offer assistance and explain their rights, resources, and options under this policy;
- Access to this policy;
- Information regarding available campus and community resources for counseling, health care, mental health, or victim advocacy. Upon request, information regarding legal assistance, visa and immigration assistance, student financial aid and other available services may be provided;
- The availability of Supportive Measures regardless of whether a complaint is filed and/or any resolution is initiated;
- The options for resolution (no action, prevention, agreement, investigation) and how to initiate such resolution processes;
- The right to notify law enforcement as well as the right not to notify law enforcement;
- The importance of preserving evidence and, in the case of potential criminal misconduct, how to get assistance from Public Safety or local law enforcement in preserving evidence;

- The right to an advisor of choice, if applicable, during Alfred University proceedings under this policy including the initial meeting with the Title IX Coordinator
- A statement that retaliation for filing a complaint, or participating in the complaint process, is prohibited.
- Information on how to initiate the Investigation or Resolution-Based Agreement process.

Initial Intake & Assessment

The Initial Assessment process seeks to gather information about the nature and circumstances of the report to determine whether this policy applies to the report and, if so, which resolution process may be appropriate, as well as which section of the resolution procedures apply based on the conduct and the status of the parties. The Title IX Coordinator may also determine that the provision of supportive measures only is the appropriate response under the policy. The initial assessment is not a finding of fact or responsibility. If the individual bringing forward the complaint is not the actual complainant, the Title IX Coordinator will limit communication to general information on policies and processes.

Should the complainant wish to initiate a resolution process, the Title IX Coordinator will determine whether this policy applies and, if so, the appropriate process under this policy. The Title IX Coordinator will communicate to the complainant this determination.

If the information provided does not suggest a potential violation of this policy, the Title IX Coordinator will provide the complainant written notice that the matter is being referred for handling under a different policy, and/or to another appropriate office for handling.

Requests for Confidentiality or No Further Action

When a complainant requests that Alfred University not use their name as part of any resolution process, or that Alfred University not take any further action, Alfred University will generally try to honor those requests. However, there are certain instances in which Alfred University has a broader obligation to the community and may need to act against the wishes of the complainant. In such circumstances, the Title IX Coordinator will notify the complainant in writing of the need to take action. The factors the Title IX Coordinator will consider when determining whether to act against the wishes of a complainant include:

1. The complainant's request not to proceed with initiation of a complaint;
2. The complainant's reasonable safety concerns regarding initiation of a complaint;
3. The risk that additional acts of Prohibited Conduct would occur if a complaint is not initiated;
4. The severity of the alleged Prohibited Conduct, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the parties, including whether the respondent is an employee of Alfred University;
6. The scope of the alleged discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
7. The availability of evidence to assist a Decision-maker in determining whether sex discrimination occurred; and
8. Whether Alfred University could end the alleged sex discrimination and prevent its recurrence without initiating its resolution procedures under this policy.
9. Whether the conduct as alleged presents an imminent and serious threat to the health or safety of the complainant or other persons, or that the conduct as alleged prevents Alfred University from ensuring equal access on the basis of sex to its education program or activity.

Emergency Removal

For sex discrimination and sex-based harassment, Alfred University retains the authority to remove a respondent from Alfred University's program or activity on an emergency basis, where Alfred University (1) undertakes an individualized safety and risk analysis, (2) determines that an immediate and serious threat to the health or safety of a complainant or any student, employee, or other individual arising from the allegations of sex discrimination justifies a removal, and (3) Alfred University provides the respondent with notice of and an opportunity to challenge the decision immediately following the removal.

The respondent may challenge the decision immediately following the removal, by notifying the Title IX Coordinator in writing. Alfred University will designate an impartial individual, not otherwise involved in the case, to consider the challenge to the removal and determine if the emergency removal was reasonable.

For all other Prohibited Conduct, Alfred University may defer to its interim suspension policies for students and administrative leave for employees.

Administrative Leave

Alfred University retains the authority to place an employee respondent on administrative leave during a pending complaint process under this policy, with or without pay as appropriate. Administrative leave may be a supportive measure, emergency removal, or consistent with guidelines outlined in the relevant employee handbook. Administrative leave implemented as a supportive measure or as emergency removal is subject to the procedural provisions above, including the right to challenge the decision to implement that measure.

Dismissal of a Complaint

Before dismissing a complaint, Alfred University will make reasonable efforts to clarify the allegations with the complainant.

Alfred University may dismiss a complaint if:

- Alfred University is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in Alfred University's education program or activity and is not employed by Alfred University;
- The complainant voluntarily withdraws their complaint in writing and the Title IX Coordinator declines to initiate a complaint.
- The complainant voluntarily withdraws some but not all allegations in a complaint in writing, and the Alfred University determines that the conduct that remains alleged in the complaint would not constitute Prohibited Conduct under this policy; or
- Alfred University determines the conduct alleged in the complaint, even if proven, would not constitute Prohibited Conduct under this policy.

Upon dismissal, Alfred University will promptly notify the complainant in writing of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then Alfred University will notify the parties simultaneously in writing. If a dismissal of one or more allegations changes the appropriate decision-making process under these procedures, the Title IX Coordinator will include that information in the notification.

Alfred University will notify the complainant that a dismissal may be appealed on the basis outlined in the

Appeals section. If dismissal occurs after the respondent has been notified of the allegations, then Alfred University will also notify the respondent that the dismissal may be appealed on the same bases. If a dismissal is appealed, Alfred University will follow the procedures outlined in the Appeals section of these procedures.

When a complaint is dismissed, Alfred University will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and,
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within Alfred University's education program or activity.

A complainant who decides to withdraw a complaint or any portion of it may later request to reinstate it or refile it.

Referrals for Other Misconduct

Alfred University has the discretion to refer complaints of misconduct not covered by this policy for handling under any other applicable Alfred University policy or code. As part of any such referral for further handling, Alfred University may use evidence already gathered through any process covered by this policy.

Should there be a conflict between the provision of this policy and other Alfred University policies, procedures, rules, regulations, or terms or conditions of employment, the provisions of this policy will govern unless specifically stated otherwise.

This policy and these procedures are separate from Alfred University's student disciplinary processes, by which Alfred University may bring a discipline charge against a student for violating Alfred University policy according to the provisions found in Alfred University code of conduct ([link](#)).

Consolidation of Cases

Alfred University may consolidate complaints under this policy as appropriate: for example, if there are multiple complaints where the allegations of Prohibited Conduct arise out of the same facts or circumstances, or there are multiple complaints with overlapping parties.

Alfred University also reserves the right to use this policy to adjudicate other allegations and conduct charges as defined by policies outside of the scope of this policy in instances when the conduct is associated with an alleged issue of Prohibited Conduct under this policy. The Title IX Coordinator will address these consolidated complaints in collaboration and coordination with other appropriate offices, such as Student Services and Human Resources. Allegations of a violation of a separate policy are not required to be handled using the procedural requirements set forth in this policy.

Student Withdrawal or Employee Resignation while Matters are Pending

If a student or employee respondent permanently withdraws or resigns from Alfred University with unresolved allegations pending, Alfred University will consider whether and how to proceed with the resolution process. Alfred University will continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s) and any ongoing effects of the alleged Prohibited Conduct

A student respondent who withdraws or leaves while the process is pending may not return to Alfred University without first resolving any pending matters. Such exclusion applies to all Alfred University campuses and programs. Admissions will be notified that the student cannot be readmitted. They may also be barred from Alfred University property or events. If a student respondent withdraws or takes a leave for a specified period of

time (e.g., one semester or term), the resolution process may continue remotely and that student is not permitted to return to Alfred University unless and until the matter is fully resolved. A registration hold will be placed on a student's record who withdraws or leaves the institution while the process is pending.

An employee respondent who resigns with unresolved allegations pending is not eligible for rehire with Alfred University and the records retained by the Title IX Coordinator will reflect that status. All Alfred University responses to future inquiries regarding employment references for that individual will include that the former employee resigned during a pending disciplinary matter.

D. OPTIONS FOR RESOLUTION

There are multiple ways to resolve a complaint or report of sex discrimination. Whenever possible, Alfred University will utilize the resolution method chosen by the complainant. During the resolution of a complaint, the Title IX Coordinator will determine whether to implement reasonable supportive measures designed to assist all parties (complainants and respondents) and community members in maintaining access to and participation in Alfred University programs, services and activities during the resolution of the complaint.

This section includes information on support-based Resolution, agreement-based resolution, and investigation and decision making procedures.

Support- Based Resolution

A support-based resolution is an option for a complainant who does not wish Alfred University to take any further steps to address their concern, and when the Title IX Coordinator determines that another form of resolution, or further action, is not required. Some types of support that may be appropriate include: adjustments or changes to class schedules; moving from one residence hall room to another; adjusted deadlines for projects or assignments; adjustments to work schedule or arrangements; escorts to and around campus; or counseling.

A support-based resolution does not preclude later use of another form of resolution, for example if new information becomes available to Alfred University and the Title IX Coordinator determines there is need for additional steps to be taken, or the complainant later decides to pursue a Resolution Agreement or investigation and decision making.

Agreement-Based Resolution

Agreement-Based Resolution is an alternative to the investigation and decision making procedures where the Parties each voluntarily agree to resolve the complaint in a way that does not include an investigation and does not include any finding of responsibility. Agreement-Based Resolution is a voluntary, structured interaction between or among affected parties that balances support and accountability. If Alfred University offers Agreement-Based Resolution to the parties, and they voluntarily consent to engage in that process, the Title IX Coordinator must still take other prompt and effective steps as needed to ensure that sex discrimination does not continue or recur within the education program or activity.

Any party may design the proposed agreement between the parties. The Title IX Coordinator must approve of the use of the Agreement-Based Resolution process, and approve the final agreement between the parties. Agreement-Based Resolution may be initiated at any time prior to the release of the final determination. Because Agreement-Based Resolution does not involve an investigation, there is not any determination made as to whether a respondent violated this policy.

The Title IX Coordinator has the discretion to determine that Agreement-Based Resolution is not an appropriate way to address the reported conduct, and that the matter must instead be resolved through an investigation and decision making process.

Initiating the Agreement-Based Resolution Process

Prior to the initiation of Agreement-Based Resolution, the Title IX Coordinator will provide the Parties written notice that includes:

- The specific allegation and the specific conduct that is alleged to have occurred;
- The requirements of the Agreement-Based Resolution process;
- Any consequences resulting from participating in the Agreement-Based Resolution process, including the records that will be maintained or could be shared, and whether Alfred University could disclose such information for use in a future Alfred University resolution process, including an investigation and resolution process arising from the same or different allegations, as may be appropriate.
- Notice that an agreement resulting from the Agreement-Based Resolution process is binding only on the parties and is not subject to appeal.
- Notice that once the Agreement is finalized and signed by the Parties, they cannot initiate or continue an investigation procedure arising from the same allegations.
- A statement indicating that the decision to participate in the Agreement-Based Resolution process does not presume that the conduct at issue has occurred.
- A statement that the respondent is presumed not responsible for violating this policy, unless respondent admits to violations of this policy;
- An explanation that all parties may be accompanied by an advisor of their choice, who may be a parent, colleague, friend, or attorney;
- A statement that any party has the right to withdraw from the Agreement-Based Resolution process and initiate or resume resolution procedures at any time before agreeing to a resolution;
- The date and time of the initial meeting with staff or the Title IX Coordinator, with a minimum of 3 days' notice;
- Information regarding Supportive Measures, which are available equally to the parties; and
- The potential terms that may be requested or offered in an Agreement-Based Resolution agreement.

Facilitating an Agreement

If all Parties are willing to explore Agreement-Based Resolution, the Title IX Coordinator or designee will then meet separately with each party to discuss the Agreement-Based Resolution process and facilitate an agreement. If an agreement cannot be reached, either because the Parties do not agree, determine they no longer wish to participate in the Agreement-Based Resolution process, or the Title IX Coordinator or designee does not believe that the terms of the agreement or continuing the Agreement-Based Resolution process is appropriate, the Title IX Coordinator may decide that the reported conduct will instead be addressed through the investigation and decision making process. The Title IX Coordinator will inform the parties of such decision, in writing.

Agreement-Based Resolution processes are managed by facilitators who do not have a conflict of interest or bias in favor of or against complainants or respondents generally or regarding the specific parties in the matter. The Title IX Coordinator may serve as the facilitator, subject to these restrictions. The investigator(s) or Decision-maker for the matter may not facilitate an Agreement-Based Resolution in that same matter.

Any party may craft or create the terms of their agreement and will be asked for their suggestions or ideas. Examples of agreements may include but are not limited to:

- an agreement that the respondent will change classes or housing assignments;
- an agreement that the Parties will not communicate or otherwise engage with one another;

- an agreement that the Parties will not contact one another;
- completion of a training or educational project by the respondent;
- completion of a community service project by the respondent;
- an agreement to engage in a restorative justice process or facilitated dialogue; and/or
- discipline agreed upon by all parties.

In order to facilitate Agreement-Based Resolution, information shared by any party will not be used in any related resolution process of the same complaint under this policy. No evidence concerning the allegations obtained within the Agreement-Based Resolution process may be disseminated to any outside person, provided that any party to the Agreement-Based Resolution process may generally discuss the allegations under investigation with a parent, advisor, or other source of emotional support, or with an advocacy organization. An admission of responsibility made during an Agreement-Based Resolution process, however, may not be incorporated into the investigation and adjudication proceeding.

Finalizing the Resolution Agreement

Once the final terms of the Resolution Agreement have been agreed upon by all parties, in writing, and approved by the Title IX Coordinator, the matter will be considered closed, and no further action will be taken. Once signed, no appeal is permitted. The Agreement-Based Resolution process is generally expected to be completed within thirty (30) days and may be extended by the Title IX Coordinator as appropriate. All parties will be notified, in writing, of any extension and the reason for the extension.

Records of an Agreement-Based Resolution process can be shared with other offices as appropriate.

Any violations of the terms of the Resolution Agreement may result in disciplinary action.

Investigation & Decision-making Resolution

This policy includes two types of investigation and decision-making procedures.

- Investigation & Decision-making Procedures in Cases of Sex-Based Harassment Not Involving a Student Respondent
- Investigation & Decision-making Procedures in Cases of Sex-Based Harassment Involving a Student Respondent

The following information applies to both types of the investigation and decision-making procedures.

Acceptance of Responsibility

If a respondent accepts responsibility for all or part of the Prohibited Conduct alleged, the Coordinator or designated sanctioning officer will issue an appropriate sanction or responsive action as to those violation(s) and continue processing any remaining allegations of Prohibited Conduct, if any.

Assignment of the (s) and/or Decision-maker

Alfred University will assign a trained investigator(s) and/or Decision-maker to conduct an adequate, reliable, and impartial investigation and determination, as applicable, in a reasonably prompt timeframe. Alfred University reserves the right to utilize internal or external investigator(s) and Decision-makers.

All parties have the option to participate in the investigation, and each have the same rights during the resolution process including the right to an advisor, to submit relevant witness names and evidence, and to

review the evidence gathered by the investigator(s) prior to the investigator(s) providing the final report to the Decision-maker.

The investigator(s) will establish deadlines for submission of names of relevant witnesses and submission of evidence and communicate those deadlines to the parties in writing.

Conflict of Interest or Bias

After a Notice of Investigation is issued to all parties, any party may object to the participation of the Title IX Coordinator or designated investigator(s) on the grounds of a demonstrated bias or actual conflict of interest. All parties will have three (3) days from the date of the Notice of Investigation to object to the selection of the investigator(s) or the Title IX Coordinator. Objections to the Title IX Coordinator are to be made, in writing, to the President. Objections to the appointment of the investigator are to be made in writing, to the Title IX Coordinator. All objections will be considered, and changes made as appropriate. If the objection is substantiated as to either the Title IX Coordinator or the Investigator(s), that individual shall be replaced. Any change will be communicated in writing.

Timeline

Alfred University strives to complete the investigation process within ninety (90) days from the date of the Notice of Investigation.

The timeline for any part of the resolution process may be extended for good cause by the Title IX Coordinator. All parties shall be notified, in writing, of any extension to the timeline that is granted, the reason for the extension, and the new anticipated date of conclusion of the investigation and/or hearing. Good cause reasons for extension may include ensuring the availability of witnesses and other participants and ensuring participants have sufficient time to review materials.

Alfred University shall not unreasonably deny a student party's request for an extension of a deadline related to a complaint during periods of examinations or school closures.

The investigator(s) and/or Title IX Coordinator shall provide the Parties with periodic status updates, in writing.

Burden and Standard of Review

Alfred University has the burden of conducting an investigation that gathers sufficient evidence to determine whether Prohibited Conduct occurred. This burden does not rest with any party, and any party may decide to limit their participation in part or all of the process, or to decline to participate. This does not shift the burden of proof away from Alfred University and does not indicate responsibility. The standard of proof used in any investigation and decision-making process is the preponderance of the evidence standard, which means more likely than not.

Written Notice of Meetings

Alfred University will provide to a party or witness whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time to prepare to participate.

Evidence Gathering

Interviews

The investigator(s) will interview all parties and relevant witnesses and gather relevant documentary evidence provided by the parties and any identified witnesses. Interviews may be conducted in person, or via video conference. When a party meets with an investigator(s), the investigator(s) will ask questions related to the allegations in the complaint and a party is given the opportunity speak to the allegations and related events. Parties may identify fact witnesses and provide evidence that is relevant to the allegations and not otherwise impermissible. This will include inculpatory evidence (that tends to show it more likely that someone committed a violation) and exculpatory evidence (that tends to show it less likely that someone committed a violation). The investigator(s) ultimately determines whom to interview to determine the facts relevant to the complaint.

Impermissible Evidence

The following types of evidence, and questions seeking that evidence, are impermissible. This means this information will not be accessed or considered, except by Alfred University to determine whether one of the exceptions listed below applies. This information will not be disclosed or otherwise used, regardless of relevance:

- Evidence that is protected under a privilege recognized by Federal or State law, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- Evidence provided to an employee designated by Alfred University as exempt from internal reporting under this policy, unless the person who made the disclosure or otherwise provided evidence to that employee has voluntarily consented to re-disclosure;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Alfred University obtains that party's or witness's voluntary, written consent for use in its resolution procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to alleged sex-based harassment. The fact of prior consensual sexual conduct between the parties does not by itself demonstrate or imply the complainant's consent to other sexual activity or preclude a determination that Prohibited Conduct occurred.
- Under New York state law, in matters of sexual assault, domestic violence, dating violence, and stalking, all parties have the right to exclude their own prior sexual history with persons other than the other party in the investigation and decision-making process or their own mental health diagnosis and/or treatment from admittance in the institution disciplinary state that determines responsibility. The limit does not cover evidence of prior sexual history with the other party in the investigation that is relevant to an allegation or defense of an allegation.

Investigation & Decision-making Procedures in Cases of Sex-Based Harassment Not Involving a Student Respondent

The following describes the next steps in investigation and decision-making for matters of sex-based harassment in which the respondent is not a student, regardless of the status of the other party. The investigator may serve as the Decision-Maker.

An investigation process consists of five stages: written notice of investigation; evidence gathering; evidence review; final written determination; option to appeal.

Notice of Investigation

Prior to the start of an investigation, the Parties will be provided a written Notice of Investigation communicating the initiation of an investigation. Should additional allegations be brought forward, or information regarding the location or date of the incident(s), a revised written Notice of Investigation shall be provided to all parties.

The Notice shall include, at a minimum:

1. Alfred University's investigation procedures, including the applicable determination procedure that will be used in this investigation and resolution, and a link to the relevant policies;
2. Information about the agreement-based resolution, with a link to the full procedures.
3. Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), a description of the facts alleged to constitute Prohibited Conduct, the type of Prohibited Conduct, and the date(s) and location(s) of the alleged incident(s);
4. A statement that retaliation is prohibited;
5. Whether the investigator(s), or another individual, shall serve as the Decision-maker.
7. Expected length of the major stages of the resolution process, as well as any applicable deadlines.
8. The Notice will inform the parties that the investigator(s) will establish and communicate, in writing, all investigation deadlines, including the final deadlines for submitting names of witnesses, evidence, and relevant questions to ask a party or witness. These deadlines may be extended by the Title IX Coordinator for good cause, and any changes will be provided, in writing, to the parties, along with the rationale for the revised deadline(s).
9. The process for raising a challenge to the appointed investigator(s), Decision-maker, or Title IX Coordinator, and the deadline for doing so.
10. A statement that the respondent is presumed not responsible for Prohibited Conduct until a determination is made at the conclusion of the resolution process. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial Decision-maker;
11. A statement that the parties may have an advisor of their choice who may be a friend, parent, therapist, colleague, or attorney;
12. The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigation report that accurately summarizes this evidence.
13. Alfred University's Code of Conduct prohibits Abuse of Conduct Process, which includes knowingly making false statements or knowingly submitting false information during the resolution procedures.
14. The Decision-maker will be identified. If Alfred University assigns a different Decision-maker, an updated notice will be provided to the parties.
15. The date and time of the initial interview with the Investigator(s), with a minimum of five (5) days' notice.

Individual Interviews

The investigator(s) will hold individual interviews with parties and witnesses to ask relevant and not otherwise impermissible questions and follow-up questions, including questions exploring credibility, and to request of the parties the names of relevant witnesses and relevant evidence. Only the investigator(s) and the party or witness

may attend each individual interview. A party's advisor may attend these meetings, subject to the rules described above. Additional attendees may be permitted at the discretion of the Title IX Coordinator in connection with an approved disability-related accommodation. All persons present at any time during any part of the investigation or resolution process are expected to maintain the privacy of the proceedings and not discuss or otherwise share any information learned as part of the resolution process, and may be subject to further University discipline for failure to do so.

The investigator(s) will then attempt to gather all relevant evidence from parties, witnesses, and other sources.

At the initial interview with each party, the investigator(s) will invite the parties to provide, in writing and in advance of the individual interviews, questions to ask of the parties and witnesses that are relevant and not otherwise permissible, including questions exploring credibility. Upon receiving the question list, the investigator(s) will determine whether a proposed question is relevant and not otherwise impermissible and will explain, in writing in advance of the individual interview, any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The investigator(s) must give a party an opportunity to clarify or revise any question that the investigator has determined is unclear or harassing and, if the party sufficiently clarifies or revises a question, the question will be asked.

The investigator(s) will not permit questions that are unclear or harassing of any party or witness being questioned.

The University will share expectations of decorum to be observed at all times in any meeting or proceeding under this policy. These expectations are applied equally to all parties and advisors. The University has the discretion to remove, with or without prior warning, from any meeting or proceeding an involved party, witness, or advisor who does not comply with these expectations and any other applicable University rules.

The individual interviews may be conducted with all participants physically present in the same geographic location, or, at the University's discretion, with all participants joining virtually through a video conferencing option. All interviews will be recorded, and either an audio or audiovisual record, or transcript of these meetings will be provided to the parties during evidence review.

The investigator(s) will determine, in their sole discretion, whether parties and witnesses are likely to provide relevant information about the allegations and has the sole discretion to determine which parties and witnesses to call to an interview. The investigator(s) may conduct follow-up interviews as they deem appropriate.

Investigator(s) Determination of Relevance

The investigator(s) will determine whether parties and witnesses are likely to provide relevant information about the allegations, and has the sole discretion to determine which parties and witnesses to call to individual follow-up meetings.

The investigator(s) will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance. Character evidence that is not relevant will not be considered. If the Decision-maker is not the investigator(s), the Decision-maker is not bound by the investigators' determinations about relevance.

Evidence Review

At the conclusion of all fact-gathering, the investigator(s) will provide each party and their advisor the opportunity to review all relevant and not otherwise impermissible evidence gathered. In the event that an audio or audiovisual recording is shared, the recording will only be made available at an in-person and monitored meeting on campus, and will not otherwise be transmitted for review, so as to maintain the privacy of those participating in the process.

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, to submit any additional relevant evidence, and the names of any additional witnesses with relevant information. This is the final opportunity to offer evidence or names of witnesses. Evidence not provided during the investigation process will not be considered by the Decision-maker. Given the sensitive nature of the information provided, Alfred University will facilitate this review in a secure manner. None of the parties nor their advisors may copy, remove, photograph, print, image, videotape, record, or in any manner otherwise duplicate or remove the information provided. Any student or employee who fails to abide by this may be subject to discipline. Any advisor who fails to abide by this may be subject to discipline and/or may be excluded from further participation in the process.

The parties will have a minimum of 5 days to inspect and review the evidence and submit a written response in writing to the investigator. The Title IX Coordinator shall have the discretion to extend the evidence review period based on the volume and nature of the evidence.

When deemed appropriate by the investigator(s), the investigator(s) shall then conduct any additional fact-gathering as may be necessary. If new, relevant evidence was submitted as part of evidence review, or is gathered during this second fact-gathering period, the new relevant evidence will be made available for review by the parties and their advisors. The parties shall have 5 days to provide a response to the newly-gathered evidence. No new evidence will be accepted as part of any response, except that the investigator(s) shall have the discretion to accept relevant evidence that was not previously available or known to exist, and that was not previously discoverable with the exercise of reasonable diligence.

The investigator(s) will consider the parties' written responses before finalizing the investigation report.

Determination and Investigation Report

The investigator(s) may serve as the Decision-maker(s). The Decision-maker(s) shall evaluate the relevant and not impermissible evidence and make a factual determinations regarding each allegation.

The Decision-maker(s) may choose to place less or no weight upon statements by a party or witness who refused to respond to questions deemed relevant and not otherwise impermissible, or who was not available, despite reasonable diligence, for a follow-up interview. The Decision-maker(s) will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to questions.

The Decision-maker(s) shall then determine, based upon the factual findings, whether a violation of university policy occurred. The Decision-maker(s) shall prepare a report which shall include:

- A description of the sex-based harassment;

- A reference to the policies and procedures used to evaluate the allegations;
- Description of all procedural steps taken to date;
- The Decision-maker's evaluation of the relevant evidence along with the finding of facts;
- Determinations for each allegation, with the rationale;
- Sanction determination (if applicable);
- Whether remedies will be provided;
- The procedures for an appeal.

This report shall be provided to the Title IX Coordinator. In the event that the Decision-maker has determined that a violation of university policy has occurred, the Title IX Coordinator shall then provide the report to the appropriate Sanctioning Officer to determine the sanction, if that individual did not serve as the Decision-maker, and the Title IX Coordinator shall then determine the appropriate remedy(ies) for the Complainant and any impacted parties.

- *Sanctioning Officer or Designee for Student Respondents:* Dean of Student Experience
- *Sanctioning Officer or Designee for Staff Respondents:* Chief Human Resources Officer
- *Sanctioning Officer or Designee for Faculty:* Provost and Chief Operating Officer

The Title IX Coordinator shall then provide the parties and their advisors, if any, with a written Notice of Outcome and a copy of the Decision-maker's report. The Notice of Outcome shall include any disciplinary sanctions for the respondent, whether remedies will be provided, and the procedures for appeal. In addition, the complainant shall be informed of any remedies that apply to the complainant.

The Title IX Coordinator will provide each party, and their advisor, written communication regarding the decision, the sanction determination, and the procedures for appeal, along with a copy of the Investigation Report. The Title IX Coordinator will also provide written communication to the Complainant regarding any appropriate remedies.

Investigation & Decision-making Procedures in Cases of Sex-based Harassment with a Student Respondent

The following describes the investigation and decision-making procedures for sex-based harassment in which a student is a respondent, regardless of the other party's status.

Notice of Investigation

Prior to the start of an investigation, the Parties will be provided a written Notice of Investigation communicating the initiation of an investigation. Should additional allegations be brought forward, or information regarding location or date of the incident(s), a revised written Notice of Investigation shall be provided to all parties.

The Notice shall include, at a minimum:

1. Alfred's investigation procedures, including the applicable determination procedure that will be used in this investigation and resolution, and a link to the relevant policies;

2. Information about the agreement-based, with a link to the full procedures.
3. Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), a description of the facts alleged to constitute Prohibited Conduct, the type of Prohibited Conduct, and the date(s) and location(s) of the alleged incident(s);
4. A statement that retaliation is prohibited;
5. Whether the investigator(s) or another individual shall serve as the Decision-maker.
6. Expected length of the major stages of the resolution process, as well as any applicable deadlines.
7. The Notice will inform the parties that the investigator will establish and communicate, in writing, all investigation deadlines, including the final deadlines for submitting names of witnesses, evidence, and relevant questions to ask a party or witness. These deadlines may be extended by the Title IX Coordinator for good cause, and any changes will be provided, in writing, to the parties, along with the rationale for the revised deadline(s).
8. The process for raising a challenge to the appointed investigator(s), Decision-maker or Title IX Coordinator, and the deadline for doing so.
9. A statement that the respondent is presumed not responsible for Prohibited Conduct until a determination is made at the conclusion of the resolution process. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial Decision-maker;
10. A statement that the parties may have an advisor of their choice who may be a friend, parent, therapist, colleague, or attorney;
11. The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigation report that accurately summarizes this evidence.
12. Alfred University's Code of Conduct prohibits knowingly making false statements or knowingly submitting false information during resolution procedures, include the following:
 - a. Abuse of the Conduct Process: Abuse of, or interference or failure to comply with, Alfred University student conduct investigations, conduct hearings and other processes, including but not limited to:
 - i. Falsification, distortion, or misrepresentation of information
 - ii. Failure to provide, destroying or concealing evidence of proscribed conduct
 - iii. Attempting to discourage an individual's proper participation in or use of, the campus conduct system.
 - iv. Influencing, or attempting to influence, another person to commit an abuse of the campus conduct system
13. The date and time of the initial interview with the Investigator(s), with a minimum of five (5) days' notice.

Individual Interviews

The investigator(s) will hold individual interviews with parties and witnesses to ask relevant and not otherwise impermissible questions and follow-up questions, including questions exploring credibility, and to request of the parties the names of relevant witnesses and relevant evidence. Only the investigator(s) and the party or witness may attend each individual interview, and a party may be accompanied by their advisor. Additional attendees may be permitted at the discretion of the Title IX Coordinator in connection with an approved disability-related accommodation. All persons present at any time during any part of the investigation or resolution process are expected to maintain the privacy of the proceedings and not discuss or otherwise share any information learned as part of the resolution process, and may be subject to further University discipline for failure to do so.

The investigator(s) will create a summary of an interview or party that will be shared for their review. Parties

or witnesses will have three (3) days to review the interview summary and make any recommendations for the investigator(s) to revise the summary.

The investigator(s) will attempted to gather all relevant evidence from parties, witnesses, and other sources, all relevant evidence.

Alfred University will share expectations of decorum to be observed at all times in any meeting or proceeding under this policy. These expectations are applied equally to all parties and advisors. Alfred University has the discretion to remove, with or without prior warning, from any meeting or proceeding an involved party, witness, or advisor who does not comply with these expectations and any other applicable University rules.

The individual interviews may be conducted with all participants physically present in the same geographic location or, at the university's discretion, with all participants joining virtually through a video conferencing option. The investigator(s) will determine, in their sole discretion, whether parties and witnesses are likely to provide relevant information about the allegations, and has the sole discretion to determine which parties and witnesses to call to an interview. The investigator(s) may conduct follow-up interviews as they deem appropriate.

Investigator Determination of Relevance

The investigator(s) will determine whether parties and witnesses are likely to provide relevant information about the allegations, and has the sole discretion to determine which parties and witnesses to call to individual follow-up meetings.

The investigator(s) will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance. Character evidence that is not relevant will not be considered.

Evidence Review

At the conclusion of all fact-gathering, the investigator(s) will provide each party and their advisor the opportunity to review all relevant and not otherwise impermissible evidence gathered. In the event that an audio or audiovisual recording is shared, the recording will only be made available at an in-person and monitored meeting on campus, and will not otherwise be transmitted for review, so as to maintain the privacy of those participating in the process.

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 and to submit any additional relevant evidence, questions for parties or witnesses, or the names of any additional witnesses with relevant information. This is the final opportunity to offer evidence or names of witnesses. Evidence not provided during the investigation process will not be considered by the Decision-maker(s). Given the sensitive nature of the information provided, Alfred University will facilitate this review in a secure manner. None of the parties nor their advisors may copy, remove, photograph, print, image, videotape, record, or in any manner otherwise duplicate or remove the information provided. Any student or employee who fails to abide by this may be subject to discipline. Any advisor who fails to abide by this may be subject to discipline and/or may be excluded from further participation in the process.

The parties will have a minimum of 5 days to inspect and review the evidence and submit a written response in writing to the investigator. The Title IX Coordinator shall have the discretion to extend the evidence review period based on the volume and nature of the evidence.

When deemed appropriate by the investigator(s), the investigator(s) shall then conduct any additional fact-

gathering as may be necessary. If new, relevant evidence was submitted as part of the evidence review or is gathered during this second fact-gathering period, the new relevant evidence will be made available for review by the parties and their advisors. The parties shall have 5 days to provide a response to the newly gathered evidence. No new evidence will be accepted as part of any response, except that the investigator(s) shall have the discretion to accept relevant evidence that was not previously available or known to exist, and that was not previously discoverable with the exercise of reasonable diligence.

The investigator(s) will consider the parties' written responses before finalizing the investigation report.

Investigation Report

The investigator will prepare a written report summarizing all of the relevant evidence gathered and all steps taken during the investigation process. The investigator will also include as an attachment all relevant evidence gathered during the investigation, as well as all interview notes.

Conclusion of Investigation, Notice of Hearing

Once the investigation report is final, the report, together with all attachments, shall be provided to each party and to their advisor, if any, in a secure manner (e.g., by providing digital copies of the materials through a protected, "read-only" web portal). Each party shall have ten (10) days to provide a response. The response, if any, shall be provided to the Hearing Officer.

Following the conclusion of the investigation, each party shall be provided with a Notice of Hearing, which shall include information regarding the date of the hearing, the identity of the Hearing Officer, the identity of any Hearing Panel Members, the process to be used at the hearing, deadlines for submission of evidence, names of witnesses, or questions to be reviewed by the Hearing Officer to ensure they are relevant to the allegations. The hearing shall be scheduled no less than ten (10) days from the date of the Notice of Hearing.

Within three (3) days of receipt of the Notice of Hearing, either party may object to the Hearing Officer and/or a Hearing Panel Member on the basis of a demonstrated bias or actual conflict of interest. Any objection is to be in writing and sent to the Title IX Coordinator. Should the Title IX Coordinator determine that there is an actual bias or conflict of interest, the Title IX Coordinator shall remove the Hearing Officer and/or Hearing Panel Member and appoint another.

Hearing Procedures

The purpose of a hearing is to determine whether the conduct occurred as alleged and, if so, whether that conduct violates this policy. Alfred University expects that all individuals who participate in the hearing process do so truthfully and that all who have a responsibility for carrying out one or more aspects of the hearing process do so fairly and without prejudice or bias. Hearings may be conducted in person or via videoconferencing. The Title IX Coordinator may determine that the hearing will continue in the absence of any party or any witness.

Alfred University will appoint 1 or 3 individuals to the Hearing Panel. In cases of a three-person panel, the University will designate one member to serve as the Hearing Officer for the matter. The Hearing Officer, who may be the same person as the Title IX Coordinator or Investigator, will determine whether a violation of university policy has occurred along with any appointed Hearing Panel Members. The Hearing Officer shall have the authority to determine the relevance of the evidence submitted and of questions asked, to limit the time allotted to any phase of the hearing, and/or to limit the time allotted to the full hearing. The Hearing Officer and Hearing Panel Members shall not draw an inference about the determination regarding responsibility based solely on a party's absence from the hearing or refusal to answer questions posed.

Each hearing shall be recorded by the University, and this recording will be considered the only official

recording of the hearing. No other individual is permitted to record while the hearing is taking place. The recording is the property of the University but shall be available for listening until the conclusion of the appeals process to the complainant, respondent, their respective advisors, Hearing Officer, and Appeal Officers by contacting the Title IX Coordinator.

Prior to the Hearing

The parties and the Hearing Officer have the right to call witnesses. Witnesses participating in the hearing must have information relevant to the allegations. Parties who wish to call witnesses must submit the witness's name to the Title IX Coordinator and Hearing Officer at least seven (7) days before the hearing.

Only witnesses who participated in the investigation will be permitted to participate in the hearing, unless the witness was otherwise unknown or not known to have relevant information during the course of the investigation. If the witness did not participate in the investigation, the party must also provide the reason the witness was not interviewed by the investigator, and what information the witness has that is relevant to the allegations. The Hearing Officer will then determine whether the witness has relevant information and if there is sufficient justification for permitting the witness to participate. The Hearing Officer may instead send the case back to the investigator to interview the newly proffered witness prior to the hearing taking place.

A list of witnesses approved by the Hearing Officer will be provided to the parties at least five (5) days prior to the hearing.

Three (3) days prior to the hearing, each party shall submit to the Hearing Officer a preliminary list of questions they wish to pose to the other party, or to a witness. If the Hearing Officer determines that any questions are not relevant or seek otherwise impermissible evidence, the Hearing Officer shall exclude the question and explain the reason for the exclusion of the question at the hearing. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The Hearing Officer must give a party an opportunity to clarify or revise any question that the Hearing Officer has determined is unclear or harassing and, if the party sufficiently clarifies or revises a question, and the question is relevant, the question will be asked.

Advisor

Each party is entitled to be accompanied by one advisor at the hearing. The role of the advisor is to assist the party with understanding and navigating the proceedings. The advisor may not advocate for, respond for, or otherwise speak on behalf of, a party during the hearing. In the event that a party does not appear for the Hearing, the advisor for that party may not participate in the hearing or submit questions to be asked on behalf of the party.

Hearing Participation Guidelines

The Hearing Officer shall have the authority to maintain order and decorum at the hearing, including responding to disruptive or harassing conduct, and when necessary to adjourn the hearing or exclude the disruptive person. In the event the Hearing Officer removes an advisor, the Hearing Officer will have the discretion to appoint another advisor for the remainder of the hearing. The Hearing Officer also has the authority to determine whether any questions are not relevant, abusive, intimidating, or disrespectful, and will not permit such questions. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's absence from the live hearing.

Statements, Questioning, and Presentation of Evidence

During the hearing, each party will be permitted to provide an introductory statement. Following introductory statements, the Hearing Officer will call parties and witnesses for questioning. The order of questioning shall be determined by the Hearing Officer. The Hearing Officer will pose questions to the parties and witnesses, including the questions the Hearing Officer approved to be asked and that were submitted by each party prior to the hearing. Each party will then be provided an opportunity to submit follow-up written questions to the Hearing Officer for the Hearing Officer to pose to the other party or witnesses. If the Hearing Officer determines that any questions are not relevant to the allegations, or seek otherwise impermissible evidence,

the Hearing Officer shall exclude the question and explain the reason for the exclusion of the question at the hearing and offer an opportunity to the party to reframe or resubmit the question. Questions that are unclear or harassing of the party or witness being questioned will not be permitted.

Only the Hearing Officer and Hearing Panel Members are permitted to ask questions of parties and witnesses. Neither party may directly question the other party or witness. Advisors are not permitted to directly or indirectly question the other party or witness.

Following the questioning of parties and witnesses, each party will be permitted to provide a closing statement. An advisor is not permitted to provide a closing statement on behalf of their party.

Hearing Officer's Report

Following the hearing, the Hearing Officer shall prepare a determination report. All findings shall be made by a preponderance of the evidence, meaning more likely than not. To the extent credibility determinations need to be made, such determinations shall not be based on a person's status as complainant, respondent, or witness.

The determination report will include:

- A description of the sex-based harassment and other allegations if applicable;
- A reference to the policies and procedures used to evaluate the allegations;
- Description of all procedural steps taken to date;
- The Hearing Officer's evaluation of the relevant and not otherwise impermissible evidence along with the finding of facts;
- Determinations for each allegation, with the rationale;
- Sanction determination (if applicable)
- Whether remedies will be provided;
- The procedures for an appeal.

The Hearing Officer's report shall be provided to the Title IX Coordinator. If the Hearing Officer and Hearing Panel Members determine that there is no finding of responsibility, the Title IX Coordinator shall communicate the findings to each party, and their advisor should the party wish the advisor to receive it, a written Notice of Outcome along with a copy of the Hearing Officer's report, to the parties, together with procedures for appeal.

If there is a finding of responsibility, the Title IX Coordinator shall contact the appropriate sanctioning officer, if that individual did not serve as the Hearing Officer, who will determine the sanction and notify the Title IX Coordinator of the sanctioning determination. The Title IX Coordinator will then provide each party and their advisor, should the party wish the advisor to receive it, a written Notice of Outcome regarding the decision, including the Hearing Officer's report. The Title IX Coordinator will also provide written communication to the complainant regarding any appropriate remedies.

APPEALS

Dismissals of complaints and determinations made in the investigation and decision-making processes may be appealed in writing by either party. Appeals will be sent to the Title IX Coordinator, who will then send the

appeal to the Appeals Officer assigned to conduct a written review of the appeal(s) and to make a final determination. Appeals must be in writing and filed within ten (10) days following the issuance of the outcome letter.

When an appeal is filed, the other party shall be notified and provided with a copy of the filed appeal and have five (5) days to respond to the appeal in writing. Any party's decision not to submit a reply to an appeal is not evidence that the non-appealing party agreed with the appeal.

Within three (3) days of an Appeal Officer being assigned, either party may provide written objection to the Appeal Officer on the basis of an actual bias or conflict of interest. Any objection is to be sent to the Title IX Coordinator. Should the Title IX Coordinator determine that there is an actual bias or conflict of interest, the Title IX Coordinator will appoint another Appeal Officer.

Appeals may be filed only on the following three grounds:

1. Procedural Error: A procedural error occurred would change the outcome. A description of the error and its impact on the outcome of the case must be included in the written appeal; or,
2. New Evidence: New evidence or information has arisen that was not available or known to the party during the investigation or hearing, that would change the outcome. Information that was known to the party during the resolution process but which they chose not to present is not considered new information. The new evidence, an explanation as to why the evidence was not previously available or known, and an explanation of its potential impact on the investigation findings must be included in the written appeal; or
3. Actual Conflict of Interest or Demonstrated Bias: The Title IX Coordinator, investigator, or others with a role in the process with an actual conflict of interest or demonstrated bias for or against complainants or respondents generally, or the individual complainant or respondent, that would change the outcome. Any evidence supporting the alleged conflict of interest or demonstrated bias must be included in the written appeal.

The Appeal Officer will make a determination regarding the appeal and communicate that decision, along with a rationale for the decision to the Title IX Coordinator who will communicate the Appeal Officer's decision to the parties. The decision of the Appeals Officer is final.

Failure to Complete Sanctions/Comply with Responsive Actions

All responding parties are expected to comply with conduct sanctions/responsive actions/ corrective actions within the timeframe specified by Alfred University. Responding parties needing an extension to comply with their sanctions must submit a written request to the Title IX Coordinator stating the reasons for needing additional time.

Failure to follow through on conduct sanctions/responsive actions/corrective actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions/responsive actions/corrective actions, such as suspension, expulsion, termination, or a transcript notation. Students who fail to comply will be referred to the Office of Student Conduct in accordance with Alfred University's Student Code of Conduct.

E. RECORD RETENTION

In implementing this policy, records of all reports and resolutions will be kept by the coordinator in accordance with the applicable Alfred University records retention schedule. All records will be afforded the confidentiality protections required by law, including but not limited to the Family Educational Rights and Privacy Act governing confidentiality of student information.

F. ADDITIONAL ENFORCEMENT INFORMATION

The U.S. Equal Employment Opportunity Commission (EEOC) investigates reports of unlawful harassment and discrimination, including sex-based harassment, in employment.

The U.S. Department of Education, Office for Civil Rights (OCR) investigates complaints of unlawful discrimination and harassment of students and employees in education programs or activities.

For more information, contact the nearest office of the EEOC or OCR.

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100

Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

U.S. Equal Employment Opportunity Commission (EEOC)
<https://www.eeoc.gov/contact-eeoc>

New York Office
Office for Civil Rights
U.S. Department of Education
26 Federal Plaza, Suite 31-100
New York, NY 10278-991

Telephone: 646-428-3800
FAX: 646-428-3843; TDD: 800-877-8339
Email: OCR.NewYork@ed.gov

G. POLICY REVIEW & REVISION

These policies and procedures will be reviewed and updated regularly by the Title IX Coordinator. The Title IX Coordinator will submit modifications to this policy in a manner consistent with institutional policy upon determining that changes to law, regulation or best practices require policy or procedural alterations not reflected in this policy and procedure. Procedures in effect at the time of its implementation will apply. The policy

definitions in effect at the time of the conduct will apply even if the policy is changed subsequently, unless the parties consent to be bound by the current policy.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon posting to Alfred University website.

H. KEY DEFINITIONS

Advisor: Each party has the right to choose and consult with an advisor of their choice at their own expense. The advisor may be any person, including a friend, family member, therapist, union representative, or an attorney. Alfred University will not limit their choice of advisor. Parties in this process may be accompanied by an advisor of choice to any meeting or proceeding to which they are required or are eligible to attend. An employee who is subject to a resolution process that may result in disciplinary action for that employee shall have the right to a union representative at an interview or hearing, along with an advisor.

Except where explicitly stated by this policy, advisors shall not participate directly in the process. Alfred University will provide the parties equal access to advisors; any restrictions on advisor participation will be applied equally.

The advisor may not represent, advocate, or speak on behalf of a complainant or respondent. An advisor may not disrupt or impede any resolution proceeding.

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.

Coercion/Force: Consent cannot be procured by the use of physical force, compulsion, threats, intimidating behavior, or coercion. Sexual activity accompanied by coercion or force is not consensual.

- Coercion refers to unreasonable pressure for sexual activity. When someone makes it clear that they do not want to engage in sexual activity or do not want to go beyond a certain point of sexual interaction, continued pressure beyond that point can be considered coercive. The use of coercion can involve the use of pressure, manipulation, substances, or force. Ignoring objections of another person is a form of coercion.

- Force refers to the use of physical violence or imposing on someone physically to engage in sexual contact or intercourse. Force can also include threats, intimidation (implied threats), or coercion used to overcome resistance.

Complaint: A complaint means an oral or written request to Title IX Coordinator that objectively can be understood as a request for Alfred University to investigate and make a determination about alleged sex discrimination under this policy. A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail (johnsont@alfred.edu), by using the contact information listed on the [Title IX website](#) or as described in this policy. Individuals who would like more information about filing a complaint are invited to contact the Title IX Coordinator for additional information.

Complainant: Any individual who has reported being or is alleged to be impacted by Prohibited Conduct as defined by this policy, and who was participating in a Alfred University program or activity at the time of the alleged misconduct.

Confidential Resources: any individual identified by the university who receives information about conduct prohibited under this policy in their confidential capacity and who are privileged under state law will not report prohibited conduct disclosed to them without written consent. Designation as a confidential resource under this policy only exempts such individuals from disclosure to the Title IX Coordinator. It does not affect other mandatory reporting obligations under state child abuse reporting laws, the Clery Act as a campus security authority, or other laws that require reporting to campus or local law enforcement.

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.

Days: any reference to days refers to business days when Alfred University is in normal operation.

Decision-maker: Trained professional designated by Alfred University to decide responsibility, sanction, or appeals. A Decision-maker may be one person or a panel of multiple people as determined by Alfred University. When there is no hearing, the investigator may be appointed as the Decision-maker.

Disclosure or Report: A disclosure or report may be made by anyone, whether they learned about conduct potentially constituting sex discrimination under this policy, or whether they personally experienced such

conduct. A person making a disclosure or report may or may not be seeking to initiate an investigation.

Education Program or Activity: Alfred University’s “education program or activity” includes all campus operations, including off-campus settings that are operated or overseen by Alfred University, including, for example, field trips, online classes, and athletic programs; conduct subject to Alfred University’s disciplinary authority that occurs off-campus; conduct that takes place via Alfred University-sponsored electronic devices, computer and internet networks and digital platforms operated by, or used in the operations of, Alfred University. Conduct that occurs outside of the education program or activity may contribute to a hostile environment within the program or activity.

Finding: a written conclusion by a preponderance of the evidence, issued by an Investigator, that the conduct did or did not occur as alleged.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing and informed consent (e.g., to understand the “who, what, when, where, why, and how” of their sexual interaction). Incapacitation is determined through consideration of all relevant indicators of a person’s state and is not synonymous with intoxication, impairment, or being under the influence of drugs or alcohol. This policy also covers a person whose incapacity results from temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs, who are sleeping, or under the age of 17.

Under this policy, Alfred University will consider whether a respondent knew or should have known the complainant to be incapacitated, based on an objective, reasonable person standard that assumes the reasonable person is both sober and exercising sound judgment. The fact that the respondent was unaware of the complainant’s incapacity due to the respondent’s own drug or alcohol use shall not be considered as an excuse.

No-Contact Directive: A No Contact Directive is a document issued by a Alfred University administrator that is designed to limit or prohibit contact or communications between the parties. A No-Contact Directive may be mutual or unilateral, with the exception that a No-Contact Directive issued as either a sanction or remedy shall be unilateral, directing that the respondent not contact the complainant.

Notice: All notices under this policy are written and sent to the student or employee’s assigned Alfred University email address or delivered via Certified Mail to the local or permanent address(es) of the parties as indicated in official Alfred University records, or personally delivered to the intended recipient.

Party/parties: Referring to complainant(s), respondent(s), or both/all complainant(s) and respondent(s).

Remedies: Remedies means measures provided, as appropriate, to a complainant or any other person Alfred University identifies as having had their equal access to Alfred University’s education program or activity limited or denied by sex discrimination or other prohibited conduct covered by this policy. These measures are provided to restore or preserve that person’s access to the education program or activity after a Alfred University determines that sex discrimination occurred. Only the complainant will be informed of any remedies pertaining to them. Some examples are academic support and/or opportunity to retake a class or resubmit work or time extensions on course or degree completion, or non-academic support such as counseling, or changes to work assignments or locations. The Title IX Coordinator is responsible for implementation of remedies.

Respondent: an individual, or group of individuals such as a student organization, who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct under this policy; or retaliation for engaging in a protected activity.

Sanctions: One or more of the sanctions or disciplinary steps listed here may be imposed on a respondent who is found responsible for a violation of Alfred University's policies. Sanctions or disciplinary steps not listed here may be imposed in consultation with the Title IX Coordinator.

The form of sanction or discipline used will depend on the nature of the offense, as well as any prior disciplinary history. Such discipline or sanction will be imposed pursuant to and in accordance with any and all applicable Alfred University rules, policies, and procedures. Factors considered when determining a sanction/responsive action may include:

- The nature, severity of, and circumstances surrounding the violation.
- An individual's disciplinary history.
- Previous resolutions or allegations involving similar conduct.
- The need for sanctions/responsive actions to bring an end to the sex discrimination or retaliation.
- The need for sanctions/responsive actions to prevent the future recurrence of sex discrimination or retaliation.
- The need to remedy the effects of the sex discrimination or retaliation on the victim and the campus community.

Student sanctions imposed are implemented when the decision is final (after an appeal, or, if there was no appeal, after the appeals period expires).

Faculty found responsible for violating this policy may be referred to the appropriate academic official for any other applicable processes.

Possible sanctions and disciplinary steps for student respondents include, but are not limited to the following:

Day of service
Conduct probation/1 semester
Conduct probation/for the duration of active status
Loss of privileges (housing)
Mandated counseling assessment
Mandatory counseling/twice a month for 1 semesters
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/for the duration of active status
Written Warning

Educational Modules
Expulsion
Housing re-assignment
Termination of contract/lawsuit for damages

Possible sanctions and disciplinary steps for staff and faculty respondents include, but are not limited to:

Employees & Non-tenured Faculty:

Verbal warning-document filed
Written warning-document filed
Final warning-suspension with pay/1 month
Final warning-suspension with pay/ 2 months
Final warning-suspension with pay/ 3 months
Final warning-suspension without pay/1 month
Final warning-suspension without pay/2 months
Final warning-suspension without pay/3 months
Restrictions from designated areas of campus/6 months
Restrictions from designated areas of campus/12 months
Restrictions from designated areas of campus/24 months
Termination

Tenured/Tenure Track Faculty:

Verbal warning-document filed
Written warning-document filed
Restrictions from designated areas of campus/12 months
Restrictions from designated areas of campus/24 months
Tenure revocation
Termination

Student: Any person who has (or will have) attained student status by way of:

1. Admission, housing or other service that requires student status.
2. Registration for one or more credit hours.
3. Enrollment in any non-credit, certificate or other program offered by the university.

Supportive Measures: Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- Restore or preserve that party's access to Alfred University's education program or activity, including measures that are designed to protect the safety of the parties or Alfred University's educational environment; or
- Provide support during Alfred University's resolution procedures or during an alternative resolution process.

Supportive measures may include but are not limited to: counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; no-contact directives (which may be mutual or unilateral at the discretion of the Title IX Coordinator); and training and

education programs related to sex-based harassment. Supportive measures are non-disciplinary and non-punitive. Supportive Measures will also be offered to respondents when they are notified of the allegations.

Any Supportive Measures put in place will be kept confidential, except when doing so impairs the ability of the institution to provide the Supportive Measures.

Alfred University will offer and coordinate supportive measures as appropriate for the parties as applicable to restore or preserve their access to Alfred University's program or activity or provide support during Alfred University's alternative resolution process or resolution procedures. Prohibited Conduct under this policy have the right to request supportive measures from Alfred University regardless of whether they desire to make a complaint or seek alternative resolution.

A party may challenge Alfred University's decision to provide, deny, modify, or terminate supportive measures when such measures are applicable to them. An impartial employee will be designated to consider modification or reversal of Alfred University's decision to provide, deny, modify, or terminate supportive measures. When the individual providing Supportive Measures is a Deputy Title IX Coordinator or other individual identified by the Title IX Coordinator to provide Supportive Measures, the Title IX Coordinator will be designated to consider the challenge regarding supportive measures. The impartial employee will typically respond to the challenge within five (5) days.

The Title IX Coordinator has the discretion to implement or modify supportive measures. Violation of the parameters of supportive measures may violate existing codes or handbooks.

I. RESOURCES

Privileged & Confidential Resources for Students

Counseling Services 607-871-2300
Health Services 607-871-2400

Employees Exempt from Reporting, for Students

Professionals in Counseling Services
Healthcare professionals at the Wellness Center (Health and Counseling Services)
Ombudspersons

Privileged & Confidential Resources for Employees

NexGenEAP is your confidential EAP resource.

Call 1.800.EAP.CALL

Log on at: www.nexgeneap.com

Enter your ID.

Company ID: 9334

New York State Students' Bill of Rights

New York State law requires that all institutions of higher education in New York publish the following Bill of Rights for all students attending higher education institutions in the State.

All students reporting dating violence, domestic violence, sexual assault and/or stalking 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 the College;
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 College 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 College representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the College, any student, the respondent and/or their friends, family and acquaintances within the jurisdiction of the College;
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 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 the College.

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:

- Use of candles, cut 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
- Overloading outlets or extension cords (piggy -backing cords or running under carpeting /appliances)
- Smoking or vaping
- Unattended cooking
- 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 inspect 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	2022	2023	2024
Total Fire	1	0	0
Fire - On Campus – in a Residence Hall	2023	2023	2024
Total Fire	1	0	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 people with fire-related injuries- 0

Fire-related deaths: 0

2023 - No fires reported

2024 - No fires reported

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 South, South Mezzanine	3	King Alfred statue	Herrick Library (35) Lobby
Ann's House (55)	All Floors	2, 4	Parking lot north	Judson Leadership Center (33) Lobby
AU 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	4c	West sidewalk	Olin (10) Lobby
Bartlett Hall (9)	Remaining First Floor	4b	West sidewalk	Olin (10) Lobby
Bartlett Hall (9)	Second Floor	4b	West sidewalk	Olin (10) Lobby
Bartlett Hall (9)	Third & Fourth Floor	2	West sidewalk	Olin (10) Lobby
Binns-Merrill Hall (19)	Sub-Basement Floor	3, 4	Parking lot next to STEP lab	Powell Campus Center (27) Lobby
Binns-Merrill Hall (19)	Basement Floor	2	Sidewalk between Myers and Perlman	Powell Campus Center (27) Lobby
Binns-Merrill Hall (19)	First and Second Floors	2	Sidewalk between Myers and Perlman	Powell Campus Center (27) Lobby
Brick Residence Hall (36)	Basement	3	Parking lot behind Kruson	Herrick Library (35) Lobby
Brick Residence Hall (36)	First, Second and Third Floor	2	West sidewalk of Herrick Library	Herrick Library (35) 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
Cohen Arts Center (53)	Basement Level	4	East sidewalk	Harder Hall (13) Lobby
Cohen Arts Center (53)	First Floor	2	East sidewalk	Harder Hall (13) Lobby
Confucius House (46)	All Floors	2	East sidewalk	Wellness Center (44) Lobby
Crandall Hall (38)	First & Second Floor	2	East sidewalk	Carnegie (25)
Environmental Studies House (48)	All Floors	2	East sidewalk	Crandall Wellness Center (44) Lobby
Equestrian Center - The Bromley-Daggett (56)	All areas	3	Far corner of parking lot	Powell Campus Center (27) Lobby
Fabrication Shop (57)	Shop Area	2, 3	Parking lot next to STEP lab	Powell Campus Center (27) Lobby
Ford St. Apts. - Athena (31b)	First & Second Floor	1	Grassy area	Judson Leadership Center (33) Lobby

Ford St. Apts. - Bacchus (31e)	First, Second & Third Floor	4	Grassy area	Judson Leadership Center (33) Lobby
Ford St. Apts. - Medusa (31f)	First, Second & Third Floor	4	Grassy area	Judson Leadership Center (33) Lobby
Ford St. Apts. - Mercury (31c)	First, 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)	First, 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	Sidewalk Myers Hall	Powell Campus Center (27) Lobby
Hall of Glass Science and Eng. (20)	Second Floor	2	Sidewalk 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	4a, 4b	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	4b	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - Painting, Drawing, FF offices	4a	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - Freshman Foundations	2 - Mc Ge e Pa vili on	West parking lot Repro area	Olin (10) Lobby
Harder Hall (13)	Second Floor - museum storage, Moca Joca, Supply Room	2 - Fir st Flo or	Perlman sidewalk	Olin (10) Lobby
Harder Hall (13)	Third Floor - Printmaking North Side	1	North sidewalk across street	Olin (10) Lobby

Harder Hall (13)	Third Floor -Holmes Aud./Gallery/Mus Storage	3a, 2 - Mc Gee	Perlman sidewalk	Olin (10) Lobby
Harder Hall (13)	Third Floor - Holmes Auditorium	2 Holmes Aud.	Perlman sidewalk	Olin (10) Lobby
Harder Hall (13)	Fourth Floor-Art Hist/IEA, McGee Pavilion	1, 3b McGee	North sidewalk across street	Olin (10) Lobby
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	4a	Parking lot east by Carnegie	Powell Campus Center (23)
Heating Plant (59)	First Floor-Storage, Plumbing Repair	4b	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

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	Openhym parking lot	Alumni Hall (34) Lobby
Kanakadea Hall (26)	Basement	1a	Powell Campus Center west sidewalk	Powell Campus Center (27) Lobby
Kanakadea Hall (26)	First Floor	1b fire escape, 2, 3	Powell Campus Center west sidewalk	Powell Campus Center (27) Lobby
Kanakadea Hall (26)	Second Floor	1c fire escape	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)	First, 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)	First, 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)	Second Floor including balcony	4	West sidewalk	Olin (10) Lobby
McMahon Building (11)	First Floor North	4a	Scholes Library sidewalk	Scholes Library (12) Lobby
McMahon Building (11)	First Floor South	4b	Scholes Library sidewalk	Scholes Library (12) Lobby
McMahon Building (11)	Second Floor West	4a, 4b	Scholes Library sidewalk	Scholes Library (12) Lobby
McMahon Building (11)	Second Floor East	2a, 2b	Science Center parking lot	Scholes Library (12) Lobby

McMahon Building (11)	Third Floor West	4a, 4b	Scholes Library sidewalk	Scholes Library (12) Lobby
McMahon Building (11)	Third Floor East	2a, 2b	Science Center parking lot	Scholes Library (12) Lobby
Miller Theater (3a)	First & Second Floor North	1	Ade Dining Hall sidewalk	Ade Dining Hall (4)
Miller Theater (3a)	First & 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	Binns-Merrill sidewalk	Powell Campus Center (27) Lobby
Myers Hall (17)	First, Second, & Third Floor South	4b	Binns-Merrill sidewalk	Powell Campus Center (27) Lobby
Myers Hall (17)	Third Floor-Room 334, 336, 337	Fire Esc	Binns-Merrill sidewalk	Powell Campus Center (27) Lobby
National Casting Center (51)	Main Floor	1, 2, 3	East sidewalk across street	McLane (8) gymnasium
NYSCC Powell Campus Center (57)	Basement	1	Glass Science & Eng. parking lot	Harder Hall (13) Lobby

NYSCC Powell Campus Center (57)	First Floor	2	Glass Science & Eng. parking lot	Harder Hall (13) Lobby
Olin Building (10)	Level 1	1, 4a, 4b, 4c	West parking lot	McLane (6) gymnasium
Olin Building (10)	Level 2	1, 4a, 4b, 4c	West parking 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 Tredennick	Ade Dining (4) Lobby
Pine Hill Suites - Davis (5f)	First, Second & Third Floor North	2b	In front of Tredennick	Ade Dining (4) Lobby
Pine Hill Suites - Kenyon (5g)	First, Second, Third Floor North	2a	Back of Moskowitz	Ade Dining (4) Lobby
Pine Hill Suites - Kenyon (5g)	First, Second, Third Floor South	2b	Back of Moskowitz	Ade Dining (4) Lobby

Pine Hill Suites - Norwood (5a)	First, Second, Third Floor North	4a	Down the side ramp to parking lot.	Ade Dining (4) Lobby
Pine Hill Suites - Norwood (5a)	First, Second, Third Floor South	4b	Down the side ramp to parking lot.	Ade Dining (4) Lobby
Pine Hill Suites - Phillips (5b)	First, Second, Third Floor North	4a	In front of Shults	Ade Dining (4) Lobby
Pine Hill Suites - Phillips (5b)	First, Second, Third Floor South	4b	In front of Shults	Ade Dining (4) Lobby
Pine Hill Suites - Shults (5e)	First, Second, Third Floor North	2a	In front of Phillips	Ade Dining (4) Lobby
Pine Hill Suites - Shults (5e)	First, Second, Third Floor South	2b	In front of Phillips	Ade Dining (4) Lobby
Pine Hill Suites - Tredennick (5c)	First, Second, Third Floor North	4a	In front of Norwood	Ade Dining (4) Lobby
Pine Hill Suites - Tredennick (5c)	First, Second, Third Floor South	4b	In front of Norwood	Ade Dining (4) Lobby
Powell Campus Center (27)	First Floor	1a, 4	Sidewalk between Kanakadea 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	1b	Sidewalk between Kanakadea 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	West parking lot	Olin (10) Lobby
Scholes Library (12)	Basement - Mechanical Rooms, Storage	4	West parking lot	Olin (10) Lobby
Scholes Library (12)	Ground Floor East	2	McMahon sidewalk	Olin (10) Lobby

Scholes Library (12)	Ground Floor South	3	West parking lot	Olin (10) Lobby
Scholes Library (12)	First Floor	2	McMahon sidewalk	Olin (10) Lobby
Scholes Library (12)	Second Floor	2	McMahon sidewalk	Olin (10) Lobby
Scholes Library (12)	Third Floor	2	McMahon sidewalk	Olin (10) Lobby
Science Center (15)	First Floor	4a	Parking lot behind Perlman	Powell Campus Center (27) Lobby
Science Center (15)	Second Floor	4b	Parking lot behind Perlman	Powell Campus Center (27) Lobby
Science Center (15)	Third Floor North	4b	Parking lot behind Perlman	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 - Fire Esc	Parking lot by STEP lab	Powell Campus Center (27) Lobby
Seidlin Annex/Engineering Laboratories (22)	Second Floor	2b	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
Wellness Center (44)	First Floor North	1	Parking lot	Powell Campus Center (27) Lobby

Wellness Center (44)	First Floor East	2a, 2b	Parking lot	Powell Campus Center (27) Lobby
Wellness Center (44)	First Floor South	3	Parking lot	Powell Campus Center (27) Lobby
Wellness Center (44)	First Floor West	4a, 4b	Parking lot	Powell Campus Center (27) Lobby
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)				

Prepared by:
Office for Public Safety