



ANNUAL SECURITY & FIRE SAFETY REPORT

2024 INFORMATION FOR THE UNIVERSITY OF ARKANSAS FOR
MEDICAL SCIENCES

LITTLE ROCK AND NORTHWEST CAMPUS

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Message from the UAMS Police Department

Dear UAMS Community:

The University of Arkansas for Medical Sciences (UAMS) is committed to providing a safe and secure environment for our students, faculty, staff and visitors.

This report is prepared by the UAMS Police Department. The UAMS Police Department is the primary department responsible for providing law enforcement services for the university.

This report will provide you with information on safety and security. Inside you will find information on various policies and procedures for reporting crime, safety and security prevention and protection programs, victim assistance services, fire safety and other materials to assist you in maintaining your safety and security. The Little Rock Campus and Northwest Campus share the same policies.

This report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act (HEOA).

We urge all members of the university community to use this report as a guide for safe practices on and off campus. This report is available online at www.uams.edu/police. A copy of the report can be obtained from the UAMS Police Department, located at 800 Cottage Drive, on the 2nd floor.

Sincerely,

Alice Fulk
Chief of Police

2025 COMBINED ANNUAL SECURITY REPORT & FIRE SAFETY REPORT FOR THE UNIVERSITY OF ARKANSAS MEDICAL SCIENCES LITTLE ROCK AND NORTHWEST REGIONAL CAMPUS

INTRODUCTION

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of University of Arkansas for Medical Sciences ("University" or "UAMS") with information on: the University's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report


This report is prepared by Detective Jake Bowden, in cooperation with local law enforcement authorities and includes information provided by them as well as by the University's campus security authorities and various other elements of the University. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES POLICE DEPARTMENT, 800 COTTAGE DRIVE (2ND FLOOR), LITTLE ROCK, ARKANSAS. The University is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.

Daily Crime Log

The University of Arkansas for Medical Sciences Police Department maintains a Daily Clery Crime Log. The log is available to the public at UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES POLICE DEPARTMENT 800 COTTAGE DRIVE 2ND FLOOR. In addition, a Daily Crime Log is available online at <https://uams.edu/dps/depts/police/> under the Reports drop down.

GENERAL SAFETY AND SECURITY POLICIES:

Campus Security Personnel & Relationship with Local Law Enforcement:

 The University of Arkansas for Medical Sciences Police Department is responsible for campus safety at Little Rock and Northwest Regional Campus.

The UAMS Police Department (UAMS PD) is officially recognized as the Law Enforcement Agency of jurisdiction for the University of Arkansas for Medical Sciences, Little Rock Campus (AR Code § 25-17-304). The Department operates 24 hours a day, 7 days a week to provide the most comprehensive services for patients, visitors, and staff. In terms of staffing, the department is one of the largest higher education law enforcement agencies in Arkansas. All police officers are certified by the Arkansas Department of Minimum Standards. Officers are vested with full police powers while on UAMS owned or leased property. Those powers include, but are not limited to arrest, search & seizure, and full authority to enforce the laws of the State of Arkansas. UAMS PD is a community policing, service-oriented agency. Serving the UAMS community is of top priority.

The UAMS PD maintains a close working relationship with Little Rock Police Department (LRPD), as well as University of Arkansas Fayetteville Police. UAMS PD occasionally works with other law enforcement agencies within the state of Arkansas. The officers of UAMS and LRPD communicate regularly on the scene of incidents that occur in and around the campus area. There is a written memo that states that both UAMS PD and LRPD will provide mutual aid to one another.

UAMS Police Mission Statement:

The UAMS PD accomplishes its primary goal of providing a crime-free environment through the efforts of a team of professional law enforcement officers, security officers, and civilian employees. Accomplishing this goal, and ensuring a safe and healthy environment, creates an ideal atmosphere for the promotion of learning, fosters high standards of research, and the highest quality health care.

Online Resources:

<http://www.uams.edu/campusopsstaging/depts/PD/>

Campus Security Authorities (CSA):

The University has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the University's annual report of crime statistics. The campus security authorities to whom the University would prefer that crimes be reported are listed below.

 **UAMS Police Dispatch at 501-686-7777**

UAMS Police Administration at UAMSPoliceDepartment@uams.edu

Employee and Faculty Issues (Audrey Bradley) at 501-603-1579

Kristen Sterba Associate Provost for Students and Admin at 501-296-1275

Nakia Dedner Director, Campus Life Student Supt Serv at 501-686-5850

Reporting a Crime or Emergency:

The University encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the University, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

- All crimes occurring on or near University property should be reported immediately to the UAMS PD. The number to contact is 501-686-7777. A dispatcher is available 24/7.
- If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.
- Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a University staff member will assist in making the report to police.
- Anonymous incident reports can also be made by calling 501-686-7777.

Confidential Reporting

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim's identity.

Pursuant to the University's sexual misconduct policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the University disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the University without revealing the victim's identity. Such a confidential report complies with the victim's wishes, but still helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

The University encourages its pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics.

Monitoring Off-Campus Locations of Recognized Student Organizations

The University does not have any officially recognized student organizations with off-campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

CAMPUS FACILITIES & SECURITY

Security of and Access to Campus Facilities

The UAMS PD utilizes many tools to maintain a high level of safety and security throughout the medical center. Since we are not only an educational facility but a hospital as well, we never close. UAMS also has a Security Support Services Division that services and maintains over 3462 surveillance cameras, as well as over 2243 card access doors on the Little Rock campus and off-site locations. The Security Support Services Division also installs new security systems and manages the installation of new security systems as needed.

The surveillance cameras, cards access system, panic alarms, and infant abduction system are remotely monitored by the UAMS PD. The UAMS PD monitor an extensive closed-circuit video system. The system is directly linked to the UAMS PD Dispatch, where staff monitor and record, any suspicious or criminal activity that is observed. The entire system is recorded on a state-of-the-art digital recording system which provides for the immediate recovery and review of recorded data as needed. The medical center also utilizes a comprehensive Controlled Access System to monitor and regulate entry to the facility and other sensitive areas within the medical center.

Student spaces that are not a part of the hospital are controlled by card access. The rear parking lot is also secured by card access. The main doors to both residence halls are set up on video surveillance as well.

Security Considerations in the Maintenance of Facilities

Uniformed officers patrol the medical center campus 24 hours of every day. Normal assignments include one officer in the Emergency Room and a security officer manning a metal detector at the entry to our Emergency Department (ED). Officers assigned to the ED provide security for both the lobby and acute care areas. Officers assigned to outside patrol, monitor the numerous lots, decks, and surrounding buildings that make up the UAMS Medical Center. We use marked patrol vehicles. Police and Security foot patrols are also conducted of each floor; of; the campus buildings, including the education buildings several times during each shift.

UAMS PD reports malfunctioning lights and other unsafe conditions to the Physical Plant or Occupational Health and Safety to be addressed or repaired. The University community is encouraged to do this as well.

EDUCATIONAL PROGRAMS & PREVENTION

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below.

The University of Arkansas Medical Sciences provides many outlets to inform students and employees about campus security procedures and practices. Classes are given to all New Students/Employees during orientation no matter what department/school they will be working or attending. The classes discuss thefts, violence, and safety tips on how to not be a victim, what to do if you become a victim, and how to notify the campus police. There are a number of programs that the training Sergeant hosts. These programs include, but are not limited to:

Workplace Violence: This program is designed on how to report and deal with workplace violence, showing each step of the procedure in dealing with the offender and helping the victim. UAMS will not tolerate any form of Workplace Violence, whether verbal or physical.

Active Shooter Training: The UAMS PD training office will conduct training throughout the hospital in the different departments and buildings showing the extra safety tips in case of an Active Shooter Incident and how the warning systems will be activated.

Besides providing emergency and safety services, the UAMS PD serves as a resource for information on emergency procedures; theft and crime prevention; and campus crime statistics.

4-RIDE Escort Service: UAMS PD and UAMS Parking provide two safe modes of travel. The police department gives employees/students rides and escorts to their vehicles after hours when the shuttle buses have stopped for the evening.

Operation Identification: This service is offered to assist in the positive identification and/or recovery of lost or stolen items. The department will engrave driver's license numbers on valuables to assist in the recovery of such items.

Crime Prevention Programming: Members of the department conduct presentations for various groups to serve and educate the community on current crime trends. The program is designed to educate community members in the various ways to protect themselves from being victimized. Call 501-686-7777; speak with the training dept.

Lost and Found: UAMS PD serves as the university's central depository for recovered items in order to safeguard them while assisting in their return to the rightful owner. Found property can be turned in to UAMS PD 24 hours a day, 365 days a year by contacting an on-duty officer. **Inquiries concerning lost property should be directed to 501-686-7777 between 8am to 2pm, Monday through Friday. Property not claimed within 30 days is donated to charity or destroyed.**

Motorist Assistance: Jump-starts and vehicle lockouts are performed by the department to assist UAMS students, staff, patients, and employees of the UAMS community.

Strategies for Effective Helping

<http://stepupprogram.org/students/strategies-for-effective-helping/>

Emergency situations unfold quickly and often require immediate helping responses. Carefully assess the entire situation/circumstances before making any decisions or taking any action. Choose the most effective ways of helping for that particular situation. Be sure to not make the situation escalate.

Consider both direct and indirect ways to intervene:

Direct: You take responsibility as the primary helper.

Indirect: You request that someone else take responsibility as the primary helper (e.g., the police, emergency medically trained personnel, etc.)

Whatever you decide, remember the following in an event/situation:

- ✓ Gather information.
- ✓ Look at options.
- ✓ Provide support.
- ✓ Know appropriate referrals.
- ✓ Look for the best exit strategies (getting out of the situation) for those involved.
- ✓ Be clear and direct with all of your requests.
- ✓ Make **safe** choices; consider the level of risk in choosing an action for intervening.
- ✓ Understand boundaries and limits — don't be a hero. Remember verbal fights can quickly turn into physical fights.
- ✓ Intervene early — before a problem becomes a crisis or disaster.
- ✓ Publicly state your commitment to helping. "I will do X."
- ✓ Discuss consequences that the person cares about — Encourage VALUE BASED DECISIONS.

- ✓ Assess personal exposure/liability when actions you know about are criminal.

Call 501-686-7777 (UAMS POLICE) if it is not safe or prudent for you to help directly. If at the UAMS NW Fayetteville campus, call the University of Arkansas Police Department 479-575-2222.

- **Non-Emergency Helping Strategies:**
- **Non-emergency situations unfold more slowly and allow more careful planning of a helping response.**
- **Consider both direct and indirect ways to intervene:**
- **Direct: You speak with the person directly.**
- **Indirect: Talk to another person who you feel could be helpful or give guidance and direction—teammate, counselor, administrator, coach.**

Note: If you do not act immediately, don't ignore the situation. Just because you don't act right then and there doesn't mean you can't do it later!

Whatever response you choose, remember the following:

- Consider frequency, duration and intensity/severity when evaluating a situation.
- Determine the barrier for the person if possible — motivation, ability or environment.
- Know your limits as a helper — engage others as necessary.
- Be sensitive, understanding, and non-judgmental.
- Challenge misperceptions — Express your true feelings/beliefs.
- Identify the red flags; Anticipate problems.
- Determine the priority goal; formulate a plan; Prepare/practice what you want to say.
- Interrupt/distract/delay a situation you think might be problematic — before it becomes an emergency!
- Set boundaries — do not make excuses for the person or otherwise enable them.
- Conduct conversations in a safe environment. **Maintain mutual respect and mutual purpose.**
- **Remember the Law of Delivery** — *who* (person/s), *what* (content), *When* (timing), *Where* (location/privacy), *Why* (reasons) and *How* (tone).

Making Value-Based Decisions

As a bystander, one way to Step UP! is to get those involved in a situation to think about how current actions lead to future consequences. Remind them that what feels beneficial at the time may have greater long-term costs. In other words, are the “rewards” of the moment more valuable than the potential costs of the future (e.g., loss of scholarship; suspension/expulsion; criminal record, etc.)? Also, consider how long the “rewards” last vs. how long the “costs” last. How long will your choices impact your life a day/week/month or year later? Considering possible costs and rewards over time can be eye opening.

Help others by getting them to stop and think about what they are doing — or about to do. Is their decision aligned with their stated values? Will it jeopardize their future? Their goals? Their reputation? What they've worked so hard for? What you've ALL worked so hard for? Losing a teammate, even for a short period of time, may cost them (and you) in more ways than one. While it is important to support your teammates, it isn't always easy to know how to best do this. Blindly following actions and/or not intervening in a situation you know in your gut to be wrong, is NOT supporting a teammate but rather assisting in their future troubles.

“Courage is the first of human qualities because it is the quality which guarantees all others”

–Winston Churchill

DRUG AND ALCOHOL POLICIES

University Policy:

The University is committed to creating and maintaining an environment that is free of alcohol abuse. The University prohibits the possession, use, and sale of alcohol beverage on campus or as any part of the University's activities, unless it is done so in accordance with applicable University policies, and it also enforces the state's underage drinking laws.

The University also enforces federal and state drug laws. The possession, sale, manufacture or distribution of illegal drugs is prohibited on campus or as any part of the University's activities. Violators of the University's policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possibly criminal prosecution.

Federal Drug Laws (updated 07-18-2025)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, “liquid ecstasy”), or flunitrazepam (or, “Rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which

has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws:

Category	Summary (Arkansas Statutes)
Possession of Marijuana	<p>Recreational use of marijuana and possession of marijuana is illegal in Arkansas. Ark. Code Ann. §§ 5-64-215(a)(1) (classifying marijuana as a Schedule VI substance), 5-64-419(b)(5) (outlining penalties for possession of a Schedule VI substance). The penalty for these offenses depends on the amount in possession. Possession of less than four ounces of marijuana is a Class A misdemeanor, carrying a penalty of up to \$2,500 in fines and imprisonment for up to one year. §§ 5-64-419(b)(5)(A), 5-4-401, 5-4-201. Penalties increase with additional amounts of marijuana. For instance, possession of four ounces or more but less than ten pounds is a Class D felony, which is punishable by a fine of up to \$10,000 and imprisonment for up to 6 years. <i>Id.</i> Additionally, the unlawful distribution of fourteen grams or less of a Schedule VI controlled substance, such as marijuana, is generally a Class A misdemeanor. § 5-64-438(b)(1)(A).</p> <p>Arkansas allows medical marijuana for qualifying medical conditions and has a regulated system of cannabis cultivation and distribution. Ark. Const. of 1878,</p>

Category	Summary (Arkansas Statutes)
	<p>amends. §§ 1-26 (2016). A qualifying patient with a registry identification card may legally possess not more than 2.5 ounces of usable marijuana. Ark. Const. of 1878, amend. § 3 (2016).</p>
Controlled Substances	<p>It is illegal to possess a controlled substance. <i>See generally</i> Ark. Code Ann. § 5-64-419. Penalties vary widely based on substance, amount, and criminal history. <i>Id.</i> For Schedule I and II controlled substances (such as methamphetamine, heroin, and cocaine), possession of the smallest listed amount (less than two grams) is a Class D felony. § 5-64-419(b)(1)–(2). Possession of less than two grams of a Schedule III controlled substance is generally a Class A misdemeanor, and possession of less than twenty-eight grams of a Schedule IV or V controlled substance is also generally a Class A misdemeanor. § 5-64-419(b)(3)–(4). Possession of fentanyl is a Class C felony. § 5-64-421(a)(2).</p> <p>It is illegal to deliver or distribute controlled substances. <i>See generally</i> Ark. Code Ann. §§ 5-64-420 to 5-64-440. Penalties vary based on the type of substance and increase for larger amounts distributed. <i>Id.</i> Delivery of methamphetamine, heroin, or cocaine (1) in the amount of less than two grams is a Class C felony (punishable by three to ten years imprisonment); (2) in the amount of more than two grams but less than ten grams is a Class B felony (punishable by five to twenty years imprisonment); and (3) in the amount of ten grams but less than two hundred grams is a Class Y felony (punishable by ten years to life imprisonment). §§ 5-64-422(b), 5-4-401(a)(1), 5-4-401(a)(3)–(4). Delivery of less than two grams of a Schedule I or Schedule II controlled substance that is not methamphetamine, fentanyl, heroin, or cocaine is a Class C felony, with increased penalties for larger amounts. § 5-64-426. Delivery of a Schedule III substance less than twenty-eight grams is a Class C felony. §§ 5-64-430(b), 5-4-401(a)(2). A person who delivers less than two hundred grams of a Schedule IV or Schedule V controlled substance is guilty of a Class D felony. § 5-64-434. Delivery of fentanyl is a Class Y felony. § 5-64-421(c)(2). Delivery to minors entails enhanced penalties. § 5-64-406.</p> <p>Arkansas also has enhanced penalties for certain controlled substance crimes (possession of a controlled substance in violation of Ark. Code Ann. § 5-64-419 punishable by a Class C felony or greater, and possession with the purpose to deliver, delivery, manufacture, or trafficking of a controlled substance in violation of §§ 5-64-420 to 5-64-440) that occur within one thousand feet of the real property of a city or state park, elementary or secondary school, college or university, church, or many other locations. § 5-64-411. Possession of drug paraphernalia is also illegal, and the penalties for a violation vary depending on the purpose of the paraphernalia and the substance it is used for. § 5-64-443.</p>
Alcohol and Minors	<p>It is illegal for any person under the age of 21 to purchase or to have in his/her possession any intoxicating liquor, wine, or beer. Ark. Code Ann. § 3-3-203. Violation by a person aged 18 or older results in a fine of \$100–\$500, surrender of the person’s driver’s license, and possible “writing of themes or essays on intoxicating liquors, wine, or beer” or placement on probation. § 3-3-203. It is unlawful for any</p>

Category	Summary (Arkansas Statutes)
	<p>person (except for the person's family or for use in any religious ceremony or rite in any established church or religion) to knowingly give, procure, or otherwise furnish any alcoholic beverage to any person under 21 years of age. § 3-3-202. A first offense constitutes a Class A misdemeanor. <i>Id.</i></p> <p>It is illegal to be under the influence of alcohol or a controlled substance to the extent that: the person is likely to endanger themselves or another person or property; or the person unreasonably annoys a person in his or her vicinity. Ark. Code Ann. § 5-71-212(a). This is known as public intoxication and is a Class C misdemeanor punishable by up to 30 days imprisonment and a fine of up to \$500. <i>Id.</i>; §§ 5-4-201, 5-4-401. If a person has been convicted of public intoxication two or more times within five years of the date of the current offense, they are guilty of an unclassified misdemeanor, punishable by up to 30 days imprisonment, a fine of up to \$500, probation not to exceed one year, and mandatory enrollment in an alcohol abuse or dependency treatment or counseling program. § 5-71-212(b). Drinking in public is also a Class C misdemeanor punishable by up to 30 days imprisonment and a fine of up to \$500. §§ 5-71-212(c)–(d); 5-4-201, 5-4-401.</p>
Driving Under the Influence (DUI)	<p>It is illegal to “operate or to be in actual physical control” of a motor vehicle while intoxicated (by alcohol or a controlled substance) or with a blood alcohol concentration of 0.08 or more. Ark. Code Ann. § 5-65-103. For a first offense, there is a minimum imprisonment of 24 consecutive hours up to one year with a fine of \$150–\$1,000, as well as a six-month license suspension and required alcohol education program. §§ 5-65-111, 5-65-112, 5-65-115. For a second offense within ten years of the first offense, there is a minimum imprisonment of 7 days up to one year, and if this second offense occurs within five years, there is a fine of \$400–\$3,000 as well as a 24-month license suspension. <i>Id.</i> Penalties increase for subsequent offenses. <i>Id.</i> Under certain circumstances, the court may order public service instead of some or all required imprisonment. § 5-65-111.</p> <p>It is illegal for an underaged person to drive a motor vehicle while under the influence of alcohol or another intoxicant or with a blood alcohol concentration of 0.02 to 0.08. Ark. Code Ann. § 5-65-303. The penalty for a first offense is a fine of \$100 to \$500, potential public service work, and a 90-day driver’s license suspension. §§ 5-65-304 - 5-65-306. It is also generally unlawful for a person to possess an open alcoholic beverage container within the driver or passenger area of a motor vehicle, although there are listed exceptions. § 5-71-218. A violation of this section is a Class C misdemeanor. <i>Id.</i></p>

Drug and Alcohol Abuse Prevention Program

UAMS is committed to ensuring that employees, students, and faculty have the information and resources necessary to keep our campus free from drug and alcohol abuse. Under federal law, UAMS is required to provide you with certain information regarding our campus and the effects of drug and alcohol use and dependency. The Drug Free Schools and Communities Act Amendment of 1989 is

federal legislation developed to eliminate illicit drugs and to initiate intelligent use of alcohol use on college campuses and communities. The information on this website (link below) includes information about the health risks, legal consequences, and UAMS sanctions resulting from drug use, as well and resources to help those who are struggling with dependency. You may obtain a printed copy of this information by printing it from MyCompass, the UAMS learning management system. MyCompass can be accessed from the UAMS Office of Human Resources website.

<https://web.uams.edu/about/drug-free-campus-program/>

SEXUAL MISCONDUCT & VIOLENCE POLICIES

Policy: University of Arkansas for Medical Sciences, Division of Academic Affairs Subject: Student Code of Conduct Number: 2.2.14

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking:

The following sections of this report discuss the University's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Consistent with applicable laws, the University prohibits dating violence, domestic violence, sexual assault, and stalking. The University's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

Title IX Sex/Gender-Based Nondiscrimination Policy: <https://hr.uams.edu/employee-relations/wp-content/uploads/sites/2/2022/06/Title-IX-Sex-Gender-Based-Nondiscrimination-Policy.pdf>

Student Code Of Conduct Policies:

<https://academicaffairs.uams.edu/wp-content/uploads/sites/12/2025/08/2.2.14-Student-Code-of-Conduct-2025.07.22-V2.pdf>

UAMS Policy on Complaints of Discrimination and Harassment (non-Title IX):

<https://secure.compliance360.com/Common/ViewUploadedFile.aspx?PD=PbRt%2bA78MS7DkR7t3eswzyZlybVMk3u2Q6%2bM55iXYX%2bj%2fm1KbIDtifC%2fIVBlmg7gmhDDM7mMHUK8EhjbxbZiu%2fiBdCrXZgTIDebWBDgJ9W5BZvVidTx29AvfoLKIaQ%2bUy9fxan5sOpK4dw8ArQZLFPpIJ%2bIQDTV9I%2fHJsymMGPF%2bdNBMpBwHhqPrCMAR0%2b7ancybXlxN39JRwZMM3uLmiRO8vXRI7Yd5n0eMtSovJgGQluTR6CTS5h%2fyz3rpEMuTb8IriXVV94%3d>

Primary Prevention and Awareness Program:

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Arkansas Code)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term dating violence.
Domestic Violence	<p>The institution has determined, based on good-faith research, that Arkansas law does not define the term domestic violence (aside from as set forth below).</p> <p>However, Arkansas does have various degrees of “domestic battering” that are defined in a manner that could be classified as “dating violence” and “domestic violence.” These domestic battering crimes are found at Ark. Code § 5-26-303 to 305 and generally involve a perpetrator causing some degree of physical injury to a family or household member. In this regard, Ark. Code § 5-26-302 uses the following definitions:</p> <p>“Dating relationship” means a romantic or intimate social relationship between two (2) individuals that is determined by examining the following factors: (i) The length of the relationship; (ii) The type of the relationship; and (iii) The frequency of interaction between the two (2) individuals involved in the relationship. “Dating relationship” does not include a casual relationship or ordinary fraternization between two (2) individuals in a business or social context.</p> <p>“Family or household member” means: (A) A spouse; (B) A former spouse; (C) A parent; (D) A child, including any minor residing in the household; (E) Persons related by blood within the fourth degree of consanguinity....; (F) Persons who presently or in the past have resided or cohabited together; (G) Persons who have or have had a child in common; or (H) Persons who are presently or in the past have been in a dating relationship together.</p> <p>A person commits domestic battering in the first degree (Ark. Code § 5-26-303) if:</p>

Crime Type (Arkansas Code)	Definitions
	<p>With the purpose of causing serious physical injury to a family or household member, the person causes serious physical injury to a family or household member by means of a deadly weapon;</p> <p>With the purpose of seriously and permanently disfiguring a family or household member or of destroying, amputating, or permanently disabling a member or organ of a family or household member's body, the person causes such an injury to a family or household member;</p> <p>The person causes serious physical injury to a family or household member under circumstances manifesting extreme indifference to the value of human life;</p> <p>The person knowingly causes serious physical injury to a family or household member he or she knows to be sixty (60) years of age or older or twelve (12) years of age or younger;</p> <p>The person:</p> <p>Commits any act of domestic battering as defined in § 5-26-304 or § 5-26-305; and</p> <p>For conduct that occurred within the ten (10) years preceding the commission of the current offense, the person has on two (2) previous occasions been convicted of any act of battery against a family or household member or aggravated assault on a family or household member, as defined by the laws of this state or by the equivalent laws of any other state or foreign jurisdiction;</p> <p>With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member by means of a firearm; or</p> <p>The person knowingly causes serious physical injury to a family or household member who is four (4) years of age or younger under circumstances manifesting extreme indifference to the value of human life.</p> <p>“Aggravated assault on a family member or household member,” as defined in § 5-26-306, means: A person commits aggravated assault on a family or household member if, under circumstances manifesting extreme indifference to the value of human life, the person purposely: (1) engages in conduct that creates a substantial danger of death or serious physical injury to a family or household member; (2) displays a firearm in a manner that creates a substantial danger of death or serious physical injury to a family or</p>

Crime Type (Arkansas Code)	Definitions
	<p>household member; or (3) impedes or prevents the respiration of a family or household member or the circulation of a family or household member's blood by applying pressure on the chest throat, or neck or by blocking the nose or mouth of the family or household member.</p> <p>A person commits domestic battering in the second degree (Ark. Code § 5-26-304) if:</p> <p>With the purpose of causing physical injury to a family or household member, the person causes serious physical injury to a family or household member;</p> <p>With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member by means of a deadly weapon;</p> <p>The person recklessly causes serious physical injury to a family or household member:</p> <p>By means of a deadly weapon; or</p> <p>Who is four (4) years of age or younger; or</p> <p>The person knowingly causes physical injury to a family or household member he or she knows to be sixty (60) years of age or older or twelve (12) years of age or younger.</p> <p>A person commits domestic battering in the third degree (Ark. Code § 5-26-305) if:</p> <p>With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member;</p> <p>The person recklessly causes physical injury to a family or household member;</p> <p>The person negligently causes physical injury to a family or household member by means of a deadly weapon; or</p> <p>The person purposely causes stupor, unconsciousness, or physical or mental impairment or injury to a family or household member by administering to the family or household member, without the family or household member's consent, any drug or other substance.</p>

Crime Type (Arkansas Code)	Definitions
	<p>Additionally, Arkansas' Domestic Violence Shelter Act (Ark. Code § 9-6-112) defines "domestic violence" as: (A) Physical harm, bodily harm causing injury, or an assault against a person caused by: (i) A family or household member; or (ii) Another person with whom a person is in a dating relationship; (B) Mental or emotional harm to a person caused by: (i) A family or household member; or (ii) Another person with whom a person is in a dating relationship; or (C) Sexual abuse against a person by another person.</p>
Stalking	<p>Under Arkansas law, there are various degrees of stalking found at Ark. Code § 5-71-229. A person commits stalking in the third degree if he or she knowingly commits an act that would place a reasonable person in the victim's position under emotional distress and in fear for his or her safety or a third person's safety. A person commits stalking in the second degree if he or she knowingly engages in a course of conduct that harasses another person and makes a terroristic threat with the purpose of: (A) Placing that person in imminent fear of death or serious bodily injury; (B) Placing that person in imminent fear of the death or serious bodily injury of his or her family or household member; (C) Placing that person in imminent fear of unwanted sexual intercourse, a deviate sexual activity, or other sexual contact; or (D) Placing that person in imminent fear of unwanted sexual intercourse, a deviate sexual activity, or other sexual contact against his or her family or household member. As used in this statute, the following definitions apply:</p> <p>(1)(A) "Course of conduct" means a pattern of conduct composed of two (2) or more acts, separated by at least thirty-six (36) hours, but occurring within one (1) year, including without limitation an act in which the actor directly, indirectly, or through a third party by any action, method, device, or means follows, monitors, observes, places under surveillance, threatens, or communicates to or about a person or interferes with a person's property. (B) "Course of conduct" includes without limitation sending mail or electronic communication to a person via electronic mail, text messages, or any other type of electronic message sent using the internet, websites, or social media platforms. (C)(i) "Course of conduct" does not include constitutionally protected activity. (ii) If the defendant claims that he or she was engaged in a constitutionally protected activity, the court shall determine the validity of that claim as a matter of law and, if found valid, shall exclude that activity from evidence.</p>

Crime Type (Arkansas Code)	Definitions
	<p>“Emotional distress” means significant mental suffering or distress.</p> <p>“Emotional distress” does not require that the victim sought or received medical or other professional treatment or counseling.</p>
Sexual Assault	<p>Sexual assault in the first degree (Ark. Code § 5-14-124): A person commits sexual assault in the first degree if the person engages in sexual intercourse or deviate sexual activity with a minor who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity.</p> <p>Sexual assault in the second degree (Ark. Code § 5-14-125): A person commits sexual assault in the second degree if the person:</p> <p>Engages in sexual contact with another person by forcible compulsion.</p> <p>Engages in sexual contact with another person who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated.</p> <p>Being eighteen (18) years of age or older, engages in sexual contact with another person who is less than fourteen (14) years of age.</p> <p>Engages in sexual contact with a minor and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the minor.</p> <p>Sexual assault in the third degree (Ark. Code § 5-14-126): A person commits sexual assault in the third degree if the person engages in sexual intercourse or deviate sexual activity with another person who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) or a member of the clergy and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity; or being a minor, engages in sexual intercourse or deviate sexual activity with another person who is less than fourteen (14) years of age.</p> <p>Sexual assault in the fourth degree (Ark. Code § 5-14-127): A person commits sexual assault in the fourth degree if the person, being twenty (20) years of age or older: (A) Engages in sexual intercourse or deviate sexual activity with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the</p>

Crime Type (Arkansas Code)	Definitions
	<p>person's spouse; or (B) Engages in sexual contact with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse.</p>
<p>Rape, Fondling, Incest, Statutory Rape</p>	<p>For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Arkansas law are as follows:</p> <p>Rape (Ark. Code § 5-14-103): A person commits rape if he or she engages in sexual intercourse or deviate sexual activity with another person:</p> <p>By forcible compulsion.</p> <p>Who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated.</p> <p>Who is less than fourteen (14) years of age.</p> <p>Who is a minor and the actor is the victim's: (i) Guardian; (ii) Uncle, aunt, grandparent, step-grandparent, or grandparent by adoption; (iii) Brother or sister of the whole or half blood or by adoption; or (iv) Nephew, niece, or first cousin.</p> <p>Capital rape (Ark. Code § 5–14–114): A person commits capital rape if:</p> <p>He or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger and causes or threatens to cause serious physical injury to that person;</p> <p>Acting alone or with one (1) or more other persons:</p> <p>The person commits or attempts to commit: The person commits or attempts to commit: (i) Terrorism, § 5–54–205; (ii) Kidnapping, § 5–11–102; (iii) Vehicular piracy, § 5–11–105; (iv) Robbery, § 5–12–102; (v) Aggravated robbery, § 5–12–103; (vi) Residential burglary, § 5–39–201(a); (vii) Commercial burglary, § 5–39–201(b); (viii) Aggravated residential burglary, § 5–39–204; (ix) A felony violation of the Uniform Controlled Substances Act, §§ 5–64–101 — 5–64–508, involving an actual delivery of a controlled substance; (x) First degree escape, § 5–54–110; (xi) Trafficking of persons, § 5–18–103; (xii) Engaging children in sexually explicit conduct for use in visual or print medium, § 5–27–303; or (xiii) Transportation of minors for prohibited sexual conduct, § 5–27–305; and</p> <p>During the course of or in furtherance of the offense under subdivision (a)(2)(A) of this section, the person engages in sexual intercourse or deviate</p>

Crime Type (Arkansas Code)	Definitions
	<p>sexual activity with another person who is thirteen (13) years of age or younger;</p> <p>While using or threatening to use a deadly weapon, he or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger; or</p> <p>He or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger after previously having been convicted of rape under § 5–14–103(a)(3) or capital rape under this section.</p> <p>Fondling: The institution has determined, based on good-faith research, that Arkansas law does not define the term fondling.</p> <p>Incest (Ark. Code § 5-26-202): A person commits incest if the person, being sixteen (16) years of age or older, purports to marry, has sexual intercourse with, or engages in deviate sexual activity with another person sixteen (16) years of age or older whom the actor knows to be: (1) An ancestor or a descendant; (2) A stepchild or adopted child; (3) A brother or sister of the whole or half blood; (4) An uncle, aunt, nephew, or niece; or (5) A stepgrandchild or adopted grandchild.</p> <p>Statutory Rape: The institution has determined, based on good-faith research, that Arkansas law does not define the term statutory rape. However, Arkansas prosecutes sexual assault in the fourth degree in instances where an individual being 20 years of age or older engages in sexual contact, sexual intercourse, or deviate sexual activity with another person who is less than 16 years of age and not the person’s spouse (Ark. Code § 5-14-127).</p>
Other “sexual assault” crimes	<p>Other crimes under Arkansas law that may be classified as a “sexual assault” include the following:</p> <p>Sexual indecency with a child (Ark. Code § 5-14-110): A person commits sexual indecency with a child if:</p> <p>Being eighteen (18) years of age or older, the person solicits another person who is less than fifteen (15) years of age or who is represented to be less than fifteen (15) years of age to engage in: (A) Sexual intercourse; (B) Deviate sexual activity; or (C) Sexual contact;</p>

Crime Type (Arkansas Code)	Definitions
	<p>With the purpose to arouse or gratify a sexual desire of himself or herself or a sexual desire of another person, the person purposely exposes his or her sex organs to another person who is less than fifteen (15) years of age.</p> <p>Being eighteen (18) years of age or older, the person causes or coerces another person who is less than fourteen (14) years of age to expose his or her sex organs or the breast of a female with the purpose to arouse or gratify a sexual desire of the actor or another person; or</p> <p>Being eighteen (18) years of age or older, the person, for the purpose of arousing or gratifying a sexual desire of himself or herself or any other person, enters into or remains in a public changing facility that is assigned to persons of the opposite sex while knowing a minor of the opposite sex is present in the public changing facility. This section does not apply to a person entering into or remaining in a public changing facility: (i) with a minor under seven (7) years of age if the person is a minor's parent, guardian, or family member, or is otherwise authorized to care for the minor; (ii) for maintenance or inspection purposes if the person is authorized to conduct maintenance or inspection of the public changing facility; (iii) to render medical assistance; (iv) to accompany a person needing assistance when the actor is the parent, guardian, or family member, or is otherwise authorized to care for the person needing assistance; (v) to provide assistance in using the public changing facility; (vi) if the public changing facility has been temporarily designated for use by persons of the same sex as the person entering into or remaining in the public changing facility; or (vii) who is a certified law enforcement or corrections officer accompanying a person of the opposite sex in his or her custody.</p> <p>As used in this section, (1) "Sex" means a person's immutable biological sex as objectively determined by anatomy and genetics existing at the time of birth.</p>
Consent (as it relates to sexual activity)	The institution has determined, based on good-faith research, that Arkansas law does not define the term consent (as it relates to sexual activity).

University Definition of Consent

The University uses the following definition of consent in its sexual misconduct policy for the purpose of determining whether sexual violence (including sexual assault) has occurred:

Consent shall mean the permission, or act of giving permission, for an action to happen. Consent is clear, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as Consent. Consent can be given by words or actions, if those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity. If coercion, intimidation, threats, or physical force are used, there is no Consent. If a person is mentally or physically incapacitated so that the person cannot understand the fact, nature, or extent of the sexual situation, there is no Consent. Incapacitation can be due to alcohol or drugs or being asleep or unconscious.

This policy also covers incapacity due to mental disability, involuntary physical restraint, or from the taking of rape drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Brundage, etc. is prohibited, and administering one of these drugs to another person is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org/>

Use of alcohol or other drugs will never function as a defense to a violation of this policy. An individual violates this policy if the individual initiates and engages in sexual activity with someone who is incapacitated, and (1) the individual knew the other person was incapacitated, or (2) a sober reasonable person under similar circumstances as the person initiating the sexual activity would have known the other person was incapacitated. There is also no Consent when there is force, expressed or implied, or use of duress or deception upon the victim. Whether an individual has taken advantage of a position of influence over an alleged victim may be a factor in determining Consent. Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes overt threats, implied threats, intimidation, and coercion that overcome resistance or produce Consent. Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get Consent from another.

When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive. Under Arkansas law, the age of Consent varies with the degrees of assault, the age of the actor, and the relationship of the actor to the other Party. For specific information, please refer to Arkansas statutes (e.g., Arkansas Code Annotated § 5-14-125, Sexual Assault in the Second Degree). Consent to any one form of sexual activity cannot automatically imply Consent to any other forms of sexual activity. In addition, previous relationships or prior Consent cannot imply Consent to future sexual acts.

Risk Reduction

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Don’t make assumptions about the other person’s consent or about how far they are willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don’t take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for

problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

Bystander Intervention:

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- ✓ Look out for those around you.
- ✓ Realize that it is important to intervene to help others.
- ✓ Treat everyone respectfully. Do not be hostile or an antagonist.
- ✓ Be confident when intervening.
- ✓ Recruit help from others if necessary.
- ✓ Be honest and direct.
- ✓ Keep yourself safe.

If things get out of hand, don’t hesitate to contact the UAMS Police Department at 501-686-7777

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaigns

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods:

Title IX training is provided to all new employees and students. The training includes education about all forms of sexual misconduct including sexual assault, dating violence, domestic violence, and stalking. This training is available in face-to-face sessions or online. Employees are required to renew their training once every three years.

The Campus Title IX Coordinator is available to meet with student groups, including the Associated Student Government, on an annual basis to discuss the campus sexual misconduct policy and distribute promotional materials designed to increase awareness and ensure students have contact

information for the Title IX Coordinators. Additional meetings are held with students enrolled in the individual colleges during orientation sessions at the beginning of each semester.

The Title IX Office has developed a comprehensive brochure for employees and students on Title IX which includes a reference to the UAMS Sexual Misconduct Policy, reporting options, limits of confidential disclosures, definitions and examples of sexual misconduct, and a comprehensive list of community resources.

A responsible employee reference handout has also been developed ensuring these employees respond appropriately if they receive a report of sexual misconduct. The handout contains a card that is given to the reporting party which contains an overview of their options along with a list of local resources including law enforcement, counseling options, and advocacy groups including local shelters and rape crisis centers.

UAMS has purchased a license for Haven Plus, a comprehensive software program designed to educate employees and students about sexual misconduct. Haven Plus contains modules that are tailored to a variety of student groups, including graduate/professional learners, as well as undergraduates. Modules for employees and supervisory level staff are also included in the software package.

The software contains knowledge assessments that are woven throughout the course content and are designed to measure understanding of the content that has been delivered. Topics such as consent, prevention of sexual violence, intimate partner violence, including dating violence and domestic violence, stalking and harassment are covered in the training modules. State statutes are included with each definition along with UAMS specific information and available campus resources.

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The software contains knowledge assessments that are woven throughout the course content and are designed to measure understanding of the content that has been delivered. Topics such as consent, prevention of sexual violence, intimate partner violence, including dating violence and domestic violence, stalking and harassment are covered in the training modules. State statutes are included with each definition along with UAMS specific information and available campus resources.

Our student and employee handbooks contain language about our Title IX policy. This is done to increase our student's knowledge about our policies regarding relationship violence, domestic violence, sexual assault and stalking.

We have also developed a comprehensive Title IX website for all UAMS employees and students, <https://hr.uams.edu/other/title-ix/>, and a student specific website, <http://students.uams.edu/title-ix/>, is under development. The comprehensive website includes useful information such as risk reduction tips, frequently asked questions, as well as myths and facts about sexual violence. Information about federal, state, and local resources as well as contact information for various agencies is included.

Online training regarding relationship violence and intimate partner violence are featured on our campus police website, <http://www.uams.edu/campusopsstaging/depts/PD/>.

Prevention and Education Programs

The UAMS Police Department is available to provide such programs by request. Additional resources can be found on the PD's Web site at;

<http://www.uams.edu/campusop/depts/PD/>.

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the UAMS Police Department at 501-686-7777 or UAMSPoliceDepartment@uams.edu. You may also contact the University's Title IX Coordinator at 501-526-5641 or mzengulis@uams.edu.

Victims will be notified in writing of the procedures to follow, including:

- To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report);
- The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order;
- The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities; and
- Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations


Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at UAMS Emergency Department (501-686-7000) 4401 Shuffield Dr, Little Rock, AR 72205 at the main

campus. For the Northwest Regional Campus assistance can be found at Washington Regional (479-463-1000) 3215 N. Northhills Blvd, Fayetteville, AR 72703.

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

-  University of Arkansas for Medical Sciences Police Department, 800 Cottage Dr. Little Rock Ar. 72205, 501-686-7777
- Little Rock Police Department 501-371-4621
- Pulaski County Sherriff's Department 501-340-6600
- City/County Police Department Emergencies: 911
- Fayetteville Police Department 479-587-3555
- Washington County Sheriff's Office 479-444-5700
- To make a police report, a victim should contact the local police agency listed above either by phone or in person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

Information about Legal Protection Orders

In Arkansas, victims may obtain an Order of Protection, which provides protective relief for victims of domestic violence, stalking, or sexual assault.

An Order of Protection is issued by a Circuit Judge and provides victims of domestic violence who are in immediate and present danger of domestic violence protection that can be enforced by law enforcement and the courts.

Orders of Protection are good in any county in and Arkansas and in any state or territory in the United States. An Order of Protection can be sought in the county where the victim resides, the county where the batterer lives or works, or where the incident occurred.

Filing Orders of Protection

A victim of domestic violence may seek an order of protection by visiting Pulaski Circuit and County Clerk to obtain the forms to file a petition. There is no charge for this service. If you need further assistance with filing the order of protection, please contact the court advocate with Arkansas Women and Children First at 501-372-5630. Their office is room 105 in the courthouse, and they are open Monday – Thursday from 8 a.m. until 4:00 p.m.

Pulaski Circuit and County Clerk 401 West Markham Street Little Rock, Arkansas 72201

Phone: 501-340-8500

Hours: Monday – Friday from 8:00 a.m. to 5:00 p.m.

<https://pulaskiclerkar.gov/departments/central-receiving/#protection>

For assistance in the Northwest Regional Campus contact Washington County Circuit Clerk's Office 280 N. College Ave. Suite 302 Fayetteville, Arkansas 72701.

When requesting a Protection Order you must appear in person at the Washington County Circuit Clerk's Office with proof of identification. You will need to fill out the required paperwork located in the Washington County Circuit Clerk's Office. If you have any questions, please feel free to contact the Washington County Circuit Clerk's Office Domestic Relations Specialist at 479-445-6397.

Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order.

The UAMS Police Department provides advocates for victims of domestic violence:

Arkansas Coalition against Domestic Violence

124 W Capitol St.

Little Rock, AR 72201

Phone: 501-907-5612

Toll Free: 800-269-4668

[Http://arkcasa.org](http://arkcasa.org)

When a protection order is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department.


UAMS PD will also enforce any no contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX Coordinator and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus, if necessary. Upon learning of any orders, the institution will take all reasonable and legal action to implement the order.

The institution does not issue legal orders of protection. However, as a matter of institutional policy, the institution may impose a no-contact order between individuals in appropriate circumstances. The institution may also issue a "no trespass warning" if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

Available Victim Services:

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

Student Wellness Program (Little Rock Campus)

 **The UAMS Student Wellness Program (SWP)** is a preventative service created to provide short term, confidential assistance for students who are actively enrolled at UAMS (Little Rock Campus). The purpose of this service is to provide the necessary tools for students to achieve their fullest potential. Students seek help for depression, anxiety, grief, relationship conflicts, academic difficulties and numerous other issues interfering with their maximal functioning. Seeking care through the service is confidential.

The Student Wellness Office Suite is located at 227 Jack Stephens Drive, on the street level. Parking is available in front of the clinic in spots reserved for the Student Wellness Program.

To schedule a confidential appointment, call 501-686-8408.

Student Wellness Program (Northwest Campus)

The UAMS Northwest Wellness Program provides free counseling/therapy, psychiatric evaluation, and medication management services in a safe and nurturing therapeutic environment to actively enrolled UAMS residents, students and their partners.

Location: The Student Wellness office is located off campus at:

1100 N Woolsey Ave., Fayetteville, AR 72703

To schedule a confidential appointment call 479-713-8313 or email

UAMS provides the following programs to employees at both campuses;

Arkansas Employee Assistance Program is a comprehensive resource for defining approaches and solutions to life's stressors.

<https://eap.uams.edu/>

Get Healthy UAMS is the institutional wellbeing program for all employees and students. The program received approval and funding from the chancellor in January 2019.

At UAMS, we believe wellbeing should be viewed through a holistic lens. We strive to provide our employees with support and information for physical, emotional, social, occupational, financial, environmental, intellectual and spiritual wellbeing.

<https://gethealthy.uams.edu/about-us/>

NWWellnessProgram@uams.edu.

Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The University's financial aid website can be found at: <https://finaid.uark.edu>

UAMS-Project Heal (Primarily for Gun Assault) 501-526-1865

State Resources:

Arkansas Coalition against Sexual Assault

300 W. Capitol St.
Little Rock, AR 72201
Office: 501-246-3276

Arkansas Coalition against Domestic Violence

124 W Capitol St.
Little Rock, AR 72201
Phone: 501-907-5612
Toll Free: 800-269-4668 [Http://arkcasa.org](http://arkcasa.org)

National Resources:

- **National Domestic Violence Hotline: 1-800-799-7233**
- **National Sexual Assault Hotline: 1-800-656-4673**
- **Rape, Abuse and Incest National Network (RAINN):** <https://www.rainn.org/>
- **US Dept. of Justice Office on Violence Against Women:** <https://www.justice.gov/ovw>
- **National Coalition Against Domestic Violence:** <http://www.ncadv.org/>
- **National Sexual Violence Resource Center:** <http://www.nsvrc.org/>
- **U.S. Citizenship and Immigration Services:** <https://www.uscis.gov/>
- **Immigration Advocates Network:** <https://www.immigrationadvocates.org/>

Accommodations and Protective Measures:

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Title IX Coordinator at 501-526-5641, and the Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.

- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the University in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Procedures for Disciplinary Action:

Reports may be made **[in-person, electronically, by phone, etc.]** Title IX Coordinator –Both Campuses
Michelle Zengulis Title IX/ADA Coordinator – Student Issues University of Arkansas for Medical Sciences 4301 West Markham Little Rock, AR 72205 Phone: 501.526.5641

Email: MZengulis@uams.edu

Reports made electronically, can be submitted through <https://apps.uams.edu/i-safe/>

<https://academicaffairs.uams.edu/irpa/complaint-resolution-process-information/>

Once a formal complaint is made, the Title IX Coordinator, or other University employee as appropriate, will provide notice to the parties of the investigation, including a description of the process to be utilized, the identities of the parties, the conduct at issue, and the date and location of the alleged incident.

During the investigation, the complainant and respondent will each have an equal opportunity to describe the situation and present witnesses, including both fact and expert witnesses, and other supporting evidence. The investigator(s) will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. Prior to the conclusion of the investigation, both parties will be provided an opportunity to review the evidence gathered during the investigation that is directly related to the allegations raised in the formal complaint. Upon completion of the investigation, both parties will be given a copy of an investigation report.

In Title IX cases a live hearing will be conducted to make a determination as to whether any allegations in the complaint were found to be substantiated by a preponderance of the evidence.

Grievance Procedure

These procedures apply to all grievances regarding conduct that may constitute Sexual Harassment as defined in this policy (including Sexual Assault) and that falls within the University's Title IX jurisdiction. All other grievances by students, employees, or third parties shall be addressed through other procedures. The University's Title IX grievance process includes formal and informal procedures that encourage prompt resolution of complaints. In most cases, the Complainant's submission of a formal, written complaint to the Title IX Coordinator will initiate the formal grievance process. However, the Title IX Coordinator may also submit a Formal Complaint under the circumstances described below. The University will respond promptly to all Formal Complaints of Sexual Harassment.

Basic Requirements

The University's grievance process shall adhere to the following principles:

- All relevant evidence — including both inculpatory and exculpatory evidence — will be evaluated.
- Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- The Title IX Coordinator, investigator, or panel members, decision-makers on appeal, persons involved with the informal resolution, and any other persons that play a significant role in the Title IX grievance process shall not have a conflict of interest or bias for or against Complainants or Respondents generally or for or against an individual Complainant or Respondent. The University shall carry out its disciplinary proceedings in a manner that is free from conflicts of interest by ensuring that there is no commingling of administrative or adjudicative roles. An advisor, investigator, adjudicator, and appellate adjudicator shall not carry out more than one role; however, it is not a conflict of interest for University's investigator to present evidence to an adjudicator.
- The Respondent is presumed to not be responsible for the alleged conduct until a determination of responsibility is made at the conclusion of the grievance process.
- The time frames for concluding the grievance process shall be reasonably prompt, as set forth in more detail in the procedures below.
- The grievance process may be temporarily delayed, and limited extensions of time frames may be granted, for good cause. In such instances, written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action will be provided. Good cause may include considerations such as the absence of a Party, a Party's advisor, or a witness; concurring law enforcement activity; or the need for language assistance or accommodations of disabilities.
- Questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege will not be required, allowed, relied upon, or otherwise used. The University shall not consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in the capacity, and which are made and maintained in connection with the provision of treatment

to the Party, unless the University obtains that person's voluntary, written Consent to do so for a grievance under this section.

- No Party shall be restricted from discussing the allegations under investigation or to gather and present relevant evidence.
- A Party whose participation in a hearing, investigative interview, or other meeting shall be provided with a written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.
- The University shall maintain an administrative file that includes without limitation all documents and evidence in the institution's possession or control that is relevant to an alleged violation and the University's investigation. The parties shall have reasonable continuing access to the administrative file and may ask the Title IX Coordinator to schedule a reasonable time to inspect it. The administrative file shall not include privileged documents, internal communications, or communications from nonparties that the institution does not intend to introduce as evidence at a disciplinary proceeding. The administrative file shall include, without limitation:
 - Exculpatory evidence;
 - Statements by an accuser or an accused student;
 - Third-party witness statements;
 - Written communications;
 - Social media posts;
 - Demonstrative evidence;
 - Documents submitted by any participant involved in disciplinary procedures; and
 - The University's choice of a video recording, audio recording, or a transcript of any disciplinary ultimately held on the matter.

Initial Report/Intake Process

Initial Meeting with Complainant: Promptly upon receiving a report of conduct that could potentially be a violation of Title IX, the Title IX Coordinator (or designee) will contact the Complainant to schedule an initial meeting to, as applicable:

- Provide a copy of this policy and a copy of the Arkansas Student Due Process and Protection Act, codified at Ark. Code Ann. § 6-60-1401 et seq.
- Explain the process for filing a Formal Complaint and provide a copy of the Sexual Harassment Complaint Form on which the Complainant may, if they agree to disclose the information, provide details regarding the allegation, including the name of the accused individual and the date, location, and general nature of the alleged violation of policy
- Explain avenues for resolution, including informal and formal
- Explain the steps involved in an investigation and hearing under this policy
- Discuss confidentiality standards and concerns
- Refer to law enforcement, counseling, medical, academic or other resources, as appropriate
- Discuss, as appropriate, possible Supportive Measures, which are available with or without the filing of a Formal Complaint

If the Complainant requests that no further action be taken and/or that no Formal Complaint be pursued, the Title IX Coordinator (and/or their designee) will inform the Complainant that retaliation is prohibited and that honoring the Complainant's request may limit the University's ability to fully respond to the incident. In the event the Complainant stands firm on their request that no further action be taken, the Title IX Coordinator will evaluate whether to file a complaint under the criteria set forth below.

Formal Complaint Process

Form and Filing of Complaint: The filing of a formal, written complaint initiates the formal grievance process and is available to any person who is participating in (or attempting to participate in) a University educational program or activity. The Title IX Coordinator (or an investigator designated by the Title IX Coordinator) will investigate the allegations in the Formal Complaint. Formal Complaints can be filed in several ways. The Complainant may utilize the form provided or may submit the Complainant's own document that contains the Complainant's signature (either physical or digital) and is filed with the University's Title IX Office by U.S. mail, in person, through the Title IX portal provided for this purpose, or by email. The Formal Complaint should set forth the allegations and request that the Title IX Office investigate the matter.

Filing by Title IX Coordinator: The Title IX Coordinator may initiate the grievance process, even where the Complainant declines to file a Formal Complaint, if the Coordinator determines that the particular circumstances require the University to formally respond to and address the allegations. Circumstances to be considered include, among others, a pattern of alleged misconduct by a Respondent and whether the complaint has alleged use of violence, weapons, or other similar conduct. The Title IX Coordinator will also consider the Complainant's wishes with respect to Supportive Measures and desired response by the University. Where a report is made anonymously and the Title IX Coordinator files the complaint, both the Complainant and Respondent will receive notice of the allegations with written details and identities of the Parties if known.

Consolidation of Formal Complaints: The Title IX Coordinator may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against the other Party, where the allegations of Sexual Harassment arise out of the same facts or circumstances.

Dismissal of Complaint Prior to Resolution: A Formal Complaint must be dismissed by the Title IX Coordinator if the alleged conduct (1) does not constitute Sexual Harassment, as defined in this policy, even if proved; (2) did not occur in the University's Education Program or Activity; or (3) did not occur against a person in the United States. In addition, a Formal Complaint may be dismissed if, at any time during the investigation or hearing, a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; the Respondent is no longer enrolled or employed by the recipient; or specific circumstances prevent the gathering of evidence sufficient to reach a determination as to the Formal Complaint or any allegations therein.

Upon dismissal of a Formal Complaint, for any reason, the Title IX Coordinator will send simultaneous, written notice of and reason(s) for the dismissal to the Parties. The dismissal decision may be appealed

pursuant to the procedure for appeals set forth in this policy. Dismissal of a complaint under this Title IX policy does not preclude a Complainant from pursuing a grievance through other appropriate campus procedures.

Notice of Formal Complaint: Upon receipt of the Formal Complaint, the Title IX Coordinator will send simultaneous notifications of the filing of the complaint to the Complainant and the Respondent (if known). If, in the course of an investigation, the Title IX Coordinator decides to investigate allegations about the Complainant or Respondent that are not included in the initial notice, the Title IX Coordinator will provide notice of the additional allegations to the Parties whose identities are known. The initial notice will contain the following:

- The allegations of the complaint that potentially constitute Sexual Harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview (including the identities of the Parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment under this policy, and the date and location of the alleged incident, if known).
- A copy of the Title IX policy.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement informing the Parties that a Party may seek representation by an attorney. Additionally, a statement that the Parties have a right to have one advisor of their choice to assist them throughout the proceedings who may be (but is not required to be) an attorney.
- A statement that the Parties have the right to inspect and review all evidence collected during the complaint process.
- A statement that any Party who knowingly makes false statements or submits false information during the grievance process will be subject to disciplinary procedures.

Initial Meeting with Respondent: If a Formal Complaint is filed, the Title IX Coordinator will promptly schedule an initial meeting with the Respondent after the written notice of the Formal Complaint is sent as described above. Prior to the initial meeting, the Title IX Coordinator shall provide a written notice of the date, time, location, participants, and purpose of the meeting, with sufficient time for the Party to prepare to participate. During the initial meeting with the Respondent, the Title IX Coordinator (or designee) will, as applicable:

- Provide a copy of this policy and a copy of the Arkansas Student Due Process and Protection Act, codified at Ark. Code Ann. § 6-62-1401 et seq. (if not previously provided).
- Explain avenues for resolution, including informal and formal.
- Explain the steps involved in an investigation and hearing under this policy.
- Discuss confidentiality standards and concerns.
- Discuss non-retaliation requirements.
- Inform of any Supportive Measures already determined and being provided to the Complainant that would directly affect the Respondent.
- Refer to law enforcement, counseling, medical, academic or other resources, as appropriate.
- Discuss, as appropriate, possible Supportive Measures that can be provided to the Respondent.

- At least 24 hours before a student may be questioned regarding the events giving rise to the complaint, the student must be notified of the student's rights under the Arkansas Student Due Process and Protection Act, including the right to have the assistance of an advisor.

Student Respondent(s) who fail to comply with the request to meet with the Title IX Coordinator will be referred to the Dean of Student's Office of their respective College or Graduate School. The failure to meet will be addressed under the provisions of the Student Code of and treated as a failure to respond to a summons from a University official.

Employee Respondent(s): the request for a meeting with the Title IX Coordinator should be coordinated with the employees' supervisor. Failure of the employee to cooperate in the process may be considered insubordination. Consult must occur with Employee Relations, in these instances.

Right to Advisor: The University shall advise the parties that they may seek representation by an attorney. Additionally, both Parties will be advised that they may be accompanied by one advisor/support person to assist them throughout the Title IX process (including any appeals), which can be (but is not required to be) an attorney. The advisor may discreetly advise the interviewee but may not interfere with the information gathering process. It is the Party's responsibility to obtain the services of an advisor, except that the University will make an advisor available to the Parties during the hearing to determine responsibility upon request. A Party who wants the University to provide an advisor for the determination hearing should make a request within 15 Days after the Party's filing or receipt of the Formal Complaint. The advisor's role at the hearing is further explained below.

Emergency Removal: The University may remove an accused student from the University's programs or activities on an emergency basis if the University:

- Undertakes an individualized safety and risk analysis;
- Determines that an immediate threat or the threat of safety of a student or another individual arising from the allegations of misconduct justifies removal of the accused student; and
- Provides the accused student with notice and an opportunity to challenge the decision immediately following his or her removal.

An institution that removes an accused student on an emergency basis shall:

- Within 24 hours of an institution removing an accused student on an emergency basis, provide written notice to the accused student that explains the institution's reasons for removing the accused student on an emergency basis;
- Within 3 business Days of the written notice, unless otherwise waived by the removed student, convene an interim hearing to determine whether there is substantial evidence that the removed accused student poses a risk to the health or safety of any student or other individual and that the emergency removal of the accused student is appropriate to mitigate that risk;
- At the interim hearing, the removed accused student and the accusing student may be represented by an attorney or non-attorney advocate who may fully participate to the same extent as in a final hearing to determine responsibility; and

- An accused student's waiver of his or her right to be represented by an attorney or a non-attorney advocate shall not constitute an admission of guilt or a waiver of additional rights.

Administrative leave: Nothing in this policy precludes the University from placing a non-student employee Respondent on administrative leave during the pendency of the grievance process.

Supportive Measures: Supportive Measures, as defined in this policy, will be based on the facts and circumstances of each situation. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures. They may include, but are not limited to, the following:

- Counseling;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort services;
- Mutual restrictions on contact between the Parties;
- Changes in working or housing locations;
- Leaves of absence; and
- Increased security and monitoring of certain areas of the campus.

The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.

Informal Resolution: At any time after a formal written complaint is filed but prior to reaching a determination regarding responsibility, the University may facilitate a resolution without a full investigation and adjudication. The Complainant and Respondent must give their voluntary, written Consent to the informal resolution process. The informal resolution process will not be utilized to resolve allegations that an employee sexually harassed a student.

Prior to commencing the informal resolution process, the Title IX Coordinator or designee must provide the Parties a written notice that includes the following information:

- Notice of the allegations contained in the Formal Complaint, including dates, location(s), and identities of the Parties;
- Any agreed upon resolution reached at the conclusion of the informal complaint process will preclude the Parties from resuming a Formal Complaint arising from the same allegations;
- At any time prior to agreeing to a resolution, any Party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint; and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

An informal resolution process may include conducting targeted or broad-based educational programming or training, increased supervision, mediation and/or any other remedy that can be tailored to the situation to transform the environment, prevent recurrence of the issues and remedy the effects of the particular complaint.

Comprehensive Investigation

If resolution of the allegations does not proceed through the informal process, the matter will proceed with a comprehensive investigation and resolution through the Formal Complaint processes. The Title IX Coordinator will be responsible for overseeing the prompt, equitable, and impartial investigation during the Formal Complaint process. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility shall rest on the University and not the Parties.

The Title IX Coordinator will apprise the head of the appropriate division or department of the complaint, or, if the complaint is against a student, the vice provost for student affairs and dean of students for the student's respective College.

Assignment of Investigator: If the Title IX Coordinator's designee is to conduct the investigation, the Title IX Coordinator will forward the complaint to the investigator and share the investigator's name and contact information with the Complainant and the Respondent.

Conflicts of Interest and Bias: Within three (3) Days after the identity of the person who will conduct the investigation is determined and communicated to the Parties, the investigator, the Complainant, or the Respondent may identify to the Title IX Coordinator in writing any real or perceived conflicts of interest or bias that the person charged with conducting the investigation (including the Title IX coordinator, where applicable) may have. The Title IX Coordinator will carefully consider such statements and will assign a different individual as investigator if it is determined that a material conflict of interest or bias exists.

Overview of Investigation: Upon receipt of the Formal Complaint, the Title IX Coordinator/Investigator (hereinafter "Investigator") will promptly begin the investigation, which shall include but is not limited to the following:

- Conducting interviews with the Complainant, the Respondent, and any witnesses (including expert witnesses, where applicable) and summarizing such interviews in written form
- Visiting, inspecting, and taking photographs at relevant sites
- Where applicable, collecting and preserving relevant evidence (in cases of corresponding criminal reports, this step may be coordinated with law enforcement agencies)
- Obtaining any relevant medical records pertaining to treatment of the Complainant, provided that the Complainant has voluntarily authorized release of the records in writing to the investigator

Inspection and Access to Evidence: The Parties may identify to the Investigator any evidence or witnesses they wish to be included as part of the investigation. Both Parties will also have equal opportunity to inspect and review any evidence obtained during the investigation. The Investigator will complete the gathering of evidence as soon as practicable, which will ordinarily occur within approximately 30 Days after the filing of the Formal Complaint.

After the gathering of evidence has been completed, but prior to completion of the investigative report, the Investigator will provide to each Party and Party's advisor, if any, any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint,

including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence (whether obtained from a Party or other source), so that each Party can meaningfully respond to the evidence prior to the conclusion of the investigation. The evidence will be provided in an electronic format or a hard copy. The Parties will have 10 calendar Days to submit a written response to the evidence, which will be considered by the Investigator prior to completion of the investigative report. The evidence will be made available for the Parties to use at the hearing to determine responsibility.

Investigative Report: The investigative report shall fairly summarize the relevant evidence and must include the following items and information that is relevant to the allegations in the Formal Complaint:

- The dates of the Title IX Coordinator's initial receipt of a report of alleged Sexual Harassment against the Complainant, intake meeting, and the filing of the Formal Complaint
- A statement of the allegation(s), a description of the incident(s), the date(s) and time(s) (if known), and location of the alleged incident(s)
- The names of all known witnesses to the alleged incident(s)
- The dates that the Complainant, Respondent, and other witnesses were interviewed, along with summaries of the interviews
- Descriptions or summaries of any physical or documentary evidence that was obtained (e.g., text messages, emails, surveillance video footage, photographs)
- Any written statements of the Complainant, Respondent, or other witnesses
- The response of University personnel and, if applicable, University-level officials, including any Supportive Measures taken with respect to the Complainant and Respondent

The Investigator shall provide a draft of the investigative report to the Title IX Coordinator for review before the report becomes final. An electronic or hard-copy version of the final investigative report will be provided to each Party (and each Party's advisor) concurrently. The investigative report shall be provided as soon as practicable after the Parties have submitted their written responses to the evidence (if any) and at least 10 working Days prior to the determination hearing. The Parties may provide a written response to the investigative report within 5 calendar Days after receiving it.

Determination Hearing

Following the conclusion and distribution of the investigative report, a hearing will be conducted to determine the outcome and resolution of the complaint. The Parties and their advisors, if any, will be notified by Title IX Coordinator of the date, time and location of the hearing, as set forth in the notice provisions below. A student or student organization may waive the right to be present at a disciplinary proceeding, but the waiver must be in writing and signed by the student. A copy of the signed waiver shall be provided to the student and placed in the administrative file. If a student waives the right to be present at a disciplinary proceeding, the student shall not have a right to appeal the University's initial decision regarding whether the student is responsible for violating this policy.

Hearing Panel: Within 3 Days of the release of the investigative report to the Parties, the Chancellor or their designee will appoint a single Hearing Officer, who may be (but is not required to be) an outside person not permanently employed by the University, or (2) a three-member Hearing Panel,

which shall be composed of at least 2 faculty and/or staff members and may include (but is not required to include) one outside person who is not permanently employed by the

University. If a Hearing Panel will be used, the Chancellor or their designee will select one member of the Hearing Panel to act as the Chair. The Title IX Coordinator will provide a copy of the Formal Complaint and the investigative report, along with the Parties' written responses to the investigative report, to each member of the Hearing Panel.

Promptly after the appointment of the members of the Hearing Panel, the Title IX Coordinator will provide concurrent written notice to the Complainant and the Respondent, setting forth the names of the individuals selected to serve as the member of the Hearing Panel. The Parties may challenge the participation of any decision-maker based on bias or a conflict of interest by submitting a written objection to the Chancellor or their designee within 3 calendar Days of receipt of the notice. Any objection must state the specific reason(s) for the objection. The Chancellor or their designee will evaluate the objection and determine whether to select a new alter the composition of the Hearing Panel. Failure to submit a timely and proper objection will constitute a waiver of the objection. Any changes in the Hearing Panel will be provided in writing to both Parties prior to the date of the hearing.

Submission of Witnesses Lists: Within 5 calendar Days of receipt of the notice of the Hearing Panel, both Parties may provide to the Chair of the Hearing Panel a list of witnesses, if any, that they propose be called to testify and a brief description of each proposed witness's connection to and/or knowledge of the issues in dispute. Absent good cause, a Party cannot include a witness on the Party's pre-hearing witness list unless the witness was identified during the investigation. The Hearing Panel reserves the right to call relevant witnesses who may not have been included on a Party's witness list.

Notice of the Hearing: Not less than 5 Days but not more than 10 Days after delivery of the notice of the Chair of the Hearing Panel will provide a separate notice to the Complainant, Respondent, and any other witnesses whose testimony the Hearing Panel deems relevant, requesting such individuals to appear at the hearing to determine responsibility. The notice should set forth the date, time, and location for the individual's requested presence. The Hearing Panel shall provide, in its notice to the Parties, the names of the witnesses that the Hearing Panel plans to call. The hearing shall be conducted promptly but no sooner than 10 calendar Days after release of the investigative report.

Failure to Appear: If any Party fails to appear at the hearing if requested to do so, and such Party was provided notice of the hearing as set forth above, then absent extenuating circumstances, the Hearing Panel will proceed to determine the resolution of the complaint. As explained below, a Party's failure to appear may impact the Hearing Officer or Hearing Panel's consideration and weight given to the non-appearing Party's version of events based on another source, such as the Formal Complaint or a prior statement.

Option for Virtual or Separate Presence: Live hearings may be conducted with either all Parties present in the same geographic location or, at the University's discretion, any or all Parties and witnesses may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. Either Party may request not to be in the same room as the other Party. If any Party makes such a request, then both Parties will be required to attend the hearing from a location or room different from where the Hearing Panel is sitting. If the hearing is virtual, or there is a request for separate rooms at a physical location, the University will ensure that all participants are able to

simultaneously see and hear the Party or witness answering questions. Instructions will be provided for accessibility prior to the hearing date.

Recordings: An audio or audio-visual recording will be created of the live hearing and will be made available for inspection and review at any Party's request.

Advisor's Role at Hearing: The Complainant and Respondent may be accompanied by an advisor during the hearing to determine responsibility. A Party must identify their advisor (if any) at least 5 Days prior to the hearing. The advisor may fully participate to the same extent as a Party, including by (1) making an opening and closing statement, (2) presenting relevant evidence, and (3) cross-examining adverse witnesses. The advisor can be anyone, including an attorney. A Party may arrange for the Party's advisor of choice to attend the hearing at the Party's own expense. Alternatively, the University will select and provide an advisor to assist a Party at the hearing to determine responsibility, without fee or charge, upon request. In either scenario, the advisor may only participate in the hearing to the extent allowed under this policy. A Party who wants an advisor to be provided by the University should notify the Title IX Coordinator at least 15 Days after the filing or receipt of the Formal Complaint.

Evidentiary Matters and Procedure: The Parties, through their advisors, shall have an equal opportunity to question the opposing Party and other witnesses, including fact and expert witnesses, and present other inculpatory or exculpatory evidence. Formal rules of evidence will not be observed during the hearing. The Hearing Panel will conduct the initial questioning of witnesses prior to the questioning by an advisor. The Chair of the Hearing Panel (acting alone or in consultation with other panelists) will make all determinations regarding the order of witnesses, relevancy of questions, and the evidence to be considered or excluded during the hearing and decision-making process. The Hearing Panel may, in its discretion, choose to call the Investigator for the purpose of providing an overview of the investigation and findings.

Witness Examinations by the Parties: Each Party's advisor is permitted to question the opposing Party and the other witnesses, so long as the questions are relevant and not duplicative of the questions posed by the Hearing Panel. The questions may include challenges to credibility. No other questioning or speaking participation by an advisor will be allowed. A Party may not examine a Party or witness directly; rather, a Party must utilize the services of an advisor for the purpose of posing questions to another Party or witness. A Party not represented by an advisor may, however, submit a list of proposed questions to the Chair of the Hearing Panel and ask that the questions be posed to the opposing Party or witness.

The decision-maker(s) cannot draw an inference about responsibility based solely on a Party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions. In a circumstance where a Party or witness does not participate in a hearing, the Hearing Panel should weigh the facts and circumstances in determining whether to consider, and what weight to assign, any statements furnished outside the hearing process.

The Chair of the Hearing Panel will make determinations regarding relevancy of questions before a Party or witness answers. If a determination is made to exclude the question based on relevancy, the Panel Chair will provide an explanation of why the question was deemed irrelevant and excluded.

The Panel Chair may disallow the attendance of any advisor if, in the discretion of the Panel Chair, such person's presence becomes disruptive or obstructive to the hearing or otherwise warrants removal. Advisors will not be permitted to badger or question the opposing Party or any witness in an abusive or threatening manner. Absent accommodation for a disability, the Parties may not be accompanied by any other individual during the hearing process except as set forth in this policy. University officials may seek advice from the University's Office of General Counsel on questions of law, policy, and procedure at any time during the process.

Prior Sexual Conduct: Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent.

Confidentiality and Disclosure. To comply with FERPA and Title IX and to provide an orderly process for the presentation and consideration of relevant information without undue intimidation or pressure, the grievance process is not open to the general public. Accordingly, documents prepared in anticipation of the hearing (including the Formal Complaint, investigative report, evidentiary materials, notices, and prehearing submissions), recordings of the hearing, and documents, testimony, or other information used at the hearing may not be disclosed outside of the hearing proceedings, except as may be required or authorized by law.

Decision of the Panel and Standard of Evidence: Following the conclusion of the hearing, the Hearing Panel will confer and determine whether the evidence establishes that it is more likely than not that the Respondent committed a violation of this policy. In other words, the standard of proof will be the Preponderance of the Evidence. This standard applies to complaints against both students and employees. In reaching the determination, the Hearing Panel will objectively and thoroughly evaluate all relevant evidence, both inculpatory and exculpatory, and reach an independent decision, without deference to the investigative report. If a Hearing Panel is utilized, the determination of responsibility shall be made by majority vote.

Written Determination of Responsibility: As soon as practicable following the hearing (and ordinarily within 10 Days thereafter), the Panel Chair shall complete a report of the decision-maker's findings. The Panel Chair will send simultaneous notification of the decision to both Parties and their advisors, where applicable, with the following information:

- Identification of the allegations potentially constituting Sexual Harassment under the policy
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence and the hearing held
- Findings of fact that support the determination
- Conclusions regarding the application of the University's conduct standards to the facts
- A statement and rationale for the result as to each allegation, including a determination as to responsibility using the Preponderance of the Evidence standard
- Any disciplinary Sanctions imposed on Respondent

- Whether any remedies designed to restore or preserve equal access to the University's Education Program or Activity will be provided to the Complainant (description of remedies is not included)
- Procedures and permissible bases for the Parties to appeal

Sanctions: If the Hearing Panel determines that more likely than not the Respondent committed a violation of this policy, then the Hearing Panel will determine Sanctions and give consideration to whether a given Sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation, and (c) remedy the effects of the violation. Sanctions for a finding of responsibility will depend upon the nature and gravity of the misconduct, any record of prior discipline for a violation of this policy, or both. The range of potential Sanctions is set forth in the definitions section of this policy.

Ordinarily, Sanctions will not be imposed until the resolution of any timely appeal under this policy. However, if it is deemed necessary to protect the welfare of the victim or the University community, the Hearing Panel may recommend to the decision-maker on appeal that any Sanctions be imposed immediately and continue in effect until such time as the appeal process is exhausted.

Sanctions imposed on faculty and staff may include, without limitation, notification to the licensure board, letters of reprimand, demotion, withholding a promotion or pay increase, reassigning employment, disciplinary action to include terminating employment, temporary suspension without pay, or mandatory retraining.

Sanctions, which may be imposed on students, may include, without limitation, disciplinary probation, expulsion or suspension from the University, mandated counseling, and/or educational Sanctions as deemed appropriate. Further, the University reserves the right to delay or refuse the conferring of an academic degree (undergraduate or graduate) during a pending investigation.

Failure to Satisfy or Timely Complete a Disciplinary Sanction and/or Condition: A student's failure to satisfy or complete a mandated Sanction and/or condition within the allotted time may result in additional administrative actions, including, but not limited to, a block on the student's ability to register for classes.

An employee's failure to satisfy or complete a mandated Sanction and/or condition within the allotted time may result in additional actions, to include discipline.

Remedies: Where a determination is made that the Respondent was responsible for Sexual Harassment, the Hearing Panel will determine any final remedies to be provided to the Complainant, if any, and the Title IX Coordinator will communicate such decision to the Complainant and the Respondent to the extent that it affects him/her. Remedies must be provided in all instances in which a determination of responsibility for Sexual Harassment has been made against the Respondent. Remedies must be designed to restore or preserve equal access to the

University's Education Program or Activity. Such remedies may include the same individualized services described above as "Supportive Measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

No Retaliation: The Title IX Coordinator will take steps to prevent any harassment of or retaliation against the Complainant, the Respondent, or third parties, such as informing them about how to report subsequent problems, following up with them to ensure that there are no subsequent problems, and providing training for the campus community.

"Informal Resolution: At any time after a formal written complaint is filed but prior to reaching a determination regarding responsibility, the University may facilitate a resolution without a full investigation and adjudication. The Complainant and Respondent must give their voluntary, written Consent to the informal resolution process. The informal resolution process will not be utilized to resolve allegations that an employee sexually harassed a student."

Office of Civil Rights (OCR)

U.S. Department of Education 1999 Bryan St., Suite 1620

Dallas, TX 75201-6810

Toll Free: 1-800-421-3481

Telephone: 214-661-9600

Fax: 214-661-9587

Email: OCR.Dallas@ed.gov

Equal Employment Opportunity Commission (EEOC)

820 Louisiana Street, Suite

200 Little Rock, Arkansas, 72201 Toll Free Phone: 1.800.669.4000

Telephone: 501.324.5060

TTY: 1.800.669.6820

Fax: 501.324.5991

Website: www.eeoc.gov

NSF Grantees Only

National Science Foundation 2415 Eisenhower Ave.

Alexandria, VA 22314

Telephone: 703-292-8020

Fax: 703-292-9072

Email: programcomplaints@nsf.gov

Effective Date

The University reserves the right to make changes and amendments to this Policy as needed, with appropriate notice to the campus community. However, the Policy in force at the time that a Complaint is filed will be the Policy used throughout the investigation, hearing, and any appeals.

Retention of Records

For a period of at least seven years, the University will maintain the records of:

- Each Sexual Harassment investigation, including any determination regarding responsibility, any recordings or transcripts, disciplinary Sanctions, and remedies provided to the Complainant;
- Any appeal and the result therefrom;
- Any informal resolution and the result therefrom;
- All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. These materials will be made publicly available on the University's website;
- Records of any actions, including supportive measures, taken in response to a report or Formal Complaint of Sexual Harassment, along with documentation of the University's bases for its conclusion that its response was not deliberately indifferent; and
- Documentation pertaining to terminations, expulsions or educational Sanctions may be retained indefinitely.

REFERENCES

- Title IX of the Education Amendments of 1972, as amended
- Title VII of the Civil Rights Act, as amended
- Clery Act, as amended
- Campus SAVE Act, as amended
- Family Educational Rights and Privacy Act (FERPA), as amended
- Academic Affairs Policy 2.2.1: *Grievance Procedure for Students Alleging Discrimination*
- Administrative Guide Policy 4.4.16: *Employee Grievance Procedure*
- Administrative Guide Policy 4.4.02: *Employee Discipline*
- Administrative Guide Policy 3.1.55: *Policy on Complaints of Discrimination and Harassment (Non-Title IX)*

Rights of the Parties in an Institutional Proceeding

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

A prompt, fair and impartial process from the initial investigation to the final result.

- A prompt, fair and impartial process is one that is:
 - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with the institution's policies and transparent to the accuser and the accused.
 - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.

- Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Such training addresses topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.

ATIXA: <https://atixa.org/2020-regulations-requirement-posting-of-training-materials/>

- ATIXA ADA/504
- ATIXA 20 Minute to Trained Videos
- ATIXA Title IX Coordinator for Healthcare Educators & Providers
- ATIXA Time with IX: Responding to Challenges From Your Community
- ATIXA Violence Risk Assessment with NABITA Endorsement
- Solutions for Managing Intake, Jurisdiction, and Dismissal in the Title IX Grievance Process
- ATIXA Time with IX: Sexual Assault & Victimization of Vulnerable Populations
- ATIXA Time with IX: The Intersection of Title IX, ADA, and 504 – Why Disability Rights are Civil Rights
- ATIXA Time with IX 2024 Regulations Series: Decision Points and ATIXA Model Policies for Higher Education
- ATIXA Time with IX 2024 Regulations Series: Addressing Expanded Title IX Jurisdiction in the 2024 Regulations
- ATIXA Time with IX: Expanded Title IX Jurisdiction

The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.

Have the outcome determined using the preponderance of the evidence standard.

Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the University May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Following a final determination in the institution’s disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the institution may impose a sanction depending on the mitigating and aggravating circumstances involved. The possible sanctions

include: warning; reprimand; probation; restitution; fine; loss of privileges; housing probation; suspension or expulsion/termination; restriction on eligibility to represent the University at any official function or in any intercollegiate competition. If a suspension is imposed on a student, it may be for part of a semester, a full semester, or an entire academic year. An employee may be suspended for any length of time determined appropriate by the Director of Human Resources. Following a suspension, the individual will be required to meet with the Dean of Students (student) or Director of Human Resources (employee) to discuss re-entry and expectations going forward.

In addition, the University can make available to the victim a range of protective measures. They include: forbidding the accused from entering the victim's residence hall and from communicating with the victim, other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, changes in working situations, etc.

Publicly Available Recordkeeping:

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law.

Victims to Receive Written Notification of Rights:

When a student or employee reports to the University that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

SEX OFFENDER REGISTRATION PROGRAM

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the University of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Detective Corporal Clifton Moore at 501-686-8585 or cmoore8@uams.edu. State registry of sex offender information may be accessed at the following link: <https://portal.arkansas.gov/service/ar-sex-offender-registry-search/>

CAMPUS & COMMUNITY EMERGENCY NOTIFICATIONS

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Chief/Captain/Shift commander constitutes a serious or continuing threat to members of the campus

community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community.

Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:


University of Arkansas for Medical Science, 501-686-7777 or UAMSPoliceDepartment@uams.edu

University of Arkansas Fayetteville Police if on the UAMS Northwest Campus, 479-575-2222

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a timely warning.

Emergency Response

The University has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

 Students, staff and visitors are encouraged to notify the University of Arkansas for Medical Sciences Police Department at 501-686-7777 of any emergency or potentially dangerous situation.

The Shift Commander will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution’s response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the UAMS Police Department will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be notified.

The police chief or designee of the UAMS Police Department, in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with

local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Chief of Police or designee will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

At the direction of the police chief or designee of the UAMS Police Department, the University's dispatch office will notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the University issues a timely warning or emergency notification to the campus community.

Method	Sign Up Instructions
Posted on UAMS Workday, which is used by employees and students	Will be done during initial orientation.
Posters	UAMS PD (no sign-up required)
UAMS Emergency Notification System	Follow this link to sign up: https://emergmt.uams.edu/sub/EmerNotification

Testing & Documentation

UAMS tests its emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. Also, at various times the Emergency Management Team will meet to train and test and evaluate the University's emergency response plan.

The Physical Plant maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the University will distribute to its students and employee's information to remind them of the University's emergency response and evacuation procedures.

STOP CAMPUS HAZING POLICY AND PROGRAMMING

Hazing Prevention Policy Statement

The University of Arkansas strictly prohibits hazing by any student, group, or organization, regardless of intent or consent. Hazing in any form violates not only University policy, including the Code of Student Life, but it also violates Arkansas law (Ark. Code Ann. § 6-5-201).

Not only does the University prohibit hazing, but it encourages peaceful efforts to prevent hazing, and to interrupt hazing, if observed. The University also strongly encourages anyone who experiences or witnesses hazing to report it promptly so it can be addressed.

The University shall compile and disclose statistics on hazing incidents that are reported to campus security authorities and/or law enforcement in its annual security report, as required by the Stop Campus Hazing Act, 20 U.S.C. § 1092(f).

By implementing this policy, the University reaffirms its commitment to maintaining a safe and respectful campus environment that is free from hazing.

Hazing Definition

As defined in the Code of Student Life, hazing includes, but is not limited to, any intentional, knowing, or reckless act, whether done on or off-campus property, that is committed by a person (whether alone or in concert with other people) against another person or group of people as a condition of initiation, admission, affiliation, or continued membership in any student organization, athletic team, or extracurricular group, regardless of the consent of the participants, that:

Endangers or threatens to endanger the physical, mental, or emotional health or safety of an individual.

Involves forced, coerced, or involuntary participation, regardless of consent.

Inflicts or threatens to inflict humiliation, intimidation, or demeaning treatment, including acts that isolate, ostracize, shame, or psychologically manipulate individuals.

Forces the participant to engage in physical activity, including but not limited to calisthenics, marching, or excessive exercise.

Inflicts or threatens to inflict physical abuse in any form on the participant and may include, but is not limited to, paddling or striking.

Forcibly moves, conceals, abandons, or transports the participant.

Prevents academic engagement or class attendance.

Causes mental distress or fear by intimidation, threats, or verbal abuse.

Compels individuals to perform tasks, assume roles, or participate in activities that cause undue stress, exhaustion, or public embarrassment.

Restricts basic personal liberties, including personal hygiene, sleep, nutrition, or requirements for well-being.

Enforces secrecy regarding initiation, membership requirements, or organizational rituals in a way that contributes to fear, uncertainty, or manipulation.

Requires individuals to complete menial, demeaning, or excessive tasks.

Involves verbal, physical, or psychological harassment.

Involves the illegal or unauthorized presence or use of alcohol, drugs, or other controlled substances.

Requires participation in the consumption of substances, including food, alcohol, or drugs, against one's will.

Forces or otherwise induces individuals to violate University policies, state laws, or federal laws.

*Customary athletic training, events, or competitions affiliated with an athletic team are not considered hazing unless they violate the principles outlined above.

<https://policies.uark.edu/drafts/5200.php#:~:text=The%20University%20of%20Arkansas%20strictly,6%2D5%2D201>)

Reporting of Hazing Allegations


Any student, faculty member, or staff member who experiences, witnesses, or has information about hazing is strongly encouraged to report the incident to the University.

Complaints or concerns of hazing should be reported to the Associate Dean of the student's college or to the local police. Complaints may also be filed online at:

<https://academicaffairs.uams.edu/irpa/complaint-resolution-process-information>.

When a report of hazing is received, the Student Relations Department or the Employee Relations Department will make a determination regarding whether an investigation must occur. If so, an investigator will be assigned to gather information and conduct interviews, as appropriate. The investigator will report any findings and make a recommendation for sanctions as appropriate to the relevant administrator for implementation.

Discipline

 Hazing is prohibited by Arkansas law and Academic Affairs policy 2.2.14 Student Code of Conduct. Students who are found to be hazing will be disciplined following the student code of conduct policy. Faculty and staff is covered under policy 12.1.3 listed below.

Hazing Prevention and Awareness Program

The University will provide hazing awareness and prevention programs for students, faculty, and staff. These programs, offered either online or in person, will be designed to reach all members of the University community, incorporate research-based practices, and include primary prevention strategies.

Additionally, Administrative Guide Policy 12.1.03–Hazing Policy will be included in student and academic employee catalogs and will be highlighted in student and academic employee orientations. Hazing awareness and prevention programs will be described in more detail and published on an annual basis in the University of Arkansas for Medical Sciences Annual Security Report.

Hazing State Law:

Summary (Code of Arkansas)

..."hazing" means:

A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others when the conduct is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results;

The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others, upon another student to frighten or scare him or her;

A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or

A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.

Summary (Code of Arkansas)

The term "hazing" as defined in this section:

Does not include customary athletic events or similar contests or competitions; and

Is limited to those actions taken and situations created in connection with initiation into or affiliation with an organization, extracurricular activity, or sports program. Ark. Code Ann. § 6-5-201

Arkansas statute also prohibits hazing as follows:

A student, alumnus, or volunteer or employee of a fraternal organization of a school, college, university, or other educational institution in Arkansas shall not knowingly engage in hazing or encourage, aid, or assist any other student, alumnus, or volunteer or employee of a fraternal organization in hazing.

A person shall not knowingly permit, encourage, aid, or assist another person in committing the offense of hazing, or knowingly acquiesce in the commission of the offense of hazing, or fail to report promptly his or her knowledge or any reasonable information within his or her knowledge of the presence and practice of hazing in this state to an appropriate administrative official of the school, college, university, or other educational institution in Arkansas.

An act of omission or commission is hazing under this subsection.

A violation of this section is a Class B misdemeanor.

In addition to any penalty provided by this section, a student convicted of hazing shall be expelled from the school, college, university, or other educational institution that he or she is attending. Ark. Code Ann. § 6-5-202.

MISSING STUDENT POLICY

UAMS Academic Affairs Policy – 1.4.5 –Procedure

Any report to a University official indicating that a student is missing shall be referred immediately to the UAMS Police Department and to the Office of the Provost, and an investigation should be initiated. If the investigation determines that the student has been missing more than 24 hours, the following persons shall be notified:

If the student resides in on-campus housing: All confidential contacts designated by the student as listed on the "UAMS Resident Emergency Contact Information" form.

Students have the option of identifying an emergency contact person or persons of their choice. This emergency contact information will be collected by the Office of Student Housing at the time of check in ("UAMS Resident Emergency Contact Information" form), and can be updated upon request of the student at any time. This information is considered confidential and is only to be accessed by University officials for official purposes.

If the student resides in off-campus housing: The missing student's emergency contacts on file with UAMS will be notified.

If a student is under 18 and not an emancipated minor, the student's custodial parent(s) or legal guardian(s) will be notified no later than 24 hours after the time the student is determined to be missing according to the institution's official notification procedures.

The UAMS Police Department will work with other law enforcement agencies, as necessary, once a student is determined to be missing. University officials may elect to notify additional persons determined to be appropriate and consistent with the Family Educational Rights and Privacy Act.

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES CRIME STATISTICS

UAMS – Little Rock Campus Crime Statistics

The statistical summary of crimes for this University's Little Rock location over the past three calendar years follows:

	On Campus			On Campus Housing			Non Campus			Public Property		
Crime	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	2	0	0	0
Fondling	1	3	4	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	4	1	2	0	0	0	0	0	1	0	0	0
Burglary	5	1	6	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	1	0	0	0	0	0	0
Motor Vehicle Theft	2	6	3	0	0	0	0	0	0	0	0	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Hazing*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Arrest - Liquor Law Violation	0	0	4	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	1	5	5	0	0	0	0	0	0	0	0	0

	On Campus			On Campus Housing			Non Campus			Public Property		
Crime	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	6	3	8	0	0	0	0	0	1	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	1	4	0	0	0	0	0	0	0	0	0

*Hazing statistics are being collected in 2025 and will be included in the 2026 Annual Security Report.

Hate crimes:

2024: No hate crimes reported.

2023: 1 simple assault hate crime reported.

2022: 1 simple assault  biases crime reported.

Crimes unfounded by the University:

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

2022: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

2022: 0 unfounded crimes.

UAMS – Northwest Regional Campus Crime Statistics

The statistical summary of crimes for this University's Fayetteville location over the past three calendar years follows:

	On Campus			Campus Housing			Non Campus			Public Property		
Crime	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	1	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Hazing*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Arrest - Liquor Law Violation	0	0	1	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0

	On Campus			On-Campus Housing			Non Campus			Public Property		
Crime	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

*Hazing statistics are being collected in 2025 and will be included in the 2026 Annual Security Report.

Hate crimes:

2024: No hate crimes reported.

2023: No hate crimes reported.

2022: No hate crimes reported.

Crimes unfounded by the University:

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

2022: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

2022: 0 unfounded crimes.

UAMS ANNUAL FIRE SAFETY REPORT

Housing Facilities and Fire Safety Systems

The University maintains on-campus housing for its students. Below is a description of fire safety systems and the number of fire drills conducted during the previous calendar year.

Campus: University of Arkansas for Medical Sciences, 4301 W. Markham St, Little Rock, AR 72205

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of evacuation (fire) drills in previous calendar year
Dorm Administration Office, 4601 W. Markham Street in Little Rock, Arkansas 72205	X		X	X	X	X	1
North Residence Hall, 4601 W. Markham Street in Little Rock, Arkansas 72205	X		X	X	X	X	1
South Residence Hall, 4601 W. Markham Street in Little Rock, Arkansas 72205	X		X	X	X	X	1

Policies on Portable Appliances, Smoking and Open Flames

Smoking – UAMS is a tobacco-free campus. (Arkansas Clean Indoor Air Act of 2006 state statute 20-27-1804)

Space Heaters – Space heaters are a fire hazard if all safety precautions are not followed. The Department of Occupational Health and Safety (OH&S) must approve use of all space heaters in all UAMS facilities.

Microwave Ovens – Food, popcorn, etc., that is over-cooked seldom produce flames but do emit smoke which is the immediate danger in case of fire. Use the correct timer setting. Do not leave food unattended.

Decorations – UAMS policy limits the type allowed on campus. Lighted candles and any heat generating decorations are prohibited. Decorations must not obstruct an exit. [Ref. UAMS Policy 11.4.03]

Electrical Safety – Check coffee pots and other appliances before the end of the day. Place coffee pots, when in use, on a non-combustible surface. Use of extension cords is prohibited. [Ref. UAMS Policy 11.4.07]

Evacuation Procedures

All UAMS students, employee staff, and physicians should be aware of their responsibilities and assigned duties prior to notification of a Code Exodus. Each department's individual plan for a Code Exodus is available in the department. The EICS manual is available on-line. If on-line access is not available the following locations will maintain a hardcopy "paper" manual: ADON office, Emergency Department administrative office, safety office and the EICS Incident Command Center located in the hospital administrative suites.

Transfers

Internal Evacuation

The evacuation process shall be initiated at the order of the EICS command center once the unit location(s) to be evacuated internally and the unit location(s) to receive patients/staff have been determined.

The on-duty CDF or acting charge nurse for the affected unit(s) shall serve as the transfer coordinator unless otherwise specified in the unit/location(s) Code Exodus departmental plan. Affected unit location(s) to be evacuated shall coordinate moving patients, supplies and staff with the EICS command center.

External Evacuation

The evacuation process shall be initiated once the unit location(s) to be evacuated have been determined and the transfer process has been initiated through the EICS command center.

The on-duty CDF or acting charge nurse for the affected unit(s) shall serve as the transfer coordinator unless otherwise specified in the unit location(s) Code Exodus departmental plan. This individual shall coordinate with the EICS command center to provide patient identification and any specific needs the patient(s) may require for the transfer along with any required paperwork to ensure continuity of care.

EICS will contact other facilities and transport agencies within the local area then move to regional, state and federal agencies as necessary to assist with the movement of patients, supplies, etc.

Fire Education and Training Programs

The purpose of the fire drill is to acquaint residents with a rapid and orderly means of exit during an emergency. Each housing facility conducts no less than one fire drill annually, by the direction of the Occupational Health & Safety Office 501-686-5536. All persons in the building are required to participate in the fire drills and evacuate the building through the exit routes. Printed information is provided in each residence hall and Residence/Student handbook, including the warning of over-use of electrical outlets and other basic fire hazard information. Bulletin boards in residence halls are used to provide additional information.

Reporting Fires

The University is required to disclose each year statistical data on all fires that occurred in on-campus student housing. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. If you encounter a fire that presents an emergency situation, ensure your own safety and then please call 911.

There may also be instances when a fire is extinguished quickly, and an alarm is not pulled or a response by the fire department was not necessary. It is important that these incidents be recorded as well. Therefore, if you are aware of such a fire, see evidence of one or hear about one, you should contact the University of Arkansas for Medical Sciences Police Department at University of Arkansas for Medical Sciences Police Department. When providing notification of a fire, give as much information as possible about the location, date, time and cause of the fire.

Plans for Future Improvements

The University periodically reviews its fire safety protections and procedures. At this time, it has no plans for future improvements.

University of Arkansas for Medical Sciences – Fire Statistics

2024

No fires were reported in 2024.

2023

No fires were reported in 2023.

2022

No fires were reported in 2022.